



# 2023 ANNUAL REPORT

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We help you find talent.

## INTRODUCTION

Regardless of industry or sector, Human Resources, Accounting, Administrative and Talent Acquisition personnel are essential to efficient business operations.

Teams implement new technology, restructure, and scale up and down in line with economic trends. But at the end of the day, this staff is a prerequisite for core organizational functions and sustained growth.

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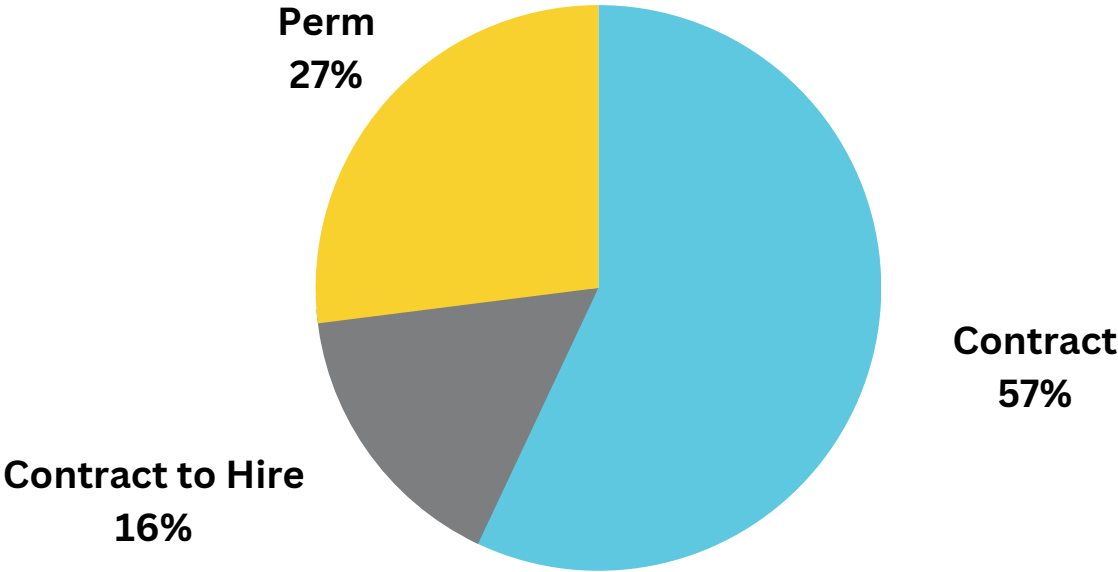
# MARKET INSIGHT

Our internal data shows that contract work remains the preferred route for employers looking to hire, with 57 percent of our openings this past year being for contract work.

Additionally, while hiring overall has slowed in 2023, **Staffing Industry Analysts forecast a 2.4% overall growth rate across sectors for 2024**, with an overall valuation of \$216.9 billion. Sectors slated for growth include **IT, Finance and Accounting, and Industrial**.

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## CONTRACT, C2H, PERM



# REMOTE WORK

Remote work remains a sticking point in 2023 for employers and candidates alike. Our internal data suggests, however, that the tide is turning in favor of onsite positions, with **53 percent of our job openings this past year requiring employees to be onsite** for the majority of the work week. **47 percent of openings were for the majority of remote roles.**

This is in part due to sluggish economic conditions that have slowed hiring and recruitment efforts and created a dynamic where employers must be firmer on remote work policies. It should be noted, though, that this is on a case-by-case basis, as many of our clients are open to hybrid work arrangements depending on the position and the candidate's level of experience.



**53%**

Onsite a Majority of  
the Work Week

**47%**

Remote a Majority of  
the Work Week

# CANDIDATE PRIORITIES

A recent survey of our candidates has shed light on what applicants are looking for in an employer. As expected, many still want to work from home, yet a majority of candidates cited **compensation as the ultimate determining factor**.

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It is also interesting to note that **Remote Work, Company Culture, and Growth Potential** were virtually tied in terms of candidates' top priorities, with **19, 18, and 17 percent** respectively.

This indicates to us that working from home isn't as non-negotiable for candidates as it used to be, both due to the receding pandemic and the slower hiring outlook.

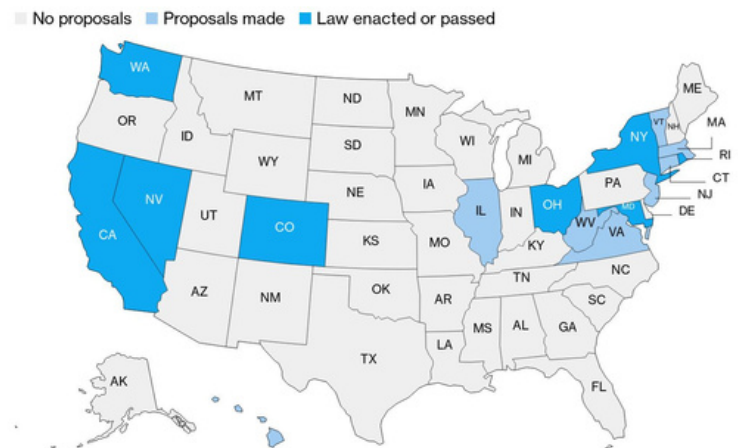


## PAY TRANSPARENCY

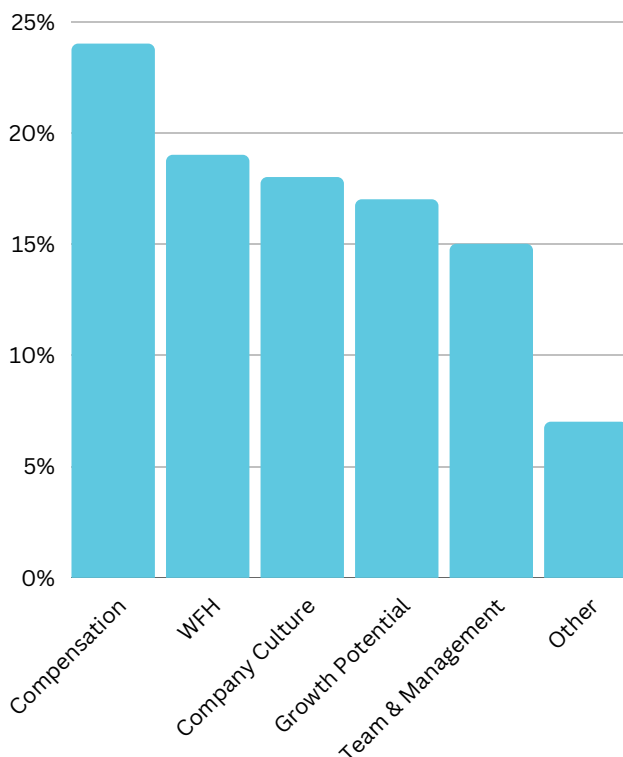
As reflected in our survey results, compensation is by far the most significant driver when it comes to a candidate’s search. For this reason, combined with the goal of correcting pay inequities, many states have adopted pay transparency laws to help employees.

To date, 8 states have enacted pay transparency laws. That means that almost **44.8 million people, or 26.6% of the U.S. labor force**, are covered by pay transparency laws.

Another 16 states and the District of Columbia are considering pay transparency bills. If these bills were to become laws, nearly 38.8 million additional people or an additional 23% of the U.S. labor force, would benefit.



Source: Bloomberg



## BENEFITS TO EMPLOYERS

Pay transparency has obvious benefits for candidates and talent, but the practice also has potential benefits for employers too. Preliminary studies show that salary disclosures result in more productive employees, as transparency presents a clearer picture of opportunities for career advancement. Furthermore, pay transparency can foster trust and engagement, provided that compensation is perceived as fair and balanced.

## ACCOUNTING AND FINANCE

We've seen a steady demand for qualified Finance and Accounting professionals this past year. In fact, Staffing Industry Analysts projects sustained growth for the sector 2023 into 2024.

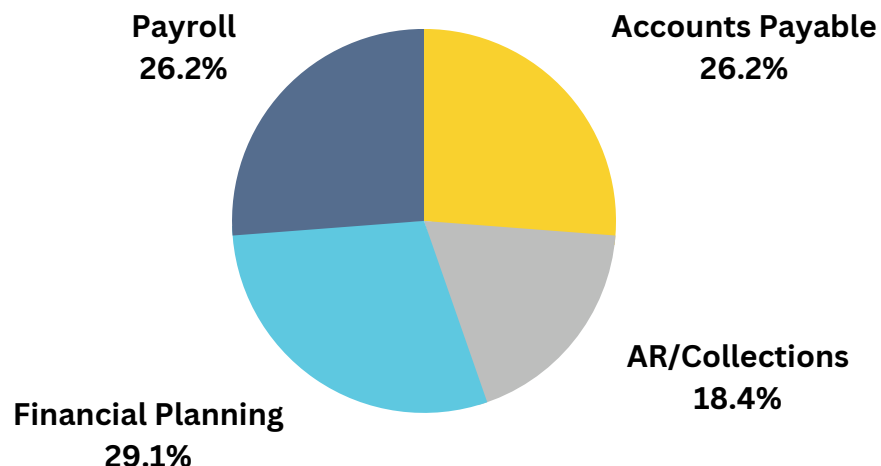
US Temp Staffing Market Size (Billions) and Y/Y Growth & Projections

Year	2019	2020	2021	2022	2023	2024
F&A	8.4	7.2	8.3	9.3	9.9	10.4
Y-O-Y Change	2%	-14%	15%	12%	6%	5%

Source: SIA

### IN-DEMAND ROLES

A recent survey of our network reveals some of the specific positions that are in demand within the Accounting and Finance space. **Financial Planning and Analysis ranked at the top of the list, with 30 percent** of respondents indicating that this skillset was an urgent hiring need. **27 percent said Accounts Payable**, while **24 percent said Payroll staff. 19 percent said Accounts Receivable/Collections.**



# ABOUT



Planet Professional is a national staffing provider for Accounting and Finance, Human Resources, and Administrative positions across industries.

Our mission is to build genuine relationships with both our clients and candidates that go beyond simple transactions. We go to great lengths to faithfully articulate and represent our client's needs to help ensure they find the right candidate quickly and efficiently.

Our extensive database of talented individuals makes this possible. Our team of experienced recruiters maintain strong a strong network of the most qualified, credible, and reliable talent throughout the nation.

Contact Us

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