

GEORGIA DEPARTMENT OF ADMINISTRATIVE SERVICES WORKFORCE REPORT

ACCOUNTING WORKGROUP

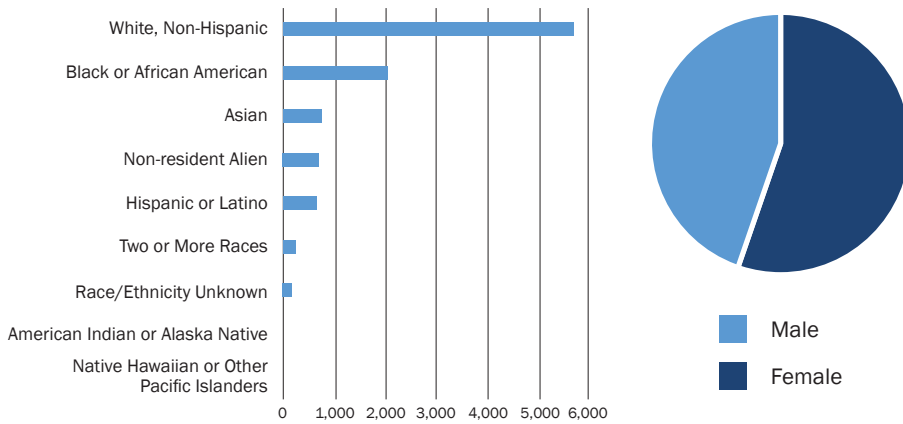
GEORGIA
WORKFORCE
STRATEGIES
INITIATIVE



GOAL To develop and implement strategies and programs to boost employment and interest in state jobs

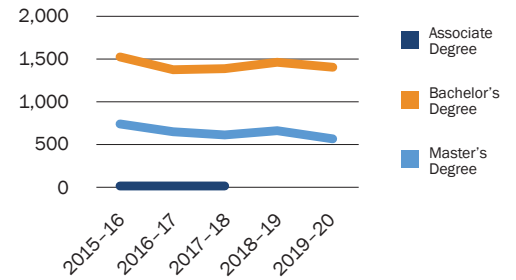
STATE WORKFORCE DATA AND TRENDS

ACCOUNTING GRADUATES IN GEORGIA 2015-2020 (associate, bachelor's, and master's degrees)



The majority of accounting graduates in Georgia are white and female.

TOTAL NUMBER OF DEGREE COMPLETIONS AT GEORGIA HIGHER EDUCATION INSTITUTIONS BY ACADEMIC YEAR 2015-2020



The number of accounting degrees awarded has declined over the past 5 years in Georgia.

PROJECTED EMPLOYMENT AND GROWTH RATE FOR ACCOUNTANTS AND AUDITORS IN GEORGIA, 2018-2028

	2018 Base Employment	2028 Projected Employment	Percent Change in Employment	Annual Growth Rate	Labor Force Exits	Occupational Transfers	Annual Occupational Openings
13-2011 Accountants and Auditors	39,410	47,670	21.0%	1.9%	1,230	2,830	4,890

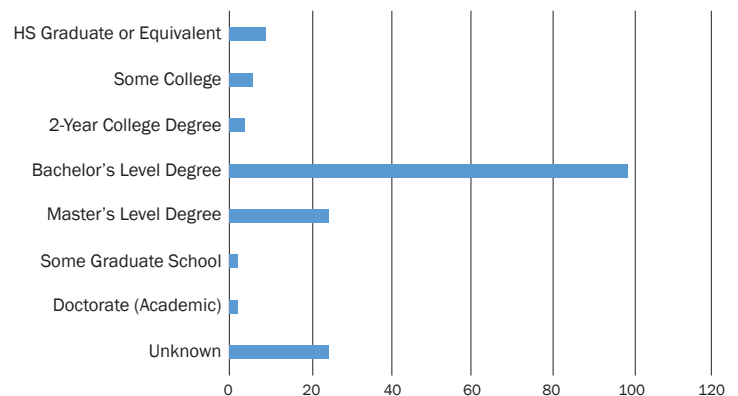
STATE GOVERNMENT EMPLOYMENT DATA SNAPSHOT

TOP 5 STATE AGENCIES WITH THE MOST ACCOUNTANT POSITIONS 2018-2021*

Agency	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate
All Agency Totals (41)	183	165	-9.8%	11.8%
Department of Transportation	25	20	-20.0%	14.8%
Department of Community Health	17	17	0.0%	11.6%
Department of Human Services	16	13	-18.8%	32.3%
Department of Community Affairs	9	10	11.1%	0.0%
Department of Education	9	10	11.1%	0.0%
All Other Agencies	107	95	-11.2%	10.1%

* Table encompasses job codes FIP020, FIP021, FIP022, and FIP023. Additional employees may be working in accounting roles under different job codes.

ACCOUNTANT EDUCATION LEVEL AT TIME OF HIRE



Source: Georgia Department of Administrative Services, Human Resources Administration Division, Team Georgia Careers

Note: Unknown = A hire that did not use Team Georgia Careers

Most people hired into state accounting jobs entered with a bachelor degree, highlighting to the work-group that it was important to form partnerships with colleges.

MAIN EMPLOYEE INTERVIEW TAKEAWAYS

A total of **10 Zoom interviews** were conducted between June 21 and June 27, 2022, with employees from **5 state agencies**



Accounting employees feel a sense of accomplishment in helping fellow Georgians and being a part of “the bigger picture.”



Many state accounting employees became interested in accounting in high school or college.



Students coming out of high school and college need more exposure to state accounting jobs.

“In accounting, you work alone, but you’re part of a small team, and you’re part of the big picture.”

Quote from one Employee Interview

EMPLOYER PERSPECTIVES

WHAT'S WORKING

- Internships
- Working with temp agencies
- Remote work

BARRIERS TO RECRUITMENT AND RETENTION

- Limited training opportunities
- Salary
- Small, underqualified applicant pool

OPPORTUNITIES AND IDEAS

- Job fairs
- New programs to increase exposure
- Internship programs

EDUCATION PARTNER PERSPECTIVES

TECHNICAL COLLEGE SYSTEM OF GEORGIA (TCSG)

- Applied science accounting degree
- Accounting diploma
- Technical certificates
- Courses offered online
- Dual enrollment opportunities

UNIVERSITY SYSTEM OF GEORGIA (USG)

- Bachelor and master of accounting
- NEXUS degree in governmental accounting at Clayton State University
- Internship requirements

GEORGIA DEPARTMENT OF EDUCATION (GDOE)

- 2 accounting pathways currently: financial accounting in business and advanced accounting
- Dual enrollment opportunities

OPPORTUNITIES

Work with the Fiscal Management Council to advertise internships and entry-level positions

Participate in middle and high school career days

Work with the Georgia Department of Education on curriculum that includes governmental accounting

Work with the Fiscal Management Council to create a career development committee or expand if it one already exists

Add accounting to the governor's internship program

Recruit statewide

BARRIERS

Salary and compensation

Competition with other state agencies, nonprofits, and the federal government

Reaching the right pool of candidates

Lack of promotion opportunities within agencies

Perception of government work

Lack of effective marketing

ASPIRATIONS

Develop branding for the accounting profession and state employment

Develop an internship program on an enterprise level

Provide a statewide succession training academy

Create a governmental accounting pathway in high schools

Conduct a massive marketing push about working for the state generally

GOALS AND STRATEGIES



Academic Partnerships

- Develop partnerships with high schools and postsecondary institutions.
- Expand enterprise internship programs for accounting.
- Create career pathway programs and curriculum with high schools, colleges, and other education providers.



Enterprise Careers and Progression

- Research compensation strategies that would help improve retention.
- Sustain the accounting workgroup.



Marketing

- Develop an enterprise marketing plan for jobs in accounting.
- Develop a recruitment strategy for private-sector exiters and non-CPAs.



Training and Professional Development

- Provide and fund work-related professional development, including education, certifications, and degree programs.

SHORT-TERM ACTION ITEMS



Academic Partnerships

- Establish a state speakers bureau for education partners.
- Participate in high school and college career fairs.
- Create a governmental/ nonprofit accounting pathway in high schools.
- Partner with colleges to create governmental accounting certificate programs.
- Partner with the Carl Vinson Institute of Government at UGA to create on-demand training videos for entry-level governmental accounting.



Enterprise Careers and Progression

- Form a standing workgroup to coordinate enterprise accounting training and address workforce needs.



Marketing

- Develop videos to explain state jobs in accounting.



Training and Professional Development

- Partner with active certified government financial managers in state government to create a focus group to increase/ encourage certification.

Thank you to all the steering committee and workgroup participants that made this project possible.

COMMITTEE CO-CHAIRS

Kris Martin
Monique Simmons

PARTICIPATING AGENCIES

Carl Vinson Institute of Government
Georgia Department of Administrative Services
Georgia Department of Community Affairs
Georgia Department of Community Health
Georgia Department of Defense
Georgia Department of Early Care and Learning
Georgia Department of Education
Georgia Department of Transportation
Governor's Office of Planning and Budget
Gwinnett Technical College
State Accounting Office of Georgia
State Road and Tollway Authority
Technical College System of Georgia
University System of Georgia

SPONSOR

Commissioner Rebecca Sullivan

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FACILITATION TEAM

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Michael Moryc

“This project has been an opportunity for us to educate ourselves and share critical knowledge, key in sustaining our workforce development goals.”

Commissioner Rebecca Sullivan
Georgia Department of Administrative Services

“Partnerships between state agencies make this work possible. This project is only an introduction to the work agencies will begin to increase recruitment and improve retention in our current workforce.”

Al Howell
Georgia Department of Administrative Services

“Through diligent collaboration, we can not only market accounting positions better, but highlight the strengths and incentives in working for the state at the enterprise level.”

Monique Simmons
CFO, State Road and Tollway Authority

