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Board Chair





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And we're off...



## Which of these topics are of higher concern for your organization's finance/accounting team? Rank from highest to lowest concern.

Hiring and retaining accounting talent

Cybersecurity

Upskilling/reskilling

Artificial Intelligence (AI)/automation

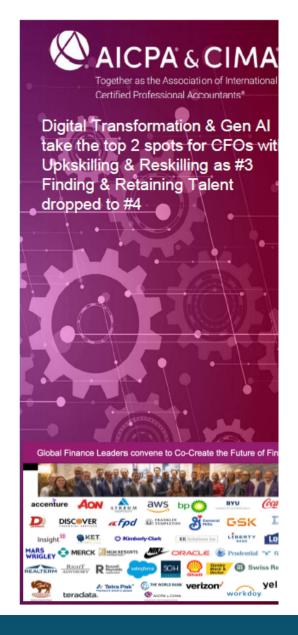
Maintaining culture in a hybrid environment

Tax law changes



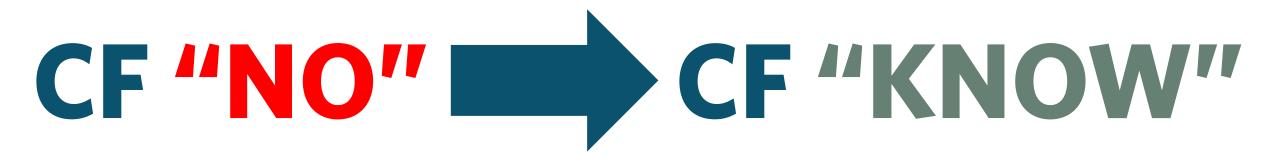
Top 5 Issues Facing Corporate Finance/Accounting Teams continues to drive our agenda

- 1. Digital Transformation
  - 2. Gen Al & Al
    - 3. Need for New Skills
    - 4. Finding & Retaining Talent
  - 5. Maintaining Culture in Hybrid Environment
- 6. Innovation & Growth (previously Inflation & Recession)





## The Changing Role of the CFO



#### **KNOW What/When**

- Financial accounting
- Recording/Control

#### **KNOW Why**

- Management accounting
- FP&A/Decision Support

#### **KNOW How**

Execution



#### WIDE

Leadership & Sensemaking

**Anticipation & Serving Evolving Needs** 

Strategic & Critical Thinking/Synthesizing Intelligence to Insight

Communication & Storytelling

Integration & Collaboration



**Business Skills** 



**People Skills** 



**Agility** 



**Leadership Skills** 



**Digital Skills** 

#### **DEEP**

Technical & Functional Knowledge & Expertise Data & Tech-Savvy

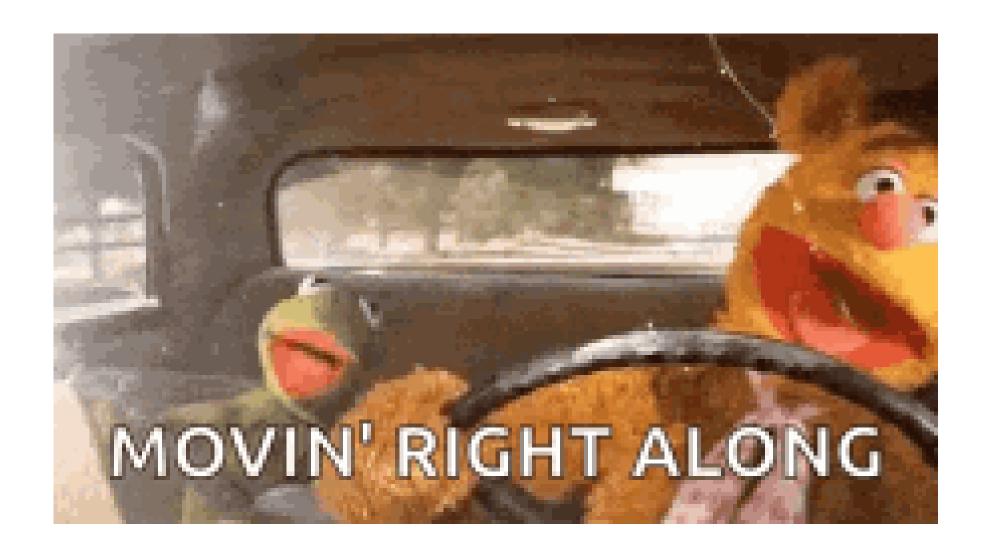
**Ethics, Integrity, and Professionalism** 

Source: AICPA











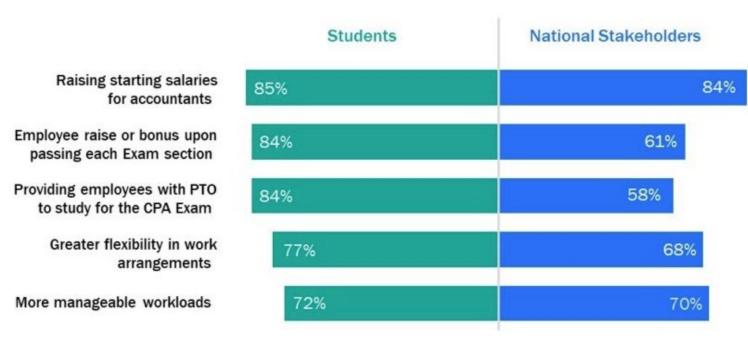
National Pipeline Advisory Group

## **Accounting Talent Strategy Report**

Analyzing the root causes of the accounting talent shortage, potential solutions, and next steps forward.



#### Student and professional perceptions on most effective strategies



To access NPAG's final report, visit their website at:

https://www.accountingpipeline.org/npag-report/





National Pipeline Advisory Group

#### A Focus on Salaries

#### Understanding the Salary Gap

	2018	2019	2020	2021	2022	
Computer & Information Science	\$71,411	\$76,986	\$80,477	\$81,202	\$86,964	
Engineering	\$65,539	\$66,638	\$70,219	\$71,516	\$76,249	
Math & Statistics	\$61,709	\$66,942	\$67,822	\$68,929	\$76,186	
Management Information Systems & Services	\$60,156	\$61,122	<b>\$</b> 62,429	\$64,734	\$71,208	
Accounting and Related Services (Accounting Major)	\$51,783	\$53,652	<b>\$</b> 54,809	\$56,103	\$60,698	





### **Demographics and Labor**

#### Global and US trends affecting talent



#### Less Babies, More Retirees

The U.S. working-age population grew only 3% from 2010-2020, while nearly 28.6 million retired. meanwhile job openings for accountants and auditors are expected to grow at a rate of 4% through 2032.



#### College Enrollments Down; Skepticism Up

Students are less likely to go to college. In fact, a summer 2024 poll finds only 36% of Americans have confidence in higher education.



#### Increasing Confidence in Community Colleges

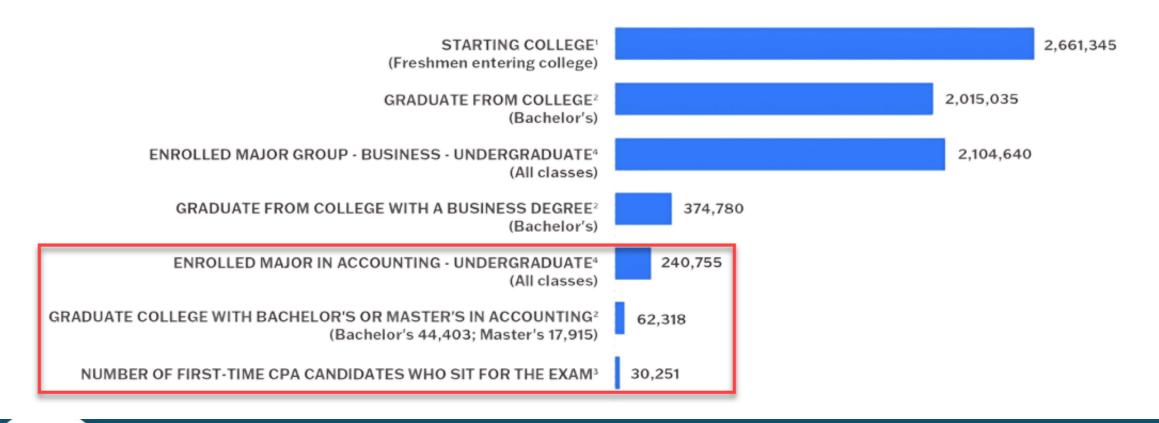
Accounting degree completions fell 17% over the five year period, ending in 2022, according to the Integrated Postsecondary Education Data System.





#### **Post-Secondary Leaks**

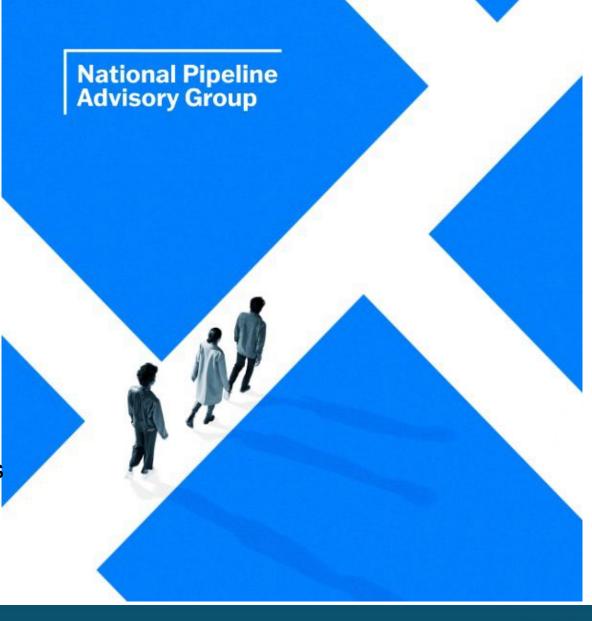
Accounting majors less than 12% of B-School





#### Themes in the data

- Enhance employee experience
- Address time and cost of education
- Make education more engaging
- Grow support for CPA Exam candidates
- Expand access for underrepresented groups
- Tell a more compelling story







## **UAA Model Changes on the Horizon**



MULTIPLE STAKEHOLDERS RESPONDING TO MARKET



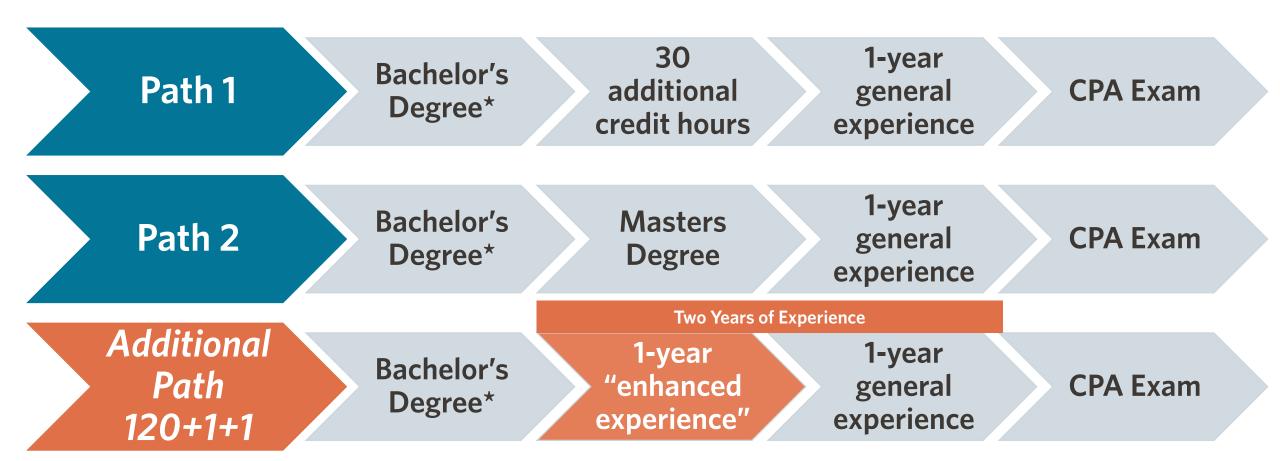
SECTIONS 5 (SUBSTANTIAL EQUIVALENCY) AND 23 (MOBILITY)



CALL TO ACTION:
EXPOSURE DRAFT (~MID-SEPTEMBER)



## Path(s) to CPA licensure...





## When looking at staff who recently graduated with an accounting degree, which of the following statements best describes their preparedness to be a CPA?

No noticeable difference in preparedness between staff with 120 credit hours or ...

Staff with 150 credit hours have slightly higher preparedness.

Staff with 150 credit hours have a noticeably higher preparedness.

Unsure/don't know

## When looking at staff who recently graduated with an accounting degree, which of the following statements best describes their preparedness to be a CPA?

No noticeable difference in preparedness between staff with 120 credit hours or 150 credit hours.	
	0%
Staff with 150 credit hours have slightly higher preparedness.	
	0%
Staff with 150 credit hours have a noticeably higher preparedness.	
	0%
Unsure/don't know	
	0%

## When looking at staff who recently graduated with an accounting degree, which of the following statements best describes their preparedness to be a CPA?

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	0%
Unsure/don't know	
	0%

### **CPA Evolution & the CPA Exam**

#### **CPA Evolution:**

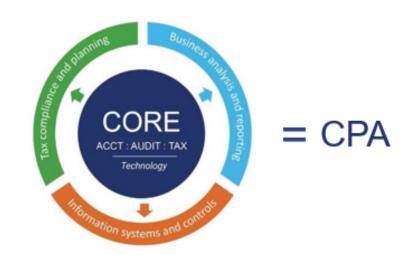
- Launched globally on January 10<sup>th</sup>, 2024
- 0 reported issues report
- Greatest amount of change to the CPA Exam since computerization in 2004

#### The CPA Exam:

- 30% increase in test sections delivered in 2023
- The AICPA Examinations Team and its environments completed a SOC2 Type II review receiving an unqualified opinion
- Launching in the Philippines July 2024

#### 20th anniversary of the computerization of the CPA Exam:

- Celebrated on April 5, 2024
- NASBA, the AICPA, and Prometric led project





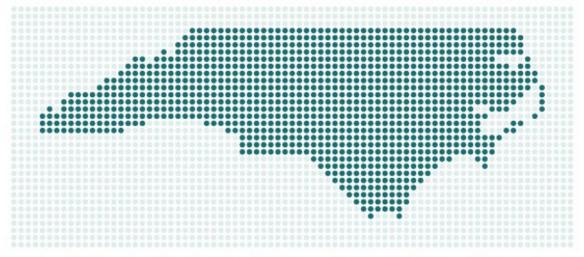
## FOUNDATION SCHOLARSHIPS & SUPPORT







## NCCPA



### FOUNDATION

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## **State Advocacy Priorities**



NCDOR Tax Software Modernization



NCSUITS/Division of Employment Security



Power of Attorney Project



**State Board Rules Review** 



**Extended Due Date for Corporate Returns** 



State Mini-Budgets/ Adjustments Bill



## **State Emerging Issues**



**30-Day Safe Harbor for Nonresidents** 



Sales Tax on **Professional Services** 



**Artificial Intelligence** 



**Local Government Audit** 



**ESG (Environmental, Social, Governance)** 



Occupational License Reform



## **Standards Advocacy**

- NCACPA A&A Resource Group
- Comment letters:
  - FASB Debt with Conversion and Other Options (Subtopic 470-20)
  - AICPA FinRec Not-for-Profit Guide
  - Private Company Council
  - AICPA PEEC "Tax Services" interpretation in the AICPA Code of Professional Conduct









FTC Ban on Noncompete Agreements



SCOTUS: Impact on Federal Rules & Regulations



Beneficial Ownership Reporting



**Employee Retention Credit** 



### **Federal Tax Policy: Action Outlook**

	Democratic President		Republican President	
Potential Action	DEM HOUSE DEM SENATE	DEM HOUSE GOP SENATE		GOP HOUSE GOP SENATE
Major Year End 2025 Tax Bill	Very Likely	Possible	Possible	Very Likely
Small Year End 2025 Tax Bill	Unlikely	Likely	Possible	Very Unlikely
Tax Preparer Regulation	Very Likely	Likely	Unlikely	Very Unlikely
SALT Reform (Small / Large)	Likely (Large)	Possible (Small)	Possible (Small)	Possible (Small)
Major Tax Administrative 2025 Improvement Bill	Very Likely	Very Likely	Possible	Possible
Year End 2024 Tax Bill (Wyden-Smith) (Lame Duck Consideration??)	Very Likely	Possible	Possible	Very Unlikely





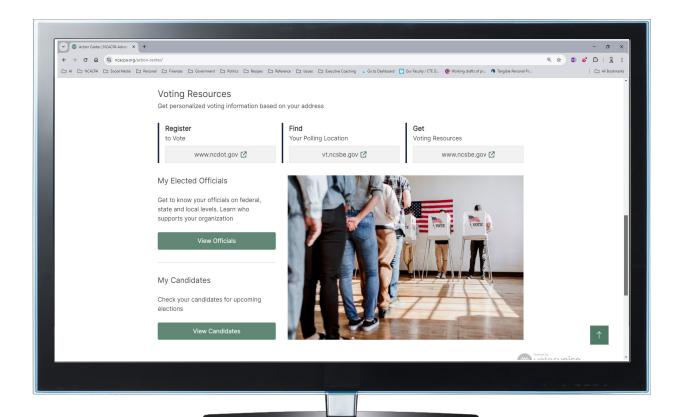
## 2024 General Election

Oct. 11 Voter Registration Deadline

Oct. 17-Nov. 2 Early Voting

**Nov. 5 Election Day** 

**Voter ID Required!** 





For more info, visit the NCACPA Election Center ncacpa.org/action-center



# CPA-PAC your voice in action



\$75K

2024 Goal



62%

of Goal Raised



64

New Investors



96%

**Electoral Success** 



Invest Today!





## Thank you!

