

# Insights & Resources



As a member of the RSM Canada Alliance, we would like to share the following with you:

## Where are all the workers?

### LOCALLY OWNED. NATIONALLY AFFILIATED. GLOBALLY CONNECTED.

An independently owned member  
**RSM Canada Alliance**



Freelandt Caldwell Reilly is a proud member of the RSM Canada Alliance, a premier affiliation of independent accounting and consulting firms across North America. RSM Canada Alliance provides our firm with access to resources of RSM, the leading provider of audit, tax and consulting services focused on the middle market. RSM Canada LLP is a licensed CPA firm and the Canadian member of RSM International, a global network of independent audit, tax and consulting firms with more than 43,000 people in over 120 countries.

Our membership in RSM Canada Alliance has elevated our capabilities in the marketplace, helping to differentiate our firm from the competition while allowing us to maintain our independence and entrepreneurial culture. We have access to a valuable peer network of like-sized firms as well as a broad range of tools, expertise, and technical resources.

#### **Sudbury**

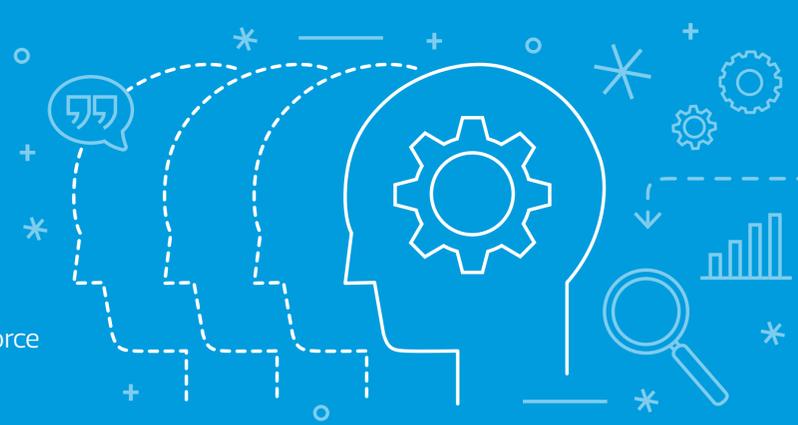
62 Froad Road, Suite 301  
Sudbury, ON P3C 4Z3  
Tel: (705) 675-2200  
Fax: (705) 675-2515

#### **Espanola**

30 McCulloch Drive  
Espanola, ON P5E 1J1  
Tel: (705) 869-3351  
Fax: (705) 869-4601

# Where are all the workers?

Exploring today's disappearing workforce



Finding the talent to fill key positions has been an ongoing business challenge—which the COVID pandemic only exacerbated. The challenges are particularly acute for middle market companies.

RSM commissioned a survey of 466 middle market business leaders across finance and accounting, information technology, operations and human resources to find out why—and where—they are experiencing hiring and retention challenges.

Following are some of our key findings.

## Striking at the heart of the organization



**59%**  
Respondents who said they found hiring "very" or "extremely" challenging during the past year

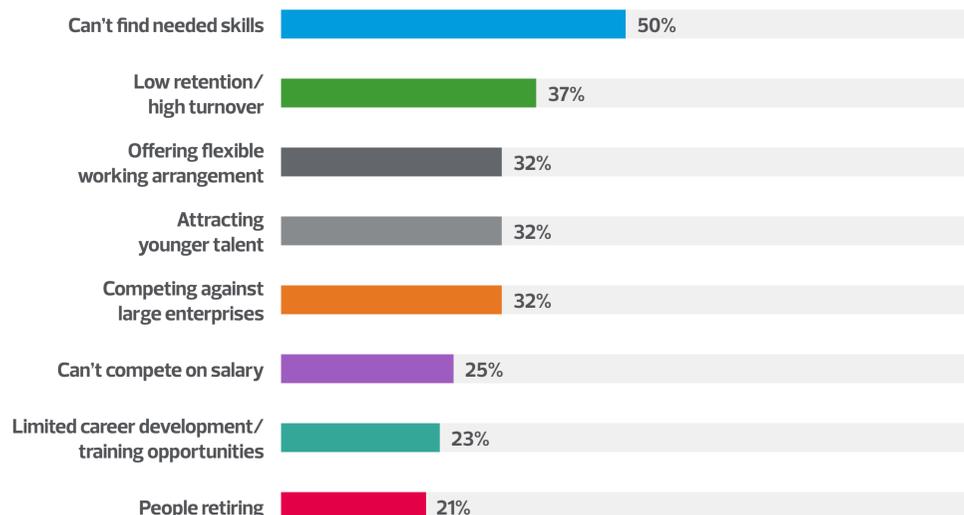


**5%**  
Respondents who experienced no challenges

An inability to find workers with the right skills posed the biggest hiring challenge, followed by a wide range of other talent challenges.



What challenges has your business unit experienced trying to hire talent?



## The talent gap is wearing out workers

The inability to fill positions in so many key areas is taking its toll on existing team members. This is not only driving down morale and productivity, but it's also increasing turnover and leading to even more skills gaps.

Top five consequences of hiring challenges for businesses:



Increasing workload on existing staff  
**42%**



Employee burnout/low morale  
**41%**



Lost productivity  
**31%**



Increased turnover/lack of retention  
**29%**



Hiring and training junior employees  
**24%**

## Outsourcing and managed services can fill the gaps

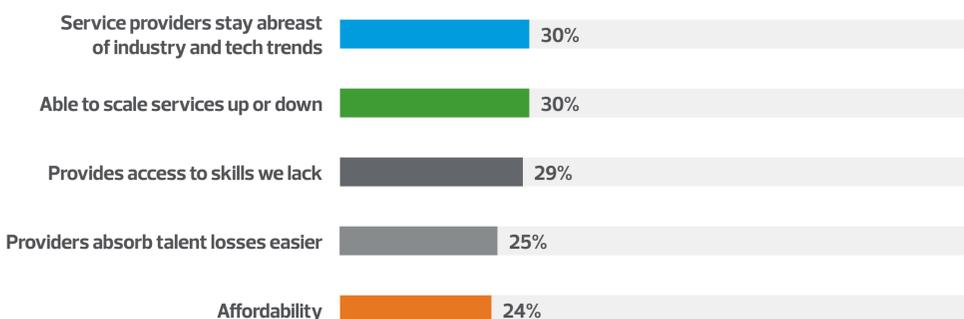


**59%**  
How many organizations use outsourcing/managed services



Organizations using outsourcing and managed services report significant benefits.

Key benefits organizations have realized from using outsourcing/managed services:



+1800 274 3978  
rsmus.com



This document contains general information, may be based on authorities that are subject to change, and is not a substitute for professional advice or services. This document does not constitute audit, tax, consulting, business, financial, investment, legal or other professional advice, and you should consult a qualified professional advisor before taking any action based on the information herein. RSM US LLP, its affiliates and related entities are not responsible for any loss resulting from or relating to reliance on this document by any person. Internal Revenue Service rules require us to inform you that this communication may be deemed a solicitation to provide tax services. This communication is being sent to individuals who have subscribed to receive it or who we believe would have an interest in the topics discussed. RSM US LLP is a limited liability partnership and the U.S. member firm of RSM International, a global network of independent audit, tax and consulting firms. The member firms of RSM International collaborate to provide services to global clients, but are separate and distinct legal entities that cannot obligate each other. Each member firm is responsible only for its own acts and omissions, and not those of any other party. Visit [rsmus.com/aboutus](http://rsmus.com/aboutus) for more information regarding RSM US LLP and RSM International. RSM, the RSM logo and the power of being understood are registered trademarks of RSM International Association.

2022 RSM US LLP. All Rights Reserved.

ig-mr-mts-all-0822