

6 THINGS

Finance & Accounting Candidates Want in a Work Environment



01 Remote Work Capabilities

Survey of 2,100 people who worked remotely during the pandemic found:

58% of workers said they'd "absolutely" look for new work if they couldn't continue working remotely.

33% of workers prefer a hybrid arrangement.



02 Flexible Schedules



2,000 professionals and 500 HR directors found:

88% of professionals look for flexibility in hours and location when searching for a new position.



Firms could enable anytime work hours to allow employees to work when they're most productive.

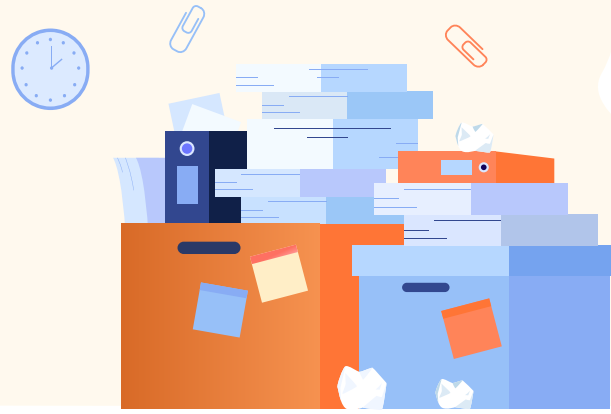
03 Work-Life Balance



76% of professionals believe employees would be willing to take a pay cut to pursue jobs with a convenient location and that allow the ability to prioritize lifestyle.

Survey from 1,200 office workers and 133 executives showed:

81% of executives said their company provided successful childcare benefits, but only **45%** employees agreed.



04 Expectations of Productivity

Employees want their performance to be measured beyond traditional metrics with a focus on quality of work and contributing to a greater goal.



86% of professionals say they'd prefer to work for a company that prioritizes outcomes over output.

05 Diversity, Equity & Inclusion



8,233 professionals found nearly

80% of workers want to work for a company that values diversity, equity and inclusion.

One place for companies to start? The age of workers.

In 2020, the median age for accountants and auditors was 44, while the median age for financial managers was 45.4 – both higher than the median age for total employed.



CEOs in financial services say attracting and keeping Millennial workers and younger is one of their biggest talent challenges. Prioritize these age groups in recruitment efforts to diversify your workforce.

06 Training & Development

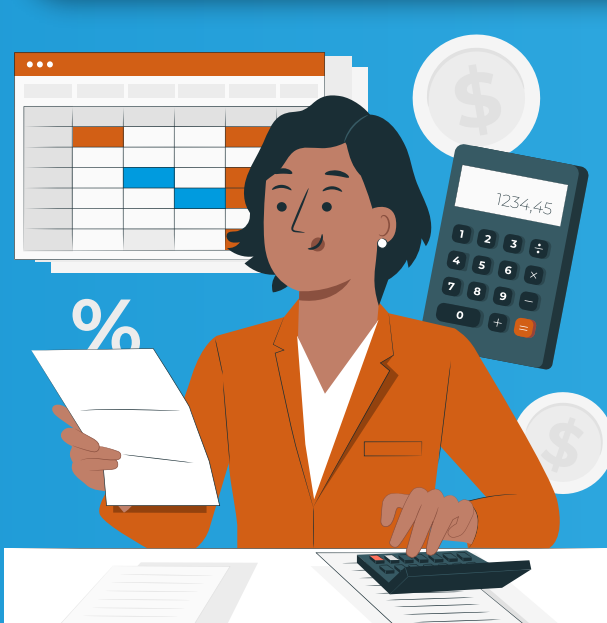


Your employees want to learn, develop, and grow with your company

76% of Gen Z employees believe learning is essential for career success.



Companies can compensate for continued education, host professional development classes and mentor employees so they can pursue their career goals.



Convey Your Value to Accounting & Finance Professionals

To reach, attract and retain the best talent, it can help to work with an employment and staffing agency that specializes in accounting and finance.

AccruePartners has subject matter experts in the finance and accounting field who can help. Contact us for finance and accounting staffing solutions.

SOURCES

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