



Accounting (TOP 0502.00)

March 2023

Prepared by the South Central Coast Center of Excellence for
Labor Market Research

Program Recommendation

This report was compiled by the South Central Coast¹ Center of Excellence to provide regional labor market data for the program recommendation – Accounting. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Key Findings

- In the South Central Coast region, **the number of jobs related to Accounting are expected to remain steady** for Accountants and Auditors and Bookkeeping, Accounting, and Auditing Clerks, and **decrease** for Payroll and Timekeeping Clerks and Brokerage Clerks.
- Accounting is anticipated to experience a **low risk of automation** for Brokerage Clerks and Accountants and Auditors, and a **medium risk of automation** for Bookkeeping, Accounting, and Auditing Clerks and Payroll and Timekeeping Clerks.
- In 2021 there were 757 regional completions in programs related to the occupations identified as aligned with Accounting and 1,948 openings, indicating an **undersupply**.
- Typical entry-level education ranges from a **high school diploma or equivalent** for Payroll and Timekeeping Clerks and Brokerage Clerks, to **Some college, no degree** for Bookkeeping, Accounting, and Auditing Clerks, to a **Bachelor's degree** for Accountants and Auditors.
- Completers of Accounting programs from the 2019-2020 academic year, in the South Central Coast region, had a **median annual wage upon completion of \$35,046**.
- 59% of students are **employed within a year** after completing a program.
- 44% of students **attained a living wage** within a year of completion.
- Completers experienced an average of **+37% change in earnings after exiting**.
- 58% of students were **part-time**, 8% **skill builders**, 38% **first-generation**, and 73% **economically disadvantaged**.

¹ The South Central Coast Region consists of San Luis Obispo County, Santa Barbara County, Ventura County, and the following cities from North Los Angeles County: Canyon Country, Castaic, Lake Hughes, Lancaster, Littlerock, Llano, Newhall, Palmdale, Pearblossom, Santa Clarita, Stevenson Ranch, and Valencia.

Occupation Codes and Descriptions

There are four occupations in the standard occupational classification (SOC) system that were identified as related to Accounting for this analysis. The occupation titles and descriptions, as well as reported job titles, are included in Exhibit 1.

Exhibit 1 – Occupation, Description, and Sample Job Titles

SOC Code	Title	Description	Sample of Reported Job Titles
13-2011	Accountants and Auditors	Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.	Accountant, Accounting Officer, Audit Partner, Auditor, Certified Public Accountant (CPA), Cost Accountant, Financial Auditor, General Accountant, Internal Auditor, Revenue Tax Specialist
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.	Account Clerk, Accounting Assistant, Accounting Associate, Accounting Clerk, Accounting Specialist, Accounting Technician, Accounts Payable Clerk, Accounts Payable Specialist, Accounts Payables Clerk, Accounts Receivable Clerk
43-3051	Payroll and Timekeeping Clerks	Compile and record employee time and payroll data. May compute employees' time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks.	Human Resources Assistant (HR Assistant), Payroll Assistant, Payroll Clerk, Payroll Coordinator, Payroll Representative, Payroll Specialist, Payroll Technician, Personnel Assistant, Personnel Technician, Timekeeper
43-4011	Brokerage Clerks	Perform duties related to the purchase, sale, or holding of securities. Duties include writing orders for stock purchases or sales, computing transfer taxes, verifying stock transactions, accepting and delivering securities, tracking stock price fluctuations, computing equity, distributing dividends, and keeping records of daily transactions and holdings.	Account Administrator, Client Associate, Client Service Associate, Operations Clerk, Operations Coordinator, Registered Account Administrator, Registered Sales Assistant, Sales Assistant, Sales Trader, Trading Assistant

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Accounting are expected to remain steady for Accountants and Auditors and Bookkeeping, Accounting, and Auditing Clerks, and decrease for Payroll and Timekeeping Clerks and Brokerage Clerks.

Exhibit 2 – Five-Year Projections for Accounting in the South Central Coast Region

SOC	Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change
13-2011	Accountants and Auditors	6,440	6,667	227	4%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	10,203	10,080	-123	-1%
43-3051	Payroll and Timekeeping Clerks	1,029	974	-55	-5%
43-4011	Brokerage Clerks	125	119	-6	-5%

Source: Economic Modeling Specialists International (EMSI)

Earnings

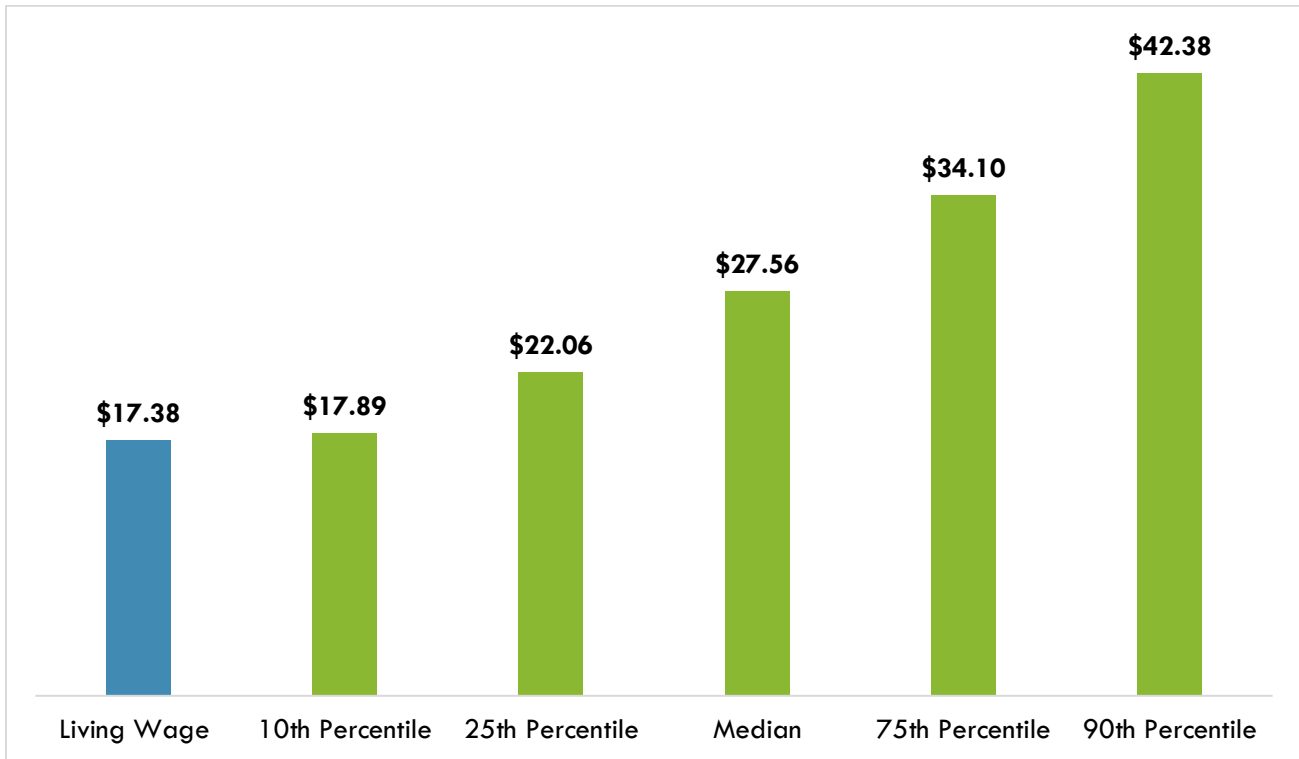
Exhibit 3 contains hourly wages and annual average earnings for these occupations. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are represented by the 75th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for Accounting in the South Central Coast Region

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
13-2011	Accountants and Auditors	\$29.68	\$38.07	\$49.37
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$18.10	\$22.81	\$28.90
43-3051	Payroll and Timekeeping Clerks	\$18.65	\$25.33	\$29.97
43-4011	Brokerage Clerks	\$21.83	\$24.04	\$28.19

Source: Economic Modeling Specialists International (EMSI)

Exhibit 3b – Earnings for Accounting in the South Central Coast Region



Source: Family Needs Calculator (Living wage is based on Single Adult households with no children); Economic Modeling Specialists International (EMSI)

Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study. Employer job postings are consulted to understand who is looking in the field, and what they are looking for in potential candidates. To identify job postings related to Accounting the following standard occupational classifications were used:

13-2011	Accountants and Auditors
43-3031	Bookkeeping, Accounting, and Auditing Clerks
43-3051	Payroll and Timekeeping Clerks
43-4011	Brokerage Clerks

Top Occupations

In 2022, there were 5,400 employer postings for the occupations related to Accounting.

Exhibit 4 – Top Occupations by Job Postings

SOC Code	Occupation	Job Postings, Full Year 2022
43-3031	Bookkeeping, Accounting, and Auditing Clerks	2,954
13-2011	Accountants and Auditors	1,884
43-3051	Payroll and Timekeeping Clerks	541
43-4011	Brokerage Clerks	21

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 4b – Top Occupations and Risk of Automation

SOC Code	Occupation	Risk of Automation
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Medium
13-2011	Accountants and Auditors	Low
43-3051	Payroll and Timekeeping Clerks	Medium
43-4011	Brokerage Clerks	Low

Source: Labor Insight/Jobs (Burning Glass)

Top Titles

The top job titles for employers posting ads for jobs related to Accounting are listed in Exhibit 5. Accountants is mentioned as the job title in 7% of all relevant job postings (403 postings).

Exhibit 5 – Job Titles

Title	Job Postings, Full Year 2022
Accountants	403
Staff Accountants	384
Bookkeepers	281
Account Payable Clerks	224
Accounting Clerks	205

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Accounting field. The top employer posting job ads was Robert Half. The top worksite cities for these occupations were Santa Barbara, Santa Clarita, Oxnard, Thousand Oaks, and San Luis Obispo.

Exhibit 6 – Top Employers (n=2,174)

Employer	Job Postings, Full Year 2022
Robert Half	748
AppleOne	102
Intuit	82
Century Group	61
Avantor	56

Source: Labor Insight/Jobs (Burning Glass)

Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Accounting. Accounting is the most sought-after specialized skill for employers, followed by Accounts Payable and Auditing. Detail Oriented, Communications, and Microsoft Excel were the most requested baseline skills. Microsoft Excel, Microsoft Office, and Quickbooks were the most commonly requested software and programming skills.

Exhibit 7 – Specialized Skills (n= 33,574)

Skills	Job Postings, Full Year 2022
Accounting	3,975
Accounts Payable	2,083
Auditing	1,992
Accounts Receivable	1,793
Invoicing	1,740
Finance	1,713
Financial Statements	1,523
Bookkeeping	1,404
Generally Accepted Accounting Principles	1,186
General Ledger	942
Month-End Closing	874
QuickBooks (Accounting Software)	863
Reconciliation	818
Data Entry	755
Account Reconciliation	694

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7b – Baseline Skills (n= 27,846)

Skills	Job Postings, Full Year 2022
Detail Oriented	1,862
Communications	1,855
Microsoft Excel	1,669
Management	1,429
Customer Service	1,110
Writing	924
Microsoft Office	919
Operations	878
Problem Solving	878
Filing	757

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7c – Software and Programming Skills (n= 6,910)

Skills	Job Postings, Full Year 2022
Microsoft Excel	1,669
Microsoft Office	919
Quickbooks	865
Accounting Software	588
Microsoft Outlook	480
Microsoft Word	320
Microsoft Powerpoint	292
SAP Applications	263
Payroll Systems	232
Software Systems	145

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 8 shows the industries with the most Accounting postings in the South Central Coast region. Note: 32% of records have been excluded because they do not include an industry. As a result, the chart below may not be representative of the full sample.

Exhibit 8 – Industries Employing the Most in the Accounting Field, 2022

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Professional, Scientific, and Technical Services	1,089	23%
Administrative and Support and Waste Management and Remediation Services	650	17%
Manufacturing	328	9%
Retail Trade	230	6%
Educational Services	185	5%

Certifications

Exhibit 9 lists the most in-demand certifications in the Accounting field. The top requested certification in job postings was Valid Driver's License (VDL).

Exhibit 9 – Certifications (n= 1,201)

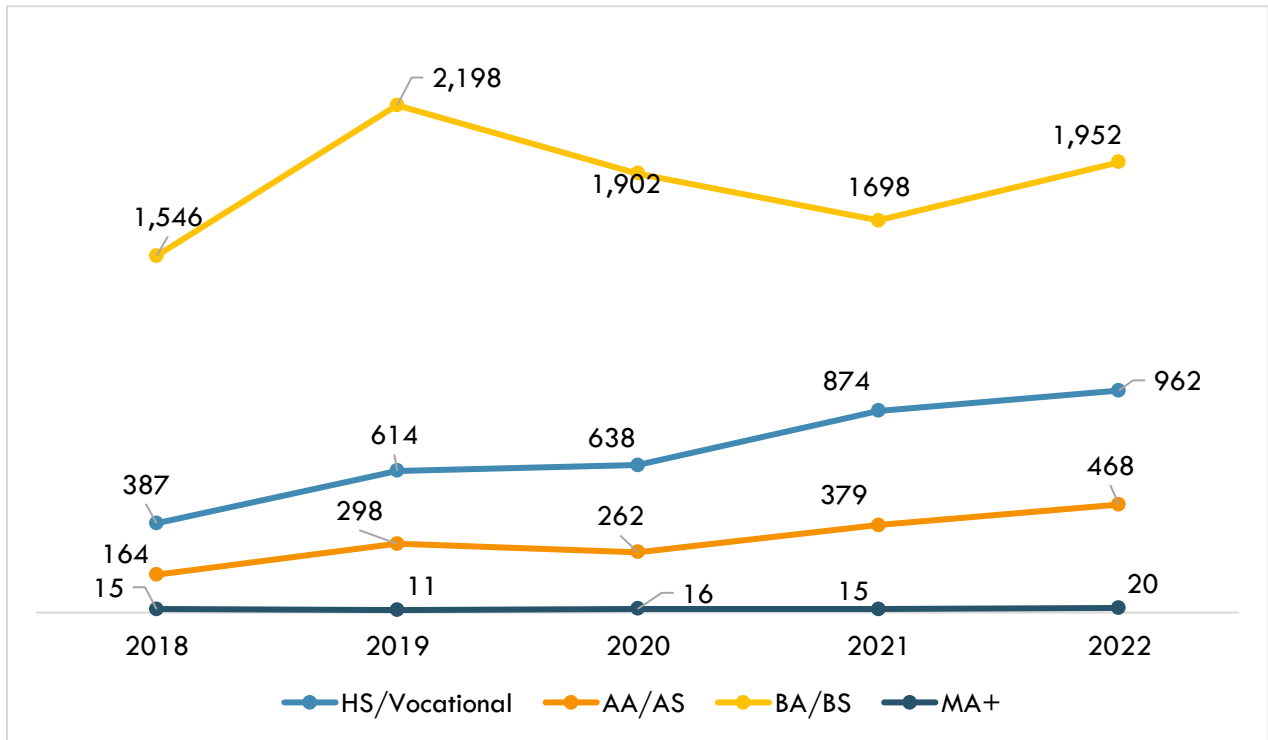
Certifications	Job Postings, Full Year 2022
Valid Driver's License	246
Certified Public Accountant	233
Certified Accounting Technician	151
Enrolled Agent (EA)	67
Certified Internal Auditor	54

Source: Labor Insight/Jobs (Burning Glass)

Job Postings - Minimum Educational Attainment Over Time

Exhibit 10 displays the change in job advertisements over the last five years for Accounting, according to the minimum advertised education. In 2022, there were 3,402 total job ads posted with a minimum advertised education, with 1,952 of them requiring a bachelor’s degree.

Exhibit 10 – Educational Demand, Minimum Advertised



Source: Labor Insight / Jobs (Burning Glass)

Job Postings – Proportion of Job Postings by Minimum Educational Attainment Required

To gauge employer preference for candidates with particular education levels, the proportion of job postings by minimum advertised education appears in Exhibit 11. Employers posting job ads for Accounting have frequently sought candidates with a bachelor’s degree.

Exhibit 11 – Occupational Demand by Education, Minimum Advertised

Minimum Education Requirement	2018	2019	2020	2021	2022
HS Diploma / Vocational Training	18%	20%	23%	29%	28%
Associate Degree	8%	10%	9%	13%	14%
Bachelor’s Degree	73%	70%	67%	57%	57%
Graduate Degree	1%	0%	1%	1%	1%

Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 12 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 12 – Education and Training Requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training
13-2011	Accountants and Auditors	Bachelor's degree	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree	Moderate-term on-the-job training
43-3051	Payroll and Timekeeping Clerks	High School diploma or equivalent	Moderate-term on-the-job training
43-4011	Brokerage Clerks	High School diploma or equivalent	Moderate-term on-the-job training

Source: Bureau of Labor Statistics Employment Projections (Educational Attainment)

Regional Completions and Openings

There were 757 regional completions (2021) and 1,948 regional openings (2021) in the South Central Coast region for programs related to the occupations in this report.

Exhibit 13 – Completions and Openings

18 Regional Institutions had Related Programs (2021)	757 Regional Completions (2021)	1,948 Annual Openings (2021)
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Source: Economic Modeling Specialists International (EMSI)

Related Programs

CIP Code	Program	Completions (2021)
52.0302	Accounting Technology/Technician and Bookkeeping	602
52.0301	Accounting	82
52.0801	Finance, General	23
52.1601	Taxation	22
52.0299	Business Administration, Management and Operations, Other	15
52.0408	General Office Occupations and Clerical Services	8
52.0803	Banking and Financial Support Services	5

Source: Economic Modeling Specialists International (EMSI)

CCC and Non-CCC Awards

Exhibit 14 lists the number of completers from programs related to Accounting in the South Central Coast region.

Exhibit 14 – CCC and Non-CCC Awards the South Central Coast, 2021

CCC Programs	Completers
College of the Canyons	305
Ventura College	125
Moorpark College	75
Cuesta College	46
Allan Hancock College	28
Antelope Valley College	18
Santa Barbara City College	16
Non-CCC Programs	Completers
California Lutheran University	70
Cal Poly San Luis Obispo	34
Ventura Adult and Continuing Education	15
The Master's University and Seminary	13
San Joaquin Valley College-Atascadero	4
San Joaquin Valley College-Lancaster	4
Santa Barbara Business College – Santa Maria	4

Source: Economic Modeling Specialists International (EMSI)

Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of regional Accounting Programs (TOP: 0502.00) for the 2019-2020 academic year.

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- 59% of students are **employed within a year** after completing a program.
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- Completers experienced an average of +37% **change in earnings after exiting.**
- 58% of students were **part-time**, 8% **skill builders**, 38% **first-generation**, and 73% **economically disadvantaged.**

Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represent the labor market demand for relevant positions most closely related to Accounting. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions. All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.