

# UTAH SUPREME COURT AD HOC COMMITTEE



## REGULATORY REFORM

Nick Stiles, Co-Chair  
Maryt Fredrickson, Co-Chair

LPP Workgroup Meeting:  
September 11, 2025  
12:00 – 1:00  
Virtual Meeting  
[Meeting Link](#)

1. Welcome and Review of Meeting Minutes (Tab 1)
2. Introduction to Regulatory Reform Fellow, Bre Hickerson
3. Discussion of two topics overlapping with regulatory reform efforts:
  - A. Specialized Course of Instruction requirement (UCJA 15-703(b))
    - These courses are required for most applicants and are housed in the UVU Community Education Department. Where should they be housed in the future? Possible options are for the Bar to take over the maintenance and updating of the courses; rule changes to make the requirement a post-licensure CLE/mentoring program, or other ideas.
  - B. Forms practice post-OCAP
    - The LPP practice is forms-based. LPPs must use official Utah State Court approved forms or forms substantially similar to official Court forms. This requirement was manageable while OCAP was running and being updated. OCAP is now gone and has been replaced by My Court Case. My Court Case is not designed to be used by LPPs, only self-represented parties. This move makes it harder for LPPs, especially solo LPPs, to access forms. What rule changes would be needed to work around the loss of OCAP. This is a particularly apt time while we are discussing possible interplays between Sandbox entities and the LPP practice.
4. Review Survey Results (Tab 2 Paralegal Survey, Tab 3 Law Firm Survey)
5. Consider Previously Identified Barriers in Light of Survey Results

- How to improve public understanding of LPPs.
- How to improve legal community understanding.
- Barriers to entry and practice/How to increase LPP membership. (Arizona, more expansive practice model; Colorado, only one practice area)

## 6. Action Items & Conclusion

# TAB 1

## Meeting Minutes

### Utah Supreme Court's Ad Hoc Committee on Regulatory Reform

#### Licensed Paralegal Practitioner Workgroup.

July 04, 2025

12:00 – 1:00

#### Hybrid and In-person

Attended Online: Ada Miller, Emily Lee, Jon Wayas, Courtney Peterson-Rhead

Attended In-Person: Maryt Fredrickson, Andrea Donahue, Michael Barnhill, Jackie Morrison

Excused: Nick Stiles, L. Monte Sleight, Judge Koch, Lindsey Brandt

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1. Maryt welcomed everyone.
2. Approval of the minutes:
  - Fix two names in the meeting minutes from last time
  - Motion to approve with name changes: Emily; Jon seconded, carried with no nay votes.
3. Introduction of Courtney Peterson-Rhead, IAALS, Allied Legal Professionals
4. Jon reported on law firm outreach
  - Slow responses so far due to summer schedules and recent holiday.
  - Jon will forward a spreadsheet of all firms with LPPs that can be used as a starting point for additional contact, to see how LPPs are working in firms and if firms have any plans to encourage current paralegals to pursue an LPP license.
  - Discussion of paralegals in law firms who earn high salaries; less financial incentive to pursue an LPP license.
  - Not many LPPs in landlord-tenant/eviction sphere because most firms help landlords instead of tenants. Also, not many people taking the LPP exam for this area.
  - 6 out of 8 districts have LPPs. The two that don't also have very few attorneys, i.e., legal deserts.
  - Legal Deserts. Emily noted the initial interest in having LPPs to help reduce legal deserts.

- Jackie noted that the experience hours required to become an LPP makes it difficult for rural paralegals because they need experience under an attorney; in legal deserts there are already no or few attorneys, so they would need to come to a more populated area then come back. Once relocated for education, less likely to relocate back.
- Discussion of the experiential hours as a barrier to entry; whether modification of that requirement would be warranted; role of remote training and remote testing; LPPs can use any legal work for most of the experiential hours; no particular data on comparing experiential hours requirements between states.
- Once an LLP is located in a rural area, there is good work being done.

#### 5. Beginnings of Survey to Send out to Paralegals & Others

- It is a good idea to send out surveys
- The draft surveys can be circulated for redline and comments between meetings
- Scope of Workgroup. A substantive discussion occurred to clarify the scope of the workgroup. The current scope, included in the previous agenda, was to look at the LPP program but there are people in the Sandbox doing LPP-like work, namely the ALPs. This is a small number. Right now, the entities the individuals work for are authorized via the Sandbox, not the individuals, and their practice areas are not ones covered by the LPP program.
- Discussion of needing to find a pathway for those through this working group and multiple people previously contemplated that as being a part of the scope of work.
- Discussion of the difference between LPPs and CJAs. One difference is that LLPs can charge money, even if they do not or do pro bono work, but CJAs do not and are employed by an entity. The distinction based on who pays for the service may not be the distinguishing factor.
- Discussion of alternate pathways to licensure among different groups (attorneys, LPPs, and CJAs) and whether same regulatory structure applies for oversight among all groups.
- Other topics included: whether CJA experience could also provide experience hours for LPP work; should practice areas for LPPs be expanded and asking about that through the surveys; and what the comparative advantages are between Sandbox entities and LPPs, which could also be asked about through surveys.
- Expanding practice areas can be a barrier to entry, but may not be the primary driver in generating LPPs

- Arizona has expansive programs and a lot of LPPs
- Colorado only allows LPP practice in one area, family law, and has lots of LPPs
- In addition to practice areas discussed by the LPP program's committee, Michael noted that small claims is another area where LPP work may add value because many payday lenders in debt collection do the work themselves. Tax system has "enrolled agents," similar to what exists in the immigration sphere. Expungements and misdemeanors are areas allowed in other states.

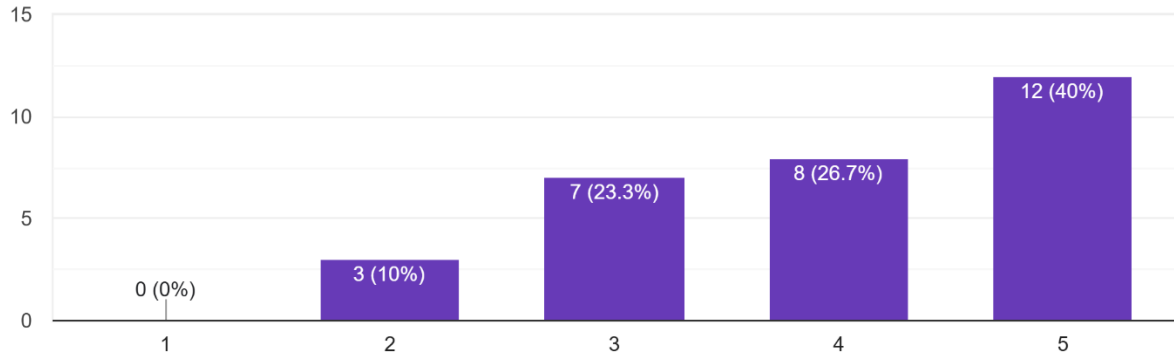
Meeting closed at 1:00pm.

TAB 2

## Graphs of Responses – Paralegal Survey

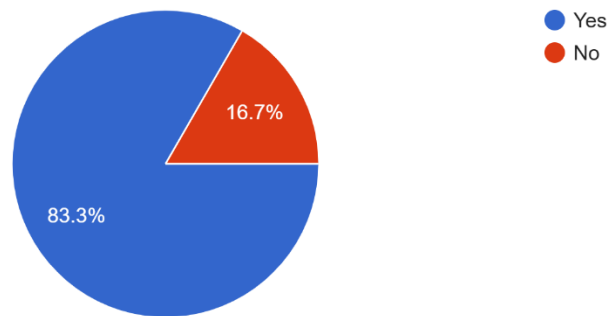
On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

30 responses



Have you considered becoming an LPP?

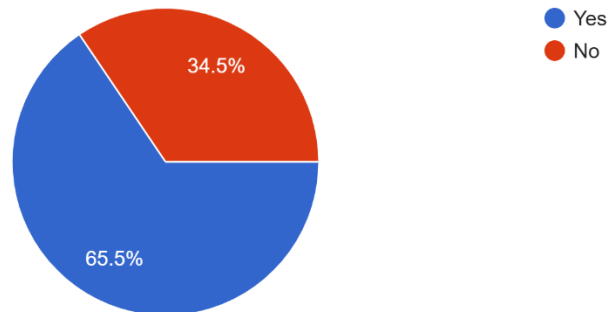
30 responses





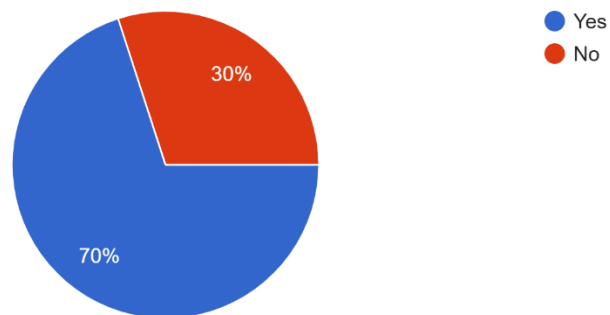
In your opinion, is becoming an LPP financially worthwhile?

29 responses



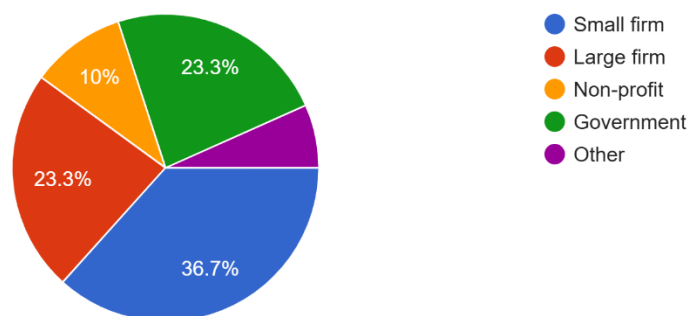
Would you be interested in receiving more education or information about the LPP role?

30 responses



What type of organization do you currently work for?

30 responses



# Non-LPP Paralegal Survey: Awareness, Consideration, Perceptions & Barriers

This survey aims to gather insights from Non-LPP Paralegals regarding their awareness, consideration, and perceptions of the Licensed Paralegal Practitioner (LPP) role.

On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

limited areas of practice; need a general area of practice catagory

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

depends on where I would want to work and if a LLP is accepted.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

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Would you be interested in receiving more education or information about the LPP role?

☐ Yes

☒ No

Please specify what type of education or information you would be interested in.

Judiciary or Appellate type of education to help with parties going to court

What type of organization do you currently work for?

⌵ Dropdown

Government



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	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

The ability to have my own practice

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

It could be financially worthwhile since law firms would probably pay higher for an LPP and could make money as own LPP practice.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

I do not practice in any of the 3 areas of law

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

CLE

What type of organization do you currently work for?

⌵ Dropdown

Other



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Not at all familiar      1      2      3      4      5      Extremely familiar

☐      ☐      ☐      ☐      ☒

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

I am an LPP licensed in 2020

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

I am in a law firm. It is financial beneficial for the firm and the clients. However, as a solo practitioner, I do not believe it is a sustainable income for me and my family.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

I believe the qualifications need to be tougher. The qualifications were harder when I applied! Needing both a Bachelors AND the NALA/CP is a benefit to the background of an LPP.

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

Similar to the NLTP, there should also be an LPP program.

What type of organization do you currently work for?

⌵ Dropdown

Small firm



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1 2 3 4 5

Not at all familiar ☐ ☐ ☒ ☐ ☐ Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

market demand, community need

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

money/time/energy

In your opinion, is becoming an LPP financially worthwhile?

☐ Yes  
☒ No

Please provide any additional comments on the financial worth of becoming an LPP.

I actually don't know if it's financially worthwhile, so I've opted for "no" in my response to previous question since you don't have that option. If you could provide information on income for LPP, that would be helpful.



Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

Uncertain

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

hearing from Utah's LPPs the pros and cons, so qualitative data; hardest cases/fave or most rewarding cases/lessons learned; income survey

What type of organization do you currently work for?

▼ Dropdown

Non-profit



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Not at all familiar      1      2      3      4      5      Extremely familiar

☐      ☐      ☒      ☐      ☐

Have you considered becoming an LPP?

☐ Yes  
☒ No

If yes, what factors influenced your consideration?

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If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

It is outside of my general practice area of corporate and securities work

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In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

You have additional credentials and can do additional work without being subject to a law firm/practice

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Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

No

Would you be interested in receiving more education or information about the LPP role?

☐ Yes

☒ No

Please specify what type of education or information you would be interested in.

What type of organization do you currently work for?

Dropdown

Large firm ▼

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Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

I feel like its very difficult to attain. the guidelines seem confusing and the school requirements are almost as strenuous as that of an attorney. for that much schooling, I would just as well become an attorney.

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

Schooling requirements.

In your opinion, is becoming an LPP financially worthwhile?

☐ Yes  
☒ No

Please provide any additional comments on the financial worth of becoming an LPP.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

My entire experience as a Paralegal has been in Personal Injury, very little Family and Landlord Tenant Law. For me to become LPP, in my experience field, it would be difficult for me to practice.

What type of organization do you currently work for?

⌵ Dropdown

Large firm



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Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

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If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

There's no fields of law currently available that I'm interested in.

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In your opinion, is becoming an LPP financially worthwhile?

☐ Yes  
☒ No

Please provide any additional comments on the financial worth of becoming an LPP.

I'd love to see an LPP for Criminal Law...specifically one that handles First Appearance Court at the District Court level. Walking someone through the reading of their charges (no guilty plea at this stage), advising them to not say anything about the case in that hearing, and pointing them in the direction of their attorney (public defender or otherwise) would be something I think an LPP could handle. Having attorneys at FAC seems like a misuse of experience and talent. I've sat in on plenty of FAC hearings and feel like it's something that with some training, could be handled by a LPP. If this, or some other criminal law related field were available, I'd jump on it right away.

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Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

No. It's solely just because I want other fields to be available.

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

When new fields of law are added.

What type of organization do you currently work for?

⌵ Dropdown

Non-profit



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1 2 3 4 5

Not at all familiar ☐ ☐ ☐ ☒ ☐ Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

My firm had offered their support if I decided to pursue becoming an LPP. I was also interested in potential higher income.

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

I ultimately decided against pursuing an LPP license, mainly because the areas that LPPs support do not align with my firm's practice areas.

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

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Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

No

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

I am the chair of the Paralegal Division. We may be interested in having someone provide a CLE to our Division about the LPP program, the benefits of joining, etc.

What type of organization do you currently work for?

▼ Dropdown

Small firm ▼

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Not at all familiar      1      2      3      4      5      Extremely familiar

☐      ☐      ☐      ☒      ☐

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

I wanted to see how the program advanced. After seeing how some of the LPPs are overstepping their scope, I decided it was not for me.

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

In your opinion, is becoming an LPP financially worthwhile?

☐ Yes  
☒ No

Please provide any additional comments on the financial worth of becoming an LPP.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

The main reason I don't want to pursue LPP licensure is because I have seen how many (not all) LPPs have abused their positions, and I do not want to be associated with that.

Would you be interested in receiving more education or information about the LPP role?

☐ Yes

☒ No

Please specify what type of education or information you would be interested in.

What type of organization do you currently work for?

⌵ Dropdown

Small firm



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Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

More legal standing in court, higher billable hours for the firm

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

Higher billable hours for the firm

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

No

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

As much as possible so I can be an LPP

What type of organization do you currently work for?

▼ Dropdown

Small firm ▼

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Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☐ Yes

☒ No

If yes, what factors influenced your consideration?

---

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

I work for a government agency and I have the currently required years of experience but not in the timeframe to qualify and the time it would take to gain that experience that's necessary on top of my workload is just not doable at this time.

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In your opinion, is becoming an LPP financially worthwhile?

☐ Yes

☒ No

Please provide any additional comments on the financial worth of becoming an LPP.

I'm sure it is financially worthwhile for paralegals that have recently worked or are currently in private practice but for a government paralegal it is not.

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Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

An Applicant must have 1500 hours of Substantive Law-Related Experience, as defined in Rule 15-701, within the last 3 years

Would you be interested in receiving more education or information about the LPP role?

☐ Yes

☒ No

Please specify what type of education or information you would be interested in.

What type of organization do you currently work for?

⌵ Dropdown

Government



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Not at all familiar      1      2      3      4      5      Extremely familiar

☐      ☒      ☐      ☐      ☐

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

What type of legal work I can do as an LPP

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

I would need to do research as to what the requirements are to become one and what service I could provide to decide if it was worthwhile.



Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

Requirement (c) since none are areas I currently do paralegal work for being in a civil government office.

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

If (c) was broadened to include work I currently do in my job in a civil government office.

What type of organization do you currently work for?

⌵ Dropdown

Government



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1 2 3 4 5

Not at all familiar ☐ ☐ ☐ ☒ ☐ Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

---

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

I don't know if it is necessary for me to get. I've always considered it, but many firms don't like it or don't require it. I wish more processes and procedures would allow for the LLP instead of how limited the scope is. Of which I can understand to an extent but also would prefer other areas of practice.

---

In your opinion, is becoming an LPP financially worthwhile?

☐ Yes  
☒ No

Please provide any additional comments on the financial worth of becoming an LPP.

I don't know of any firms that would require this or even would like a paralegal to have this. If my income and job responsibilities don't change, what really would be the point of getting this?

---

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

No

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

Learning about those who are an LPP and how it's changed their work, life, career, etc.

What type of organization do you currently work for?

Dropdown

Other ▼

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1 2 3 4 5

Not at all familiar ☐ ☐ ☐ ☒ ☐ Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

More autonomy, increased income potential, and ability to better help clients are all advantages that I have considered in thinking about becoming an LPP.

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

There are limitations on what LPPs can do. It takes time and expense to get licensed and that's a consideration. I plan to go to law school soon and become an attorney. I feel like in some ways LPPs' hands are tied in what they can and can't do. I've heard some clients say that they prefer attorneys over LPPs. I saw an LPP appear virtually for a hearing with their client and it was frustrating to see when the client struggled and the LPP wasn't able to help much since they can't orally advocate for their client in court hearings or trials.

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

It could be financially worthwhile in the right situation. I don't know that my firm would pay me much more if I became an LPP. I am intrigued though by the opportunity LPPs have to have their own practice/business.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

I wish the process was a little more streamlined. Testing is only twice per year and requires months of advanced preparation and expense. I'm a 12+ year senior litigation paralegal in family law and don't feel that my experience counts for much in the application process. I think more weight could be given for experience.

Would you be interested in receiving more education or information about the LPP role?


☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

Regular updates on the rules, process, changes, etc. have been nice.

What type of organization do you currently work for?

 Dropdown

Small firm



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# Non-LPP Paralegal Survey: Awareness, Consideration, Perceptions & Barriers

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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☐ Yes  
☒ No

If yes, what factors influenced your consideration?

---

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

I'd like to be an LPP, but I've never worked in those 3 areas

---

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

It seems to be working best for paralegals who don't necessarily want a typical 9 to 5 job. They can do the work on the side, or part time, or even firms can say to a potential client - attorney fees might be out of reach, but we have an LPP that can assist you for a lot less

---

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

Just the 1500 hours of Substantive Law-Related Experience

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

It's been intereting to see the pushback and support for the program. I was in a CLE where Deno Himonas was talking about it before it was formalized, and there was a family law attorney from a rural area that was outraged. Personally, I've been most interested in what LPP's practical experience has been. I'm the paralegal liaison to the Bar Journal and I've invited half or so of the LPP's to share what their experience has been in an article. I think only 1 has taken me up on it --- but a couple years ago I attended a CLE where 4 LPP's spoke about that. So I created kind of a transcript of that conversation and it was published in the Jan/Feb 2024 edition. I was impressed with all 4 of the LPP's that participated. They are each approaching it from different structures and are essentially doing exactly what the program envisioned, which is to assist people who would otherwise be unrepresented

What type of organization do you currently work for?

⌵ Dropdown

Small firm



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	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☐ Yes  
☒ No

If yes, what factors influenced your consideration?

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

Does not cover the areas of law I have worked in for my career (M&A, Securities, Corporate Law)

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

My friends who have pursued LPP seem very happy and valued in their roles.



Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

No.

Would you be interested in receiving more education or information about the LPP role?

☐ Yes

☒ No

Please specify what type of education or information you would be interested in.

None at this time unless the LPP areas of law are broadened to cover the areas of law I work in.

What type of organization do you currently work for?

⌵ Dropdown

Large firm



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Not at all familiar      1      2      3      4      5      Extremely familiar

☐      ☒      ☐      ☐      ☐

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

Time, training, and money

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

Time and money

In your opinion, is becoming an LPP financially worthwhile?

☐ Yes  
☒ No

Please provide any additional comments on the financial worth of becoming an LPP.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

---

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

Can I become an LPP even though I didn't get a degree? I do have my paralegal certificate.

What type of organization do you currently work for?

⌵ Dropdown

Government



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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

Not at all familiar      1      2      3      4      5      Extremely familiar

☐      ☐      ☐      ☒      ☐

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

The limited areas of practice and how those areas are in conflict with my firm, and that they do not include the areas of practice I specialize in, and enjoy working in.

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

In your opinion, is becoming an LPP financially worthwhile?

☐ Yes  
☒ No

Please provide any additional comments on the financial worth of becoming an LPP.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

None.

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

All. It never hurts to stay up to date on the LPP program and what has or is changing.

What type of organization do you currently work for?

⌵ Dropdown

Small firm



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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

Not at all familiar      1      2      3      4      5      Extremely familiar

☐      ☐      ☐      ☐      ☒

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

I became concerned about overhead costs, malpractice insurance costs, etc., so I decided not to pursue a LPP designation.

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

In your opinion, is becoming an LPP financially worthwhile?

☐ Yes  
☒ No

Please provide any additional comments on the financial worth of becoming an LPP.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

---

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

---

What type of organization do you currently work for?

⌵ Dropdown

Government



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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

Independence and having my own business.

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.



Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

With the current changes, it will make it easier for me to apply for the program.

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

I would like to know how the current LPP's got started and if it is fulfilling.

What type of organization do you currently work for?

⌵ Dropdown

Large firm



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	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

The possibility of having my current firm pay for me to become an LPP just for the sake of having the extra qualification at minimal to no cost out of pocket.

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

No desire to do the particular work authorized to be performed by an LPP, and such LPP work is not relevant to my current work as a paralegal.

In your opinion, is becoming an LPP financially worthwhile?

☐ Yes  
☒ No

Please provide any additional comments on the financial worth of becoming an LPP.

From what I've seen on the job market from time to time, being an LPP doesn't seem to be a particularly sought-out qualification by potential employers. I can't imagine that having such qualification would actually make any difference to rate-of-pay to a potential employer, unless they're specifically seeking out LPPs (which I haven't personally seen to-date, but I suppose I could be missing them).

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

Having to do any amount of work in the practice areas listed in subsection (c), but just because those (very important!) family and debt-related practice areas are highly emotional and mentally draining, so they're areas of law that are just personally not my cup of tea. In general though, the qualifications seem fair and make sense for ensuring that those wishing to become an LPP are sufficiently qualified to perform the limited scope of work.

Would you be interested in receiving more education or information about the LPP role?

☐ Yes

☒ No

Please specify what type of education or information you would be interested in.

Corporate/transactional, estate and tax planning, probate, real estate, IP, non-judicial foreclosures, judgment enforcement, etc. If any of these practice areas became authorized to be performed by an LPP, I would certainly reconsider becoming licensed much more seriously.

What type of organization do you currently work for?

▼ Dropdown

Large firm



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# Non-LPP Paralegal Survey: Awareness, Consideration, Perceptions & Barriers

This survey aims to gather insights from Non-LPP Paralegals regarding their awareness, consideration, and perceptions of the Licensed Paralegal Practitioner (LPP) role.

On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

Field of work \_\_\_\_\_

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

\_\_\_\_\_

In your opinion, is becoming an LPP financially worthwhile?

☐ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

\_\_\_\_\_

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

---

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

---

What type of organization do you currently work for?

⌵ Dropdown

Large firm ▼

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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

pay raise and length of career

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

---

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

family law

What type of organization do you currently work for?

▼ Dropdown

Small firm



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# Non-LPP Paralegal Survey: Awareness, Consideration, Perceptions & Barriers

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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

1 2 3 4 5

Not at all familiar ☐ ☐ ☒ ☐ ☐ Extremely familiar

Have you considered becoming an LPP?

☐ Yes  
☒ No

If yes, what factors influenced your consideration?

---

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

Is not available in my State in my field of expertise

---

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

Better job opportunities

---



Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

no

Would you be interested in receiving more education or information about the LPP role?

☐ Yes

☒ No

Please specify what type of education or information you would be interested in.

What type of organization do you currently work for?

⌵ Dropdown

Small firm



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# Non-LPP Paralegal Survey: Awareness, Consideration, Perceptions & Barriers

This survey aims to gather insights from Non-LPP Paralegals regarding their awareness, consideration, and perceptions of the Licensed Paralegal Practitioner (LPP) role.

On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

I haven't decided one way or another. I don't know if it something that will help with my current employment. I may not be staying in the legal field over the next several years. However, if it did help with my employment, it would move that consideration to a priority.

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

If it helps me with my current role, then I am assuming it is worthwhile.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

---

Would you be interested in receiving more education or information about the LPP role?

☐ Yes

☒ No

Please specify what type of education or information you would be interested in.

unknown

What type of organization do you currently work for?

⌵ Dropdown

Non-profit



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# Non-LPP Paralegal Survey: Awareness, Consideration, Perceptions & Barriers

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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

I am an LPP

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

NA

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

Being an LPP in my firm has helped me to be a more knowledgeable employee and I am utilizing the skills and information to better our clients.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

The NALS exams were incredibly difficult and mostly not applicable to my work.

Would you be interested in receiving more education or information about the LPP role?

☐ Yes

☒ No

Please specify what type of education or information you would be interested in.

NA

What type of organization do you currently work for?

⌵ Dropdown

Small firm



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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

I would like to be able to do more as a paralegal.

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

I am not interested in the areas that LPP license is allowing you to practice in. I wish they would branch out a little broader. Maybe the lesser criminal offenses for example.

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

I am not really sure. I have not been told the financial benefits of becoming an LPP

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

not sure

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

I would like to know more about LPP and the financial benefits etc.

What type of organization do you currently work for?

Dropdown

Government



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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

The ability to free-lance, be more productive at my firm and make a decent income as a paralegal in Utah.

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

The amount of tuition for the classes. If my firm supported me and reimbursed me I would do the LPP program however, my current paralegal income doesn't support continued education.

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

I think it compares to an associate attorney to a more experienced attorney. Additional education for paralegals should be supported by firms and other organizations to make the career an actual profession instead of paralegals being "combined" with legal or administrative assistances which don't generate revenue for a firm.



Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

No, I meet them all.

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

What the program actually entails; classes; location; fees. It is hard to find real information online.

What type of organization do you currently work for?

⌵ Dropdown

Small firm



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# Non-LPP Paralegal Survey: Awareness, Consideration, Perceptions & Barriers

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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

Ability to provide low-cost services to the community

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

I have not pursued my LPP yet because I am unsure if I meet all requirements, and do not know all of the requirements needed.

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

I assume it would be worthwhile, but have not looked into the numbers yet.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

No

Would you be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

Everything needed to become an LPP

What type of organization do you currently work for?

⌵ Dropdown

Large firm ▼

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# Non-LPP Paralegal Survey: Awareness, Consideration, Perceptions & Barriers

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On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

	1	2	3	4	5	
Not at all familiar	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely familiar

Have you considered becoming an LPP?

☒ Yes  
☐ No

If yes, what factors influenced your consideration?

Time and education/experience requirements

If no — or if you considered but decided not to pursue the LPP license — what were your main reasons for not moving forward?

Education and experience requirements

In your opinion, is becoming an LPP financially worthwhile?

☒ Yes  
☐ No

Please provide any additional comments on the financial worth of becoming an LPP.

Are there any qualifications under CJA 15-703 that discourage you from pursuing an LPP license?

Yes

---

Would you be interested in receiving more education or information about the LPP role?


☒ Yes

☐ No

Please specify what type of education or information you would be interested in.

---

What type of organization do you currently work for?

 Dropdown

Government



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TAB 3

# Licensed Paralegal Practitioner (LPP) Survey

A survey to understand the awareness, consideration, and integration of Licensed Paralegal Practitioners (LPPs) within law firms.

On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

Not at all familiar      1      2      3      4      5      Extremely familiar

☐      ☐      ☐      ☐      ☒

Has your firm ever considered adding an LPP to your team?

☒ Yes  
☐ No

Have you hired an LPP?

☒ Yes  
☐ No

In what year did you hire your first LPP?

2019

In what practice areas is your LPP or LPPs currently working?

- ☒ Family Law
- ☐ Criminal Law
- ☐ Civil Litigation
- ☐ Estate Planning
- ☐ Real Estate
- ☐ Other (please specify)

In which specific subject matters do you believe your firm benefits most from having an LPP or LPPs work?

Every area can find great benefits in the use of LPPs

Does your firm have billable requirements for LPPs?

☐ Yes

☒ No

Please provide details regarding billable requirements for LPPs (optional).

What rates does your firm typically charge for work done by LPPs?

200

How would you rate your overall satisfaction with the work of your LPP or LPPs?

	1	2	3	4	5	
Not satisfied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

What benefits have you seen from having an LPP or LPPs on your team?

Affordable options for the general public

What challenges, if any, have you experienced?

The confusing nature of regulation and the refusal of attorneys to keep up with the changes.

If your firm considered but decided not to hire an LPP, what were your main reasons?

What concerns, if any, do you have or did you have about adding an LPP to your firm?

None



Would your firm be interested in receiving more education or information about the LPP role?

☒ Yes

☐ No

What type of organization is your firm?

☐ Small firm (1-10 attorneys)

☒ Medium firm (11-50 attorneys)

☐ Large firm (50+ attorneys)

☐ Non-profit

☐ Government

☐ Other (please specify)

What geographic areas does your firm serve?

☒ Local (City/County)

☒ State-wide

☐ Regional (Multiple States)

☐ National

☐ International

☐ Other (please specify)

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# Licensed Paralegal Practitioner (LPP) Survey

A survey to understand the awareness, consideration, and integration of Licensed Paralegal Practitioners (LPPs) within law firms.

On a scale of 1–5, how familiar are you with what Licensed Paralegal Practitioners (LPPs) can do both in and out of court?

Not at all familiar      1      2      3      4      5      Extremely familiar

☐      ☐      ☒      ☐      ☐

Has your firm ever considered adding an LPP to your team?

☐ Yes  
☒ No

Have you hired an LPP?

☐ Yes  
☒ No

In what year did you hire your first LPP?

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In what practice areas is your LPP or LPPs currently working?

- ☐ Family Law
- ☐ Criminal Law
- ☐ Civil Litigation
- ☐ Estate Planning
- ☐ Real Estate
- ☐ Other (please specify)

In which specific subject matters do you believe your firm benefits most from having an LPP or LPPs work?

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Does your firm have billable requirements for LPPs?

☐ Yes

☐ No

Please provide details regarding billable requirements for LPPs (optional).

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What rates does your firm typically charge for work done by LPPs?

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How would you rate your overall satisfaction with the work of your LPP or LPPs?

	1	2	3	4	5	
Not satisfied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

What benefits have you seen from having an LPP or LPPs on your team?

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What challenges, if any, have you experienced?

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If your firm considered but decided not to hire an LPP, what were your main reasons?

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What concerns, if any, do you have or did you have about adding an LPP to your firm?

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Would your firm be interested in receiving more education or information about the LPP role?

- ☐ Yes
- ☐ No

What type of organization is your firm?

- ☐ Small firm (1-10 attorneys)
- ☐ Medium firm (11-50 attorneys)
- ☒ Large firm (50+ attorneys)
- ☐ Non-profit
- ☐ Government
- ☐ Other (please specify)

What geographic areas does your firm serve?

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- ☐ Regional (Multiple States)
- ☐ National
- ☒ International
- ☐ Other (please specify)

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