

Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

| Section | Description | Measures |
|-----------------------------|--|---|
| Student Demand | <p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p>Click Below to Access Full Source Document: Fall Enrollment Trend</p> | <ul style="list-style-type: none"> ● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3% ● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9% ● Weak = Fleming enrolment growth is less than the system demand and is less than 1% |
| Labour Market | <p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p> | <ul style="list-style-type: none"> ● Strong = Between 5-6 positive labour market indicators ● Moderate = Between 3-5 positive labour market indicators ● Weak = Between 1-2 or no positive labour market indicators |
| Competitive Analysis | <p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Click Below to Access Full Source Document: Fall Conversion Report</p> | <ul style="list-style-type: none"> ● Strong = Fleming conversion ratio is greater than 2 below the system ● Moderate = Fleming conversion ratio is 1 above, below or equal to the system ● Weak = Fleming conversion ratio is greater than 2 above than the system |
| Financial Analysis | <p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p>Click Below to Access Full Source Document: Costing Analysis</p> | <ul style="list-style-type: none"> ● Strong = CTO is greater than 35% ● Moderate = CTO is between 30 - 34% ● Weak = CTO is between 20 – 30% <p>No Contribution = 19% or less</p> |

Key Research Findings

| | | |
|-----------------------------------|--|--|
| Key Performance Indicators | <p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p>Click Below to Access Full Source Document: Key Performance Indicators</p> | <ul style="list-style-type: none">● Strong = Above system average in 6-7 indicators● Moderate = Above system average in 3-5 indicators● Weak = Above system average in 0-2 indicators. |
| Resource Analysis | <p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p> | |

Key Research Findings

Business Administration - Accounting (60100)

Student Demand¹

- **MODERATE**

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

Certificate

- Seneca is the only school to offer a certificate program, which began in 2011
- The program had an initial registration of **17 students**

Diploma

- Currently there are 18 schools offering this diploma program, three of which are direct competitors with Fleming College (Durham is the only competitor not offering this)
- Out of the direct competitors, Georgian has the highest mean growth rate (**9%**), Sheridan is next with **4%**, and Seneca has the lowest with **-2%**
- Overall, St. Clair has the highest mean growth rate (**30%**) and St. Lawrence has the lowest (**-31%**)
- Confederation has the highest average registration of **344 students** and Cambrian has the lowest (only began offering the program in 2011) of **2 students**

Advanced Diploma

- There are currently 17 schools offering the advanced diploma, three of which are direct competitors with Fleming College (Durham is the only competitor not offering this)
- Fleming has a mean growth rate of **-2%**, which is higher than the system rate of **-9%**
- Out of the direct competitors, Georgian has the highest mean growth rate of **6%** and Seneca has the lowest with **-12%**
- Overall, George Brown has the highest mean growth rate (**14%**) and St. Lawrence has the lowest (**-27%**)
- Algonquin has the highest average registration of 482 students and Northern has the lowest with **1 student** registered in 2010

Graduate Certificate

¹ Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

Key Research Findings

- Conestoga and Seneca are the only two colleges to offer a graduate certificate program
- Seneca's program is the more successful out of the two schools, with a mean growth of **14%** and an average registration of **31 students**

Certificate

| Program: 40100 - ACCOUNTING TECHNIQUES | | | | | | | | | | | | | | |
|--|-------------------------------|--|--|-------------------------------|--|--|-------------------------------|--|--|-------------------------------|--|--|-------------------------------------|---------------------------------------|
| | % Change 2007 2008 (07-08) | | | % Change 2008 2009 (08-09) | | | % Change 2009 2010 (09-10) | | | % Change 2010 2011 (10-11) | | | % Mean Growth Rate (07-11) | 5 Year Average Reg. Students |
| SENECA | | | | | | | | | | 17 | | | | 17 |
| Total | | | | | | | | | | 17 | | | | 17 |

Diploma

| Program: 50100 - BUSINESS - ACCOUNTING | | | | | | | | | | | | | % Mean Growth Rate (07-11) | 5 Year Average Reg. Students |
|--|-------------|------------|------------------|------------|-------------|------------------|-------------|-------------|------------------|-------------|-------------|------------------|----------------------------|------------------------------|
| | 2007 | 2008 | % Change (07-08) | 2008 | 2009 | % Change (08-09) | 2009 | 2010 | % Change (09-10) | 2010 | 2011 | % Change (10-11) | | |
| ALGONQUIN | 140 | 156 | 11 | 156 | 156 | 0 | 156 | 152 | -3 | 152 | 162 | 7 | 4 | 153 |
| CAMBRIAN | | | | | | | | | | 1 | | | | 1 |
| CANADORE | 9 | 12 | 33 | 12 | 13 | 8 | 13 | 14 | 8 | 14 | 7 | -50 | 0 | 11 |
| CENTENNIAL | 20 | 38 | 90 | 38 | 38 | 0 | 38 | 36 | -5 | 36 | 41 | 14 | 25 | 35 |
| CONFEDERATION | 72 | 48 | -33 | 48 | 74 | 54 | 74 | 51 | -31 | 51 | 87 | 71 | 15 | 66 |
| FANSHAWE | 173 | 142 | -18 | 142 | 198 | 39 | 198 | 174 | -12 | 174 | 174 | 0 | 2 | 172 |
| GEORGE BROWN | 41 | 51 | 24 | 51 | 74 | 45 | 74 | 55 | -26 | 55 | 69 | 25 | 17 | 58 |
| GEORGIAN | 36 | 36 | 0 | 36 | 44 | 22 | 44 | 50 | 14 | 50 | 50 | 0 | 9 | 43 |
| HUMBER | 73 | 73 | 0 | 73 | 104 | 42 | 104 | 98 | -6 | 98 | 98 | 0 | 9 | 89 |
| LOYALIST | 22 | | | | 37 | | 37 | 37 | 0 | 37 | 36 | -3 | -1 | 33 |
| MOHAWK | 136 | 141 | 4 | 141 | 195 | 38 | 195 | 137 | -30 | 137 | 146 | 7 | 5 | 151 |
| NIAGARA | 54 | 84 | 56 | 84 | 89 | 6 | 89 | 84 | -6 | 84 | 70 | -17 | 10 | 76 |
| NORTHERN | 27 | 24 | -11 | 24 | 19 | -21 | 19 | 28 | 47 | 28 | | | 5 | 24 |
| SAULT | 24 | 25 | 4 | 25 | 15 | -40 | 15 | 18 | 20 | 18 | 18 | 0 | -4 | 20 |
| SENECA | 140 | 91 | -35 | 91 | 110 | 21 | 110 | 123 | 12 | 123 | 115 | -7 | -2 | 116 |
| SHERIDAN | 82 | 73 | -11 | 73 | 102 | 40 | 102 | 64 | -37 | 64 | 79 | 23 | 4 | 80 |
| ST. CLAIR | | | | | 30 | | 30 | 59 | 97 | 59 | 37 | -37 | 30 | 42 |
| ST. LAWRENCE | 4 | | | | 41 | | 41 | 24 | -41 | 24 | 19 | -21 | -31 | 22 |
| Total | 1053 | 994 | -6 | 994 | 1339 | 35 | 1339 | 1204 | -10 | 1204 | 1209 | 0 | | |

Key Research Findings

Advanced Diploma

Program: 60100 - BUSINESS ADMINISTRATION - ACCOUNTING

| | 2007 | 2008 | % Change (07-08) | 2008 | 2009 | % Change (08-09) | 2009 | 2010 | % Change (09-10) | 2010 | 2011 | % Change (10-11) | % Mean Growth Rate (07-11) | 5 Year Average Reg. Students |
|-------------------|-------------|-------------|---------------------|-------------|-------------|---------------------|-------------|-------------|---------------------|-------------|-------------|---------------------|-------------------------------------|---------------------------------------|
| ALGONQUIN | 483 | 514 | 6 | 514 | 471 | -8 | 471 | 479 | 2 | 479 | 464 | -3 | -1 | 482 |
| CAMBRIAN | 40 | 40 | 0 | 40 | 34 | -15 | 34 | 33 | -3 | 33 | 35 | 6 | -3 | 36 |
| CANADORE | 14 | 22 | 57 | 22 | 27 | 23 | 27 | 16 | -41 | 16 | 12 | -25 | 4 | 18 |
| CENTENNIAL | 96 | 76 | -21 | 76 | 86 | 13 | 86 | 58 | -33 | 58 | 38 | -34 | -19 | 71 |
| COLLÈGE BORÉAL | 17 | 11 | -35 | 11 | 9 | -18 | 9 | 12 | 33 | 12 | 10 | -17 | -9 | 12 |
| CONESTOGA | 134 | 142 | 6 | 142 | 136 | -4 | 136 | 103 | -24 | 103 | 110 | 7 | -4 | 125 |
| FLEMING | 32 | 33 | 3 | 33 | 29 | -12 | 29 | 30 | 3 | 30 | 29 | -3 | -2 | 31 |
| GEORGE BROWN | 88 | 113 | 28 | 113 | 126 | 12 | 126 | 136 | 8 | 136 | 148 | 9 | 14 | 122 |
| GEORGIAN | 39 | 35 | -10 | 35 | 49 | 40 | 49 | 31 | -37 | 31 | 40 | 29 | 6 | 39 |
| HUMBER | 184 | 181 | -2 | 181 | 166 | -8 | 166 | 177 | 7 | 177 | 152 | -14 | -4 | 172 |
| LA CITÉ COLLÉGIAL | 28 | 46 | 64 | 46 | 42 | -9 | 42 | 26 | -38 | 26 | 28 | 8 | 6 | 34 |
| LAMBTON | 29 | 26 | -10 | 26 | 36 | 38 | 36 | 23 | -36 | 23 | 23 | 0 | -2 | 27 |
| NORTHERN | | | | | | | 1 | | | 1 | | | | 1 |
| SENECA | 283 | 283 | 0 | 283 | 216 | -24 | 216 | 243 | 13 | 243 | 154 | -37 | -12 | 236 |
| SHERIDAN | 150 | 171 | 14 | 171 | 161 | -6 | 161 | 176 | 9 | 176 | 165 | -6 | 3 | 165 |
| ST. CLAIR | 346 | 361 | 4 | 361 | 84 | -77 | 84 | 59 | -30 | 59 | 34 | -42 | -36 | 177 |
| ST. LAWRENCE | 269 | 223 | -17 | 223 | 53 | -76 | 53 | 52 | -2 | 52 | 46 | -12 | -27 | 129 |
| Total | 2232 | 2277 | 2 | 2277 | 1725 | -24 | 1725 | 1655 | -4 | 1655 | 1488 | -10 | -9 | 1875 |

Graduate Certificate

Program: 70100 - PROFESSIONAL ACCOUNTING PRACTICE

| | 2007 | 2008 | % Change (07-08) | 2008 | 2009 | % Change (08-09) | 2009 | 2010 | % Change (09-10) | 2010 | 2011 | % Change (10-11) | % Mean Growth Rate (07-11) | 5 Year Average Reg. Students |
|--------------|-----------|-----------|---------------------|-----------|-----------|---------------------|-----------|-----------|---------------------|-----------|-----------|---------------------|-------------------------------------|---------------------------------------|
| CONESTOGA | 19 | 22 | 16 | 22 | 31 | 41 | 31 | 20 | -35 | 20 | 16 | -20 | 0 | 22 |
| SENECA | | 32 | | 32 | 20 | -38 | 20 | 38 | 90 | 38 | 34 | -11 | 14 | 31 |
| Total | 19 | 54 | 184 | 54 | 51 | -6 | 51 | 58 | 14 | 58 | 50 | -14 | 45 | 46 |

Key Research Findings

Labour Market

• **MODERATE**

Employment Ontario²

Accounting and Related Clerks (NOC – 1431)

- Employment Ontario Rating (2009-2013):
 - **Average**
- Education/Training
 - “Completion of college or other courses in accounting, bookkeeping or computer application may be required. Knowledge of one or more computerized accounting software packages is necessary.”
- Demand
 - “Improvements in computer-based technology to process financial and other types of information will continue to impact the demand for these clerks. However, due to the large size of this occupational group, a substantial number of job openings will be created each year from the need to replace workers who retire or leave. Although technological advances will alter the way these workers perform their daily tasks, such as tax preparation software, it will not eliminate demand for these workers, especially in smaller establishments.”
 - “Accounting clerks now work exclusively in a computerized environment. The use of computerized accounting, inventory and billing systems are part of the job. Good computer skills will be essential.”

HRSDC³

Accounting and Related Clerks (NOC – 1431)

- Job Openings (2011/2020): **139,000**
- Job Seekers(2011/2020): **145,971**
- Post Secondary Education Graduates: **114,483**
- “Retirements will be the main source of job openings (65%) in this occupation. The retirement rate for this occupation will be on par with the average for all occupations. The number of new jobs created as a result of economic activity (expansion demand) will be relatively small over the projection period compared with the number of new jobs created in the previous ten years. The relative weakness in employment growth over the projection period is primarily due to weaker economic activity, which inevitably leads to weaker demand for administrative personnel.”

² "1431 Accounting and Related Clerks." *Employment Ontario*. N.p., n.d. Web. 3 July 2012.
<http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/1431_e.pdf>.

³ "Finance And Insurance Clerks (143)." *Human Resources and Skills Development Canada*. N.p., n.d. Web. 3 July 2012.
<<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=26>>.

Key Research Findings

US Bureau of Labour⁴

Bookkeeping, Accounting, and Auditing Clerks (SOC – 43-3031)

- Employment Growth (2010/2020): **Increase 14%**
 - **1,898,300(2010) to 2,157,400(2020)**
- “Employment of bookkeeping, accounting, and auditing clerks is expected to grow 14 percent from 2010 to 2020, as fast as the average for all occupations.”
- “Job growth for these workers is largely driven by overall economic growth. As the number of organizations increases, more bookkeepers will be needed to keep these organizations' books. In addition, in response to the recent financial crisis, investors will pay increased attention to the accuracy of corporate books. Stricter regulation in the financial sector will create demand for accounting services, creating opportunities for accounting clerks.”
- “Some tasks that these clerks do have been affected by technological changes. For example, electronic banking and bookkeeping software has reduced the need for bookkeepers and clerks to send and receive checks. However, when checks are sent or received, these workers are still needed to update statements and check for accuracy. These changes are therefore expected to help bookkeeping, accounting, and auditing clerks do their jobs, rather than reduce the need for these workers.”
- “Because this is a large occupation, there will be a large number of job openings from workers leaving the occupation. This means that opportunities to enter the occupation should be plentiful.”

Employment Ontario⁵

Financial Auditors and Accountants (NOC - 1111)

- Employment Ontario Rating (2009-2013):
 - **Average**
- Education and Training
 - “Chartered accountants require a university degree and completion of a training program approved by the Institute of Chartered Accountants. Certified general accountants and certified management accountants require a university degree and completion of a training program approved by the Certified General Accountants or the Society of Management Accountants. In addition, these accountants need several years of on-the-job training and accreditation by the Certified General Accountants or the Society of Management Accountants. Auditors require education, training and accreditation as indicated for chartered accountants, and possibly, accreditation by the Institute of Internal Auditors. To act as a trustee in bankruptcy proceedings, auditors and accountants must hold a licence as a trustee in bankruptcy.”

⁴ Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2012-13 Edition*, Bookkeeping, Accounting, and Auditing Clerks, on the Internet at <http://www.bls.gov/ooh/office-and-administrative-support/bookkeeping-accounting-and-auditing-clerks.htm> (visited August 08, 2012).

⁵ "1111 Financial Auditors and Accountants." *Employment Ontario*. N.p., n.d. Web. 8 Aug. 2012. <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/1111_e.pdf>.

Key Research Findings

- Demand
 - “Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013. Given the large size of this occupational group, however, replacement needs will still create a substantial number of new positions yearly. In addition, the growth in the number of new businesses, the need for greater financial efficiencies and increased public accountability will continue to fuel job demand for this occupation over the next few years.”
 - “Recent changes to the Ontario Public Accounting Act now enable qualified Chartered Accountants, Certified General Accountants and Certified Management Accountants to obtain a licence to practise public accounting which was once restricted to Chartered Accountants. This consolidation will increase competition within the industry. Employment opportunities will be best for those with computer software experience, budget analysis, taxation skills, financial and investment planning and information technology consulting experience. Recent global accounting scandals will also make forensic and investigative accounting experience more valuable as firms are placed under greater financial scrutiny. In the future, accountants will need to assist management with planning and internal accounting practices in order to reduce exposure to risks and improve financial operations.”

HRSDC⁶

Financial Auditors and Accountants (NOC - 1111)

- Job Openings (2011/2020): **168,834**
- Job Seekers(2011/2020): **138,270**
- Post Secondary Education Graduates: **110,316 (80%)**
- “Based on projections and considering that labour supply and demand in this occupation were balanced over the recent period, it is expected that the number of job seekers will continue to be sufficient to fill job openings in this occupation over the 2011-2020 period. In fact, the difference between supply and demand will be only 0.8% of employment in 2010. Retirements will account for the majority of job openings. Although the retirement rate in this occupation will be on par with the average for all occupations over the projection period, there will be a sharp increase in the number of retirements relative to the 2001-2010 period. This increase can be explained by the fact that workers in this occupation are older on average and retire somewhat earlier than other workers. In contrast, the number of new jobs created (expansion demand) will be far lower than in the 10 years preceding the projection period. This slower rate of employment growth (which is nonetheless average) is due in particular to a smaller increase in demand for investment specialists than in the past, and to the real-estate market slowdown. Just like demand, the number of job seekers will increase slightly over the 2011-2020 period. Job seekers will come mainly from the school system. Finally, a number of workers will leave for other occupations, generally in management.”

⁶ "Auditors, Accountants And Investment Professionals (111)." *Human Resources and Skills Development Canada*. N.p., n.d. Web. 8 Aug. 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=18>>.

Key Research Findings

US Bureau of Labour⁷

Accountants and Auditors (SOC – 13-2011)

- Employment Growth (2010/2020): **Increase 16%**
 - **1,216,900(2010) to 1,407,600(2020)**
- “Employment of accountants and auditors is expected to grow 16 percent from 2010 to 2020, about as fast as the average for all occupations. There has been an increased focus on accounting in response to corporate scandals and recent financial crises. Stricter laws and regulations, particularly in the financial sector, will likely increase the demand for accounting services as organizations seek to comply with new standards. Additionally, tighter lending standards are expected to increase the importance of audits, as this is a key way for organizations to demonstrate their creditworthiness.”
- “The continued globalization of business should lead to more demand for accounting expertise and services related to international trade and international mergers and acquisitions.”
- “Accountants and auditors who have earned professional recognition, especially as a Certified Public Accountants (CPA), should have the best prospects. Job applicants who have a master's degree in accounting or a master's degree in business with a concentration in accounting also may have an advantage.”
- “However, competition should be strong for jobs with the most prestigious accounting and business firms.”

Sector Councils and Reports

- [CGA- Canada](#)
- [Canadian Institute of Chartered Accountants](#)
- [Canadian Academic Accounting Association](#)
- [Institute of Chartered Accountants of Ontario](#)
- [Society of Certified Management Accountants of Canada](#)
- [Society of Professional Accountants of Canada](#)
- [Financial Reporting & Assurances Standards Canada](#)

⁷ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Accountants and Auditors, on the Internet at <http://www.bls.gov/ooh/business-and-financial/accountants-and-auditors.htm> (visited August 08, 2012).

Key Research Findings

Employment Profile⁸

In 2010-2011, **35.2%** of graduates were employed in a full time position which related to this program of study provincially

| Accounting/Finance | | | | | |
|---|--------------|-----------------------------------|-----------------|-----------------------|---|
| Total Graduates: | 3,454 | Total Graduates in Survey: | 2,456 | Response Rate: | 71.5% |
| <small> * 594 graduates were reported after the survey window had closed. While program information for these graduates has been included wherever possible, these graduates are not included in survey results, such as response rates. </small> | | | | | |
| Programs in Accounting/Finance | | | | | |
| Programs | Duration | Total Grads | Total in Survey | Total in Labour Force | Colleges |
| Accounting And Information Technology | Post Diploma | 41 | 29 | 27 | Conestoga, Seneca |
| Accounting And Payroll | 2 Years | 13 | 8 | 6 | Seneca |
| Accounting Clerk – Microcomputer | 1 Year | 35 | 25 | 14 | Centennial, Seneca |
| Accounting In Canada for Internationally Trained Accountants | Post Diploma | 8 | 7 | 6 | Sheridan |
| Accounting Techniques | 1 Year | 3 | 2 | 2 | Canadore |
| Bookkeeping | 1 Year | 10 | 10 | 9 | Georgian |
| Business – Accounting | 2 Years | 1,243 | 848 | 619 | Algonquin, Canadore, Centennial, Confederation, Durham, Fanshawe, George Brown, Georgian, Humber, Loyalist, Mohawk, Niagara, Northern, Sault, Seneca, Sheridan, St. Clair, St. Lawrence |
| Business – Finance | 2 Years | 24 | 14 | 13 | Confederation, Sheridan |
| Business Administration – Accounting | 3 Years | 1,164 | 854 | 608 | Algonquin, Boreal, Cambrian, Canadore, Centennial, Conestoga, Confederation, Durham, Fanshawe, George Brown, Georgian, Humber, La Cité, Lambton, Loyalist, Niagara, Northern, Seneca, Sheridan, Sir Sandford Fleming, St. Clair, St. Lawrence |
| Business Administration – Finance | 3 Years | 186 | 123 | 82 | Algonquin, Centennial, La Cité, Sheridan, St. Clair |
| Financial Planning Management | 3 Years | 120 | 87 | 67 | Conestoga, George Brown, Seneca |
| Financial Services | 2 Years | 77 | 52 | 48 | Centennial, Fanshawe, Mohawk |
| Financial Services – Bachelor Of Applied Business | 4 Years | 11 | 7 | 5 | George Brown |
| Financial Services Compliance Administration | Post Diploma | 23 | 19 | 17 | Seneca |
| Financial Services Management – Bachelor Of Applied Business | 4 Years | 25 | 20 | 19 | Seneca |
| Forensic Accounting | Post Diploma | 20 | 16 | 15 | Seneca |
| Insurance | 2 Years | 118 | 94 | 80 | Conestoga, Fanshawe, Mohawk, Seneca |
| International Accounting And Finance – Bachelor Of Applied Business | 4 Years | 11 | 10 | 9 | Seneca |

⁸ "Employment Profile." Ontario. N.p., 2011. Web. 19 July 2012.

<<http://www.tcu.gov.on.ca/pepg/audiences/colleges/serials/eprofile09-10/profile10.pdf>>.

Key Research Findings

Accounting/Finance

Programs in Accounting/Finance (cont.)

| Programs | Duration | Total Grads | Total in Survey | Total in Labour Force | Colleges |
|----------------------------------|--------------|-------------|-----------------|-----------------------|---|
| Investment Sales Assistant | 1 Year | 2 | 1 | 1 | Centennial |
| Mortgage Broker | Post Diploma | 6 | 5 | 5 | Seneca |
| Payroll Management | Post Diploma | 28 | 15 | 13 | Centennial |
| Personal Financial Services | Post Diploma | 183 | 133 | 111 | Centennial, Conestoga, Fanshawe, George Brown, Humber, Seneca, Sheridan |
| Professional Accounting | 2 Years | 64 | 48 | 43 | Algonquin |
| Professional Accounting Practice | Post Diploma | 39 | 29 | 15 | Conestoga, Lambton, Seneca |

Summary of Survey Data

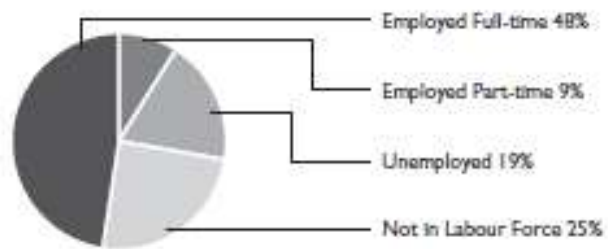
| | Program Cluster | All Programs |
|----------------------------------|-----------------|--------------|
| Survey Population | 2,456 | 50,622 |
| Labour Force Participation | 75% | 74% |
| Employment Rate ^a | 75% | 83% |
| Employed Part-time ^a | 12% | 18% |
| Employed Full-time ^a | 64% | 65% |
| Average Annual Earnings – Total | \$32,193 | \$33,199 |
| Average Annual Earnings – Female | \$31,194 | \$31,897 |
| Average Annual Earnings – Male | \$33,353 | \$34,607 |
| Graduate Satisfaction | 80% | 79% |
| Employer Satisfaction | 94% | 93% |

a. As a percentage of graduates in the labour force.

Key Research Findings

Accounting/Finance

Graduate Outcomes for Program Cluster (as a percentage of all respondents)



Top Five Industries of Employment

| | # | % |
|---|-----|-------|
| Professional, Scientific and Technical Services | 196 | 15.1% |
| Credit Intermediation and Related Activities | 139 | 10.7% |
| Insurance Carriers and Related Activities | 96 | 7.4% |
| Food Services and Drinking Places | 73 | 5.6% |
| Administrative and Support Services | 60 | 4.6% |

Top Five Occupational Categories

| | # | % |
|---|-----|-------|
| Accounting and Related Clerks | 298 | 22.5% |
| Financial Auditors and Accountants | 85 | 6.4% |
| Customer Service Representatives – Financial Services | 83 | 6.3% |
| Bookkeepers | 81 | 6.1% |
| Retail Salespersons and Sales Clerks | 65 | 4.9% |

Key Research Findings

Accounting/Finance

Summary of Graduate Outcomes by Program

| | Full-time Employed, Program Related | | Full-time Employed, Program Unrelated | | Part-time Employed, Program Related | | Part-time Employed, Program Unrelated | | Unemployed | | Not in Labour Force | |
|---|---|-------------|---|-------------|---|------------|---|------------|------------|-------------|------------------------|-------------|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Accounting And Information Technology | 23 | 79.3 | 1 | 3.4 | — | — | 1 | 3.4 | 2 | 6.9 | 2 | 6.9 |
| Accounting And Payroll | 3 | 37.5 | 2 | 25.0 | — | — | — | — | 1 | 12.5 | 2 | 25.0 |
| Accounting Clerk – Microcomputer | 5 | 20.0 | 3 | 12.0 | — | — | 1 | 4.0 | 5 | 20.0 | 11 | 44.0 |
| Accounting In Canada for Internationally Trained Accountants | 2 | 28.6 | — | — | — | — | — | — | 4 | 57.1 | 1 | 14.3 |
| Bookkeeping | 1 | 10.0 | 1 | 10.0 | 1 | 10.0 | 2 | 20.0 | 4 | 40.0 | 1 | 10.0 |
| Business – Accounting | 223 | 26.3 | 128 | 15.1 | 38 | 4.5 | 57 | 6.7 | 173 | 20.4 | 229 | 27.0 |
| Business – Finance | 5 | 35.7 | 3 | 21.4 | — | — | 1 | 7.1 | 4 | 28.6 | 1 | 7.1 |
| Business Administration – Accounting | 301 | 35.2 | 98 | 11.5 | 26 | 3.0 | 42 | 4.9 | 141 | 16.5 | 246 | 28.8 |
| Business Administration – Finance | 40 | 32.5 | 18 | 14.6 | 4 | 3.3 | 5 | 4.1 | 15 | 12.2 | 41 | 33.3 |
| Financial Planning Management | 30 | 34.5 | 10 | 11.5 | 7 | 8.0 | 1 | 1.1 | 19 | 21.8 | 20 | 23.0 |
| Financial Services | 29 | 55.8 | 10 | 19.2 | 1 | 1.9 | 2 | 3.8 | 6 | 11.5 | 4 | 7.7 |
| Financial Services – Bachelor Of Applied Business | 1 | 14.3 | — | — | 1 | 14.3 | 1 | 14.3 | 2 | 28.6 | 2 | 28.6 |
| Financial Services Compliance Administration | 12 | 63.2 | 1 | 5.3 | 1 | 5.3 | 1 | 5.3 | 2 | 10.5 | 2 | 10.5 |
| Financial Services Management – Bachelor Of Applied Business | 13 | 65.0 | 4 | 20.0 | — | — | — | — | 2 | 10.0 | 1 | 5.0 |
| Forensic Accounting | 5 | 31.3 | 5 | 31.3 | — | — | — | — | 5 | 31.3 | 1 | 6.3 |
| Insurance | 52 | 55.3 | 14 | 14.9 | 1 | 1.1 | 5 | 5.3 | 8 | 8.5 | 14 | 14.9 |
| International Accounting And Finance – Bachelor Of Applied Business | 4 | 40.0 | — | — | — | — | 1 | 10.0 | 4 | 40.0 | 1 | 10.0 |
| Mortgage Broker | 2 | 40.0 | 1 | 20.0 | — | — | — | — | 2 | 40.0 | — | — |
| Payroll Management | 5 | 33.3 | 3 | 20.0 | — | — | 1 | 6.7 | 4 | 26.7 | 2 | 13.3 |
| Personal Financial Services | 51 | 38.3 | 18 | 13.5 | 1 | 0.8 | 2 | 1.5 | 39 | 29.3 | 22 | 16.5 |
| Professional Accounting | 26 | 54.2 | 4 | 8.3 | 4 | 8.3 | 2 | 4.2 | 7 | 14.6 | 5 | 10.4 |
| Professional Accounting Practice | 7 | 24.1 | 2 | 6.9 | 1 | 3.4 | — | — | 5 | 17.2 | 14 | 48.3 |
| All Programs in Cluster* | 840 | 34.2 | 326 | 13.3 | 86 | 3.5 | 125 | 5.1 | 454 | 18.5 | 622 | 25.4 |

* Does not include 2 programs with fewer than 5 graduates in the labour force.

Key Research Findings

Accounting/Finance

Earnings of Full-time Employed Participants

| Program | Average – Females | Average – Males | Median – Females | Median – Males | Average for Program | Median for Program |
|---|----------------------|--------------------|---------------------|-------------------|------------------------|-----------------------|
| Accounting And Information Technology | \$45,324 | \$46,214 | \$37,521 | \$42,500 | \$45,648 | \$38,771 |
| Accounting And Payroll | – | – | – | – | \$29,298 | \$30,000 |
| Accounting Clerk – Microcomputer | – | – | – | – | \$26,493 | \$23,040 |
| Accounting In Canada for: Internationally Trained Accountants | – | – | – | – | – | – |
| Bookkeeping | – | – | – | – | – | – |
| Business – Accounting | \$29,353 | \$29,247 | \$27,467 | \$26,280 | \$29,312 | \$27,114 |
| Business – Finance | – | – | – | – | \$21,079 | \$22,421 |
| Business Administration – Accounting | \$31,065 | \$32,949 | \$30,000 | \$31,000 | \$31,779 | \$30,921 |
| Business Administration – Finance | \$35,061 | \$34,315 | \$31,000 | \$32,000 | \$34,548 | \$31,500 |
| Financial Planning Management | \$30,817 | \$35,082 | \$32,000 | \$31,500 | \$32,699 | \$31,750 |
| Financial Services | \$26,118 | \$36,029 | \$26,000 | \$35,000 | \$32,240 | \$31,686 |
| Financial Services – Bachelor Of Applied Business | – | – | – | – | – | – |
| Financial Services Compliance Administration | \$36,781 | \$40,741 | \$37,000 | \$40,000 | \$39,218 | \$40,000 |
| Financial Services Management – Bachelor Of Applied Business | – | \$41,087 | – | \$37,500 | \$39,697 | \$37,500 |
| Forensic Accounting | – | – | – | – | \$35,281 | \$34,000 |
| Insurance | \$29,304 | \$33,269 | \$30,000 | \$34,000 | \$31,514 | \$33,000 |
| International Accounting And Finance – Bachelor Of Applied Business | – | – | – | – | – | – |
| Mortgage Broker | – | – | – | – | – | – |
| Payroll Management | – | – | – | – | \$37,387 | \$37,543 |
| Personal Financial Services | \$33,572 | \$37,940 | \$30,643 | \$36,000 | \$36,322 | \$34,400 |
| Professional Accounting | \$40,234 | \$30,794 | \$35,000 | \$30,000 | \$37,200 | \$32,825 |
| Professional Accounting Practice | – | – | – | – | \$33,873 | \$30,643 |
| All Programs in Cluster* | \$31,180 | \$33,353 | \$30,000 | \$31,393 | \$32,143 | \$30,000 |

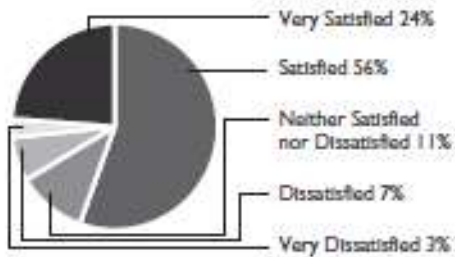
* Does not include 2 programs with fewer than 5 graduates in the labour force.

Key Research Findings

Accounting/Finance

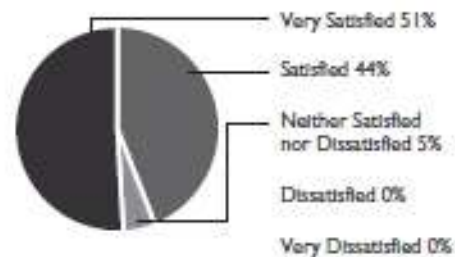
Program Cluster Satisfaction

Graduate Satisfaction with the usefulness of his/her college education in achieving his/her goals after graduation.*



* 2,293 graduates participated in this question.

Employer Satisfaction with employee overall college preparation for the type of work he/she was doing.*



* 266 employers participated in this survey.

Program Cluster Historical Data

| | 00-01 Grads | 01-02 Grads | 02-03 Grads | 03-04 Grads | 04-05 Grads | 05-06 Grads | 06-07 Grads | 07-08 Grads | 08-09 Grads | 09-10 Grads |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Percentage Employed | 87.0% | 82.3% | 81.5% | 81.9% | 84.7% | 85.6% | 86.9% | 85.4% | 78.6% | 75.2% |
| Percentage Employed Full-time | 79.6% | 74.6% | 70.9% | 71.3% | 75.9% | 76.4% | 76.7% | 76.2% | 66.9% | 63.7% |
| Percentage Employed Full-time Related Jobs | 64.5% | 55.4% | 53.2% | 52.8% | 58.8% | 58.6% | 60.4% | 59.3% | 50.1% | 45.9% |
| Average Annual Salary Full-time Related Jobs | \$27,955 | \$28,437 | \$28,835 | \$28,176 | \$30,289 | \$31,118 | \$31,420 | \$33,468 | \$33,914 | \$33,775 |

Key Research Findings

Working in Canada

Financial Auditors and Accountants (NOC - 1111)⁹

- **Employment Rating by Region:**

| Location | Employment Potential |
|------------------------------------|----------------------|
| Hamilton--Niagara Peninsula Region | Fair |
| Kingston - Pembroke Region | N/A |
| Kitchener--Waterloo--Barrie Region | Fair |
| London Region | Fair |
| Muskoka-Kawarths Region | Fair |
| Northeast Region | Fair |
| Northwest Region | N/A |
| Ottawa Region | Fair |
| Stratford--Bruce Peninsula Region | N/A |
| Toronto Region | Good |
| Windsor-Sarnia Region | Fair |

- **Wage Range by Region:**

| Location | Wage (\$/hr) | | |
|------------------------------------|--------------|--------|-------|
| | Low | Median | High |
| Ontario | 16.82 | 28.85 | 51.28 |
| Hamilton--Niagara Peninsula Region | N/A | N/A | N/A |
| Kingston - Pembroke Region | 16.82 | 28.85 | 51.28 |
| Kitchener--Waterloo--Barrie Region | 18.00 | 28.21 | 53.37 |
| London Region | 16.41 | 28.91 | 56.41 |
| Muskoka-Kawarths Region | 16.82 | 28.85 | 51.28 |
| Northeast Region | N/A | N/A | N/A |
| Northwest Region | 16.82 | 28.85 | 51.28 |
| Ottawa Region | 19.00 | 27.44 | 50.26 |
| Stratford--Bruce Peninsula Region | 16.82 | 28.85 | 51.28 |
| Toronto Region | 14.86 | 28.85 | 51.66 |
| Windsor-Sarnia Region | N/A | N/A | N/A |

⁹ "Financial Auditors and Accountants (NOC 1111)." *Working In Canada*. N.p., n.d. Web. 3 July 2012.

<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=1111&action=final@ionKeyword=Peterborough%2C+Ontario&s=1&source=0&titleKeyword=1111#report_tabs_container2>.

Key Research Findings

Accounting and Related Clerks (NOC – 1431)¹⁰

- **Employment Rating by Region:**

| Location | Employment Potential |
|------------------------------------|----------------------|
| Hamilton--Niagara Peninsula Region | Fair |
| Kingston - Pembroke Region | Fair |
| Kitchener--Waterloo--Barrie Region | Fair |
| London Region | Fair |
| Muskoka-Kawarthas Region | Fair |
| Northeast Region | Fair |
| Northwest Region | Limited |
| Ottawa Region | Fair |
| Stratford--Bruce Peninsula Region | N/A |
| Toronto Region | Fair |
| Windsor-Sarnia Region | Fair |

- **Wage Range by Region:**

| Location | Wage (\$/hr) | | |
|------------------------------------|--------------|--------|-------|
| | Low | Median | High |
| Ontario | 12.00 | 18.27 | 28.57 |
| Hamilton--Niagara Peninsula Region | 11.75 | 17.79 | 25.13 |
| Kingston - Pembroke Region | 11.88 | 17.44 | 25.64 |
| Kitchener--Waterloo--Barrie Region | 10.40 | 17.44 | 27.47 |
| London Region | 12.00 | 16.67 | 25.00 |
| Muskoka-Kawarthas Region | 12.00 | 18.27 | 28.57 |
| Northeast Region | 11.70 | 21.00 | 25.70 |
| Northwest Region | 12.00 | 18.27 | 28.57 |
| Ottawa Region | 12.00 | 18.49 | 29.23 |
| Stratford--Bruce Peninsula Region | 12.00 | 18.27 | 28.57 |
| Toronto Region | 12.02 | 18.75 | 28.85 |
| Windsor-Sarnia Region | 12.00 | 16.63 | 29.38 |

¹⁰ "Accounting and Related Clerks (NOC-1431)" *Working In Canada*. N.p., n.d. Web. 8 August 2012. <
<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=1431&area=8792&titleKeyword=accounting+clerk®ionKeyword=Muskoka-Kawarthas+Region&source=2&action=final>>.

Key Research Findings

Competitive Analysis¹¹

• MODERATE

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

Certificate

- In 2011, Seneca had a **3:1** conversion ratio

Diploma

- Out of the direct competitors, Georgian had a **4:1** ratio in 2011, and Seneca and Sheridan both had a **6:1** ratio
- Overall, Confederation has the best conversion ratio (**2:1**) and Canadore has the lowest (**10:1**)

Advanced Diploma

- Fleming's ratio is equal to that of the system's (**4:1**)
- Centennial had the lowest ratio in 2011 of **9:1**

Graduate Certificate

- Conestoga has the better conversion ratio (**3:1**) and Seneca has the lower ratio (**4:1**) out of the two programs

Certificate

| Program: 40100 - ACCOUNTING TECHNIQUES | | | | | | | | | |
|--|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|
| | App. 2007 | Reg. 2007 | Conversion Ratio | App. 2008 | Reg. 2008 | Conversion Ratio | App. 2009 | Reg. 2009 | Conversion Ratio |
| SENECA | 0 | | | 0 | | | 17 | | |
| Total | 0 | | | 0 | | | 17 | | |

¹¹ Application data obtained from OCAS College Count Cube October 19, 2011

Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

Key Research Findings

Diploma

| Program: 50100 - BUSINESS - ACCOUNTING | | | | | | | | | | | | | | | |
|--|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|
| | App. 2007 | Reg. 2007 | Conversion Ratio | App. 2008 | Reg. 2008 | Conversion Ratio | App. 2009 | Reg. 2009 | Conversion Ratio | App. 2010 | Reg. 2010 | Conversion Ratio | App. 2011 | Reg. 2011 | Conversion Ratio |
| ALGONQUIN | 602 | 140 | 4:1 | 741 | 156 | 5:1 | 641 | 156 | 4:1 | 585 | 152 | 4:1 | 630 | 162 | 4:1 |
| CAMBRIAN | 0 | | | 0 | | | 0 | | | 0 | | | 6 | 1 | 6:1 |
| CANADORE | 65 | 9 | 7:1 | 49 | 12 | 4:1 | 52 | 13 | 4:1 | 60 | 14 | 4:1 | 67 | 7 | 10:1 |
| CENTENNIAL | 220 | 20 | 11:1 | 278 | 38 | 7:1 | 357 | 38 | 9:1 | 308 | 36 | 9:1 | 357 | 41 | 9:1 |
| CONFEDERATION | 193 | 72 | 3:1 | 95 | 48 | 2:1 | 199 | 74 | 3:1 | 105 | 51 | 2:1 | 193 | 87 | 2:1 |
| FANSHAWE | 565 | 173 | 3:1 | 544 | 142 | 4:1 | 649 | 198 | 3:1 | 569 | 174 | 3:1 | 543 | 174 | 3:1 |
| GEORGE BROWN | 330 | 41 | 8:1 | 414 | 51 | 8:1 | 628 | 74 | 8:1 | 492 | 55 | 9:1 | 575 | 69 | 8:1 |
| GEORGIAN | 139 | 36 | 4:1 | 198 | 36 | 6:1 | 189 | 44 | 4:1 | 190 | 50 | 4:1 | 186 | 50 | 4:1 |
| HUMBER | 496 | 73 | 7:1 | 426 | 73 | 6:1 | 550 | 104 | 5:1 | 451 | 98 | 5:1 | 520 | 98 | 5:1 |
| LOYALIST | 124 | 22 | 6:1 | 125 | | | 120 | 37 | 3:1 | 104 | 37 | 3:1 | 122 | 36 | 3:1 |
| MOHAWK | 533 | 136 | 4:1 | 534 | 141 | 4:1 | 605 | 195 | 3:1 | 485 | 137 | 4:1 | 508 | 146 | 3:1 |
| NIAGARA | 239 | 54 | 4:1 | 315 | 84 | 4:1 | 253 | 89 | 3:1 | 250 | 84 | 3:1 | 262 | 70 | 4:1 |
| NORTHERN | 57 | 27 | 2:1 | 52 | 24 | 2:1 | 73 | 19 | 4:1 | 74 | 28 | 3:1 | 48 | | |
| SAULT | 59 | 24 | 2:1 | 63 | 25 | 3:1 | 46 | 15 | 3:1 | 61 | 18 | 3:1 | 57 | 18 | 3:1 |
| SENECA | 656 | 140 | 5:1 | 613 | 91 | 7:1 | 639 | 110 | 6:1 | 677 | 123 | 6:1 | 668 | 115 | 6:1 |
| SHERIDAN | 743 | 82 | 9:1 | 426 | 73 | 6:1 | 470 | 102 | 5:1 | 385 | 64 | 6:1 | 440 | 79 | 6:1 |
| ST. CLAIR | 59 | | | 64 | | | 145 | 30 | 5:1 | 157 | 59 | 3:1 | 110 | 37 | 3:1 |
| ST. LAWRENCE | 37 | 4 | 9:1 | 46 | | | 125 | 41 | 3:1 | 104 | 24 | 4:1 | 114 | 19 | 6:1 |
| Total | 5117 | 1053 | 5:1 | 4983 | 994 | 5:1 | 5741 | 1339 | 4:1 | 5057 | 1204 | 4:1 | 5406 | 1209 | 4:1 |

Key Research Findings

Advanced Diploma

Program: 60100 - BUSINESS ADMINISTRATION - ACCOUNTING

| | App. 2007 | Reg. 2007 | Conversion Ratio | App. 2008 | Reg. 2008 | Conversion Ratio | App. 2009 | Reg. 2009 | Conversion Ratio | App. 2010 | Reg. 2010 | Conversion Ratio | App. 2011 | Reg. 2011 | Conversion Ratio |
|-------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|
| ALGONQUIN | 1473 | 483 | 3:1 | 1376 | 514 | 3:1 | 1247 | 471 | 3:1 | 1153 | 479 | 2:1 | 1178 | 464 | 3:1 |
| CAMBRIAN | 150 | 40 | 4:1 | 145 | 40 | 4:1 | 146 | 34 | 4:1 | 140 | 33 | 4:1 | 118 | 35 | 3:1 |
| CANADORE | 83 | 14 | 6:1 | 93 | 22 | 4:1 | 119 | 27 | 4:1 | 65 | 16 | 4:1 | 69 | 12 | 6:1 |
| CENTENNIAL | 792 | 96 | 8:1 | 512 | 76 | 7:1 | 466 | 86 | 5:1 | 393 | 58 | 7:1 | 323 | 38 | 9:1 |
| COLLÈGE BORÉAL | 51 | 17 | 3:1 | 50 | 11 | 5:1 | 40 | 9 | 4:1 | 47 | 12 | 4:1 | 46 | 10 | 5:1 |
| CONESTOGA | 551 | 134 | 4:1 | 522 | 142 | 4:1 | 512 | 136 | 4:1 | 419 | 103 | 4:1 | 435 | 110 | 4:1 |
| FANSHAWE | 0 | | | 30 | | | 0 | | | 2 | | | 0 | | |
| FLEMING | 162 | 32 | 5:1 | 143 | 33 | 4:1 | 132 | 29 | 5:1 | 119 | 30 | 4:1 | 120 | 29 | 4:1 |
| GEORGE BROWN | 788 | 88 | 9:1 | 656 | 113 | 6:1 | 767 | 126 | 6:1 | 704 | 136 | 5:1 | 737 | 148 | 5:1 |
| GEORGIAN | 160 | 39 | 4:1 | 113 | 35 | 3:1 | 130 | 49 | 3:1 | 106 | 31 | 3:1 | 110 | 40 | 3:1 |
| HUMBER | 801 | 184 | 4:1 | 731 | 181 | 4:1 | 732 | 166 | 4:1 | 698 | 177 | 4:1 | 658 | 152 | 4:1 |
| LA CITÉ COLLÉGIAL | 113 | 28 | 4:1 | 127 | 46 | 3:1 | 100 | 42 | 2:1 | 99 | 26 | 4:1 | 95 | 28 | 3:1 |
| LAMBTON | 102 | 29 | 4:1 | 89 | 26 | 3:1 | 98 | 36 | 3:1 | 98 | 23 | 4:1 | 69 | 23 | 3:1 |
| NORTHERN | 30 | | | 13 | | | 13 | | | 24 | 1 | 24:1 | 14 | | |
| SENECA | 1034 | 283 | 4:1 | 927 | 283 | 3:1 | 844 | 216 | 4:1 | 739 | 243 | 3:1 | 636 | 154 | 4:1 |
| SHERIDAN | 452 | 150 | 3:1 | 662 | 171 | 4:1 | 641 | 161 | 4:1 | 618 | 176 | 4:1 | 667 | 165 | 4:1 |
| ST. CLAIR | 735 | 346 | 2:1 | 760 | 361 | 2:1 | 201 | 84 | 2:1 | 179 | 59 | 3:1 | 131 | 34 | 4:1 |
| ST. LAWRENCE | 784 | 269 | 3:1 | 647 | 223 | 3:1 | 166 | 53 | 3:1 | 154 | 52 | 3:1 | 163 | 46 | 4:1 |
| Total | 8261 | 2232 | 4:1 | 7596 | 2277 | 3:1 | 6354 | 1725 | 4:1 | 5757 | 1655 | 3:1 | 5569 | 1488 | 4:1 |

Graduate Certificate

Program: 70100 - PROFESSIONAL ACCOUNTING PRACTICE

| | App. 2007 | Reg. 2007 | Conversion Ratio | App. 2008 | Reg. 2008 | Conversion Ratio | App. 2009 | Reg. 2009 | Conversion Ratio | App. 2010 | Reg. 2010 | Conversion Ratio | App. 2011 | Reg. 2011 | Conversion Ratio |
|--------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|
| CONESTOGA | 37 | 19 | 2:1 | 46 | 22 | 2:1 | 65 | 31 | 2:1 | 36 | 20 | 2:1 | 47 | 16 | 3:1 |
| SENECA | 0 | | | 98 | 32 | 3:1 | 120 | 20 | 6:1 | 110 | 38 | 3:1 | 119 | 34 | 4:1 |
| Total | 37 | 19 | 2:1 | 144 | 54 | 3:1 | 185 | 51 | 4:1 | 146 | 58 | 3:1 | 166 | 50 | 3:1 |

Financial Analysis

• MODERATE

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 34.3%
- Program Weight: 1.00
- Funding Unit: 2.90

Key Research Findings

Key Performance Indicators

• **WEAK**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

| | |
|-------------------------------------|-------------------|
| KPI1-Graduation Rate | -4% below system |
| KPI2-Working | +6% above system |
| KPI3-Working Related | -12% below system |
| KPI4-Grad. Satisfaction | +5% above system |
| KPI8-Student Satisfaction-Learning | -7% below system |
| KPI9-Student Satisfaction- Teachers | -3% below system |
| KPI11-Grad. Satisfaction-Program | -9% below system |

Resource Analysis

Equipment

Staffing

Space

Key Research Findings

Appendix

The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.

Business Administration – Accounting

Program Research 2012-06-18

“Obtain the business, financial and practical skills you need to succeed in an Accounting career.”
Fleming College

Overview of the Profession

NOC: 1431 Accounting and related clerks

1431 Accounting and related clerks

Accounting and related clerks calculate, prepare and process bills, invoices, accounts payable and receivable, budgets and other financial records according to established procedures. They are employed throughout the private and public sectors.

Example Titles

accounting clerk
accounts payable clerk
accounts receivable clerk
audit clerk
billing clerk
budget clerk
costing clerk
deposit clerk
finance clerk
freight-rate clerk
income tax return preparer
invoice clerk
ledger clerk
tax clerk

[View all titles](#)

Main duties

Accounting and related clerks perform some or all of the following duties:

- Calculate, prepare and issue documents related to accounts such as bills, invoices, inventory reports, account statements and other financial statements using computerized and manual systems
- Code, total, batch, enter, verify and reconcile transactions such as accounts payable and receivable, payroll, purchase orders, cheques, invoices, cheque requisitions, and bank statements in a ledger or computer system

Key Research Findings

- Compile budget data and documents based on estimated revenues and expenses and previous budgets
- Prepare period or cost statements or reports
- Calculate costs of materials, overhead and other expenses based on estimates, quotations, and price lists
- Respond to customer inquiries, maintain good customer relations and solve problems
- Perform related clerical duties, such as word processing, maintaining filing and record systems, faxing and photocopying.

Employment requirements

- Completion of secondary school is usually required.
- Completion of college or other courses certified by the Certified General Accountants Association of Canada, Canadian Securities Institute or Canadian Bookkeepers Association may be required.
- Some accounting clerks must be bondable.

Additional information

- Progression to supervisory or skilled financial occupations, such as accounts payable supervisor, bookkeeper or office manager is possible with additional training and experience.

Search Result : Finance And Insurance Clerks (143)

Skill Level:

Occupations Usually Requiring High School

Occupations in this Group:

Accounting and Related Clerks (1431), Payroll Clerks (1432), Tellers, Financial Services (1433), Banking, Insurance and Other Financial Clerks (1434), Collectors (1435)

Employment (non-student) in 2010:

384,966

Median Age of workers in 2010:

40.6 years old

Average Retirement Age in 2010:

65 years old

Over the 2008-2010 period, employment increased more quickly than for all occupations, and the unemployment rate also increased, but at the same pace as the average unemployment rate in the economy. The average hourly wage increased at the same rate as the average for other occupations. Key labour market indicators show that the number of job seekers was sufficient to fill all job openings

Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For **Finance And Insurance Clerks**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **139,000** and **145,971** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that labour demand and supply for this occupation were balanced over the 2008-2010 period, it is expected that there will continue to be sufficient job seekers to fill the job openings over the 2011-2020 period. Retirements will be the main source of job openings (65%) in this occupation. The retirement rate for this occupation will be on par with the average for all occupations. The number of new jobs created as a result of economic activity (expansion demand) will be relatively small over the projection period compared with the number of new jobs created in the previous ten years. The relative weakness in employment growth over the projection period is primarily

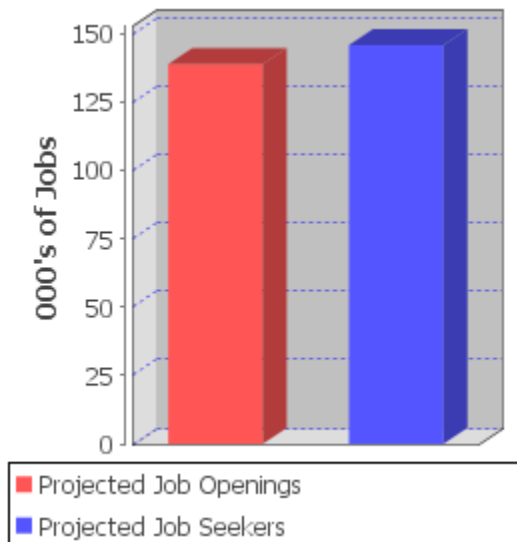
Key Research Findings

due to weaker economic activity, which inevitably leads to weaker demand for administrative personnel. With regard to labour supply, school leavers will make up the majority of job seekers over the 2011-2020 period. Immigration will also make a contribution to the labour supply, although to a lesser degree.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

| | Level | Share |
|----------------------------------|---------|-------|
| Expansion Demand: | 29,900 | 22% |
| Retirements: | 90,348 | 65% |
| Other Replacement Demand: | 10,298 | 7% |
| Emigration: | 8,439 | 6% |
| Projected Job Openings: | 139,000 | 100% |

| | Level | Share |
|-------------------------------|---------|-------|
| School Leavers: | 114,483 | 78% |
| Immigration: | 23,449 | 16% |
| Other | 8,039 | 6% |
| Projected Job Seekers: | 145,971 | 100% |



NOC: 1311 Accounting Technicians and Bookkeepers

Accounting technicians and bookkeepers maintain complete sets of books, keep records of accounts, verify the procedures used for recording financial transactions, and provide personal bookkeeping services. They are employed throughout the private and public sectors, or they may be self-employed.

Example Titles

accounting bookkeeper
accounting technician

Key Research Findings

bookkeeper

[View all titles](#)

Main duties

Accounting technicians and bookkeepers perform some or all of the following duties:

- Keep financial records and establish, maintain and balance various accounts using manual and computerized bookkeeping systems
- Post journal entries and reconcile accounts, prepare trial balance of books, maintain general ledgers and prepare financial statements
- Calculate and prepare cheques for payrolls and for utility, tax and other bills
- Complete and submit tax remittance forms, workers' compensation forms, pension contribution forms and other government documents
- Prepare tax returns and perform other personal bookkeeping services
- Prepare other statistical, financial and accounting reports.

Employment requirements

- Completion of secondary school is required.
- Completion of a college program in accounting, bookkeeping or a related field
or
Completion of two years (first level) of a recognized professional accounting program (e.g., Chartered Accounting, Certified General Accounting)
or
Courses in accounting or bookkeeping combined with several years of experience as a financial or accounting clerk are required.

Additional information

- Progression to professional accounting occupations is possible with additional training.

NOC: 1111 Accountants, auditors and investment professionals

Description

Financial auditors examine and analyze the accounting and financial records of individuals and establishments to ensure accuracy and compliance with established accounting standards and procedures. Accountants plan, organize and administer accounting systems for individuals and establishments. Articling students in accounting firms are included in this unit group. Financial auditors and accountants are employed by auditing and accounting firms throughout the private and public sectors, or they may be self-employed.

Included Job Titles

accountant, certified general accountant (CGA), certified management accountant (CMA), chartered accountant (CA), chief accountant, financial auditor, income tax expert, industrial accountant, internal auditor.

Job Duties

Financial auditors perform some or all of the following duties:

- Examine and analyze journal and ledger entries, bank statements, inventories, expenditures, tax returns and other accounting and financial records, documents and systems of an individual, department, company or other establishment to ensure financial recording accuracy and compliance with established accounting standards, procedures and internal controls
- Prepare detailed reports on audit findings and make recommendations to improve individual or establishment's accounting and management practices

Key Research Findings

- Conduct field audits of businesses to ensure compliance with provisions of the Income Tax Act, Canadian Business Corporations Act or other statutory requirements
- May supervise other auditors or professionals in charge of accounting within client's establishment.

Accountants perform some or all of the following duties:

- Plan, set up and administer accounting systems and prepare financial information for an individual, department, company or other establishment
- Examine accounting records and prepare financial statements and reports
- Develop and maintain cost finding, reporting and internal control procedures
- Examine financial accounts and records and prepare income tax returns from accounting records
- Analyze financial statements and reports and provide financial, business and tax advice
- May act as a trustee in bankruptcy proceedings
- May supervise and train articling students, other accountants or administrative technicians.

[National Occupational Classification](#) site.

Skill Level:

Occupations Usually Requiring University

Occupations in this Group:

Financial Auditors and Accountants (1111), Financial and Investment Analysts (1112), Securities Agents, Investment Dealers and Traders (1113), Other Financial Officers (1114)

Employment (non-student) in 2010:

361,128

Median Age of workers in 2010:

42.5 years old

Average Retirement Age in 2010:

62 years old

Over the 2008-2010 period, this occupation experienced higher-than-average employment growth, while growth in wages was slightly lower than the average for other occupations. The unemployment rate increased slightly but remained below the average unemployment rate for all occupations. The number of job seekers was sufficient to fill all job openings.

Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For **Auditors, Accountants And Investment Professionals**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **168,800** and **138,270** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that labour supply and demand in this occupation were balanced over the recent period, it is expected that the number of job seekers will continue to be sufficient to fill job openings in this occupation over the 2011-2020 period. In fact, the difference between supply and demand will be only 0.8% of employment in 2010. Retirements will account for the majority of job openings. Although the retirement rate in this occupation will be on par with the average for all occupations over the projection period, there will be a sharp increase in the number of retirements relative to the 2001-2010 period. This increase can be explained by the fact that workers in this occupation are older on average and retire somewhat earlier than other workers. In contrast, the number of new jobs created (expansion demand) will be far lower than in the 10 years preceding the projection period. This slower rate of employment growth (which is nonetheless average) is due in

Key Research Findings

particular to a smaller increase in demand for investment specialists than in the past, and to the real-estate market slowdown. Just like demand, the number of job seekers will increase slightly over the 2011-2020 period. Job seekers will come mainly from the school system. Finally, a number of workers will leave for other occupations, generally in management.

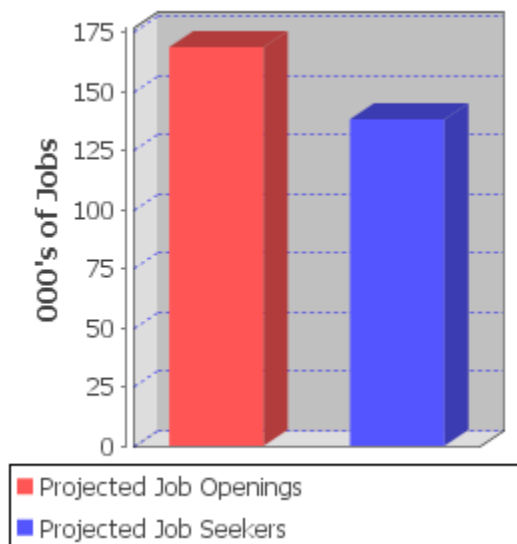
Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

Expansion Demand:

Retirements:

| | Level | Share |
|----------------------------------|---------|-------|
| Expansion Demand: | 52,500 | 31% |
| Retirements: | 95,740 | 57% |
| Other Replacement Demand: | 12,349 | 7% |
| Emigration: | 8,244 | 5% |
| Projected Job Openings: | 168,800 | 100% |

| | Level | Share |
|-------------------------------|---------|-------|
| School Leavers: | 110,316 | 80% |
| Immigration: | 21,710 | 16% |
| Net Mobility | 6,245 | 5% |
| Projected Job Seekers: | 138,270 | 100% |



Employment requirements

- Chartered accountants require a university degree

Key Research Findings

and

Completion of a professional training program approved by a provincial institute of chartered accountants and, depending on the province, either two years or 30 months of on-the-job training

and

Membership in a provincial Institute of Chartered Accountants upon successful completion of the Uniform Evaluation (UFE).

- Certified general accountants and certified management accountants require a university degree

and

Completion of a training program approved by the Society of Certified General Accountants or Society of Management Accountants and several years of on-the-job training

and

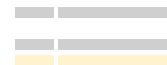
Certification by the Certified General Accountants Association or the Society of Management Accountants.

- Auditors require education, training and recognition as indicated for chartered accountants, certified general accountants or certified management accountants

and

Some experience as an accountant.

- Auditors may require recognition by the Institute of Internal Auditors.
- To act as a trustee in bankruptcy proceedings, auditors and accountants must hold a licence as a trustee in bankruptcy.
- Licensing by the provincial or territorial governing body is usually required for accountants and auditors practising public accounting.



Labour Market

In the Muskoka-Kawartha region, the outlook is FAIR for **accounting clerks** and the median wage is \$18.27 hour

Employment prospects for accounting and related clerks in the Muskoka-Kawartha-Peterborough region are expected to be average for 2012-2013. According to the 2006 census, there were over 1,200 accounting and related clerks in the region.

Employment prospects for accounting and related clerks in Ontario are expected to be average for the period of 2012-2013. According to the 2006 Census, accounting and related clerks represent a fairly large occupational group in the province with over 65,800 in the labour force.

Almost all clerks work in a computerized environment. As such, computer skills have become an essential requirement for employment. Job opportunities will be moderated by improvements in computer-based technology. Given the large size of this occupational group, job opportunities will arise from the need to replace workers who leave or retire. Staff turnover will also occur as some clerks obtain additional training and progress to professional accounting occupations.

Key Research Findings

<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=1431&action=final&display=complete&s=0&source=3&titleKeyword=>

=

Go!

Financial Auditors and Accountants (NOC 1111)
Muskoka-Kawartha Region



Labour Market Information Dashboard

| Jobs | Median Wage | Outlook | Certification |
|---|--|---|---------------------------|
| 2 Jobs View Job Opportunities section | 28.85 \$/hr View Wages section | Fair View Outlook section | Regulated |



Outlook & Prospects for Financial Auditors and Accountants in Muskoka-Kawartha Region

Local Employment Potential Information

| Location | Employment Potential | Release Date |
|--|----------------------|--------------|
| <i>N/A = This information is not available</i> | | |
| Muskoka-Kawartha Region | Fair | 2011-11-14 |

In the Muskoka-Kawartha region the outlook for financial auditors and accountants is expected to be fair for the period 2011-2012. According to the 2006 census, this significant occupation had over 1,000 workers in this region. Professional accounting firms account for the larger share of employment in this area, compared to Ontario.

In Ontario, the outlook for financial auditors and accountants is expected to be fair for the period 2011-2012. Auditors and accountants are concentrated in large urban areas where accounting firms and head offices of companies are located. With businesses going global, financial auditors and accountants are now required to deal with mergers and acquisitions and international accounting practices. Corporate governance and forensic accounting are evolving specializations in this field. Financial auditors and accountants, who are up to date with the changing regulatory environment and who are proficient in financial information technology, will have better job prospects.

According to the 2006 census, there were over 70,000 financial auditors and accountants in Ontario, an increase of 6% from the previous census. Given the size of this occupation grouping, the need to replace workers who retire or leave the workforce will be a source of job openings over the next several years.

http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=1111&action=final®ionKeyword=Peterborough%2C+Ontario&s=2&source=1&titleKeyword=chartered+accountant+%28CA%29#report_tabs_container2

Key Research Findings

U.S. Bureau of Labor Statistics Occupational Outlook

Quick Facts: Bookkeeping, Accounting, and Auditing Clerks

| | |
|---|---------------------------------------|
| <u>2010 Median Pay</u> | \$34,030 per year \$16.36 per hour |
| <u>Entry-Level Education</u> | High school diploma or equivalent |
| <u>Work Experience in a Related Occupation</u> | None |
| <u>On-the-job Training</u> | Moderate-term on-the-job training |
| <u>Number of Jobs, 2010</u> | 1,898,300 |
| <u>Job Outlook, 2010-20</u> | 14% (About as fast as average) |
| <u>Employment Change, 2010-20</u> | 259,000 |

What Bookkeeping, Accounting, and Auditing Clerks Do

Bookkeeping, accounting, and auditing clerks produce financial records for organizations. They record financial transactions, update statements, and check financial records for accuracy.

Work Environment

Bookkeeping, accounting, and auditing clerks are employed in many industries, including firms that provide accounting, tax preparation, bookkeeping, and payroll services; federal, state, and local governments; and schools. About 1 of 4 bookkeeping, accounting, and auditing clerks worked part time in 2010.

How to Become a Bookkeeping, Accounting, or Auditing Clerk

Most bookkeeping, accounting, and auditing clerks need a high school diploma, and they usually learn some of their skills on the job. They must have basic math and computer skills, including knowledge of spreadsheets and bookkeeping software.

Pay

The median annual wage of bookkeeping, accounting, and auditing clerks was \$34,030 in May 2010.

Job Outlook

Employment of bookkeeping, accounting, and auditing clerks is expected to grow 14 percent from 2010 to 2020, as fast as the average of all occupations. As the number of organizations increases and financial regulations become stricter, there will be greater demand for these workers to maintain books and provide accounting services.

Quick Facts: Accountants and Auditors

| | |
|---|---------------------------------------|
| <u>2010 Median Pay</u> | \$61,690 per year \$29.66 per hour |
| <u>Entry-Level Education</u> | Bachelor's degree |
| <u>Work Experience in a Related Occupation</u> | None |
| <u>On-the-job Training</u> | None |
| <u>Number of Jobs, 2010</u> | 1,216,900 |
| <u>Job Outlook, 2010-20</u> | 16% (About as fast as average) |

Key Research Findings

Quick Facts: Accountants and Auditors

Employment Change, 2010-20

190,700

What Accountants and Auditors Do

Accountants and auditors prepare and examine financial records. They ensure that financial records are accurate and that taxes are paid properly and on time. Accountants and auditors assess financial operations and work to help ensure that organizations run efficiently.

Work Environment

Most accountants and auditors work full time. In 2010, one in five worked more than 40 hours per week. Longer hours are typical at certain times of the year, such as at the end of the budget year or during tax season.

How to Become an Accountant or Auditor

Most employers require a candidate to have a bachelor's degree in accounting or a related field. Certification within a specific field of accounting improves job prospects. For example, many accountants become Certified Public Accountants (CPAs).

Pay

The median annual wage of accountants and auditors was \$61,690 in May 2010.

Job Outlook

Employment of accountants and auditors is expected to grow 16 percent from 2010 to 2020, about as fast as the average for all occupations. Demand for thorough financial documentation is expected to increase in response to recent financial crises and subsequent financial regulations

Professional Associations

[CGA- Canada](#)

[Canadian Institute of Chartered Accountants](#)

[Canadian Academic Accounting Association](#)

[Institute of Chartered Accountants of Ontario](#)

[Society of Certified Management Accountants of Canada](#)

[Society of Professional Accountants of Canada](#)

[Financial Reporting & Assurances Standards Canada](#)

January 17, 2012

Canada's three legacy accounting bodies issue Unification Framework

Toronto, ON (January 17, 2012) – The Canadian Institute of Chartered Accountants (CICA), Certified Management Accountants of Canada (CMA Canada) and the Certified General Accountants of Canada (CGA-Canada) have presented to their members a proposed framework for uniting Canada's accounting profession.

Key Research Findings

The three national bodies believe uniting the profession would allow them to better meet the evolving needs of Canadian accountants, national and international business communities as well as continuing to protect the public interest. The decision to move forward and develop this national framework follows an extensive consultation period involving members, students, governments, regulators, employers, and the business and academic communities.

The framework calls for the creation of a new designation – Chartered Professional Accountant or CPA – and a new common certification program. The Canadian CPA would draw upon the strengths of the existing three organizations and will become an internationally recognized and respected business credential.

The framework for unification is based on four fundamental objectives:

- To best position the profession to protect the public through the provision of a common certification program and a single set of high ethical and practice standards.
- To enhance and protect the value of the designation in an increasingly competitive and global environment.
- To contribute to the sustainability and prosperity of the Canadian accounting profession.
- To govern the accounting profession in an effective and efficient manner.

“With the world going global it makes sense for Canada’s accounting profession to unite and bring together a unique combination of expertise to give us a stronger, more influential voice,” said Joy Thomas, MBA, FCMA, C.Dir., president and CEO, CMA Canada. “Internationally, other accounting bodies are coming to grips with globalization and we cannot stand in isolation.”

Several international accounting organizations are looking to extend their global reach. In addition, accounting standards are converging globally.

“There is strength in numbers and we firmly believe the proposed Canadian CPA designation would be a leading voice both at home and abroad – one that is independent, influential and respected,” said Kevin Dancey, FCA, president and CEO, CICA. “Greater efficiencies would result, and the new qualification program would be at least as rigorous as all legacy programs and encompass financial and management accounting.”

The structure of the framework is consistent with the unification process already underway in the Province of Quebec. The Quebec Orders of CAs, CMAs and CGAs have agreed to unify under the Chartered Professional Accountant designation.

“As a self-regulated profession, our objective is both to protect and serve the public, as well as represent our members,” said Anthony Ariganello, FCGA, president and CEO, CGA-Canada. “A unified profession will best serve the public interest by establishing consistent codes of professional conduct, disciplinary systems and public accounting regimes – in addition, it will ensure all Canadian accountants are well positioned to succeed in a global economy.”

The national organizations are circulating the framework and CPA certification program to their members and the councils and boards of the provincial and territorial accounting organizations as a platform to review and consider unification and, as a means to engage members, governments, regulators and other important stakeholders. As the Canadian accounting profession is provincially regulated, any subsequent merger proposals would be issued provincially.

Should Canada’s three legacy accounting bodies unite, the combined profession would be 170,000 strong making it one of the largest in the world.

More information about the Unification Framework can be found online at www.CPACanada.ca.

About Certified General Accountants of Canada (CGA-Canada)

Founded in 1908, the Certified General Accountants Association of Canada serves 75,000 Certified General Accountants and students in Canada and more than 90 countries. Respected accounting and financial management professionals, CGAs work in industry, finance, government and public practice. CGA-Canada establishes the designation’s certification requirements and professional standards, offers

Key Research Findings

professional development, conducts research and advocacy, and represents CGAs nationally and internationally.

About Certified Management Accountants of Canada (CMA Canada)

With 50,000 members around the world, CMA Canada grants a professional designation in strategic management accounting® and is responsible for standards-setting, accreditation, and the continuing professional development of Certified Management Accountants (CMAs). CMAs provide an integrating perspective to business decision-making, applying a unique blend of expertise in accounting, management and strategy to identify new market opportunities, ensure corporate accountability, and help organizations maintain a long-term competitive advantage. To optimize the performance of global enterprises and build strategic management accounting skills, CMA Canada offers innovative executive development programs, advanced online courses, and internationally recognized knowledge management publications.

About Canadian Institute of Chartered Accountants (CICA)

Chartered Accountants (CAs) are Canada's most valued, internationally recognized profession of leaders in senior management, advisory, financial, tax and assurance roles. Through their integrity, expertise, and internationally recognized qualification standards, Canada's 80,000 CAs sustain their influence and leadership position both in Canada and globally. As trusted business advisors to Canadian organizations of all sizes, Canada's CAs foster confidence in Canadian business and contribute to the health and sustainability of Canada's capital markets and economy. The Canadian Institute of Chartered Accountants (CICA) represents Canada's CA profession both nationally and internationally. The CICA is a founding member of the International Federation of Accountants (IFAC) and the Global Accounting Alliance (GAA).

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Email: tashlie@cga-canada.org

Educational Competitors

[Accounting Programs at Ontario Colleges](#)

Key Research Findings

MTCU Statistics

| | | | | |
|------|-------|---|-------|---|
| CENT | 1103 | Business Administration - Accountant/programmer Analyst | 60507 | Business Administration - Accountant/programmer Analyst |
| GEOR | 1103 | Business Administration - Accountant/programmer Analyst | 60507 | Business Administration - Accountant/programmer Analyst |
| ALGO | 1009 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| ALGO | 1123 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| ALGO | 90008 | Business Administration (core) | 60100 | Business Administration - Accounting |
| BORE | 1007 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| CAMB | 1005 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| CAMB | 1059 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| CANA | 1004 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| CENT | 1009 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| CONF | 1056 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| CONS | 1002 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| DURH | 1005 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| FANS | 1141 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| GEOR | 1082 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| GRAN | 1001 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| GRBR | 1095 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| HUMB | 1132 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| LACI | 1001 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| LAMB | 1037 | Accounting | 60100 | Business Administration - Accounting |
| LAMB | 1051 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| LOYT | 1041 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| NIAG | 1004 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| NORT | 1004 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| NORT | 1091 | Business Administration - Accounting (bilingual) | 60100 | Business Administration - Accounting |
| SAUL | 1067 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| SENE | 1009 | Accounting And Finance | 60100 | Business Administration - Accounting |
| SHER | 1007 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| SLAW | 1006 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| SLAW | 90002 | Business Administration/business General (core) | 60100 | Business Administration - Accounting |
| SSFL | 1065 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| STCL | 1004 | Business Administration - Accounting | 60100 | Business Administration - Accounting |
| STCL | 90001 | Business Common (core) | 60100 | Business Administration - Accounting |
| STCL | 90003 | Business Common (1 Semester Core) | 60100 | Business Administration - Accounting |
| SAUL | 1201 | Business Administration – Accounting and Financial Services | 60106 | Business Administration – Accounting and Financial Services |

Key Research Findings

Employment Opportunities

Job Number: 6485230

Title: Accounts receivable clerk (A/R - Collections Clerk) ([NOC: 1431](#))

Terms of Employment: Permanent, Full Time, Day

Salary: \$30,000.00 to \$32,000.00 Yearly for 40 hours per week, Medical Benefits, Dental Benefits, Disability Benefits, Life Insurance Benefits

Anticipated Start Date: As soon as possible

Location: Peterborough, Ontario (1 vacancy)

Skill Requirements:

Education: Completion of college/CEGEP/vocational or technical training

Experience: 2 years to less than 3 years

Languages: Speak English, Read English, Write English

Work Setting: Private sector

Business Equipment and Computer Applications: Windows, General office equipment, Electronic mail, Word processing software, Excel, Accounting software, Internet browser

Typing (Words Per Minute): 41 - 60 wpm

Type of Bookkeeping: Computerized

Specific Skills: Conduct credit and collections, Prepare reports, Perform clerical duties, such as maintain filing and record systems, Answer customer inquiries, Perform general office duties

Security and Safety: Bondable

Transportation/Travel Information: Own transportation

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Tight deadlines, Repetitive tasks

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

Employer: Swish Maintenance Limited

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By Fax: (705) 745-0220

Key Research Findings

By E-mail: careers@swishclean.com

Web Site: <http://www.swishclean.com>

Advertised until: 2012/07/11

Accounting Clerk

Reference Id : 004188

Location : Mississauga, ON

Salary : TBN

Status : TEMPORARY

Working Hours : Standard

Contact : Certified Recruitment Specialist

Contact Email : yukti@teamrecruiter.com

Start Date : 06/14/2012

Description : My client is a well established bank, situated in Mississauga. They are looking for an Accounting Clerk. This is a 1 year contract with a strong possibility of extension based on performance.

Please read the job description below. If this interests you, please send a MS-Word version copy of your resume (ASAP) along with a telephone contact number: E-mail to yukti@teamrecruiter.com

The recruiter in charge of this role is Yukti

After you have submitted your resume via e-mail please complete the application for this specific job by clicking "Submit Your Resume for this Job" at the bottom of this page to match your resume to the job.

If you are interested in further opportunities, why not also do a general registration in our database. By visiting our website and clicking on "Database Registration"

If you do not think you are a match for this opportunity, but know someone who is, feel free to forward this email to them and you will be eligible for a referral bonus upon a successful hire.

Job Description:

Compute, classify, and record numerical data to keep financial records complete.

Major Job Duties and Responsibilities: Pre-screen, prepare and input financial transactions

Calculate, prepare, and issue bills, invoices, account statements, and other financial statements according to established procedures.

Classify, record, and summarize numerical and financial data to compile and keep financial records, using journals and ledgers or computers.

Key Research Findings

Debit, credit, and total accounts on excel
Initiate reject notices and follow up on outstanding problems until resolution.

Requirements: Required Skills:

College or University degree in Business, Accounting, Finance or related financial discipline.
2 - 4 years financial and/or accounting experience required
Knowledge of standard desktop applications used by the business unit - MS Excel and MS Word
Previous experience with computer applications, such as Microsoft Word, Excel and PowerPoint, and any other related accounting software
Good understanding of risk and regulatory requirements of the role
Verbal and written communication skills, attention to detail, and critical thinking.
Good analytical and problem-solving skills
Good investigation, prioritization and organizational skills
Ability to multi-task in a fast-paced environment.
Ability to work independently and manage one's time.

"Please note that this is the most up to date version of job description available at this time - During Client Interview you will receive additional information - variance may apply!"

When you have some time please register in our database (5 minute process) to be considered for future openings; the link is available on our website at <http://www.teamrecruiter.com/> in the Candidate section.

We thank all applicants for their interest. Only those who meet the qualifications will be contacted through telephone/email. You are encouraged to register with us in our database to be considered for future positions available.

Have a great day.

.....At Teamrecruiter.com we offer some of the most highly qualified professionals in the workforce. We dedicate an industry trained recruitment specialist to the following areas: IT, Finance, Admin, Sales, Executive Search and Contractors. If you would like to learn more about our full-service recruiting firm please visit our website at www.teamrecruiter.com.

Accounting Clerk

Job Title: Accounting Clerk
Employment Status: Full Time
Department: Accounting
Location: Erin Mills Mazda (Mississauga, ON)

Description:

Under the supervision of the Controller, this position is responsible for the accurate and timely collection of monies from Dealership customers. Also responsible for accurate receipt and distribution

Key Research Findings

of invoices from Dealership creditors, printing accurately the payable cheques, and maintaining accurate receivables/payables records as directed.

Primary Duties and Responsibilities:

- Balance and post daily deposit cash receipts
- Perform collection calls for accounts receivables due 30 days or more
- Maintain accurate and up-to-date Accounts Receivables and Payables Ledgers
- Maintain accurate receivables records for all internal and external accounts
- Maintain accurate payables records for all employees and creditors
- Post manufacturers invoices

Qualifications:

- University Degree or College Diploma in Accounting, or equivalent
- Computer literacy
- Ability to meet deadlines in a timely manner
- Ability to work independently
- Excellent oral and written communication skills
- Organizational ability and attention to detail
- Three (3) years working tenure in A/R and/or A/P
- Practical background in A/R, A/P and/or General Accounting is essential
- Dealership experience preferred

We invite you to submit your resume for review and consideration by completing the Employment Application Form (see below), and selecting submit. Thank you.

| | |
|-----------------------|--|
| Organization Overview | VON is Canada's largest, national, not-for-profit, charitable home and community care organization. We are a national health organization and registered charity offering a wide range of community health care solutions that meet the needs of Canadians from coast to coast. VON is committed to continuous quality improvement and is accredited by Accreditation Canada. |
| Position Title | Accounts Receivable Clerk |
| Employee Group | Regular FT |
| Job Summary | VON Canada Ontario Branch, Finance Department, in Peterborough is seeking two (2) full time Accounts Receivable Clerk positions. As a member of the Finance Team, these positions will report to the Finance Manager responsible for accounts receivable. |
| Responsibilities | <ul style="list-style-type: none"> • Assist with full cycle accounts receivables functions. • Invoice monthly program receipts and process daily deposits/cash receipts. • Process funder billing requirements and contact regarding outstanding balances. • Prepare vendor statement reconciliation. • Respond to queries from clients and VON sites regarding billing and accounts receivables. |
| Qualifications | <ul style="list-style-type: none"> • Completion of college and/or university degree in Accounting with 1-2 years experience in accounts receivable. • Level 1 Accounting. • Comfortable to interact with all level of staff and clients. |

Key Research Findings

- Detailed oriented, perform well under pressure and can meet tight deadlines.
- Strong analytical, organizational and problem solving skills.
- Strong computer Skills with a good understanding of Excel, and working with pivot tables.
- Ability to work in a fast paced environment.
- Flexible and can adapt to change as necessary.
- SAP experience is an asset.

Site Central East Client Service Centre District
City Peterborough

Province Ontario [ON]

BDO

Junior Accounting Technician (9633622)

Job Type: Full Time

Location: Burlington, ON, CANADA;

Job Category: Accounting, Auditing, Financial

Industry: Accounting

Year(s) of Experience: 1

Number Of Positions: 1

Date Posted: Jun 8, 2012

BDO Canada LLP requires a Junior Accounting Technician who will be responsible for providing accounting services to our small and medium sized clients. Located in our Burlington office, the incumbent must be able to work within a confidential environment, be flexible and adaptable to multiple requirements of the role, ability to work independently and within a team environment.

Responsibilities will include:

- Preparation of Notice to Reader and Review Engagement working paper files
- Preparation of corporate, personal and trust tax returns
- Experienced with performing reconciliations of bank accounts, accounts payable and accounts receivable
- Preparation of regular external filings such as GST, PST and T4's

Competencies will include:

- Post secondary education in accounting
- Previous work experience in a public accounting practice
- Excellent communication, interpersonal and organizational skills

Key Research Findings

- Able to prioritize with the flexibility to manage workload demands and multiple tasks as required
- Previous experience in CaseWare/CaseView or Tax Prep is an asset
- Excellent skills in Accounting Software (AccPac, Simply Accounting, QuickBooks) is an asset
- Excellent skills in MS Office (Excel, Word)

Experience

- 1 year experience in public practice is an asset

Intermediate Accounting Technician, BDO

Burlington, ON, CANADA

Posted Jun 8, 2012 Share This Job:



At BDO, our team is our most valuable asset.

With a strong international and national presence, BDO is one of the leading professional service providers in Canada. Our team of professionals provides clients with a full range of assurance and accounting, tax and advisory services, supported by our local accessibility and hands-on approach to individual client needs. We possess the experience and resources of a large firm yet offer our clients the personalized service of a smaller firm.

As the Canadian member firm of the international BDO network (with offices in more than 100 countries), we employ more than 3,000 partners and professionals. Our employees are given more opportunities to experience all industries, work closely with our diverse client base and collaborate with their colleagues. We also provide training tailored to our employees individual requirements and job responsibilities.

- Group RRSP and customized health and dental benefits
- Firm-supported training program for CA students
- Reimbursement of student fees and professional dues for employees with, or working towards, a professional designation
- 3 weeks of annual paid vacation for full-time employees with no waiting period;
- Customized performance management program
- Employee Assistance Program
- Recognition of long-term employee service
- 95 offices located across Canada in urban centres and smaller communities
- A strong commitment to corporate social responsibility, with one day per year assigned to volunteerism
- An in-house online corporate university that promotes continuous learning and professional development

Key Research Findings

BDO Canada LLP requires an Intermediate Accounting Technician who will be responsible for providing accounting services to our small and medium sized clients. Located in our Burlington office, the incumbent must be able to work within a confidential environment, be flexible and adaptable to multiple requirements of the role, ability to work independently and within a team environment.

Responsibilities will include:

- Preparation of Notice to Reader and Review Engagement working paper files
- Preparation of corporate, personal and trust tax returns
- Experienced with performing reconciliations of bank accounts, accounts payable and accounts receivable
- Preparation of regular external filings such as GST, PST and T4's

Competencies will include:

- Post secondary education in accounting
- Previous work experience in a public accounting practice
- Excellent communication, interpersonal and organizational skills
- Able to prioritize with the flexibility to manage workload demands and multiple tasks as required
- Previous experience in CaseWare/CaseView or Tax Prep is an asset
- Excellent skills in Accounting Software (AccPac, Simply Accounting, QuickBooks)
- Excellent skills in MS Office (Excel, Word)

Experience

- 1 1-2 years experience in public practice

PBLPP

BDO is an equal opportunity employer. We thank all candidates who apply, however, only those selected for a personal interview will be contacted. No phone calls and/or agencies please. Candidates may be subject to background inquiries which are satisfactory to us. BDO Canada LLP, a Canadian limited liability partnership, is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms. BDO is the brand name for the BDO network and for each of the BDO Member Firms.

Key Research Findings



Intermediate Accounting Technician

Canada-Ontario-Burlington

MarkhamJob ID #001-1209284

Job Description

Our Burlington office is currently looking for an Intermediate Accounting Technician. Under the supervision of a senior technician/manager/senior manager/associate or partner, the Intermediate Technician is responsible for completing routine bookkeeping and accounting tasks according to established processes and routines.

Key Accountabilities and Responsibilities

- Completion of routine account analysis and bookkeeping assignments following established procedures
- Completion of bank reconciliations
- Preparation of working paper files, financial statements and income tax returns for compilation engagements under supervision
- Responding to queries and correcting errors identified by senior accounting technician/manager/senior manager/associate or partner.
- Assisting with portions of review engagements and small audits (e.g. audits of small non-profit organizations)
- Completion of personal tax returns
- Completion of additional ad-hoc duties or assignments as required.
- Supporting the vision of the Firm by ensuring the demonstration of our BDO Values and Expectations.

Education and Professional Skills/Knowledge

- Completion of high school graduation and in pursuit of post secondary diploma or certificate in Accounting or Business.
- May be pursuing or have obtained a professional designation (e.g. CGA).
- Proficiency with MS Office (including Word and Excel).
- Excellent interpersonal skills and the ability to work in a team environment.
- 2-3 years of experience in public accounting

Contact Information

Title:HR CoordinatorPhone Number:905-639-9500Fax Number:905-633-4939

Posting Date: 29-May-2012Job Category: AccountingJob Type: Permanent, Full-Time Salary/Rate: Open
Number of Positions Open: 2Start Date of Employment: ASAP

Key Research Findings

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