

# Accountants Wanted

## Course Description

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This course will review some of the causes and effects of the increasing demand for accountants. We will then review some of the steps that you and your firm can take to retain quality accountants and avoid the risk of accountant turnover within your organizations.

**Completion Deadline & Exam:** This course, including the examination, must be completed within one year of the date of purchase. In addition, unless otherwise indicated, no correct or incorrect feedback for any exam question will be provided.

**Course Level:** Overview. This program is appropriate for professionals at all organizational levels.

**CPE Credits:** 2 (CPA)

**Category:** Business Management and Organization

**Prerequisite:** None

**Advanced Preparation:** None

## Course Objectives

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After completing this course, you should be able to

1. Understand the background regarding the causes of the increased demand for accounting and financial personnel
2. Understand the effects of the increasing demand
3. Understand what you can do within your organization to improve your chances of retaining quality accountants

### Part 1 - History of the Accounting Profession

After completing this chapter, you should be able to

1. Understand who is considered to be the “father of accounting”
2. Understand who is given credit for inventing the first double entry system of accounting

3. Understand why there has consistently been an ever growing increase in demand for accountants since as far back as the early 1800's.

## **Part 2 - Additional Need for Growth**

After completing this chapter, you should be able to

1. Understand the DOL projections for growth in the demand for accountants through the year 2014
2. Understand the reasons the DOL believe the demand for accountants will increase so rapidly

## **Part 3 - Effects of the Increasing Demand**

After completing this chapter, you should be able to

1. Understand how the increase in demand will effect CPA's and the organizations they work and clients they work for
2. Understand the overall job opportunities for accountants based on the increase in demand

## **Part 4 - Competing with the Best**

After completing this chapter, you should be able to

1. Understand what employers can do to increase their chances of being able to compete against other organizations for the most qualified accountants
2. Understand what will be required in a typical accounting firm as a result of the increase in demand for accountants

## **Part 5 - How to Prevent Accountant Turnover**

After completing this chapter, you should be able to

1. Understand the first and most important step that you can do to improve accountant moral and retention periods
2. Understand the use of "Career Anchors"