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Labor Market Analysis

Accounting



Prepared by Central Valley/Mother Lode Center of Excellence



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Summary

The Central Valley/Mother Lode Center of Excellence developed this report for Clovis College to determine whether there is demand in the local labor market that is not being met by the supply from postsecondary programs. This report summarizes labor market demand, wages, skills, and postsecondary supply for the following two *accounting occupations*:

- Bookkeeping, Accounting, and Auditing Clerks (SOC 43-3031)
- Payroll and Timekeeping Clerks (SOC 43-3051)

Key Findings

- **Occupational Demand** — Occupations related to *Accounting* have a labor market demand of 1,464 annual job openings in the South Central Valley/Southern Mother Lode (SCV/SML) subregion. Between 2022 and 2027, *Bookkeeping, Accounting, and Auditing Clerks* are projected to have the most demand with 1,296 annual job openings.
- **Wages** — Average entry-level earnings of \$18.39/hour for *Accounting occupations* are higher than the living wage in the SCV/SML subregion.¹ *Bookkeeping, Accounting, and Auditing Clerks* earn the highest entry-level wage, \$18.61/hour.
- **Employers and Job Titles** — Employers in the SCV/SML subregion include Robert Half, Creative Financial Staffing, and Randstad. The most common job titles in the subregion are accounting clerks, bookkeepers, and accounts payable specialists.
- **Skills** — The top baseline skill is detail oriented; the top specialized skill is accounts payable; and the top software skill is Microsoft Excel.
- **Education** — A high school diploma or equivalent is typically required for *payroll and timekeeping clerks*. Some college, no degree is typically required for *bookkeeping, accounting, and auditing clerks*.
- **Supply and Demand Analysis** — Based on 1,464 annual openings (i.e., demand) and 164 postsecondary degrees awarded (i.e., supply), an analysis of supply and demand suggests there is an undersupply of 1,300 workers in the SCV/SML subregion. In the CVML region, 340 awards were conferred suggesting an undersupply of 1,949 workers (based on 2,289 annual openings in the CVML region).

Recommendation

Based on a comparison of demand and supply, there is an undersupply of trained workers in the SCV/SML subregion and the CVML region. The Center of Excellence recommends that Clovis College work with the regional directors, the college's advisory board, and local industry in the expansion of programs to address the shortage of *accounting* workers.

¹ The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

Introduction

The Central Valley/Mother Lode Center of Excellence developed this report to provide Clovis College with labor market information for *Accounting*. The geographical focus for this report is the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional demand and supply data has been included for broader applicability and use. Analysis of the program and occupational data related to *Accounting* is included in the report. The Standard Occupational Classification (SOC) System codes and occupational titles used in this report are from the Bureau of Labor Statistics and O*NET Online.

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

- **Job Description:** 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.
- **Knowledge:** Customer and Personal Service, Administrative, English Language, Mathematics, Economics and Accounting
- **Skills:** Reading Comprehension, Speaking, Mathematics, Critical Thinking, Active Listening

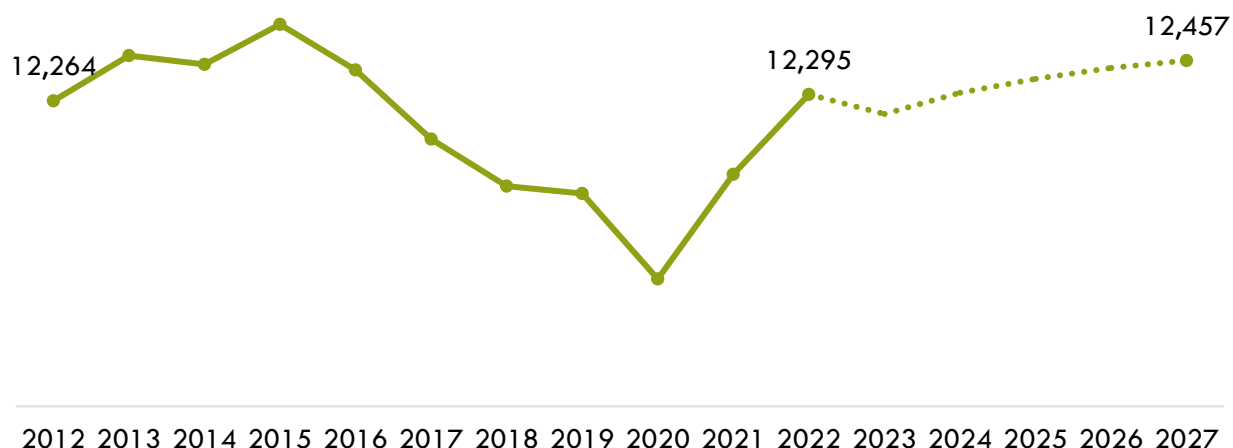
Payroll and Timekeeping Clerks (SOC 43-3051)

- **Job Description:** 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.
- **Knowledge:** Administrative, English Language, Mathematics, Economics and Accounting, Personnel and Human Resources
- **Skills:** Reading Comprehension, Speaking, Mathematics, Critical Thinking, Active Listening

Employment

Exhibit 1a shows employment trends for the two *accounting* occupations in the SCV/SML subregion. Between 2022 to 2027, the number of jobs for the two occupations of interest is projected to increase by 162, growing by 1%.

Exhibit 1a. Historical employment and projected occupational demand for occupations related to Accounting in the SCV/SML subregion, 2012-2027



Occupations related to *Accounting* in the SCV/SML subregion employed 12,295 workers in 2022 (Exhibit 1b). *Bookkeeping, Accounting, and Auditing Clerks* are projected to have the most demand with 1,296 annual job openings.

Exhibit 1b. Current employment and projected occupational demand for occupations related to Accounting in the SCV/SML subregion, 2022-2027

Occupation	2022 Jobs	2027 Jobs	5-Year Change	5-Year % Change	Annual Openings
Bookkeeping, Accounting, and Auditing Clerks	10,604	10,815	211	2%	1,296
Payroll and Timekeeping Clerks	1,691	1,642	(49)	(3%)	168
TOTAL	12,295	12,457	162	1%	1,464

Wages

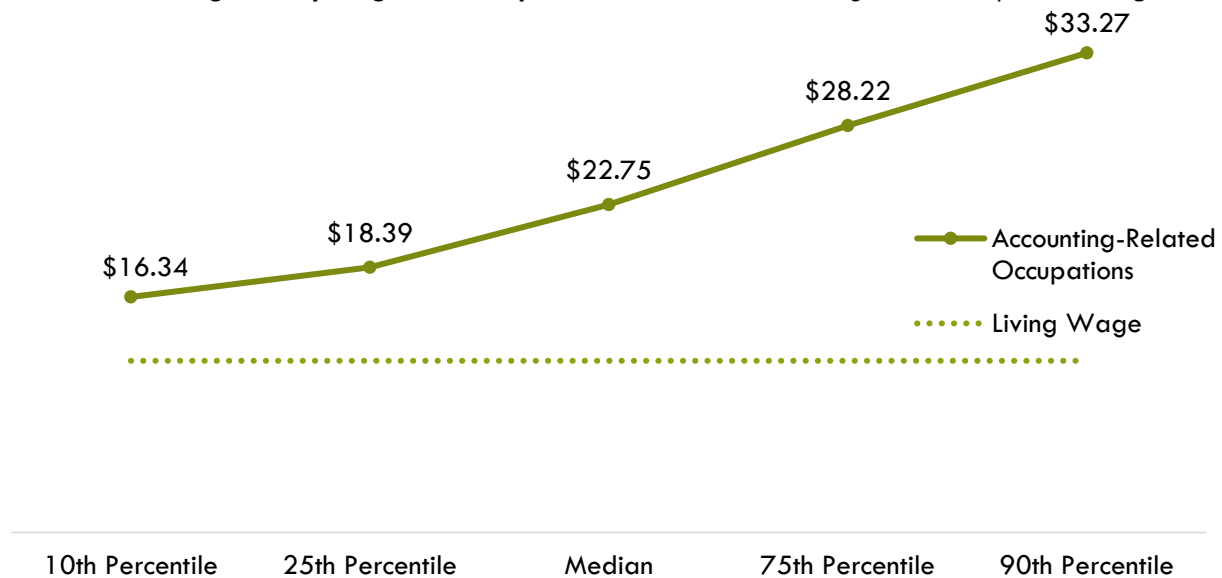
Exhibit 2a shows the hourly wages for each occupation studied in this report.²

Exhibit 2a. Hourly wages for occupations related to Accounting in the SCV/SML subregion

Occupation	25 th Percentile Hourly Earnings	Median Hourly Earnings	75 th Percentile Hourly Earnings
Bookkeeping, Accounting, and Auditing Clerks	\$18.61	\$22.56	\$27.26
Payroll and Timekeeping Clerks	\$18.17	\$22.94	\$29.19

Exhibit 2b shows the average hourly wages for *Accounting* occupations; all five average wages shown below are higher than the living wage for the SCV/SML subregion.

Exhibit 2b. Average hourly wages for occupations related to Accounting in the SCV/SML subregion



² Note: 10th and 25th percentiles are considered entry-level wages while 75th and 90th are considered experienced wages, which may be obtained through long-term employment or extra training, etc.

Job Postings

There were 2,598 unique job postings for the two occupations related to *Accounting* in the SCV/SML subregion from May 2023 to April 2024.³

Top Employers

The employers with the most job postings are listed in Exhibit 3. The top employers in online job postings were Robert Half, Creative Financial Staffing, and Randstad.

Exhibit 3. Top employers

Employer
Robert Half
Creative Financial Staffing
Randstad
Stardom Employment Consultants
AppleOne
PrideStaff
Stardom Accounting Services
Express Employment Professionals
Aston Carter
Cazador Consulting

Top Job Titles

Exhibit 4 shows the top job titles for *Accounting* in the SCV/SML subregion. Common job titles in postings include accounting clerks, bookkeepers, and accounts payable specialists.

Exhibit 4. Top job titles

Job Title
Accounting Clerks
Bookkeepers
Accounts Payable Specialists
Accounts Payable Clerks
Payroll Specialists
Accounting Specialists
Accounts Receivable Specialists
Full Charge Bookkeepers
Payroll Clerks
Accounts Receivable Clerks

³ Other than occupational titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

Salaries

Exhibit 5 shows the “Market Salaries” for *Accounting* occupations. These are calculated by Lightcast using a machine learning model built from millions of job postings every year. This accounts for adjustments based on location, industry, skills, experience, education, among other variables.

Exhibit 5. Market salaries for Accounting

Market Salary	Job Postings
\$30,000-\$34,999	50
\$35,000-\$39,999	235
\$40,000-\$44,999	464
\$45,000-\$49,999	457
\$50,000-\$54,999	276
\$55,000-\$59,999	193
\$60,000-\$64,999	112
\$65,000-\$69,999	40
\$70,000+	86

Education

Of the 2,598 unique job postings, 1,752 listed a preferred or minimum educational requirement for the position being filled. Among those, 42% requested a high school or GED (Exhibit 6).

Exhibit 6. Education levels requested in job postings for Accounting

Education Level	Job Postings	% of Job Postings
High school or GED	728	42%
Associate degree	448	26%
Bachelor's degree	551	31%
Master's degree or higher	25	1%

Baseline, Specialized, and Software Skills

Exhibit 7 depicts the top baseline, specialized, and software skills in job postings. The most common baseline skill is detail oriented. The most common specialized skill is accounts payable. The most common software skill is Microsoft Excel.

Exhibit 7. In-demand baseline, specialized, and software skills for Accounting in job postings

Baseline Skills	Specialized Skills	Software Skills
Detail Oriented	Accounts Payable	Microsoft Excel
Communication	Invoicing	Accounting Software
Management	Accounts Receivable	Microsoft Office
Organizational Skills	Bookkeeping	QuickBooks
Customer Service	Financial Statements	Spreadsheets

Education, Work Experience, & Training

A high school diploma or equivalent is typically required for *payroll and timekeeping clerks*. Some college, no degree is typically required for *bookkeeping, accounting, and auditing clerks* (Exhibit 8).

Exhibit 8. Education, work experience, training, for occupations related to Accounting

Occupation	Typical Entry-level Education	Work Experience Required	Typical On-The-Job Training
Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree	None	Moderate-term
Payroll and Timekeeping Clerks	High school diploma or equivalent	None	Moderate-term

Supply

An analysis of program data from the Integrated Postsecondary Education Data System (IPEDS) for the last three program years shows that, on average, 164 awards were conferred in the SCV/SML subregion (Exhibit 9 and 10).

Exhibit 9. TOP and CIP codes for Accounting

TOP Titles	CIP Titles
0502.00 - Accounting	52.0301 – Accounting 52.0302 - Accounting Technology/ Technician and Bookkeeping

Exhibit 10. Regional Community College Awards, 2020-2023

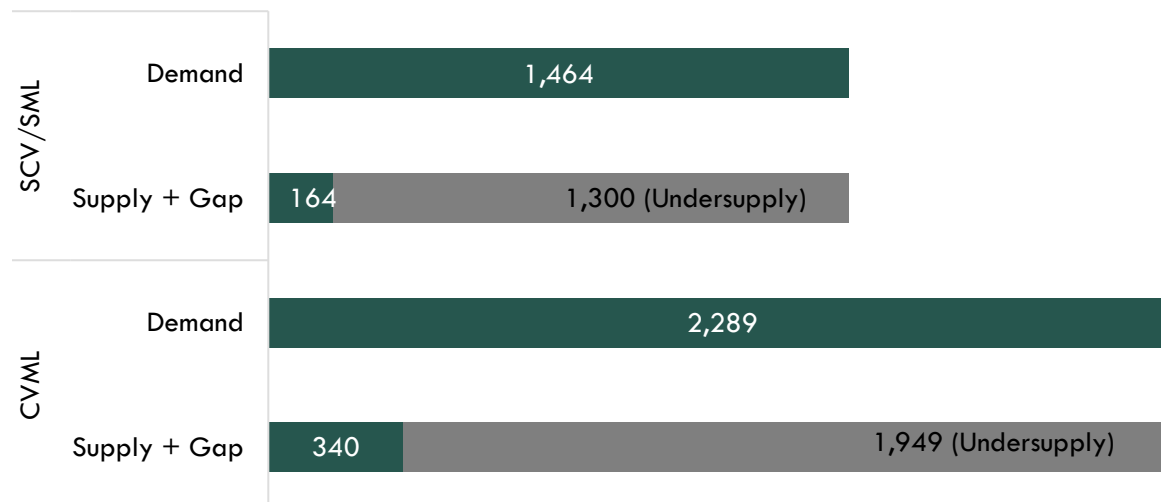
Exhibit 101 Regional Community College Awards, 2020-2023						
TOP Code	Program	College	2020- 2021 Awards	2021- 2022 Awards	2022- 2023 Awards	3-Year Award Average
0502.00	Accounting	Columbia	8	5	1	5
		Merced	21	13	21	18
		Modesto	22	24	22	23
		San Joaquin Delta	90	120	75	95
		NCV/NML Subtotal	141	162	119	141
		Bakersfield	48	40	51	46
		Clovis	1	9	8	6
		Fresno City	61	37	40	46
		Madera	1	4	3	3
		Porterville	4	-	3	2
		Reedley	12	16	14	14
		Sequoias	15	23	20	19
		West Hills Coalinga	11	8	2	7
		West Hills Lemoore	7	4	4	5
		SCV/SML Subtotal	160	141	145	149
CVML Subtotal			301	303	264	289

Exhibit 11. Regional Non-Community College Awards, 2019-2022

CIP Code	Program	Institution	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
52.0301	Accounting	Humphreys University-Stockton and Modesto Campuses	12	2	4	6
		University of the Pacific	-	32	25	19
		NCV/NML Subtotal	12	34	29	25
		Fresno Pacific University	8	8	9	8
		SCV/SML Subtotal	8	8	9	8
Program Total/Average			20	42	38	33
52.0302	Accounting Technology/ Technician and Bookkeeping	Stellar Career College	18	6	7	10
		NCV/NML Subtotal	18	6	7	10
		California Aeronautical University	-	-	-	-
		Santa Barbara Business College-Bakersfield	9	13	-	7
		SCV/SML Subtotal	9	13	-	7
Program Total/Average			27	19	7	18
CVML Total			47	61	45	51

There is an undersupply of 1,300 *Accounting* workers in the SCV/SML subregion and an undersupply of 1,949 workers in the region (Exhibit 11).

Exhibit 11. Accounting workforce demand (annual job openings), postsecondary awards (supply), and additional students needed to fill gap in the SCV/SML subregion and region



Recommendation

This report suggests there is a shortage of 1,300 accounting workers in the SCV/SML subregion and a shortage of 1,949 workers in the CVML region. Based on these findings, it is recommended that Clovis College work with the regional directors, the college's advisory board, and local industry in the expansion of programs to address the shortage of *accounting* workers in the region.

Appendix: Methodology & Data Sources

Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor's Office Management Information Systems Data Mart, and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (LIGHTCAST). LIGHTCAST occupational employment data are based on final LIGHTCAST industry data and final LIGHTCAST staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level LIGHTCAST earnings by industry: economicmodeling.com.
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: https://www.bls.gov/emp/tables/educational-attainment.htm .
LaunchBoard	Chancellor's LaunchBoard. https://www.calpassplus.org/LaunchBoard/SWP.aspx
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: labormarketinfo.edd.ca.gov .
Job Posting and Skills Data	Lightcast. https://lightcast.io/ .
Additional Education Requirements/Employer Preferences	The O*NET Job Zone database includes over 900 as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: onetonline.org .

Key Terms and Concepts

Annual Job Openings: Annual openings are calculated by dividing the number of years in the projection period by total job openings.

Education Attainment Level: The highest education attainment level of workers age 25 years or older.

Employment Estimate: The total number of workers currently employed.

Employment Projections: Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (LIGHTCAST) formula that includes historical employment and economic indicators along with national, state, and local trends.

LaunchBoard (Attained the Living Wage): Among SWP students who exited college and did not transfer to any postsecondary institution, the proportion who attained the district county living wage for a single adult measured immediately following academic year of exit.

LaunchBoard (Median Annual Earnings): Among SWP students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit.

LaunchBoard (Median Change in Earnings): Among SWP students who exited and who did not transfer to any postsecondary institution, median change in earnings between the second quarter prior to the beginning of the academic year of entry and the second quarter after the end of the academic year of exit from the last college attended.

LaunchBoard (Job Closely Related to Field of Study): Among SWP students who responded to the CTE Outcomes Survey and did not transfer to any postsecondary institution, the proportion who reported that they are working in a job very closely or closely related to their field of study.

Living Wage: The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

Occupation: An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

Percent Change: Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

Replacements: Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

Total Job Openings (New + Replacements): Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

Typical Education Requirement: represents the typical education level most workers need to enter an occupation.

Typical On-The-Job Training: indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.