

2022 Hiring and Compensation Trends

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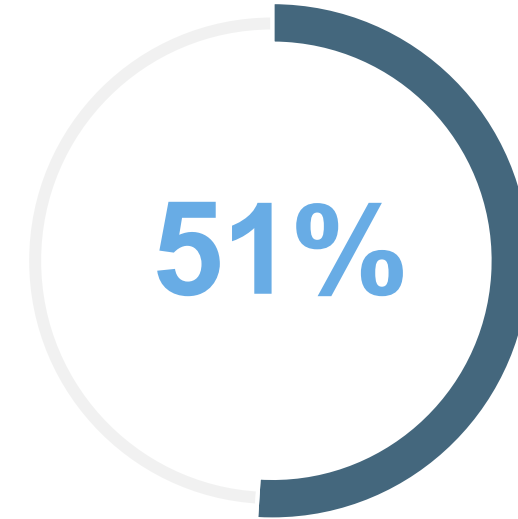
What's new in 2022

National Trends

TREND 1: HIRING MARKETS HEAT UP

Companies expanding hiring
of full-time employees:

*Source: Robert Half survey of over 2,800 senior
managers in the U.S.*



TREND 2: WORKERS ARE IN CONTROL

Employers are giving

Source: Robert Half survey of over 2,800 senior managers in the U.S.

48%

Signing bonuses

46%

Cash incentives

43%

More PTO

40%

Job title upgrades

87%

Say current skills are good

66%

Say a new job is easy to find

49%

Feel underpaid

46%

Ask for raise

31%

Might quit

Worker's thoughts

Source: Robert Half survey of over 2,800 workers in the U.S.

TREND 3: IMPACT OF REMOTE WORK



Better morale
and performance



An edge in hiring
and retention



A deeper
candidate pool

How many days
per week would
employees like to
work remotely?

A. One

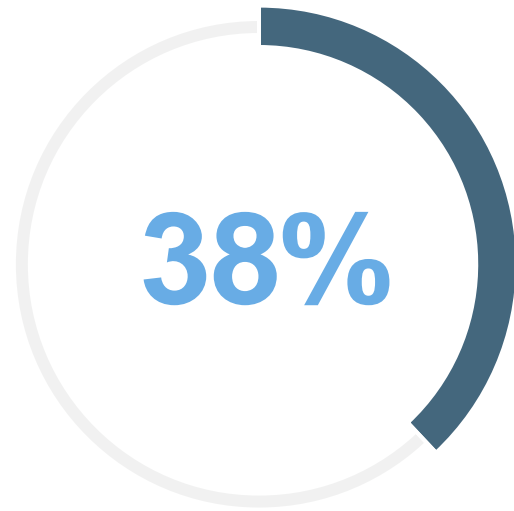
B. Two

C. Three

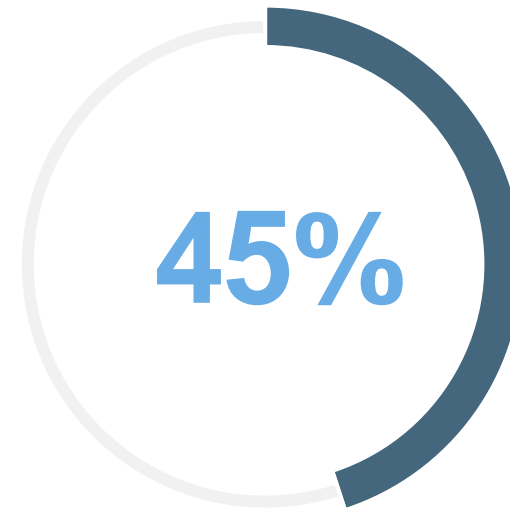
D. Four

E. Five

TREND 4: THE FLEXIBLE LABOR MODEL



Increasing use of
contract talent



Contractors are
majority of staff

Sources: Robert Half surveys of over 2,800 and over 5,200 senior managers in the U.S.

TREND 5:

**Businesses are seeking
help with hiring**

2022 SALARY TABLES

	25th	50th	75th
<u>CANDIDATE:</u>	little or no prior experience in the position; still developing relevant skills	average experience; has the majority of the necessary skills	above-average experience; has most or all of necessary skills; may have specialized certifications
<u>DEMAND:</u>	<i>Low</i>	<i>Moderate</i>	<i>High</i>
<u>TITLE:</u>			
<i>Staff Accountant, 1-3 years, General Accounting</i>	51,250	66,750	76,750
<i>Senior Internal Auditor, Corporate Accounting</i>	78,500	93,500	110,000

Trends in Finance and Accounting

01

Fast-tracking digital transformation

52%

Prioritizing digital transformation initiatives

72%

Increasing professional development budgets

02

More opportunities for entry-level workers

71%

have reverse-mentoring programs

Adapting for remote work

Critical factors:

- Cloud services
- Giving workers the right resources
- Trusting employees

New hiring landscape in public accounting

Planning ahead:

- Year-round hiring for seasonal projects
- Student recruitment

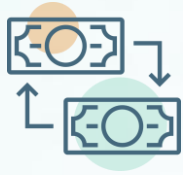
05

Compliance and banking set the pace

Priority hiring:

- Cloud security analysts
- Risk management analysts
- Control officers
- Mortgage and banking

HOT JOBS IN FINANCE AND ACCOUNTING



FINANCIAL SERVICES

- Accounts payable/receivable specialist
- Bookkeeper
- Controller
- Financial analyst



GOVERNMENT



HEALTHCARE



INSURANCE



TECHNOLOGY

- Payroll specialist
- Project manager
- Senior accountant
- Staff accountant

Trends in Benefits and Perks

TRENDS IN BENEFITS

Benefits most wanted by workers:

Source: Robert Half survey of over 1,000 workers in the U.S.

76%

Health insurance

57%

Paid time off

51%

Retirement savings plan

26%

Dental Insurance

64%

Health insurance

50%

Paid time off

46%

Retirement savings plan

45%

Life and AD&D insurance

Benefits most offered by employers:

Source: Robert Half survey of over 1,000 senior managers in the U.S.

TRENDS IN PERKS

Perks most wanted by workers:

Source: Robert Half survey of over 1,000 workers in the U.S.

66%

Flexible work schedules

56%

Remote work options

37%

Employee discounts

27%

Paid parental leave

47%

Flexible work schedules

37%

Remote work options

32%

Employee discounts

37%

Paid parental leave

Perks most offered by employers:

Source: Robert Half survey of over 1,000 senior managers in the U.S.

NEW PERKS AND BENEFITS

Wellness programs

Mental health resources

Stipends for home office equipment

Additional paid family leave

Childcare assistance

88% of HR managers said their company has added new perks as a result of the pandemic.

Source: Robert Half survey of over 1,000 senior managers in the U.S.

WELLNESS BENEFITS

Physical wellness (e.g., gym memberships)

95%

Companies offering them

38%

Employees use them

Mental wellness (e.g., stress-reduction programs)

91%

Companies offering them

32%

Employees use them

Financial wellness (e.g., retirement planning)

91%

Companies offering them

58%

Employees use them

Source: Robert Half surveys of over 1,000 senior managers and over 1,000 workers in the U.S.

WORK-LIFE BALANCE PERKS, POST-PANDEMIC

Post-pandemic work-life balance perks employees want most:

Source: Robert Half survey of over 1,500 workers in the U.S.

53%

Flextime

48%

Remote work options

37%

Compressed workweek

23%

Permanent part-time arrangements

76%

Remote work options

66%

Flextime

65%

Compressed workweek

59%

Permanent part-time arrangements

Post-pandemic work-life balance perks companies will offer:

Source: Robert Half survey of over 1,000 senior managers in the U.S.

Spotlight on DEI

Diversity

Presence of differences in a given setting

Equity

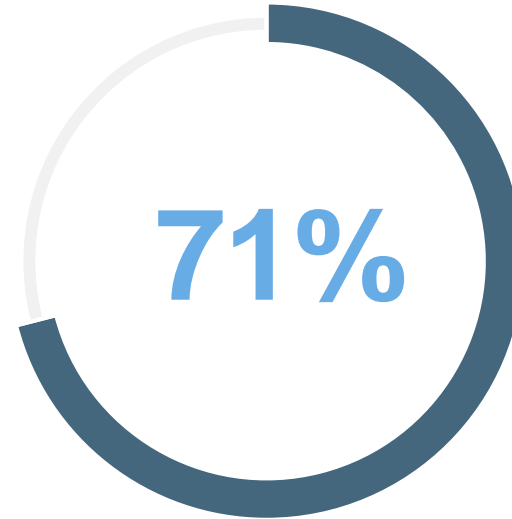
Providing equal possible outcomes for every individual

Inclusion

Making sure everyone feels like they belong

TOP BUSINESS REASONS FOR DEI

Better **innovation,**
problem solving and
decision making



Would leave a
company whose
values don't align
with theirs

Source: Robert Half survey of over 2,800 workers in the U.S.

COMPANIES' DEI CHECKLIST



Help ensure all employees **feel welcome** and are treated with **respect**.



Make DEI a key part of their **organizational culture**, creating an atmosphere of **belonging**.



Provide **transparency** into hiring and retention practices.



Measure DEI efforts and **communicate** them to employees and the community.

Robert Half's history of DEI

ADDITIONAL RESOURCES

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