

HOW DO YOUR BENEFITS STACK UP?

A data-driven look at the Competitive Landscape for Top Accounting & Finance Talent

Medical Insurance

Disability Insurance

Life Insurance

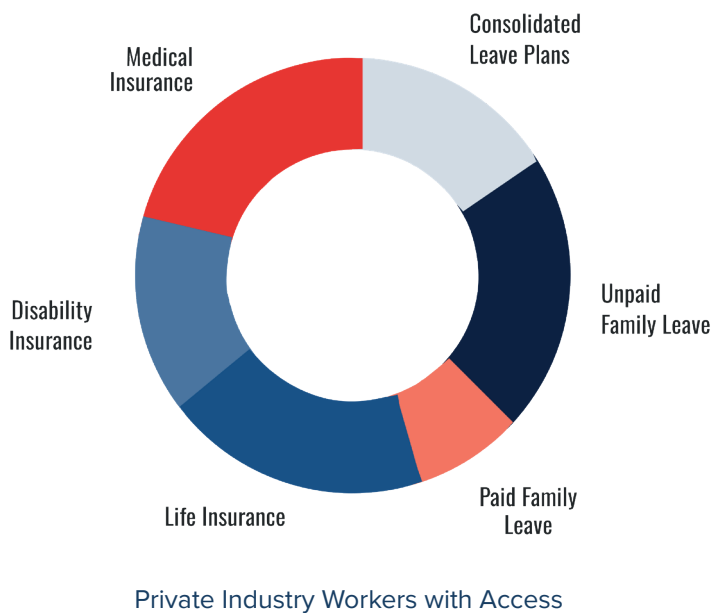
The 2025 Bureau of Labor Statistics (BLS) Employee Benefits Report

Competitive Landscape for Top Accounting & Finance Talent

The accounting and finance industry is experiencing steady growth, driven by an increase in new business formations and ongoing demand for both corporate and private accounting services. As competition for skilled professionals intensifies, firms must differentiate themselves through strong compensation and benefits offerings.

Today's accounting professionals are looking for more than just a paycheck. They value stability, flexibility, and support for long-term well-being. The right benefits package can attract high-caliber candidates, reduce turnover, and even lower healthcare costs through preventive wellness and engagement.

Industry Standards for Employee Benefits



Benefits	Private Industry Workers with Access
Medical Insurance	87%
Short & Long Term Disability	60%
Life Insurance Coverage	75%
Paid Family Leave	33%
Unpaid Family Leave	90%
Consolidated Leave Plans	49%

- **Medical Insurance** - 87% of accounting companies offer medical coverage, higher than the national average of 69%.
- The average employer contribution for family coverage is \$1,032 per month and \$433 per month for single coverage.
- **Disability Insurance** - 60% of accounting firms provide both short-term and long-term disability insurance, exceeding national benchmarks.
- **Life Insurance** - 75% of accounting companies offer life insurance benefits, above national averages.
- **Family and Parental Leave** - 33% of accounting companies offer paid family leave, compared to the national average of 20%.
- 90% provide unpaid family leave.
- 63% use consolidated leave plans, a notable increase from the 44% national average.
- exceeding national benchmarks.
- 63% offer consolidated leave plans, compared to around 44% nationally.

Key Differentiators to Attract and Retain Talent



In a field where most firms are small, averaging nine employees per company, and where women represent a majority of the workforce, thoughtful benefits design can be a powerful recruitment and retention tool.

Top-performing firms are leaning into benefits such as:

Student loan repayment assistance

Flexible work schedules

Health Savings Accounts and Flexible Spending Accounts

These incentives resonate strongly with today's accounting professionals, especially younger workers balancing financial goals with career growth.

Ready to Strengthen Your Recruitment Strategy?

To stay competitive, accounting firms must continuously reassess their compensation and benefits offerings. FullCircle Placements helps you stand out by connecting your firm with vetted, highly qualified accounting professionals who align with your culture and growth goals.

Contact FullCircle Placements today to see how your benefits compare and how our talent network can give your recruitment strategy a competitive edge.

Sources

Mployer Advisor. (n.d.). Employee Benefits Summary for the Accounting Services Industry. Retrieved from <https://mloyeradvisor.com/state-benefit-guides/employee-benefits-summary-for-the-accounting-services-industry>