

Do you have what U.S. finance and accounting talent is looking for?

In this age of uncertainty, workers in the U.S. are more concerned about remaining employable by having up-to-date skills than they are with losing their current job. Those you employ—especially professional/technical (PT) talent—will be harder to retain if they don't have opportunities to pursue their interests and develop their skill sets at work.

Skill development as a driving factor

Highly coveted professional/technical workers bring a valuable knowledge base to the companies that hire them—but they also risk losing their value as information changes. Therefore, employing talent with specialized areas of expertise goes hand in hand with allowing them opportunities to pursue their interests and develop their skills.

Millennial finance professionals feel their skills/knowledge will need to evolve and grow in order to keep up with changes in their line of work or industry (87%), more than baby boomer finance professionals (82%)



A top concern for finance and accounting talent is skill obsolescence, more than a possible layoff (48%)

Confidence levels

In the U.S., finance workers outscore the average worker on components of talent confidence—they are well aware of their market power and value.

83% / 79%
Finance and accounting professionals feel their skill set and experience puts them in a position to compete effectively with other job seekers, vs. the average worker

72% / 61%
Finance and accounting professionals feel they are in a position of high demand in the marketplace, vs. the average worker

63% / 56%
Finance and accounting professionals feel that when they have tried to find a new or better position they have been successful, vs. the average worker

Employer investment in training

Within their finance and accounting skill sets, it's the millennials who have greater praise for employer investment in training/upskilling, and for hands-on/on-the-job training, than older cohorts.

60%
60% of millennial finance professionals believe their current/most recent employer is investing in training/upskilling, vs. Gen X finance professionals (50%), and baby boomer finance professionals (41%)

77%
77% of millennial finance professionals believe that their current/most recent employer encourages hands-on/on-the-job training, vs. Gen X finance professionals (66%), and baby boomer finance professionals (59%)

DIY career development

Professional/technical talent is at the leading edge of the do-it-yourself (DIY) career development paradigm. No longer relying on employers to design, lead, or invest resources into their training and skill building, they are using career development options DIY-style at higher rates than the average worker, investing their own time and resources into training necessary to move along a career arc that they themselves are designing and leading.



34% of finance professionals have sought out training and paid for it themselves, vs. the average worker (28%)



78% of millennial finance professionals have sought career-related coaching from mentors and associates, vs. finance professionals overall (67%)

Top talent wants to keep their skills fresh—their workflow depends on it. This is true of your full-time employees, but it's also true for free agent workers and independent contractors. So as you continue to build a stronger brand reputation to attract the talent you need, consider that a cutting-edge free agent workforce can likely infuse the expertise and innovation you need now.

To find out more about what today's resilient workforce is seeking, or what a free agent workforce can offer your organization, visit kellyservices.us/finance today.

In addition to analyzing worker preferences and psychographic insights based on survey data from the 2015 and 2014 Kelly Global Workforce Index™ (KGWI), this study pulls insights from Kelly® Free Agent Research (2015) survey data and other research sources.

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