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So, what can firms expect when it comes to hiring and staff management in 2022 and beyond?

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Technology and staffing issues have changed dramatically over the last two years. So, what can firms expect when it comes to hiring and staff management in 2022 and beyond?

Vaco, a global talent solutions firm, recently published four accounting and finance hiring trends that will impact companies in 2022. These are detailed in a new eBook, **“Data + Trends for the Accounting and Finance Hiring Market,”** covering the recruiting and hiring landscape as well as current challenges and helpful tips for organizations. The trends include the realities of hybrid work, employee resignations, compensation and candidate scarcities.

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accounting and finance, technology and operations, has noted these four key trends impacting the accounting and finance talent market and how companies can respond:

- **Trend 1: Accounting and finance professionals have widely embraced remote and hybrid work.** For many candidates, flexible work options are a key differentiator among employers, so it's important for companies to offer remote and hybrid work if they want to compete. *(Page 9 in the eBook)*
- **Trend 2: Multiple accounting and finance-heavy industries are seeing record rates of employee turnover.** The financial activities, professional and business services, and finance and insurance sectors all experienced 20-year highs in employee quits in April 2021, indicating that historically stable and mature companies need to retool their benefits and interview processes for finding and retaining top talent. *(Page 11 in the eBook)*
- **Trend 3: Salaries for accounting and finance professionals are increasing quickly.** With fewer applicants and greater competition, companies are being outbid for top candidates at all employment levels, so paying competitive salaries is a must to attract and keep top talent. *(Page 13 in the eBook)*
- **Trend 4: The pandemic impacted the number of accounting students sitting for the CPA exam.** Many accounting majors halted their studies during the pandemic, delaying entry into the job market by a year or more, while many graduates delayed taking the CPA exam. Companies should consider up-scaling compensation and benefits accordingly or adjust job requirements, like rethinking the need for CPA certification, to address this market gap. *(Page 16 in the eBook)*

“With year-end upon us and tax season around the corner, companies need skilled accounting and finance talent to meet crucial deadlines,” said Frances Moreno, co-founder and managing partner of Vaco in Los Angeles. “At Vaco, we know that there is no ‘business as usual’ when it comes to hiring or contracting top candidates – and

retaining the professionals you have. There's never been a more critical time for

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