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Jodi Chavez • Jan. 07, 2019



By Jodi Chavez, Group President, Randstad Professionals, Randstad Life Sciences and Tatum.

From the introduction of innovative technologies to a continuing demand for skilled talent, many factors affected the way businesses across all sectors managed their workforces in 2018. For finance and accounting firms, here are the factors that will have the greatest [influence on the workplace in the new year](#).

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they don't get them. In fact, over a third (**38%**) of employees want to leave their jobs due to toxic work cultures, or cultures in which they don't feel like they belong. And given the fierce competition for skilled talent today, companies can't afford to lose valuable employees. As **unemployment continues to remain under 4 percent**, that competition is only going to intensify in 2019. So look for company culture to be even more important in the new year. Companies should also create external messaging and other content that accurately and authentically communicates workplace culture.

Employees will leave if you don't train them

Companies that don't provide opportunities for learning and career advancement not only stunt their revenue growth but risk **losing their best employees**. More than half (58%) of employees believe their employers don't currently provide enough growth opportunities for them to stay long-term. What's more, 67 percent of U.S. employees say they feel they need **more training and skills**, yet 40 percent say their employers have not offered or paid for upskilling. Clearly, there's a disconnect between what employees want and what most companies are offering. So look for relevant, timely and on-demand training opportunities to become an important retention strategy going forward.

Hire less experienced staff, and train them for success

Skilled talent is hard to come by today. Plus, recruitment costs escalate when vacancies remain open too long. Worse, while you're attempting to backfill for critical roles, you run the risk of overworking your existing team. Managing this way will have a corrosive effect on your company's culture, increasing the likelihood of burnout. That's why hiring managers should consider hiring less experienced candidates, and providing them with all the training and support they need to succeed.

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into your business strategy, you can position your firm as an industry leader.

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