

2023 Salary Guide Robert Half

Decoding the 2023 Salary Guide: Robert Half's Insights and Industry Implications

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Summary: This article analyzes Robert Half's 2023 Salary Guide, exploring its key findings and implications for businesses and job seekers across various industries. We delve into salary increases, in-demand skills, and emerging trends influencing compensation strategies in the current economic climate. The guide serves as a crucial resource for understanding the evolving job market and making informed decisions related to hiring and compensation.

Understanding the 2023 Robert Half Salary Guide: A Deeper Dive

The 2023 Salary Guide from Robert Half offers a comprehensive snapshot of compensation trends across a multitude of industries. This isn't just a list of numbers; it's a detailed analysis of the forces shaping the current job market and the implications for employers and employees alike. By examining this guide, we can gain valuable insights into the dynamics of the current economic climate and anticipate future workforce trends.

The guide itself is meticulously researched, utilizing data collected from Robert Half's extensive network of recruiters and clients. This vast dataset allows for a nuanced understanding of salary variations across different geographic locations, experience levels, and skill sets. The 2023 Salary Guide from Robert Half, therefore, provides a valuable benchmark for companies developing their compensation strategies and for individuals negotiating salary packages.

Key Findings from the 2023 Robert Half Salary Guide:

The 2023 Robert Half Salary Guide highlights several key trends shaping compensation in the current market:

Increased Demand for Specialized Skills: The guide emphasizes a significant increase in demand for professionals with specialized technical skills, particularly in technology, finance, and healthcare. This heightened demand translates directly into higher salaries for those possessing the required expertise. This underscores the importance of continuous learning and upskilling in today's dynamic job market. The 2023 Robert Half Salary Guide clearly indicates that investment in professional development pays dividends.

Competitive Salary Increases: The report shows a noticeable increase in salary offers across many sectors, reflecting a highly competitive job market. Employers are increasingly offering competitive compensation packages to attract and retain top talent. Understanding these increases as detailed in the 2023 Robert Half Salary Guide is vital for both employers budgeting for recruitment and employees negotiating their compensation.

Remote Work Impact: The guide also addresses the impact of remote work on compensation. While some positions offer remote work flexibility without salary adjustments, many roles requiring specialized skills or on-site presence command higher salaries. The 2023 Robert Half Salary Guide acknowledges the complexities of remote work's impact on compensation strategies.

Inflationary Pressures: The 2023 Robert Half Salary Guide acknowledges the role of inflation in driving salary increases. Companies are adjusting salaries to account for the rising cost of living, ensuring compensation remains competitive and attractive to potential employees.

Implications for Businesses:

The 2023 Robert Half Salary Guide provides invaluable insights for businesses looking to navigate the current talent landscape. Understanding the salary ranges for specific roles is crucial for developing competitive compensation packages, attracting top talent, and retaining existing employees. Failure to align compensation strategies with market rates can lead to increased turnover and difficulty in filling key positions. Utilizing the data from the 2023 Robert Half Salary Guide is a proactive step to avoid these challenges.

Implications for Job Seekers:

The 2023 Robert Half Salary Guide empowers job seekers by providing them with realistic salary expectations. Armed with this knowledge, individuals can negotiate more effectively, ensuring they receive fair compensation for their skills and experience. The guide also helps job seekers understand which skills are in highest demand, allowing them to focus their professional

development efforts strategically. The 2023 Robert Half Salary Guide thus becomes a powerful tool for career advancement.

Conclusion:

The 2023 Robert Half Salary Guide is an indispensable resource for both employers and employees navigating the complexities of today's job market. Its comprehensive data and insightful analysis provide a clear picture of current compensation trends, empowering informed decision-making in recruitment, compensation strategies, and career planning. By understanding the key findings of this report, individuals and organizations can position themselves for success in the evolving landscape of the modern workplace.

FAQs:

1. Where can I access the full 2023 Robert Half Salary Guide? The full guide is typically available on the Robert Half website.
2. Does the guide cover all industries? While it covers a wide range of industries, the depth of coverage may vary.
3. How often does Robert Half release its salary guide? The guide is usually released annually.
4. Is the data in the guide regionally specific? Yes, the guide often provides regional salary data.
5. How is the data collected for the guide? The data is collected through Robert Half's network of recruiters and clients.
6. Can I use the guide to negotiate my salary? Absolutely! The guide provides a strong benchmark for salary negotiations.
7. Is the guide free to access? Access to the full guide may require registration on the Robert Half website.
8. How does the 2023 guide compare to previous years' guides? Comparing the guides year-over-year reveals trends in salary growth and market dynamics.
9. What are the key factors influencing salary increases in the 2023 guide? Inflation, demand for specific skills, and competition for talent are key factors.

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2023 salary guide robert half: Exam 98-349 MTA Windows Operating System Fundamentals Microsoft Official Academic Course, 2012-05-15 The Microsoft Technology Associate certification (MTA) curriculum helps instructors teach and validate fundamental technology concepts with a foundation for students' careers as well as the confidence they need to succeed in advanced studies. Through the use of MOAC MTA titles you can help ensure your students future success in and out of the classroom. This MTA text covers the following Windows Operating System vital fundamental skills: • Understanding Operating System Configurations • Installing and Upgrading Client Systems • Managing Applications • Managing Files and Folders • Managing Devices • Understanding Operating System Maintenance. Click here to learn more about Microsoft Technology Associate, (MTA) a new and innovative certification track designed to provide a pathway for future success in technology courses and careers.

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2023 salary guide robert half: *Encyclopedia of Data Science and Machine Learning* Wang, John, 2023-01-20 Big data and machine learning are driving the Fourth Industrial Revolution. With the age of big data upon us, we risk drowning in a flood of digital data. Big data has now become a critical part of both the business world and daily life, as the synthesis and synergy of machine learning and big data has enormous potential. Big data and machine learning are projected to not only maximize citizen wealth, but also promote societal health. As big data continues to evolve and the demand for professionals in the field increases, access to the most current information about the concepts, issues, trends, and technologies in this interdisciplinary area is needed. The *Encyclopedia of Data Science and Machine Learning* examines current, state-of-the-art research in the areas of data science, machine learning, data mining, and more. It provides an international forum for experts within these fields to advance the knowledge and practice in all facets of big data and machine learning, emphasizing emerging theories, principals, models, processes, and applications to inspire and circulate innovative findings into research, business, and communities. Covering topics such as benefit management, recommendation system analysis, and global software development, this expansive reference provides a dynamic resource for data scientists, data analysts, computer scientists, technical managers, corporate executives, students and educators of higher education, government officials, researchers, and academicians.

2023 salary guide robert half: *Ask a Manager* Alison Green, 2018-05-01 From the creator of the popular website *Ask a Manager* and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they

simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit “reply all” • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for *Ask a Manager* “A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience.”—Library Journal (starred review) “I am a huge fan of Alison Green's *Ask a Manager* column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “*Ask a Manager* is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

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2023 salary guide robert half: *Graphic Artists Guild Handbook, 16th Edition* The Graphic Artists Guild, 2023-10-03 The industry bible for communication design and illustration professionals, with updated information, listings, and pricing guidelines. *Graphic Artists Guild Handbook* is the industry bible for communication design and illustration professionals. A comprehensive reference guide, the Handbook helps graphic artists navigate the world of pricing, collecting payment, and protecting their creative work, with essential advice for growing a freelance business to create a sustainable and rewarding livelihood. This sixteenth edition provides excellent, up-to-date guidance, incorporating new information, listings, and pricing guidelines. It offers graphic artists practical tips on how to negotiate the best deals, price their services accurately, and create contracts that protect their rights. Sample contracts and other documents are included. For the sixteenth edition, the content has been reorganized, topics have been expanded, and new chapters have been added to create a resource that is more relevant to how graphic artists work today. Features include: More in-depth information for the self-employed on how to price work to make a sustainable living and plan for times of economic uncertainty. A new chapter on using skills and talents to maximize income with multiple revenue streams—workshops, videos, niche markets, passion projects, selling art, and much more. Current U.S. salary information and freelance rates by discipline. Pricing guidelines for buyers and sellers. Up-to-date copyright registration information. Model contracts and forms to adapt to your specific needs. Interviews with eleven self-employed graphic artists who have created successful careers, using many of the practices found in this Handbook.

2023 salary guide robert half: extra bold Ellen Lupton, Farah Kafei, Jennifer Tobias, Josh A. Halstead, Kaleena Sales, Leslie Xia, Valentina Vergara, 2023-03-06 *Extra Bold* es un manual de diseño pensado para todas y todos. Parte ensayo y parte cómic, fanzine, manifiesto y guía de supervivencia, este maravilloso libro está repleto de historias e ideas nunca antes vistas en un libro de diseño. Escrito de forma colaborativa por un variado grupo de autoras y autores, *Extra Bold* comienza con diversos ensayos que conectan el diseño con el pensamiento feminista, inclusivo, antirracista y no binario. Sus historias abren el diseño a nuevas personas y prácticas hasta ahora pasadas por alto. Las entrevistas, los juegos tipográficos y los proyectos que encontrarás en él nos brindan múltiples puntos de vista, pues sus creadoras y creadores conforman un variado mosaico de habilidades, identidades de género y orígenes raciales y étnicos. Tan práctico como informativo, *Extra Bold* es una exploración de las estructuras de poder y del modo como podemos navegar por ellas. En las entrevistas conoceremos a personas en distintas fases de su carrera profesional, y en las biografías relatadas descubriremos la vida y el trabajo de aquellas creativas y creativos que

fueron marginados por su sexo, raza o discapacidades. Todo ello acompañado por las ilustraciones de Jennifer Tobias, que aportan calidez y profundidad narrativa a cada una de las secciones del libro.

2023 salary guide robert half: How The Other Half Learns Robert Pondiscio, 2020-06-02 An inside look at America's most controversial charter schools, and the moral and political questions around public education and school choice. The promise of public education is excellence for all. But that promise has seldom been kept for low-income children of color in America. In *How the Other Half Learns*, teacher and education journalist Robert Pondiscio focuses on Success Academy, the network of controversial charter schools in New York City founded by Eva Moskowitz, who has created something unprecedented in American education: a way for large numbers of engaged and ambitious low-income families of color to get an education for their children that equals and even exceeds what wealthy families take for granted. Her results are astonishing, her methods unorthodox. Decades of well-intended efforts to improve our schools and close the achievement gap have set equity and excellence at war with each other: If you are wealthy, with the means to pay private school tuition or move to an affluent community, you can get your child into an excellent school. But if you are poor and black or brown, you have to settle for equity and a lecture--about fairness. About the need to be patient. And about how school choice for you only damages public schools for everyone else. Thousands of parents have chosen Success Academy, and thousands more sit on waiting lists to get in. But Moskowitz herself admits Success Academy is not for everyone, and this raises uncomfortable questions we'd rather not ask, let alone answer: What if the price of giving a first-rate education to children least likely to receive it means acknowledging that you can't do it for everyone? What if some problems are just too hard for schools alone to solve?

2023 salary guide robert half: Strengthening Forensic Science in the United States National Research Council, Division on Engineering and Physical Sciences, Committee on Applied and Theoretical Statistics, Policy and Global Affairs, Committee on Science, Technology, and Law, Committee on Identifying the Needs of the Forensic Sciences Community, 2009-07-29 Scores of talented and dedicated people serve the forensic science community, performing vitally important work. However, they are often constrained by lack of adequate resources, sound policies, and national support. It is clear that change and advancements, both systematic and scientific, are needed in a number of forensic science disciplines to ensure the reliability of work, establish enforceable standards, and promote best practices with consistent application. *Strengthening Forensic Science in the United States: A Path Forward* provides a detailed plan for addressing these needs and suggests the creation of a new government entity, the National Institute of Forensic Science, to establish and enforce standards within the forensic science community. The benefits of improving and regulating the forensic science disciplines are clear: assisting law enforcement officials, enhancing homeland security, and reducing the risk of wrongful conviction and exoneration. *Strengthening Forensic Science in the United States* gives a full account of what is needed to advance the forensic science disciplines, including upgrading of systems and organizational structures, better training, widespread adoption of uniform and enforceable best practices, and mandatory certification and accreditation programs. While this book provides an essential call-to-action for congress and policy makers, it also serves as a vital tool for law enforcement agencies, criminal prosecutors and attorneys, and forensic science educators.

2023 salary guide robert half: Communities in Action National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Population Health and Public Health Practice, Committee on Community-Based Solutions to Promote Health Equity in the United States, 2017-04-27 In the United States, some populations suffer from far greater disparities in health than others. Those disparities are caused not only by fundamental differences in health status across segments of the population, but also because of inequities in factors that impact health status, so-called determinants of health. Only part of an individual's health status depends on his or her behavior and choice; community-wide problems like poverty, unemployment, poor education, inadequate housing, poor public transportation, interpersonal violence, and decaying neighborhoods also contribute to health inequities, as well as the historic and ongoing interplay of structures,

policies, and norms that shape lives. When these factors are not optimal in a community, it does not mean they are intractable: such inequities can be mitigated by social policies that can shape health in powerful ways. *Communities in Action: Pathways to Health Equity* seeks to delineate the causes of and the solutions to health inequities in the United States. This report focuses on what communities can do to promote health equity, what actions are needed by the many and varied stakeholders that are part of communities or support them, as well as the root causes and structural barriers that need to be overcome.

2023 salary guide robert half: Capital in the Twenty-First Century Thomas Piketty, 2017-08-14 What are the grand dynamics that drive the accumulation and distribution of capital? Questions about the long-term evolution of inequality, the concentration of wealth, and the prospects for economic growth lie at the heart of political economy. But satisfactory answers have been hard to find for lack of adequate data and clear guiding theories. In this work the author analyzes a unique collection of data from twenty countries, ranging as far back as the eighteenth century, to uncover key economic and social patterns. His findings transform debate and set the agenda for the next generation of thought about wealth and inequality. He shows that modern economic growth and the diffusion of knowledge have allowed us to avoid inequalities on the apocalyptic scale predicted by Karl Marx. But we have not modified the deep structures of capital and inequality as much as we thought in the optimistic decades following World War II. The main driver of inequality--the tendency of returns on capital to exceed the rate of economic growth--today threatens to generate extreme inequalities that stir discontent and undermine democratic values if political action is not taken. But economic trends are not acts of God. Political action has curbed dangerous inequalities in the past, the author says, and may do so again. This original work reorients our understanding of economic history and confronts us with sobering lessons for today.

2023 salary guide robert half: Global Trends 2040 National Intelligence Council, 2021-03 The ongoing COVID-19 pandemic marks the most significant, singular global disruption since World War II, with health, economic, political, and security implications that will ripple for years to come. -Global Trends 2040 (2021) Global Trends 2040-A More Contested World (2021), released by the US National Intelligence Council, is the latest report in its series of reports starting in 1997 about megatrends and the world's future. This report, strongly influenced by the COVID-19 pandemic, paints a bleak picture of the future and describes a contested, fragmented and turbulent world. It specifically discusses the four main trends that will shape tomorrow's world: - Demographics-by 2040, 1.4 billion people will be added mostly in Africa and South Asia. - Economics-increased government debt and concentrated economic power will escalate problems for the poor and middleclass. - Climate-a hotter world will increase water, food, and health insecurity. - Technology-the emergence of new technologies could both solve and cause problems for human life. Students of trends, policymakers, entrepreneurs, academics, journalists and anyone eager for a glimpse into the next decades, will find this report, with colored graphs, essential reading.

2023 salary guide robert half: U.S. Tax Guide for Aliens , 1998

2023 salary guide robert half: The Negro Motorist Green Book Victor H. Green, The Negro Motorist Green Book was a groundbreaking guide that provided African American travelers with crucial information on safe places to stay, eat, and visit during the era of segregation in the United States. This essential resource, originally published from 1936 to 1966, offered a lifeline to black motorists navigating a deeply divided nation, helping them avoid the dangers and indignities of racism on the road. More than just a travel guide, The Negro Motorist Green Book stands as a powerful symbol of resilience and resistance in the face of oppression, offering a poignant glimpse into the challenges and triumphs of the African American experience in the 20th century.

2023 salary guide robert half: Drive Daniel H. Pink, 2011-04-05 The New York Times bestseller that gives readers a paradigm-shattering new way to think about motivation from the author of *When: The Scientific Secrets of Perfect Timing* Most people believe that the best way to motivate is with rewards like money—the carrot-and-stick approach. That's a mistake, says Daniel H. Pink (author of *To Sell Is Human: The Surprising Truth About Motivating Others*). In this provocative

and persuasive new book, he asserts that the secret to high performance and satisfaction—at work, at school, and at home—is the deeply human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world. Drawing on four decades of scientific research on human motivation, Pink exposes the mismatch between what science knows and what business does—and how that affects every aspect of life. He examines the three elements of true motivation—autonomy, mastery, and purpose—and offers smart and surprising techniques for putting these into action in a unique book that will change how we think and transform how we live.

2023 salary guide robert half: *The Real Book of Real Estate* Robert T. Kiyosaki, 2010-05 From the #1 bestselling author of *Rich Dad, Poor Dad* comes the ultimate guide to real estate—the advice and techniques every investor needs to navigate through the ups, downs, and in-betweens of the market.

2023 salary guide robert half: *Hard Facts, Dangerous Half-Truths, and Total Nonsense* Jeffrey Pfeffer, Robert I. Sutton, 2006-02-14 The best organizations have the best talent. . . Financial incentives drive company performance. . . Firms must change or die. Popular axioms like these drive business decisions every day. Yet too much common management “wisdom” isn’t wise at all—but, instead, flawed knowledge based on “best practices” that are actually poor, incomplete, or outright obsolete. Worse, legions of managers use this dubious knowledge to make decisions that are hazardous to organizational health. Jeffrey Pfeffer and Robert I. Sutton show how companies can bolster performance and trump the competition through evidence-based management, an approach to decision-making and action that is driven by hard facts rather than half-truths or hype. This book guides managers in using this approach to dismantle six widely held—but ultimately flawed—management beliefs in core areas including leadership, strategy, change, talent, financial incentives, and work-life balance. The authors show managers how to find and apply the best practices for their companies, rather than blindly copy what seems to have worked elsewhere. This practical and candid book challenges leaders to commit to evidence-based management as a way of organizational life—and shows how to finally turn this common sense into common practice.

2023 salary guide robert half: *Why Design Matters* Debbie Millman, 2022-02-22 Foreword by Roxane Gay “Debbie Millman brings her *Design Matters* podcast, ‘about how the most creative people in the world create their lives,’ to the page with this excellent interview anthology. Sharpened by Millman’s penetrating commentary, the candid musings teem with insight and empathy. This sparkling collection is one to be savored slowly.”—*Publisher’s Weekly* The author, educator, brand consultant, and host of the widely successful and award-winning podcast *Design Matters* showcases dozens of her most exciting interviews, bringing together insights and reflections from today’s leading creative minds from across diverse fields. “Debbie Millman has become a singular voice in the world of intimate, enlightening conversations. She has demonstrated time, and again, why design matters.”—Roxane Gay, from the foreword Over the course of her popular podcast’s fifteen-year reign, Debbie Millman has interviewed more than 400 creative minds. In those conversations, she has not only explored what it means to design a creative life, but has, as Millman’s wife, Roxane Gay, assesses in her foreword, “created a gloriously interesting and ongoing conversation about what it means to live well, overcome trauma, face rejection, learn to love and be loved, and thrive both personally and professional.” In this illustrated, curated anthology, Millman includes approximately 80 of her best interviews with visionaries from across diverse fields. Grouped by category—Legends, Truth Tellers, Culture Makers, Trendsetters, and Visionaries—these eye-opening, entertaining, and enlightening conversations—offer insights into new ways of being and living. Accompanying each entry is a brief biography, a portrait photographed by Millman, and a pull quote written in Millman’s artistic hand. *Why Design Matters* features 100 images and includes interviews with: Marina Abramovic, Cey Adams, Elizabeth Alexander, Laurie Anderson, Lynda Barry, Allison Bechdel, Michael Bierut, Brené Brown, Alain de Botton, Eve Ensler, Shepard Fairey, Tim Ferriss, Louise Fili, Kenny Fries, Anand Giridharadas, Cindy Gallop, Malcolm Gladwell, Milton Glaser, Ira Glass, Seth Godin, Thelma Golden, Gabrielle Hamilton, Steven Heller, Jessica Hische, Michael R. Jackson, Oliver Jeffers, Saeed Jones, Thomas Kail, Maira Kalman, Chip Kidd, Anne Lamott, Elle Luna,

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2023 salary guide robert half: Everybody Matters Bob Chapman, Raj Sisodia, Rajendra Sisodia, 2015-10-06 "Bob Chapman, CEO of the \$1.7 billion manufacturing company Barry-Wehmiller, is on a mission to change the way businesses treat their employees." - Inc. Magazine Starting in 1997, Bob Chapman and Barry-Wehmiller have pioneered a dramatically different approach to leadership that creates off-the-charts morale, loyalty, creativity, and business performance. The company utterly rejects the idea that employees are simply functions, to be moved around, managed with carrots and sticks, or discarded at will. Instead, Barry-Wehmiller manifests the reality that every single person matters, just like in a family. That's not a cliché on a mission statement; it's the bedrock of the company's success. During tough times a family pulls together, makes sacrifices together, and endures short-term pain together. If a parent loses his or her job, a family doesn't lay off one of the kids. That's the approach Barry-Wehmiller took when the Great Recession caused revenue to plunge for more than a year. Instead of mass layoffs, they found creative and caring ways to cut costs, such as asking team members to take a month of unpaid leave. As a result, Barry-Wehmiller emerged from the downturn with higher employee morale than ever before. It's natural to be skeptical when you first hear about this approach. Every time Barry-Wehmiller acquires a company that relied on traditional management practices, the new team members are skeptical too. But they soon learn what it's like to work at an exceptional workplace where the goal is for everyone to feel trusted and cared for—and where it's expected that they will justify that trust by caring for each other and putting the common good first. Chapman and coauthor Raj Sisodia show how any organization can reject the traumatic consequences of rolling layoffs, dehumanizing rules, and hypercompetitive cultures. Once you stop treating people like functions or costs, disengaged workers begin to share their gifts and talents toward a shared future. Uninspired workers stop feeling that their jobs have no meaning. Frustrated workers stop taking their bad days out on their spouses and kids. And everyone stops counting the minutes until it's time to go home. This book chronicles Chapman's journey to find his true calling, going behind the scenes as his team tackles real-world challenges with caring, empathy, and inspiration. It also provides clear steps to transform your own workplace, whether you lead two people or two hundred thousand. While the Barry-Wehmiller way isn't easy, it is simple. As the authors put it: Everyone wants to do better. Trust them. Leaders are everywhere. Find them. People achieve good things, big and small, every day.

Celebrate them. Some people wish things were different. Listen to them. Everybody matters. Show them.

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2023 salary guide robert half: *The Future of Nursing* Institute of Medicine, Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the Institute of Medicine, 2011-02-08 *The Future of Nursing* explores how nurses' roles, responsibilities, and education should change significantly to meet the increased demand for care that will be created by health care reform and to advance improvements in America's increasingly complex health system. At more than 3 million in number, nurses make up the single largest segment of the health care work force. They also spend the greatest amount of time in delivering patient care as a profession. Nurses therefore have valuable insights and unique abilities to contribute as partners with other health care professionals in improving the quality and safety of care as envisioned in the Affordable Care Act (ACA) enacted this year. Nurses should be fully engaged with other health professionals and assume leadership roles in redesigning care in the United States. To ensure its members are well-prepared, the profession should institute residency training for nurses, increase the percentage of nurses who attain a bachelor's degree to 80 percent by 2020, and double the number who pursue doctorates. Furthermore, regulatory and institutional obstacles-including limits on nurses' scope of practice-should be removed so that the health system can reap the full benefit of nurses' training, skills, and knowledge in patient care. In this book, the Institute of Medicine makes recommendations for an action-oriented blueprint for the future of nursing.

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what it will take to fix it. Perhaps no one is better acquainted with the intersection of economics and politics than Robert B. Reich, and now he reveals how power and influence have created a new American oligarchy, a shrinking middle class, and the greatest income inequality and wealth disparity in eighty years. He makes clear how centrally problematic our veneration of the “free market” is, and how it has masked the power of moneyed interests to tilt the market to their benefit. Reich exposes the falsehoods that have been bolstered by the corruption of our democracy by huge corporations and the revolving door between Washington and Wall Street: that all workers are paid what they’re “worth,” that a higher minimum wage equals fewer jobs, and that corporations must serve shareholders before employees. He shows that the critical choices ahead are not about the size of government but about who government is for: that we must choose not between a free market and “big” government but between a market organized for broadly based prosperity and one designed to deliver the most gains to the top. Ever the pragmatist, ever the optimist, Reich sees hope for reversing our slide toward inequality and diminished opportunity when we shore up the countervailing power of everyone else. Passionate yet practical, sweeping yet exactly argued, *Saving Capitalism* is a revelatory indictment of our economic status quo and an empowering call to civic action.

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