Robert Half Canada

Survey: 80 Per Cent of Canadian Finance Executives Willing to Provide Tuition Reimbursement, Professional Development to Hires Without Post-Secondary Degree

Functional Areas That May Not Require Degree: A/P, A/R, Credit and Collections, and Payroll

TORONTO, Oct. 9, 2018 /CNW/ - Companies reveal that a post-secondary degree may not always be required for new hires in accounting and finance, particularly when it comes to functional areas such as accounts payable, accounts receivable, credit and collections, and payroll. Many Canadian executives in the recent Robert Half Finance & Accounting survey also report they're open to supporting these employees' ongoing education: 80 per cent are willing to provide tuition reimbursement or professional development for new staff members who don't have a degree.

The research suggests that smaller companies (20-49 employees; 81 per cent) are more likely than the largest firms (1,000 or more employees; 67 per cent) to provide tuition reimbursement or professional development to those new hires.

"To establish a strong financial team in today's competitive employment market, organizations have begun to look beyond traditional role criteria and job descriptions when evaluating candidates," said Greg Scileppi, president of Robert Half, International Staffing Operations. "Many employers are considering hiring requirements around education and experience with greater flexibility, seeking professionals with a solid mix of soft skills and technical aptitude who are willing to develop within the position, and help the business stay ahead of evolving industry trends."

Scileppi added, "Firms that offer on-the-job training and educational opportunities have a clear advantage when looking to secure top talent. By demonstrating a vested interest in the professional growth and success of their employees, companies ultimately promote a more attractive, engaging work environment."

About the Research
The online survey was developed by Robert Half Finance & Accounting and conducted by a leading independent research firm. It includes responses from more than 270 finance leaders in Canada.

About Robert Half Finance & Accounting
Founded in 1948, Robert Half Finance & Accounting, a division ofRobert Half, is the world's first and largest specialized financial recruitment service. The company has more than 300 locations worldwide. For more information, visit roberthalf.ca/finance. For finance and accounting management and career advice,visit our blog.

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