Career histories of professionals with roles that can be automated reveal future options

PREPARING FOR THE FUTURE WORKPLACE

Insights from a study of the career paths of 1100+ people with roles that are likely to be replaced by automation in near future
STUDY OF A LARGE, RANDOMLY SELECTED SAMPLE OF LINKEDIN PROFILES WITH THE ROLE OF “ACCOUNTANT”

Automation is increasingly threatening even white collar jobs such as accounting but new employment opportunities could emerge. To understand what can prepare professionals to capitalize on the future opportunities, we analyzed career paths of a large sample of accountants to understand patterns of “natural experiments,” i.e., moving to roles traditionally unrelated to finance/accounting.

We randomly selected 1120 LinkedIn profiles with “accountant” roles listed in their profiles who are working at U.S. based companies with more than 5000 employees. We tracked career histories, education, and skills to identify factors that enable people to move into roles traditionally unrelated to finance/accounting.
29% of accountants studied held a role unrelated to finance and accounting (F&A) during their careers.
HUMAN RESOURCES, SALES & MARKETING, AND OPERATIONS PROVIDE OPPORTUNITIES TO ACCOUNTANTS
PORTABLE SKILLS AND EXPERIENCE ALLOW MOVEMENT TO DIVERSE NON-F&A RELATED ROLES

Accountants - Human resources and admin - Learning & Dev.
- Comp. & Benefits design/admin - Marketing manager - Sales and marketing
- Public relations - Operations - Consulting and business analysis
- Customer service - IT - Program management - Research - Inventory management
- Risk - Capital markets - Quality - Quality assurance - Benchmarking
- Others - Accounting - Financial advisor - Credit analyst - Equity analyst
- Forensics - Infosec/security - SOX implementation - Enterprise Risk Analytics - Speaker
- CEO - Demand planner - Purchasing - Inventory cost analyst - Supply chain finance
- Researcher - R&D Analyst - Research analyst - Project manager - Implementation lead
- Performance leader - Product management - Technical support - Systems analyst
- Applications specialist - Case management - Bank manager - Underwriter
- Loan officer - Management consultant - Pricing strategy - Consulting and business analysis
- Customer service - Others - Operations manager - Inventory cost analyst
- Purchasing - Demand planner - CEO - Equity analyst - Risk - Capital markets

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ACCOUNTANTS MOVING TO NON-CONVENTIONAL ROLES OVERWEIGHT NON-CORE SKILLS

Skills mentioned most often by professionals who:
Stuck to conventional roles only

Moved to non-conventional roles
Genpact Research Institute

The Genpact Research Institute is a specialized think tank harnessing the collective intelligence of Genpact – as the leading business process service provider worldwide - its ecosystem of clients and partners, and thousands of process operations experts. Its mission is to advance the “art of the possible” in our clients’ journey of business transformation and adoption of advanced operating models.

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