

rh Robert Half
Talent Solutions

2024 Hiring and Compensation Trends

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Welcome

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1

Hiring and compensation trends

Explore national and local conditions, including those affecting finance and accounting.

2

The current marketplace for finance & accounting

Consider the latest data for finance and accounting and what that means for your business.

3

Comparisons of benefits and perks

Compare what workers want vs. what employers offer, plus see how benefits and perks offerings have changed in the last few years.

4

Wrap-up + Q&A

We'll summarize key takeaways and answer your questions.

Market Outlook

EMPLOYMENT SNAPSHOT: NATIONAL



U.S. unemployment rate as of
March 2024: **3.8%**

Job openings*: **8.8 million**

Quit level*: **3.5 million**

*As of Feb 2024
Source: U.S. Bureau of Labor Statistics

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EMPLOYMENT SNAPSHOT: LOCAL

Unemployment rate in Texas **3.9%**

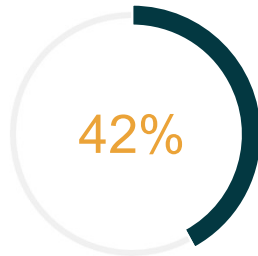
Unemployment rate in Dallas/Ft. Worth* **4.2%**

• As of February 2024
• Source: U.S. Bureau of Labor Statistics,

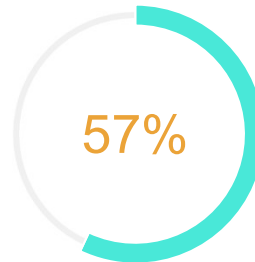
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TREND 1: SALARY TRANSPARENCY IS GIVING EMPLOYERS A HIRING EDGE

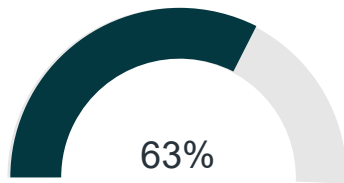


of workers **expect to see a salary range** in job postings.

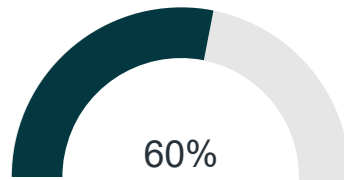


would not consider a position if not provided a salary range upon request.

TREND 1: SALARY TRANSPARENCY IS GIVING EMPLOYERS A HIRING EDGE



Salary transparency helps attract the **best job candidates**.

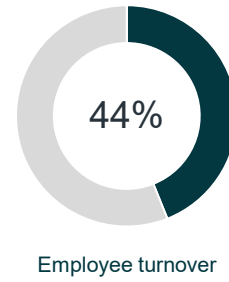
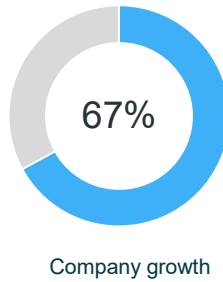


It gives companies a **competitive edge**.

TREND 2: COMPANIES NEED TO HIRE, BUT CHALLENGES REMAIN

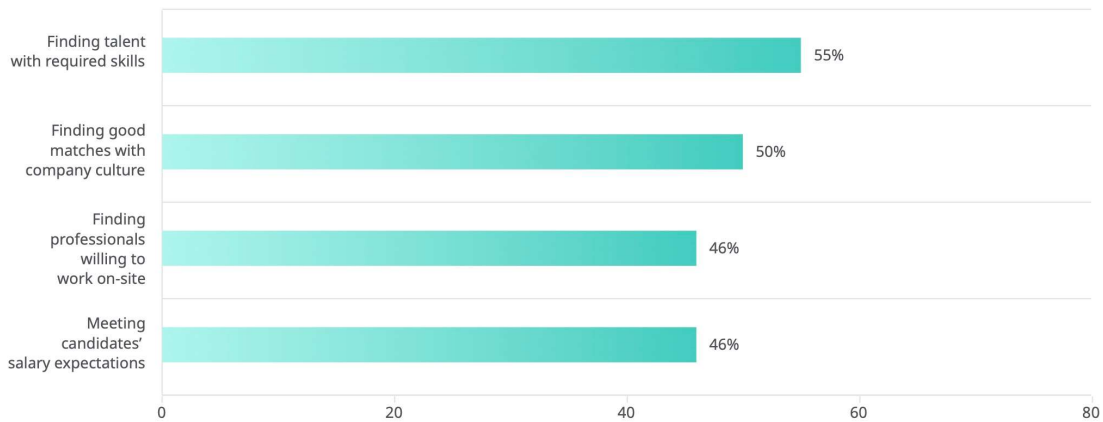


Reasons for hiring



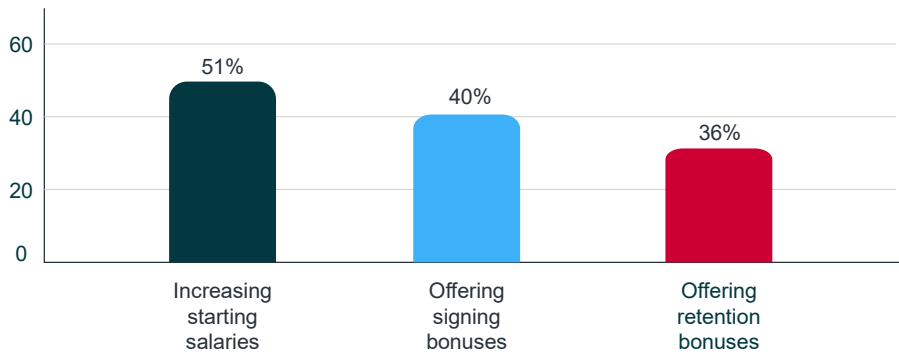
TREND 2: COMPANIES NEED TO HIRE, BUT CHALLENGES REMAIN

Employers expect these hiring challenges in 2024

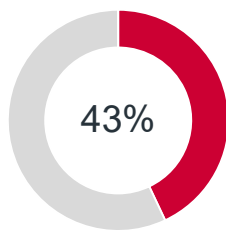


TREND 3: SALARY GROWTH EASES BUT REMAINS ON EMPLOYERS' RADAR

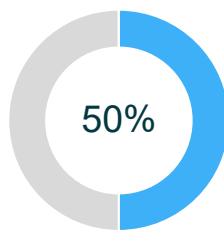
How companies are attracting and keeping top performers



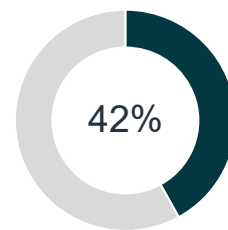
TREND 4: REMOTE, HYBRID WORK OPTIONS HELP KEEP TALENT PIPELINES STRONG



Workplace **flexibility** helps recruit top performers.

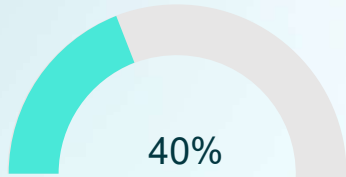


of managers have **lost a top candidate** because remote work wasn't allowed.

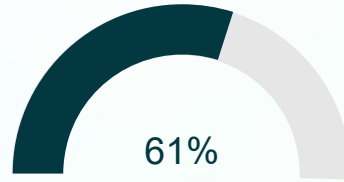


have **lost a valued employee** for the same reason.

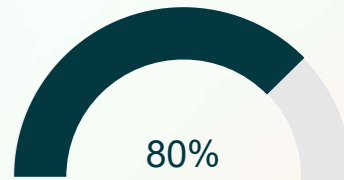
TREND 4: REMOTE, HYBRID WORK OPTIONS HELP KEEP TALENT PIPELINES STRONG



of companies are **considering candidates outside their market** for remote positions.



of workers are **more likely to apply** for jobs that offer **remote or hybrid options**.



of workers are willing to come into the office full-time **if offered a salary premium**.

TREND 5: VARIABLE TALENT MODELS HELP RELIEVE TALENT SHORTAGES



Contract professionals

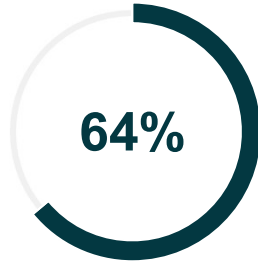


Full-time engagement professionals

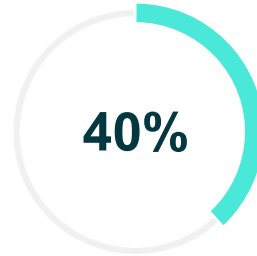


Managed solutions

TREND 5: MORE EMPLOYERS ARE ADOPTING A VARIABLE TALENT MODEL



of employers are **increasing use** of contract professionals.



of job seekers are **open to a contract position**.

2024 SALARY TABLES

PERCENTILE:	25th	50th	75th
CANDIDATE:	New to the role, with little or no experience; requires more than casual instruction or supervision to perform day-to-day duties	Has the experience to consistently perform core responsibilities without direct supervision; very comfortable with processes and subject matter	Value to the company goes far beyond the ability to perform normal job duties; has rare qualifications that enable consistent contribution in unique ways; ready for next career level when available
JOB TITLE:			
<i>Staff accountant, general accounting</i>	\$53,750	\$65,000	\$81,000
<i>Senior internal auditor, corporate accounting</i>	\$84,000	\$100,750	\$118,750

Hiring trends in Finance and Accounting

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01

Low unemployment,
high demand

Roles in demand

- FP&A
- Auditing
- Accounting
- Billing
- Payroll

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Salaries increase for key roles

48%

Financial reporting

42%

Financial modeling

38%

Management experience

36%

Data analytics

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03

Managers rely more on contract professionals

64%

are planning to **use more contract workers**.

- Financial planning and analysis
- Financial reporting
- Account payable/receivable
- Tax/treasury

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04

Public accounting suffers from talent shortage

- Entry-level candidates
- Experienced talent
- Audit/bookkeeping

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05

Better pay, remote work can ease hiring squeeze

65%
of finance and accounting professionals **want remote work options.**

41%
of managers **want employees on-site full-time.**

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Tight hiring market for financial services

Top specialties

- Risk and compliance
- Fund management

To compete

- Relax experience requirements
- Recruit more entry-level candidates

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HOT JOBS IN FINANCE AND ACCOUNTING



CONSTRUCTION



GOVERNMENT



HEALTHCARE



MANUFACTURING



NONPROFIT



PUBLIC ACCOUNTING

- Accounts payable specialist
- Accounts receivable specialist
- Controller
- Financial analyst
- Senior accountant
- Staff accountant

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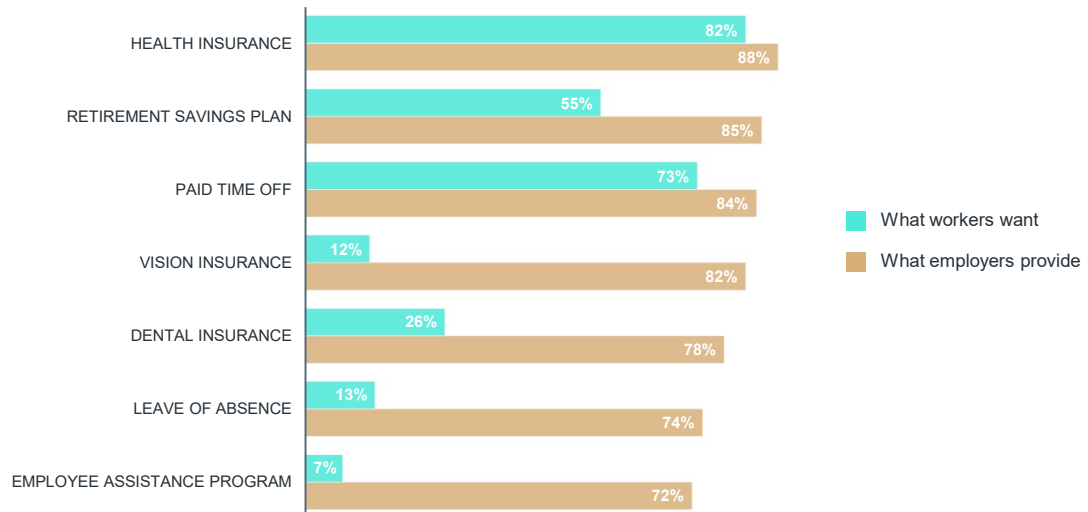
IN-DEMAND SKILLS AND ACCREDITATIONS

- CPA
- Certified management accountant (CMA)
- ERP software (SAP, Oracle)
- Excel (advanced)
- MBA
- QuickBooks
- Sage Intacct
- SQL
- Collaboration
- Communication
- Leadership
- Presentation

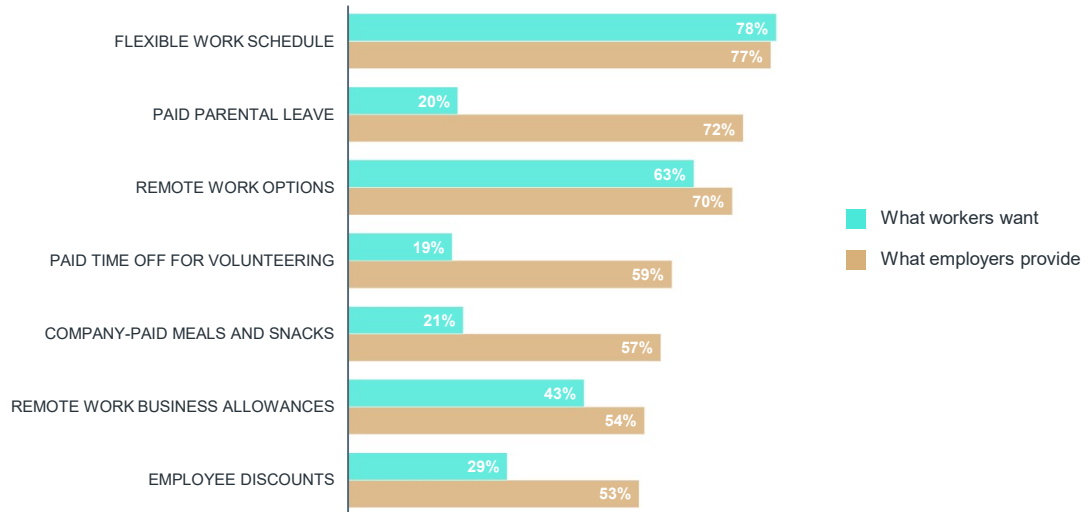


Trends in Benefits and Perks

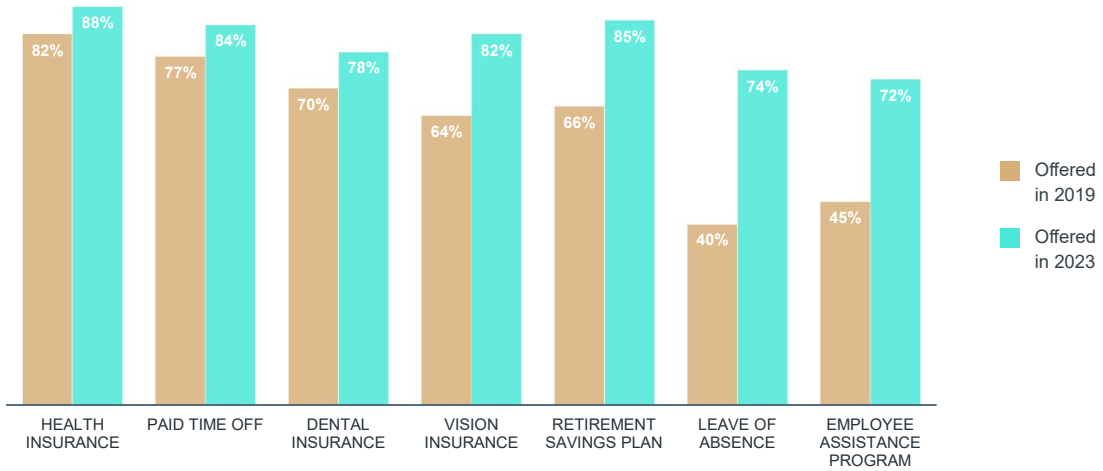
BENEFITS WORKERS WANT MOST — AND WHAT EMPLOYERS PROVIDE



PERKS WORKERS WANT MOST — AND WHAT EMPLOYERS PROVIDE



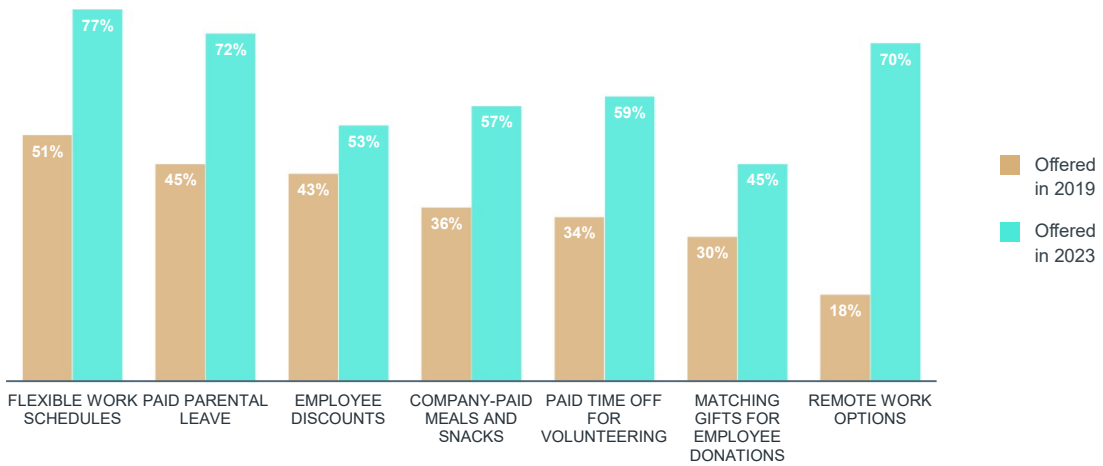
HOW HAVE BENEFITS EVOLVED?



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HOW HAVE PERKS EVOLVED?



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KEY TAKEAWAYS

- Employers may need to **boost salaries, put salary ranges in job postings and offer bonuses** to attract/retain top talent.
- Job seekers want **flexibility**, especially hybrid or remote work arrangements.
- A **variable talent model** helps businesses grow and save money.
- Offering in-demand **benefits and perks** is good for recruitment and retention.

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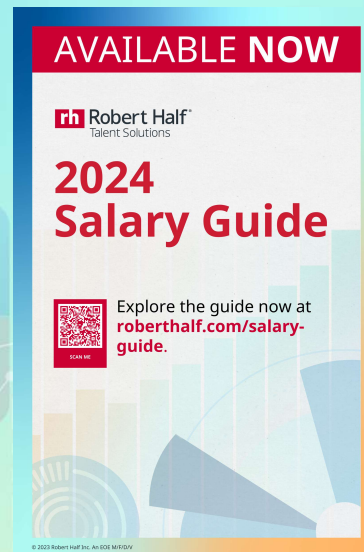
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ADDITIONAL RESOURCES

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Q&A

The graphic features a background with blue and green wavy patterns and a network of white dots connected by lines. It includes the Robert Half logo, a URL, social media icons, two QR codes, and names of industry experts.

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