

# GEORGIA DEPARTMENT OF ADMINISTRATIVE SERVICES WORKFORCE REPORT

## ACCOUNTING WORKGROUP

GEORGIA  
WORKFORCE  
STRATEGIES  
INITIATIVE



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

# MAIN EMPLOYEE INTERVIEW TAKEAWAYS

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



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



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



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

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

Quote from one Employee Interview

## EMPLOYER PERSPECTIVES

### WHAT'S WORKING

- Internships
- Working with temp agencies
- Remote work

### BARRIERS TO RECRUITMENT AND RETENTION

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

### OPPORTUNITIES AND IDEAS

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

## EDUCATION PARTNER PERSPECTIVES

### TECHNICAL COLLEGE SYSTEM OF GEORGIA

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

### UNIVERSITY SYSTEM OF GEORGIA

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

### GEORGIA DEPARTMENT OF EDUCATION

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

## OPPORTUNITIES

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

Participate in middle and high school career days.

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

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

Add accounting to the governor's internship program.

Recruit statewide.

## BARRIERS

Salary and compensation

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

Reaching the right pool of candidates

Lack of promotion opportunities within agencies

Perception of government work

Lack of effective marketing

## ASPIRATIONS

Develop branding for the accounting profession and state employment.

Develop an internship program on an enterprise level.

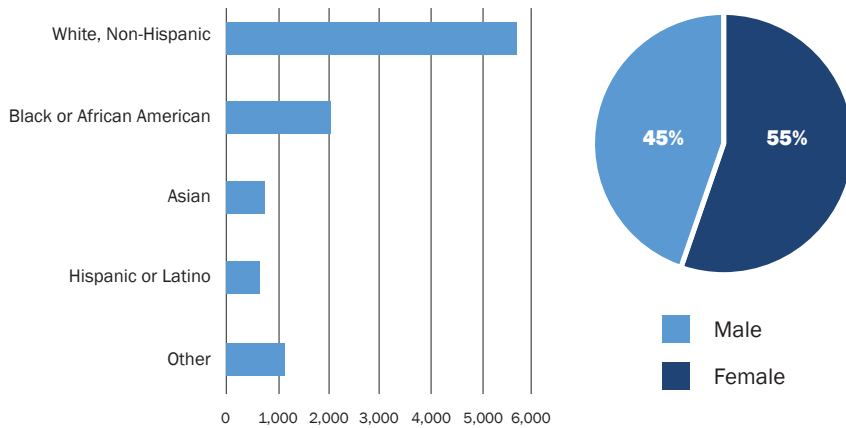
Provide a statewide succession training academy.

Create a governmental accounting pathway in high schools.

Conduct a massive marketing push about working for the state generally.

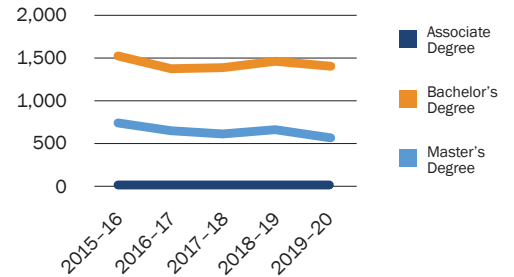
# STATE WORKFORCE DATA AND TRENDS

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



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

## TOTAL NUMBER OF ACCOUNTING DEGREE COMPLETIONS AT GEORGIA HIGHER EDUCATION INSTITUTIONS BY ACADEMIC YEAR 2015–2020



The number of accounting degrees awarded in Georgia declined between 2015 and 2020.

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

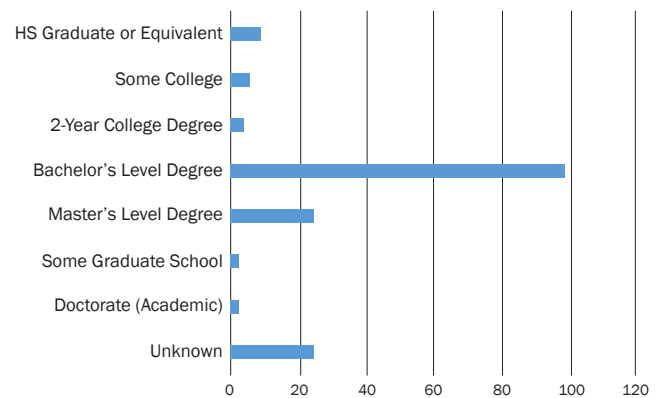
	2018 Base Employment	2028 Projected Employment	Percent Change in Employment	Annual Growth Rate	Labor Force Exits	Occupational Transfers	Annual Occupational Openings
Accountants and Auditors	39,410	47,670	21.0%	1.9%	1,230	2,830	4,890

## STATE GOVERNMENT EMPLOYMENT DATA SNAPSHOT

### TOP 5 STATE AGENCIES WITH THE MOST ACCOUNTANT POSITIONS 2018–2021\*

Agency	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	Hires/ Rehires	Separations
All Agency Totals (40)	183	165	-9.8%	11.8%	19	19
Department of Transportation	25	20	-20.0%	14.8%	2	3
Department of Community Health	17	17	0.0%	11.6%	4	2
Department of Human Services	33	14	-57.6%	30.3%	3	5
Department of Community Affairs	9	10	11.1%	0.0%	0	0
Department of Education	9	10	11.1%	0.0%	0	0

### ACCOUNTANT EDUCATION LEVEL AT TIME OF HIRE



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

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

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

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

# GOALS AND STRATEGIES



## Academic Partnerships

- Develop partnerships with high schools and postsecondary institutions.
- Expand internship programs for accounting across state agencies.
- Create career pathway programs and curricula with high schools, colleges, and other education providers.



## Enterprise Careers and Progression

- Research compensation strategies that would help improve retention.
- Sustain the Accounting Workgroup.



## Marketing

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



## Training and Professional Development

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

# SHORT-TERM ACTION ITEMS

## 12-MONTH ACTION PLAN



### Academic Partnerships

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



### Enterprise Careers and Progression

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



### Marketing

- Develop videos to explain state jobs in accounting.



### Training and Professional Development

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

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

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Chattahoochee Technical College

Clayton State University

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Georgia Department of Administrative Services

Georgia Department of Community Affairs

Georgia Department of Community Health

Georgia Department of Defense

Georgia Department of Early Care and Learning

Georgia Department of Education

Georgia Department of Human Services

Georgia Department of Transportation

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