

Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

CPAs (AICPA) survey of 2,026 U.S. adults, among whom 1,115 were employed, suggests it's about a lot more than the money. And with three in ten employed ...

Dec. 01, 2018

When it comes to finding the perfect job, a newly published American Institute of CPAs (AICPA) survey of 2,026 U.S. adults, among whom 1,115 were employed, suggests it's about a lot more than the money. And with three in ten employed adults (29 percent) considering switching jobs in the next year, employers need to be ready to show them the benefits.

### **Benefits Valued More Than Increased Salary**

Employed adults estimate, on average, their benefits represent 40 percent of their total compensation, according to the survey conducted online by The Harris Poll for the AICPA in April 2018. However, per the [Bureau of Labor Statistics](#), benefits actually average 31.7 percent of a total compensation package. Americans are actually overestimating the value of the benefits available to them. But they clearly see value in workplace perks—by a 4 to 1 margin (80 percent vs. 20 percent), they would choose a job with benefits over an identical job that offered 30 percent more salary but no benefits.

“A robust benefits package is often a large chunk of total compensation, but it's the employees' job to make sure they're taking advantage of it to improve their financial positions and quality of life,” said Greg Anton, CPA, chairman of the AICPA's National CPA Financial Literacy Commission. “Beyond the dollar value of having good benefits, employees gain peace of mind knowing that if they can take a vacation without losing a week's pay or if they need to see a doctor, they won't be responsible for the entire cost.”

The entrepreneurial dream is still alive. In fact, a majority of employed adults (63

Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

Nearly 9 in 10 employed adults (88 percent) are confident they understood all the benefits available to them when they accepted their current job. Similarly, 86 percent are confident they have kept up-to-date with changes to those benefits, and 86 percent are also confident they know where to get information about how to use their benefits. Surprisingly though, only 28 percent are very confident they are using their benefits to their fullest potential.

“Despite overestimating the value of their benefits as part of their total compensation, it is concerning that Americans are not taking full advantage of them,” added Anton. “Imagine how employees would react if they were not 100 percent confident they could get to all the money in their paycheck. Leaving benefits underutilized should be treated the same way. Americans need to take time to truly understand their benefits and make sure they’re not leaving any money on the table.”

### **What Benefits Americans Value Most**

When asked which three workplace benefits would help them reach their financial goals, more than half of Americans cited 401(k) match (56 percent) or health insurance (56 percent), while around a third cited paid time off (33 percent) or a pension (31 percent). Additionally, about 1 in 5 (21 percent) cited flexible working hours, and fifteen percent cited working remotely.

As seen in generational breakdown below, Baby Boomers put a significantly higher priority on health insurance and having a 401(k) match than the younger generations. Notably, of all benefits listed, the desire to have a pension saw the largest discrepancy amongst generations. More than half of Baby Boomers (54 percent) prioritized including it in their top three, compared to only 16 percent of Millennials.

Millennials, now the [largest generation in the workforce](#), put a higher priority than

Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

various free resources including information about what questions to ask when evaluating benefits as well as calculators to help budget for the future.

Benefits • Payroll

CPA Practice Advisor is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors.

© 2024 Firmworks, LLC. All rights reserved