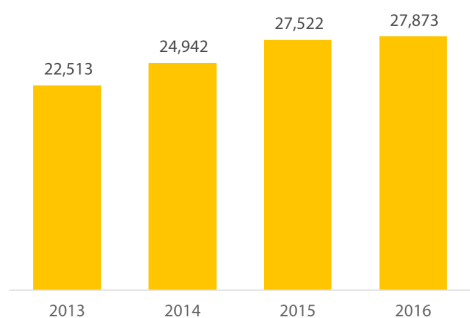


# Accounting Career Pathway

Minnesota State Career and Technical Education programs give you the skills that employers are looking for in their employees. With just the first-year courses completed, you would have the skills relevant for an entry-level job or internship that starts you on the path to a well-paying and exciting career!




## Accounting Jobs Posted Online in Minnesota



## Hiring Statistics in Minnesota (1/1/17)

Growth in jobs 2015-2016:	2.7% (steady)
Number of employers hiring now:	750 employers
Number of skilled people:	81,000 (mod.)
Overall outlook:	Bright
Average job posting period:	41 days
Median salary:	\$57,100 / year

## Top Occupations

- Accountants and Auditors (38%) 
- Bookkeeping, Accounting, and Auditing Clerks (32%) 
- Bill and Account Collectors (8%) 
- Compensation, Benefits, and Job Analysis Specialists (4%)
- Payroll and Timekeeping Clerks (3%)

## Sample First-Year Job Titles in this Pathway

- Accounting Clerk
- Junior Accountant
- Bookkeeper I



## Sample Senior-Level Job Titles in this Pathway

- Senior Compensation Analyst
- Finance Team Leader
- Senior Auditor

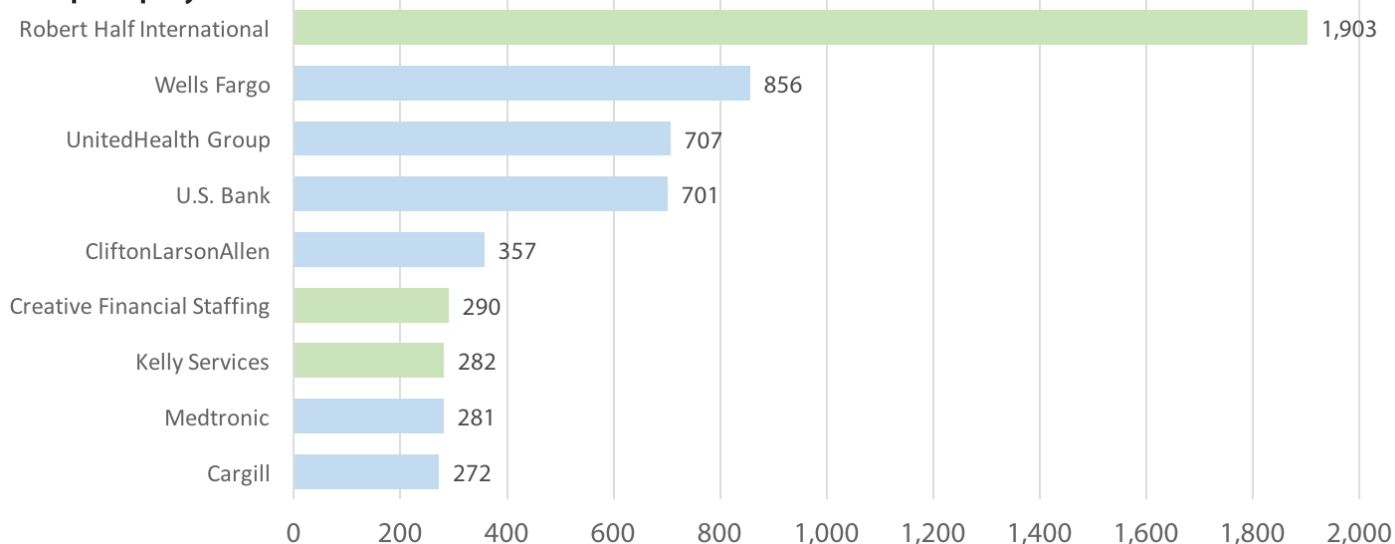
## Where to start?

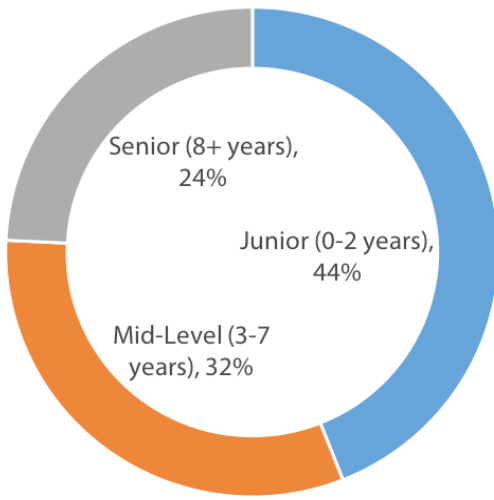


Anywhere!  
Opportunities DOUBLED  
between 2015 and 2016  
in Marshall, MN and  
many other places.




 Rising Jobs (+5% or more from 2015 to 2016)  
 Bright Future Jobs (DEED-identified)

## Top Employers who Recruited in 2016







### Top 10 Certifications

1. Certified Public Accountant (CPA)
2. Certified Internal Auditor (CIA)
3. Certified Information Systems Auditor (CISA)
4. Certified Management Accountant (CMA)
5. Certified Information Systems Security Professional 
6. Driver's License
7. Health Insurance Portability and Accountability Act (HIPPA)
8. Statement on Standards for Attestation Engagements 16
9. Accredited Purchasing Practitioner 
10. Certified Regulatory Compliance Manager 

### Top 10 Hard Skills

1. Accounts Payable/Receivable 
2. Public Accounting
3. Sarbanes-Oxley and TR Compliance
4. Internal Audit
5. Cash Applications
6. Cost Accounting
7. Gen Accepted Accounting Principles
8. Financial Accounting
9. Quality Assurance
10. Corporate Accounting







### Top 10 Software Skills

1. General Ledger Software
2. Microsoft Office Package (primarily Excel) 
3. Accounting Software
4. Enterprise Resource Planning Software
5. Oracle PeopleSoft Financial Management
6. Intuit QuickBooks
7. Hyperion Financial Management
8. Microsoft Access
9. Oracle Essbase
10. J.D. Edwards World General Accounting



### Top Employers Recruiting Interns

1. CliftonLarsonAllen
2. McGladrey
3. UnitedHealth Group
4. Deloitte
5. Clifton Guderson L.L.P.

### Top 10 Soft Skills

1. Communication Skills 
2. Detail-Oriented
3. Bookkeeping
4. Problem Solving 
5. Analytical Skills 
6. Financial Reporting 
7. Work Independently
8. Integrity 
9. Data Entry 
10. Organizational Skills




 Rising Skills (+5% or more from 2015 to 2016)  
 Matches to CTE Foundation Knowledge/Skill

Start your career in accounting with these occupations that require just a few college-level courses for your first internship. Upon completion of a 2-year degree, you'll be well on your way in any number of exciting career pathway directions! Talk to an academic navigator or visit the CTE website to explore!

<http://www.mncareerpathways.org/pathways/>

### Top Entry-Level Positions Advertised in Minnesota (0-2 Years Experience)

	Occupation	Job Titles	Total Job Count 2016	Change from 2015
Accounting	Accountants	Account Manager, Accountant	 3,135	4%
	Bookkeeping, Accounting, and Auditing Clerks	Accounting Clerk, Account Payable Clerk, Bookkeeper	  4,265	16%
	Auditors	Retail Auditor, Quality Assurance Specialist, CCS Operational Risk Consultant, Controller	  1,388	12%
	Bill and Account Collectors	Collections Specialist, Collections Representative, Data Collector	 1,158	19%
	Compensation, Benefits, and Job Analysis Specialists	Compensation Analyst, HR Specialist	301	-10%
	Payroll and Timekeeping Clerks	Accounting Technician, HR Assistant, Payroll Assistant, Payroll Specialist, Payroll Administrator	323	0%

 Rising Jobs (+5% or more from 2015 to 2016)

 Bright Future Jobs (DEED-identified)

Data collected from online job postings between 2013 and 2016 from CEB TalentNeuron Recruit in December 2016 (www.wantedanalytics.com). Bright Outlook and Green Jobs identified by DEED's Employment Outlook based on BLS 2014-2024 projections. Report developed by RealTime Talent January 2017 with the support of AgCentric, the Southern Minnesota Center for Agriculture, GreenSeam, AgriGrowth, the Minnesota Department of Agriculture, Career and Technical Education Consortium Leaders, and faculty from Minnesota State Colleges and Universities across the state.

### Accounting Career Pathway