

The Demand for Skilled Talent

2025 Hiring Trends



WELCOME



Emily Neill

Sr. Managing Director
Robert Half Executive Search
Emily.Neill@roberthalf.com

Agenda

- National Hiring Trends and Challenges
- Hiring and Employment Outlook: Finance and Accounting Roles
- Financial Services Industry Trends
- Succession and Pipeline Planning

The unemployment rate is 4.2% as of April 2025.



Jobs added: 177,000 (April)



Job openings: 7.2 million (March)



Voluntary quits: 3.2 million (March)

Source: U.S. Bureau of Labor Statistics, preliminary and seasonally adjusted.

© 2025 Robert Half International Inc. An Equal Opportunity Employer M/F/Disability/Veterans. All registered trademarks are the property of their respective owners.



Unemployment Rates

1.1% Accounting, tax preparation, bookkeeping, and payroll services

1.5% Non-depository credit intermediation and related activities

1.5% Credit analysts

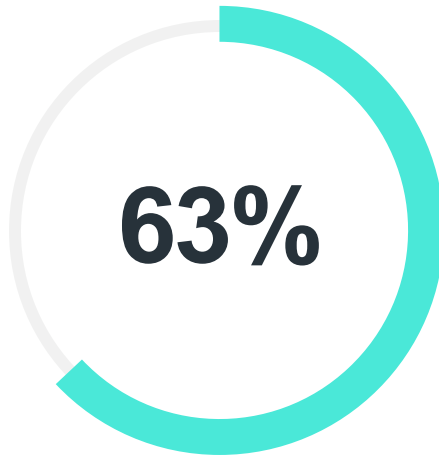
1.8% Tellers

1.9% Credit unions, and savings institutions and other depository credit intermediation

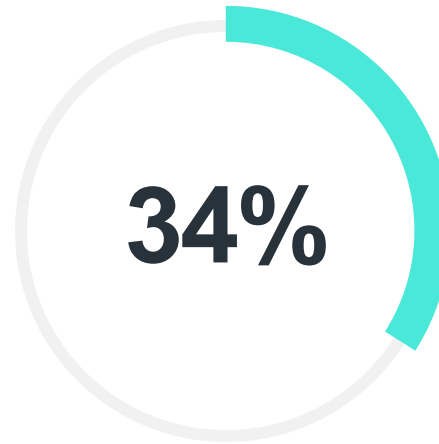
Current Population Statistics, U.S. Bureau of Labor Statistics, April 4, 2025. Percentages reflect unemployment rates for select positions that were near or below the national unemployment rate at the end of Q1 2025.

© 2025 Robert Half International Inc. An Equal Opportunity Employer M/F/Disability/Veterans. All registered trademarks are the property of their respective owners.

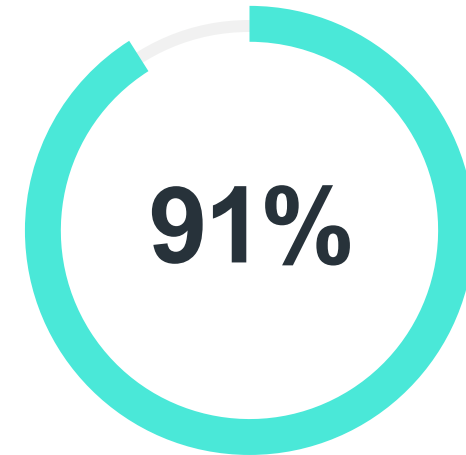
Companies' Hiring Plans



are hiring for new positions.

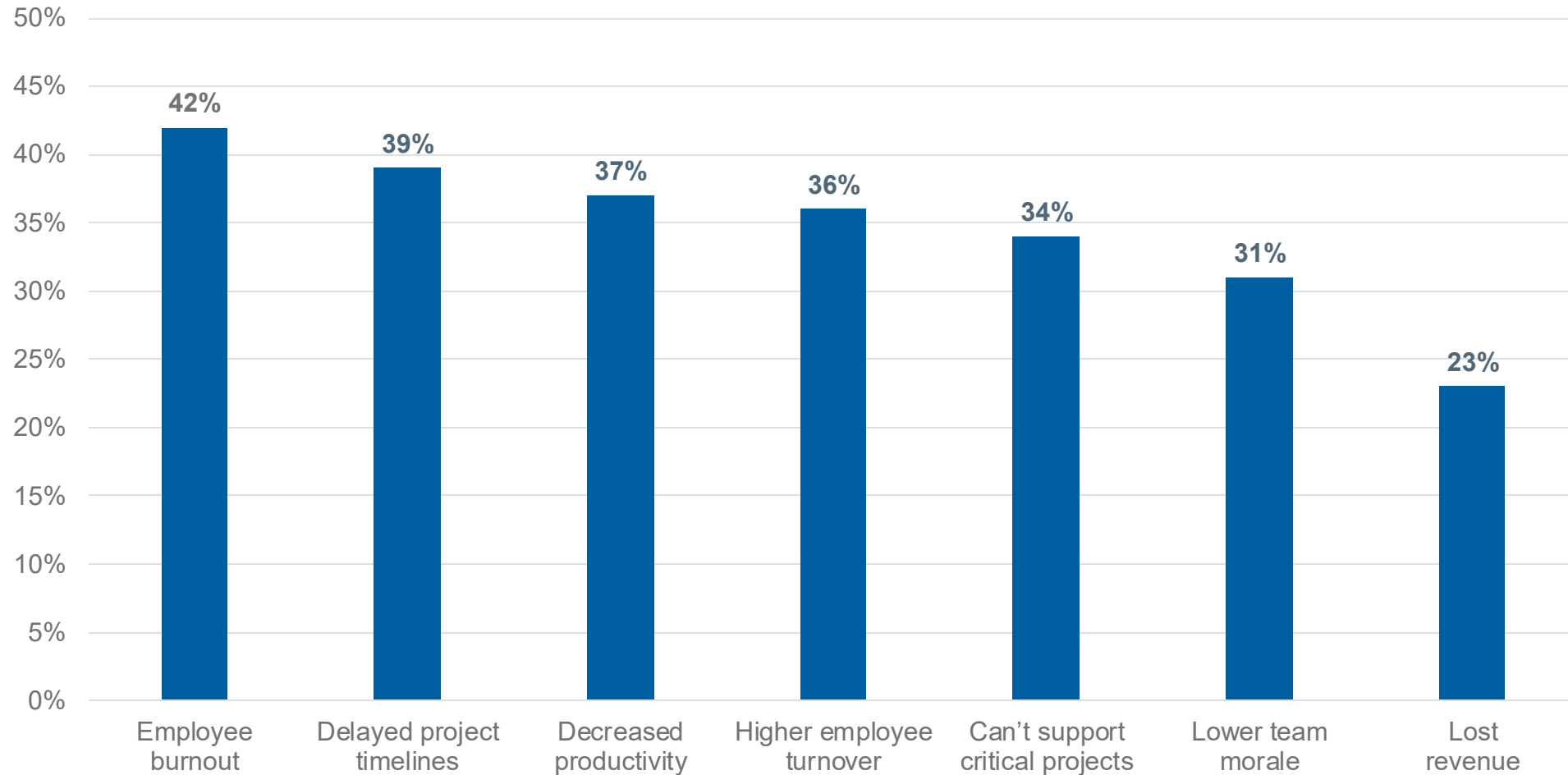


are hiring only for vacated positions.



of business leaders foresee a competitive hiring environment.

The High Cost of Understaffing



Career Satisfaction

81%

of workers are satisfied
in their role

Factors include:

- **86%** - healthy work life balance
- **83%** - Competitive salary & merit increases
- **77%** - Fair workloads & expectations
- **77%** - Positive work culture & team

This online survey was developed by Robert Half and conducted by an independent research firm in December 2024. It includes responses from more than 2,000 workers 18 years and older in the U.S.

© 2025 Robert Half International Inc. An Equal Opportunity Employer M/F/Disability/Veterans. All registered trademarks are the property of their respective owners.

Workers on the move

Most likely to make a move in the first half of this year:

40%

Gen Z workers

35%

Millennial workers

Top motivators for finding a new job:

- A salary increase
- Having access to better perks and benefits
- Greater flexibility





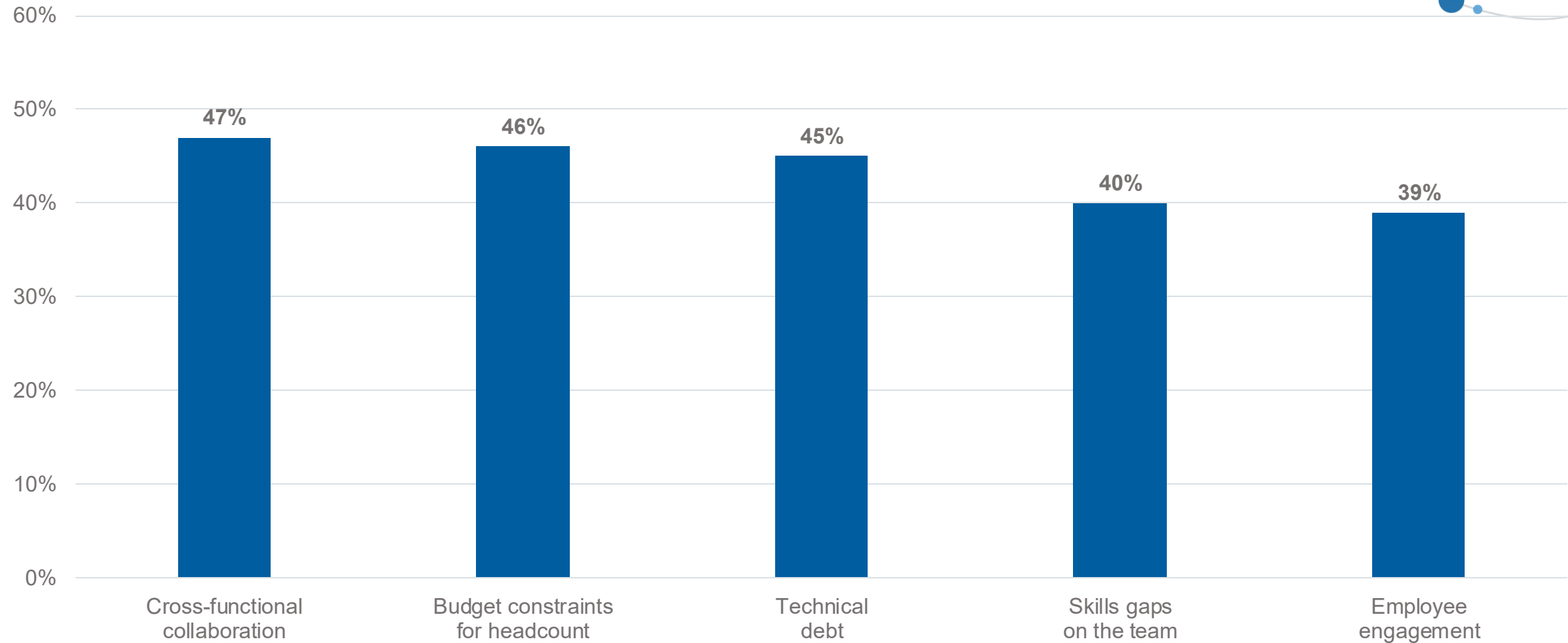
Hiring and Employment Outlook: Finance and Accounting

Strategic Priorities for 2025

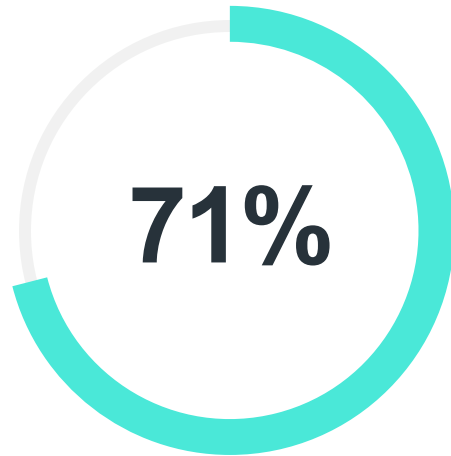
1. Accurate financial reporting and compliance
2. Improving planning, budgeting and forecasting processes
3. AI implementation
4. Refining data and analytics strategies
5. Profitability analysis



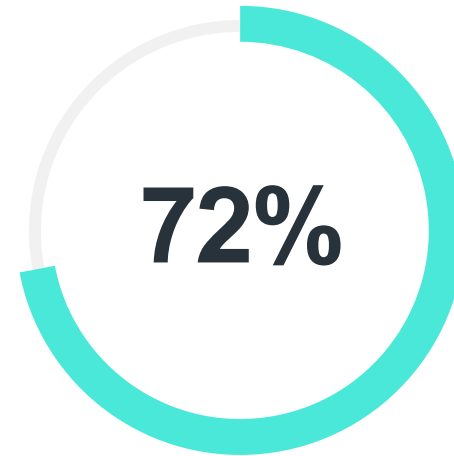
Business Roadblocks



The Impact of Skills Gaps

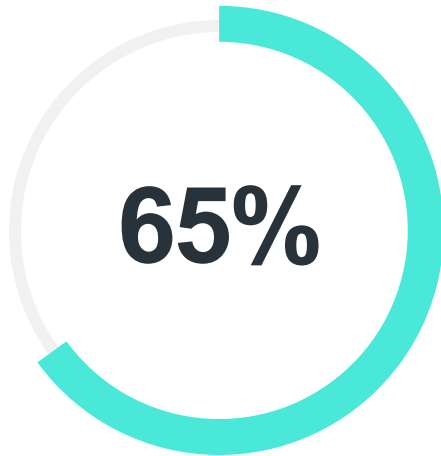


of finance and
accounting leaders
reported skills gaps.

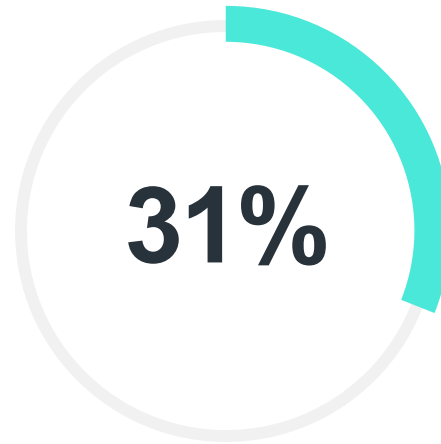


said the negative
impact of the gaps is
increasing.

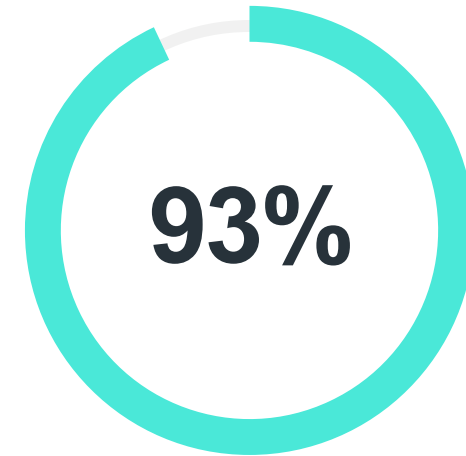
Hiring Plans: Permanent Roles



of finance and accounting leaders are hiring for new roles.



are hiring only for vacated roles.



said it's challenging to find skilled talent right now.

Hiring Plans: Contract Roles

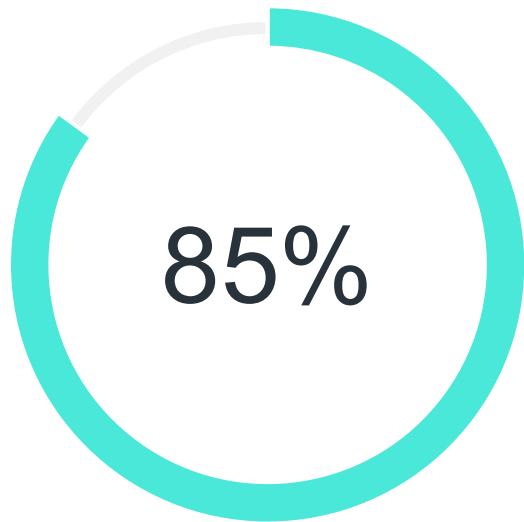
Challenges when hiring contract talent

1. Finding candidates who align with company culture
2. Lack of skilled candidates
3. Difficulty assessing skills and experience
4. Meeting candidates' pay expectations



Financial Services Industry (FSI)

More Staff Needed to Grow Business



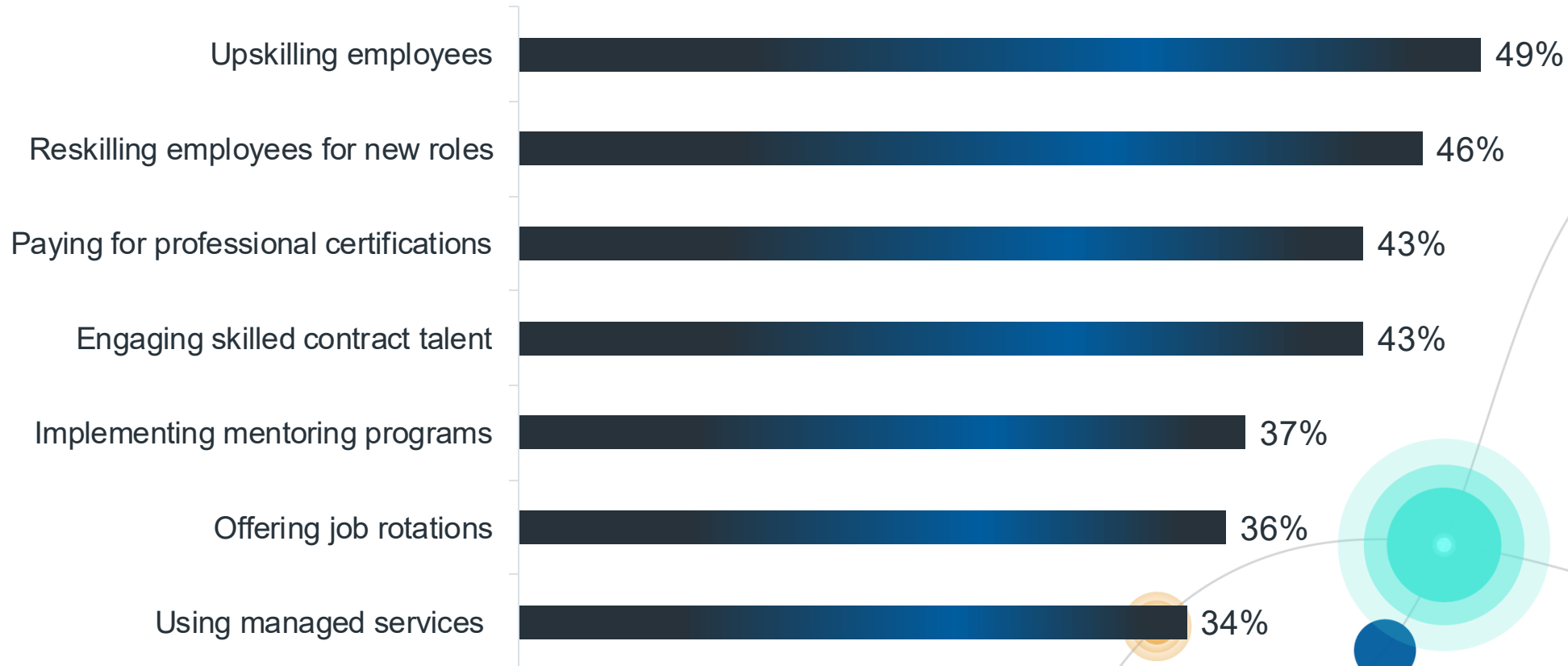
of financial services managers experience challenges finding skilled talent.

CRITICAL NEEDS:

- Market risk management
- Regulatory reporting
- Fraud detection

How Managers Bridge Skills Gaps

Strategies to address skills gaps:

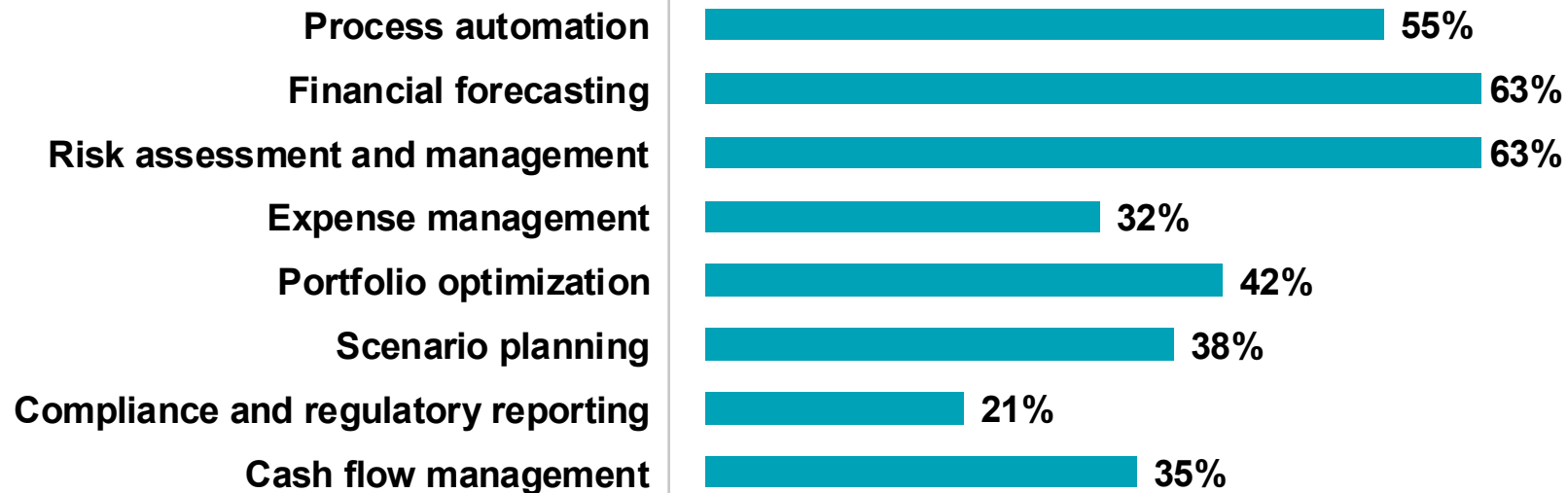


Top priorities – Key Themes for Financial Services Industry

Top 10 Priority Areas		FP&A	AI	Cost Optimization
1	Security and privacy of data		●	
2	Strategic planning	●	●	●
3	Financial planning and profitability analysis	●	●	●
4	Cloud-based application		●	●
5	Routine reporting and closing activities	●	●	
6	Enhanced data analytics	●	●	●
7	Process improvement	●	●	●
8	Tax changes (formerly “National tax changes”)			
9	Mobile finance applications			
10	Leadership within the organization	●	●	

Top ways in which the finance organization is currently employing gen AI.*

FSI Results



*Responses include only those that answered “yes” they are employing AI at their organization

Succession and Pipeline Planning.



TALENT AND SUCCESSION PLANNING ARE TOP PRIORITIES

By **2030**,
all Baby Boomers
(born 1946-1964)
will be over the
age of 65. This
means around
10,000
individuals in the
U.S. are reaching
retirement age
daily.



57%
of organizations are
**concerned about the
impact of mass
retirements on their
talent pipelines**,
particularly leadership
roles.



14%
of companies believe they
have a strong succession
pipeline in place,
indicating **widespread
gap in leadership
readiness**.

Analytical thinking,
creative problem-solving,
and leadership are top
priorities for workforce
development. For
example, from 2023 to
2027, **10% of corporate
training initiatives will
focus on analytical
thinking**, and **9% will
emphasize AI and big
data proficiency**.
**Leadership and social
influence skills also rank
highly in training
strategies**, reflecting their
growing importance in
dynamic business
environments.

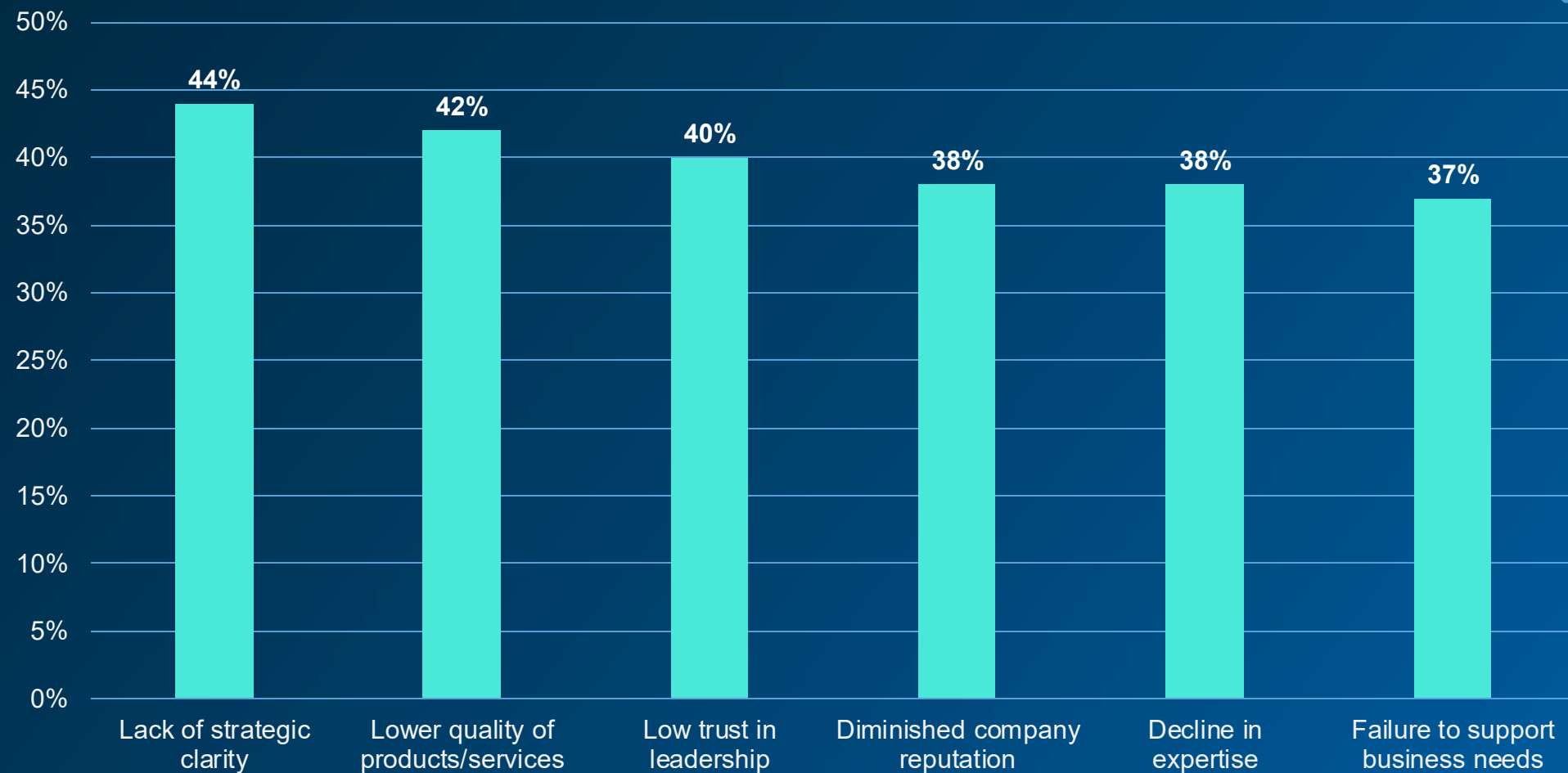


Despite advances, only **41%** of
workers **completed training to close
skills gaps** in 2023, **highlighting the
need for more robust reskilling
initiatives**.

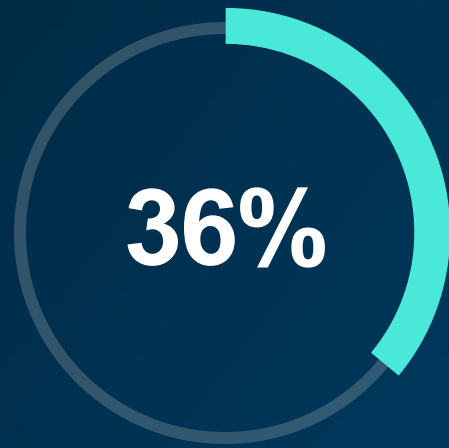


36%
of HR leaders think their
sourcing strategies are
insufficient to find people
with the skills they need.

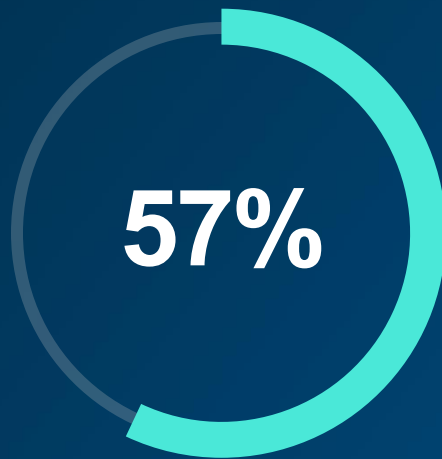
Failure to Plan Leads to Big Risks



Where Succession Plans Are Needed Most



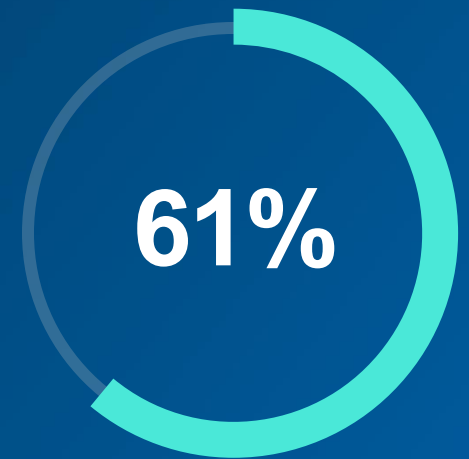
C-suite



Executive

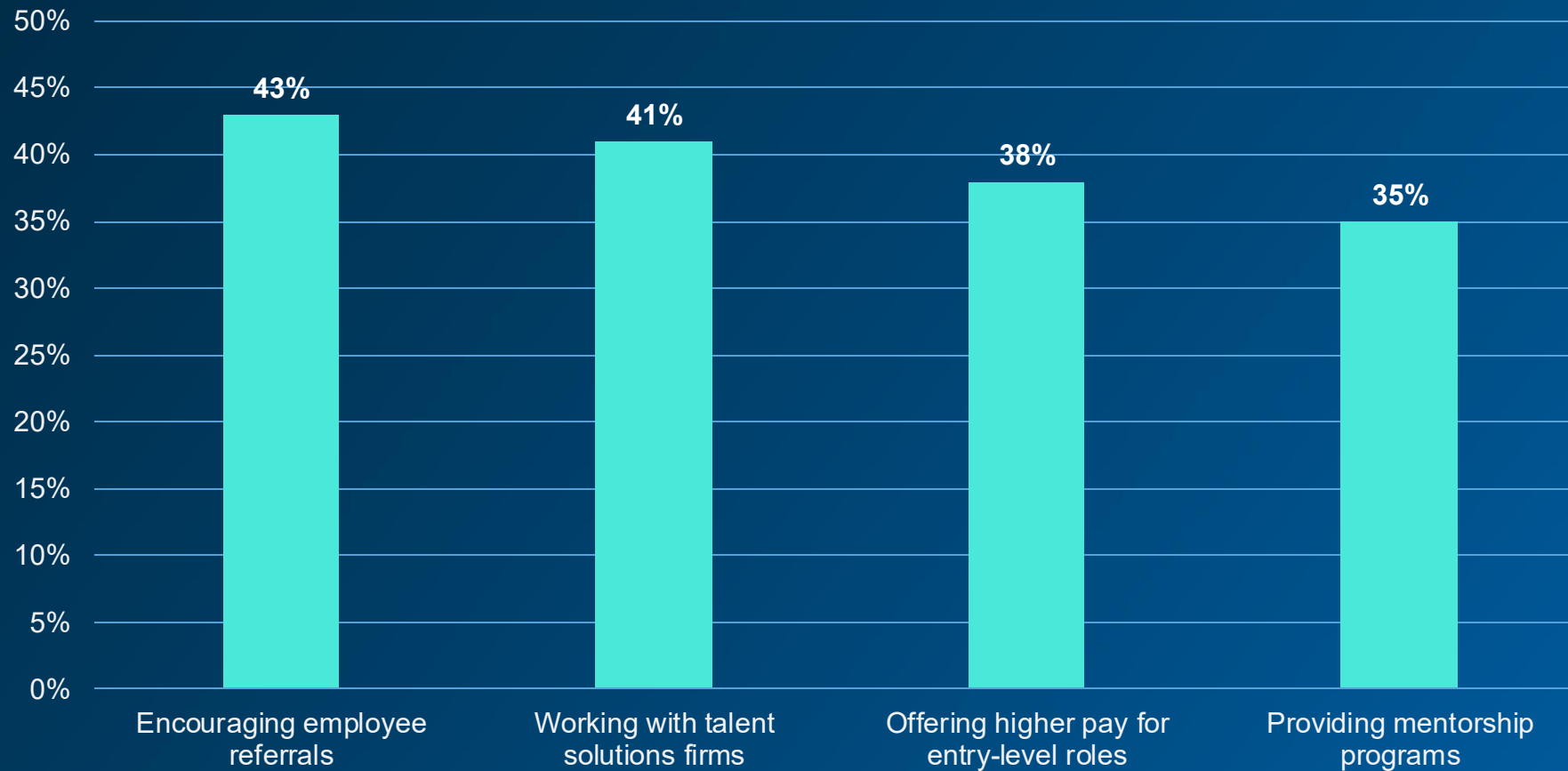


Director



Manager

Ideas for Building Talent Pipelines



Questions to Ask

Who possesses which skills and at which level of proficiency?

What skills does your workforce have today?

Where are opportunities for better talent assignment and development?

Where do individuals need to focus to grow into the next role?

Should you upskill your current workforce or hire more people?

What skills does your business need?

What critical skills is your business missing?

Is there a gap between what you currently have and what you need?

Who are the subject matter experts across the organization?



Salary Guide



The Demand for Skilled Talent



Robert Half Discover Insights



Protiviti Insights

Any questions?

