

# Accounting Employer Checklist

To kick-start conversations about the changes employers are making to succeed in today's evolving landscape, the National Pipeline Advisory Group (NPAG) developed this checklist of key areas for consideration. Visit [www.accountingpipeline.org](http://www.accountingpipeline.org) to learn more about pipeline solutions.

- Competitive salaries:** Hire a consultant or conduct an in-house review of starting salaries to ensure compensation meets or exceeds market rates.
- Pay transparency:** Consider salary transparency at higher levels, so employers have insight into their career progression.
- Flexible work options:** Empower employees by providing a flexible, remote or hybrid work environment.
- Balanced workloads:** To prevent burnout, use data analytics to track overtime targets and rebalance workloads.
- Career development:** Communicate career paths and training opportunities for employees, especially recent graduates and licensure candidates.
- Diversity and inclusion:** Foster a place of belonging by documenting and implementing policies related to equal pay, diverse teams, and unconscious bias.
- Licensure support:** Provide candidates with structured experience opportunities, and paid time off to study for and take the CPA Exam.
- Non-traditional talent:** Increase overall capacity through offshoring, outsourcing, or adding non-accounting operational team members.
- Organizational culture:** Document, communicate, and model your organization's culture every day.
- Pipeline Pledge:** Take the [Pipeline Pledge](#) to get involved in activities that will help influence and grow the talent pool.

