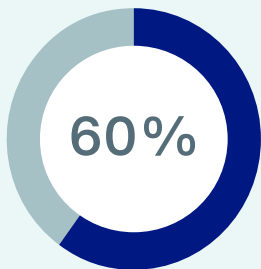


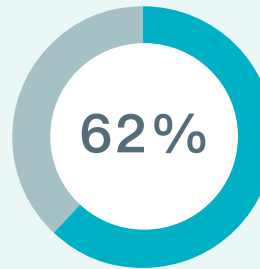
# How Are Financial Services Companies Addressing the Great Resignation?

Talent shortages are a top issue facing 86 percent of the HR professionals that responded to our eighth global HR pulse survey (conducted in December 2021 and January 2022 with 812 participants). What’s more, **three-quarters say they are losing key skills** to remain agile and adaptable for the future. Here’s a snapshot of how financial services companies are accelerating workforce change to address **rising turnover challenges** in today’s labor market.

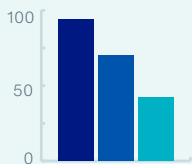
## Why are people on the move?



of financial services firms said **entry-level employees** are experiencing higher turnover versus **45%** across all industries.

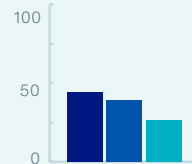


of financial services firms think **IT roles** are the hardest jobs to fill versus **50%** across all industries.



Financial services companies are acting now to **attract and retain talent**.

- 94% focused on adjusting **base salaries**
- 70% reported adjusting **sign-on awards**
- 42% increased **flexibility**



Financial services companies are looking ahead to key **HR strategies** and priorities for 2022.

- 44% approved budgets for improving **employee wellbeing**
- 39% will advance **diversity, equity and inclusion strategies**
- 26% will improve their **health insurance plans**

For more insights from our survey or to speak with one of our experts about these topics, please contact us at [humancapital.aon.com/contact-us](https://humancapital.aon.com/contact-us).