Evolution of the *CPA Competency Map* and Implications for Post-Secondary Institutions

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Agenda

- Background

- 2018 Changes

- 2019 Changes

- Future Changes

- Articulation

Background

Purpose

Entry-level competency expectations

Candidates

PSIs

Employers

Interrelationship of Competencies

Five areas of enabling competencies **+** Six areas of technical competencies **+** Expected proficiency level at point of entry **=** CPA competency upon entering profession
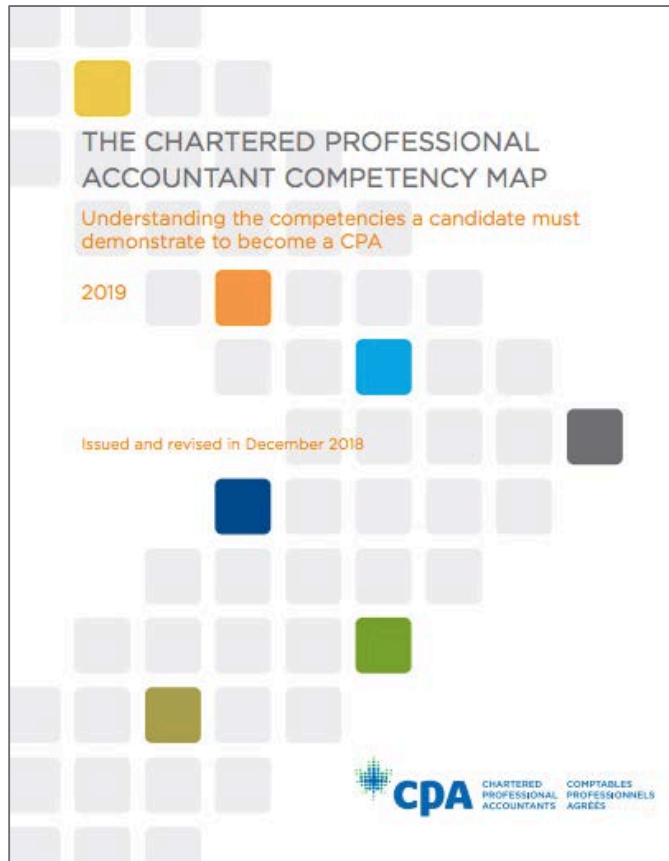
Competency Map Committee

- Assesses adequacy of *CPA Competency Map* and recommends changes

- Volunteer committee
    - National representation
    - Academics
    - Employers
    - CPA Canada staff

Competency Map Timeline
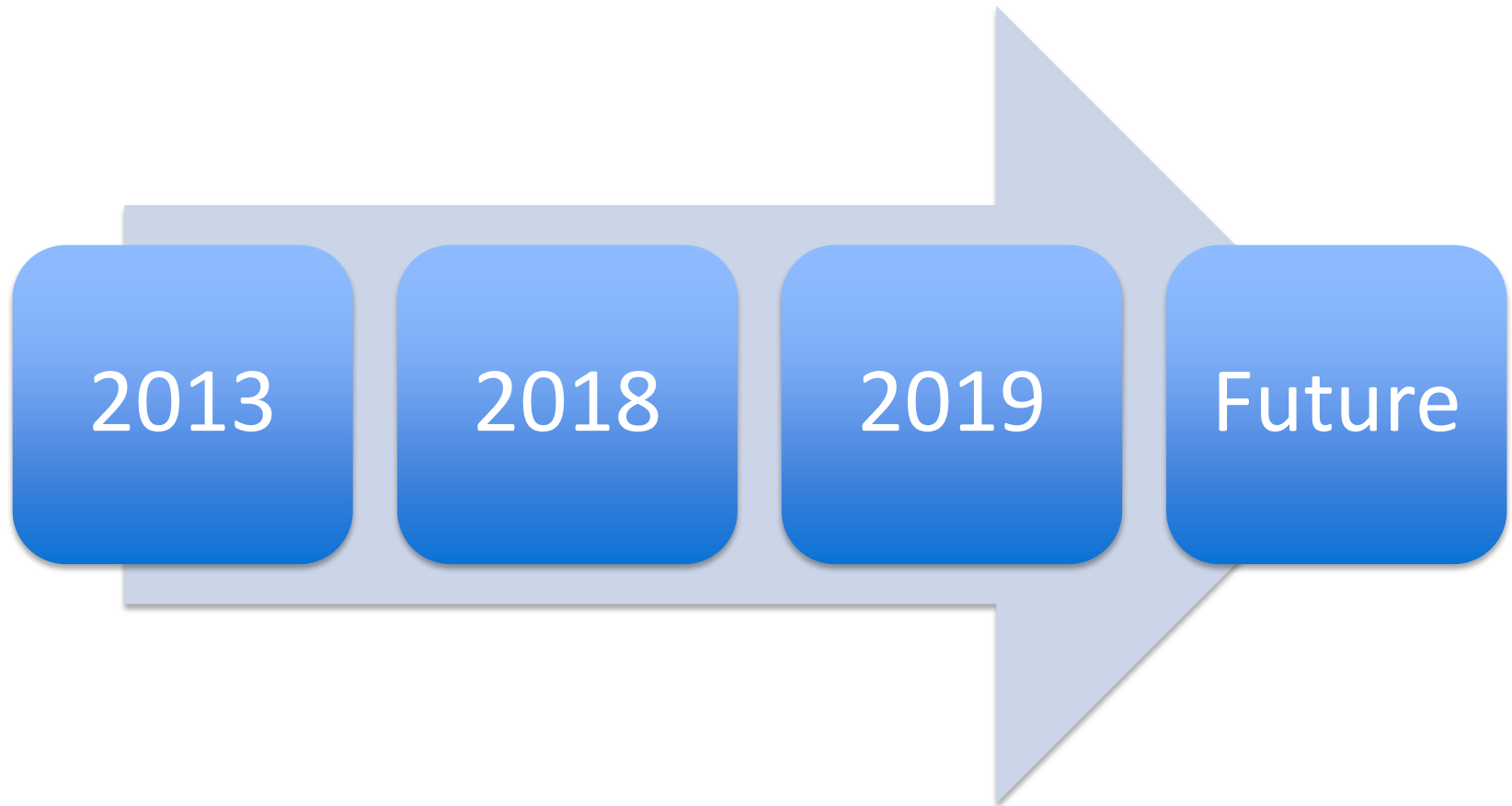
2018 Changes

2018 Changes

- Data Analytics and Information Systems

- Taxation

- Entry-level learning outcomes

- Combined Competency Map and Knowledge Supplement

Implementation of 2018 Changes

Component	Implementation Date
CPA Preparatory Courses	Throughout 2019 and 2020
CPA PEP	January 2019
Common Final Examination	September 2020
Accredited CPA PEP programs and recognized CPA prerequisite courses	September 2021

Data Analytics and Information Systems Resources

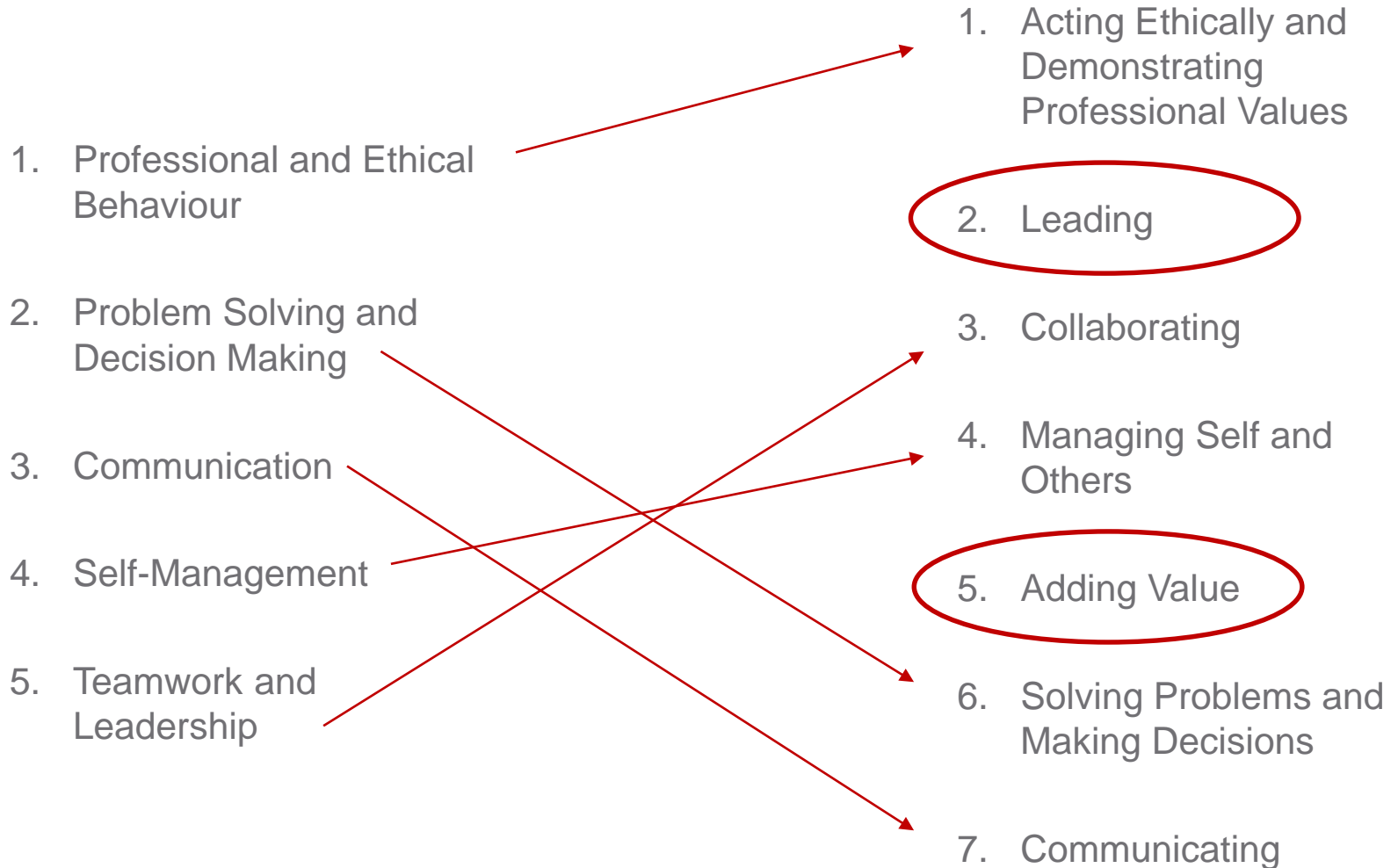| Course	Sample IT Questions to be Made Available	Sample Big Data Questions Using Power BI to be Made Available
Taxation	April 2019	March 2020
Intermediate Financial Reporting 2	July 2019	July 2020
Audit and Assurance		
Information Technology		
Intermediate Financial Reporting 1	September 2019	September 2020
Advanced Financial Reporting		
Intermediate Management Accounting		
Corporate Finance	December 2019	December 2020
Performance Management		

2019 Changes

2019 Anticipated Changes

- Enabling competencies

- Data Analytics and Information Systems

- Interactive online map

- Signaling for future changes

- Other minor improvements

Enabling Competencies

As technological and other fundamental changes continue to disrupt the workplace, it will be members' professional skills (enabling competencies) that enable the profession to emerge even stronger.

- Competency Framework Task Force

Enabling Competencies

1. Professional and Ethical Behaviour

2. Problem Solving and Decision Making

3. Communication

4. Self-Management

5. Teamwork and Leadership

1. Acting Ethically and Demonstrating Professional Values

2. Leading

3. Collaborating

4. Managing Self and Others

5. Adding Value

6. Solving Problems and Making Decisions

7. Communicating

Leading

2.1 Strategic focus	2.1.1	Applies knowledge of the organization's competitive environment and strategic direction when performing assigned work
	2.1.2	Assists managers and works on teams to support business-and functional-level strategy planning, implementation or monitoring
	2.1.3	Identifies the strategic impact of internal decisions and external influences on project plans and initiatives
2.2 Risk management	2.2.1	Assists in identifying and monitoring risks within areas of work responsibility
	2.2.2	Assesses internal controls within areas of work responsibility
2.3 Organizational culture advocacy	2.3.1	Aligns behaviour with workplace norms, while complying with professional ethics and values
	2.3.2	Recognizes the importance of organizational culture
2.4 Influence and consensus building	2.4.1	Promotes and gains support for ideas within areas of work responsibility
	2.4.2	Refers to internal policies and procedures and obtains input about how to handle disagreement

Adding Value

5.1 Business context	5.1.1	Applies general business knowledge1 to enhance work performed
	5.1.2	Recognizes the interrelationships among departmental and functional areas within the organization
	5.1.3	Develops and uses knowledge of the organization, industry and stakeholders
5.2 Creativity and innovation	5.2.1	Uses existing knowledge in new or different ways
	5.2.2	Uses brainstorming or other techniques to generate ideas
	5.2.3	Accepts that success of innovative ideas is not guaranteed
5.3 Performance evaluation and accountability	5.3.1	Assists in identifying opportunities for process, product and service improvements related to work functions

Managing Self and Others

4.1 Adaptability and resilience	4.1.1 Exhibits persistence -and seeks assistance when faced with uncertainty and setbacks
	4.1.2 Recognizes and seeks to manage own emotional reactions to change
4.2 Initiative	4.2.1 Proactively acquires new knowledge and skills to perform assigned work
	4.2.2 Seeks greater levels of responsibility
	4.2.3 Recommends more efficient methods for performing assigned work

Data Analytics and Information Systems

- Additional feedback received on 2018 changes

- Refinements in response to feedback

Interactive Online Map

- Greater visibility into interrelationship between competencies, learning outcomes, and knowledge lists

- Ability to filter content by various attributes

- Available late summer 2019

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Signaling for Future Changes

- Sustainability

- Audit and assurance

Other Minor Improvements

- The three "C's"
    - Corrections
    - Clarity
    - Currency

Outreach

- CMC to release outreach package end of May

- Stakeholders will be invited to provide feedback via survey by June 30th

- CPA Western School of Business to hold webinars in June
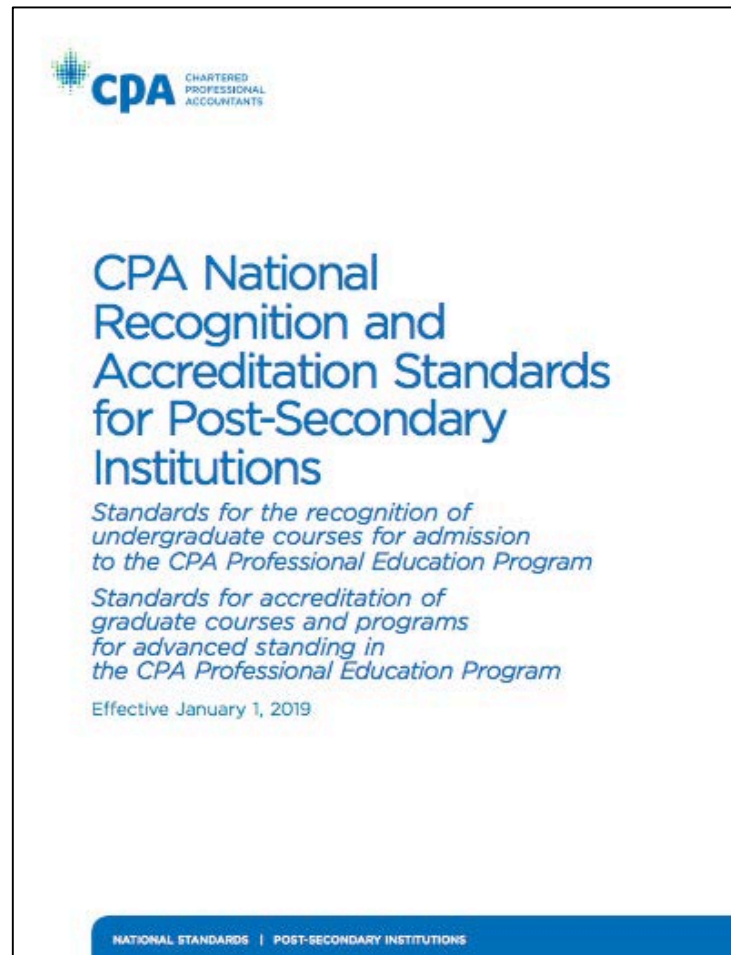
Future Changes

Future Changes

Articulation

Articulation

- Process of reviewing, assessing and approving prerequisite learning for admission to the CPA PEP

Recognition Standards

Current articulation tool

Intermediate Financial Reporting 1 (IF1)

Knowledge Topic (CPA Competency Map Knowledge Supplement)	CPA Competency (Section 5 of the CPA Competency Map)	CPA Preparatory Course Syllabus	Competency (Entry Level)	Content Covered?	Proficiency Level	Course Name/ Course Code	Reference to Course Outline
Introduction to Accounting							
Ethical professional judgement		• Ethics • Governing standards	B				
Objectives of financial reporting		• Objectives of financial reporting • Fundamental qualitative characteristics • Cost constraint • Underlying assumption - going concern • Capital maintenance	B				
Methods of measurement	**1.1.1** Evaluates financial reporting needs **1.1.2** Evaluates the appropriateness of the basis of financial reporting	• Measurement of the elements of financial statements	B				
Framework of standard setting (IFRS and ASPE)	**1.1.3** Evaluates reporting processes to support reliable financial reporting **1.2.1** Develops or evaluates appropriate acccounting policies and procedures **1.4.2** Evaluates financial statements including note disclosures	• GAAP in Canada • Development of new and revised accounting standards • Effect of legislation on accounting standards • ASPE framework vs. IFRS conceptual framework	B				
Financial statement users and their broad needs, standard setting, and requirement for accountability	**1.4.4** Interprets financial reporting results for stakeholders (external or internal)	• Users of financial reporting	B				
Accounting information systems		• Accounting software and information technology	B				
The role of IT in the reporting of information, including: real-time access, remote access to information, dashboard, spreadsheet, report generator, and XBRL (extensible Business Reporting Language)		• Current trends in computerized accounting information systems	B				

Outcome of articulation

TRANSFER CREDIT GUIDE
FOR ENTRY TO THE CPA PROFESSIONAL EDUCATION PROGRAM

Students who are missing one or more of the required courses for direct admission into the CPA Prof
Program (PEP) may complete equivalent coursework through CPA Western School of Business prepa
from a recognized post-secondary institution.

Students must achieve a grade of at least 50% in non-core courses and 60% in core courses.

For more information, visit cpaalberta.ca or phone 1.844.454.1245

		Athabasca University	Concordia University of Edmonton	MacEwan University		Mount Royal University	NAIT	SAIT	
		Bachelor of Commerce	Bachelor of Management	Bachelor of Commerce	Bachelor of Applied Business Administration	Bachelor of Business Administration	Bachelor of Business Administration or Bachelor of Applied Business Administration	Bachelor of Business Administration	Bachelor of Applied Business Administration
NON-CORE COURSES	Introductory Financial Accounting	ACCT 253	ACCT 101	ACCT 311	ACCT 111 + ACCT 161	ACCT 2121	ACCT 1115 + ACCT 1117	ACCT 1010 + ACCT 2110	ACCT 215 + ACCT 255
	Introductory Management Accounting	ACCT 355	ACCT 102	ACCT 322	ACCT 218 + ACCT 268	ACCT 3224	ACCT 2211 + ACCT 2212	ACCT 2020 + ACCT 3120	ACCT 338 + ACCT 380
	Economics	ECON 247 + ECON 248	ECO 101 + ECO 102	ECON 101 + ECON 102	ECON 101 + ECON 102	ECON 1101 + ECON 1103	ECON 1110 + ECON 1112	ECON 1010 + ECON 1110	ECON 250 + ECON 305
	Statistics	(MGSC 301 or MATH 215) and MGSC 312	BUS 112	MGTS 103 + MGTS 312	MGTS 103 + MGTS 312	MGMT 2262	STAT 2201 + OPMG 4404	STAT 2040	STAT 270
	Business Law	LGST 369	BUS 210	LEGL 210	LEGL 210	MGMT 3230	BLAW 2205	BLAW 2030	BLAW 300
	Information Technology	CMIS 351	ACCT 403	MSYS 200	ACCT 275	MGMT 3265	CMIS 3344	ACCT 2030	ACCT 320
CORE COURSES	Intermediate Financial Reporting 1	ACCT 351	ACCT 301	ACCT 315	ACCT 315	ACCT 3221	ACCT 2206	ACCT 3210	ACCT 315
	Intermediate Financial Reporting 2	ACCT 352	ACCT 404	ACCT 316	ACCT 316	ACCT 4222	ACCT 2208	ACCT 3310	ACCT 350
	Advanced Financial Reporting	ACCT 451	ACCT 406	ACCT 410	ACCT 410	ACCT 4381	ACCT 3301	ACCT 4410	ACCT 434
	Corporate Finance	FNCE 370 + FNCE 371	FIN 201 + FIN 325	FNCE 301	FNCE 301	FNCE 3227	FNCE 3323	FNCE 3060	FNCE 390
	Audit and Assurance	ACCT 460	ACCT 402	ACCT 442	ACCT 442	ACCT 4225	ACCT 3303	ACCT 3010	ACCT 495
	Taxation	TAXX 301 + TAXX 401	ACCT 401	ACCT 328	ACCT 328	ACCT 4280	TAXX 3304	ACCT 3020	ACCT 411
	Intermediate Management Accounting	ACCT 355 + ACCT 356 + ACCT 454	ACCT 102 + ACCT 303 + ACCT 405	ACCT 324 + ACCT 422	ACCT 318 + (ACCT 358 or ACCT 422)	ACCT 3224 + ACCT 3228 + ACCT 4382	ACCT 2211 + ACCT 2212 + ACCT 3302	ACCT 3120 + ACCT 4220	ACCT 380 + ACCT 491
	Performance Management	ACCT 356 + ACCT 454 + ADMN 404	ACCT 405 + MGT 417	ACCT 422 + BUSN 450	(ACCT 358 or ACCT 422) + ACCT 398	ACCT 4382 + MGMT 5333	ACCT 3302 + SMGT 4408 + OPMG 4404	ACCT 4220 + MNGT 4050	ACCT 491 + MNGT 395

Statistics

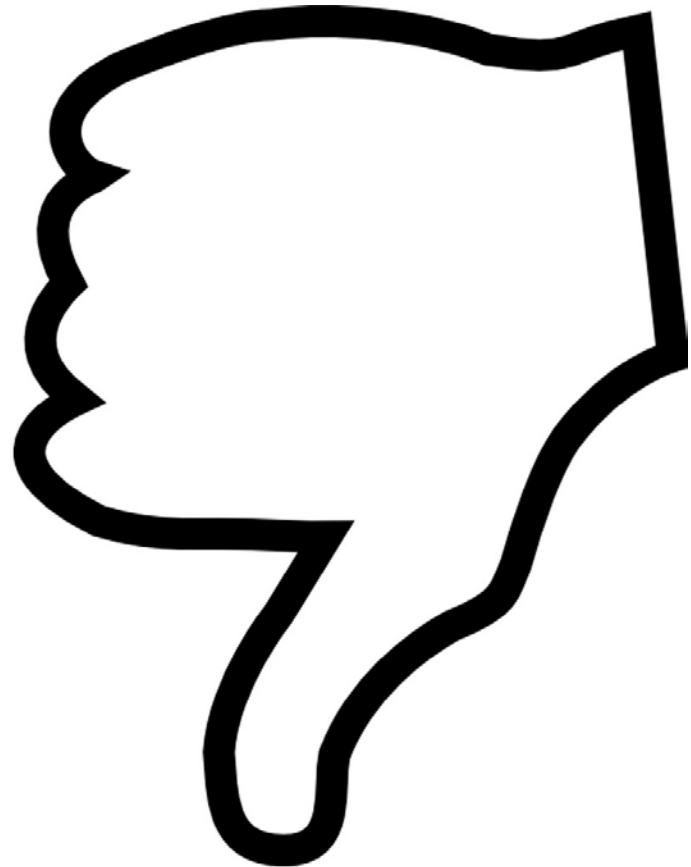- Full articulation process: 16 months

- Time from sharing tool with PSIs to receiving submitted tool: 10 months

- Time from receiving submitted tool to CPA approval: 6 months

- Emails between PSIs and CPA: 25 emails

BC Experience

Feedback from Post-Secondary Institutions

Acsenda College

Athabasca University

BCIT

Brock University

Burman University

Carleton University

Coast Mountain College

College of New Caledonia

Columbia Institute of Technology

Douglas College

Fanshaw College

George Brown College

Humber College

Kwantlen Polytechnic University

Lakehead College

Lakeland College

Langara College

MacEwan University

McMaster University

Medicine Hat College

Mount Allison

Mount Royal University

Mount Saint Vincent University

NAIT

Norquest College

North Island College

Okanagan College

Portage College

Providence University College

Queens University

Red Deer College

Royal Military College

Ryerson University

Saint Mary's University

Saskatchewan Polytechnic

Selkirk College

Sheridan College

Simon Fraser University

The Kings University

Trent University

University Canada West

University College of the North

University de Saint-Boniface

University Of Alberta

University of BC

University of Calgary

University of Guelph

University of Lethbridge

University of Manitoba

University of New Brunswick

University of Ottawa

University of Regina

University of Saskatchewan

University of the Fraser Valley

University of Toronto

University of Victoria

University of Western Ontario

University of Windsor

University of Winnipeg

Vancouver Island University

Waterloo University

Yellowquill College

York University

Feedback from Post-Secondary Institutions

Satisfaction with the process

	Satisfied	Neutral	Dissatisfied
Time taken	32%	32%	36%
Communications	42%	22%	36%
Quality of feedback	47%	34%	19%
Clarity of instructions	45%	29%	26%

Feedback from Post-Secondary Institutions

Satisfaction with the tool

	Satisfied	Neutral	Dissatisfied
Complexity	34%	44%	22%
Time taken	32%	38%	30%
Clarity of instructions	37%	53%	10%
Format	40%	44%	16%
Application to PSI	44%	46%	10%

Feedback from Post-Secondary Institutions

Key issues

- Time taken
- Limited value
- Service standards: responsiveness of CPA staff
- CPA staff skill level: inconsistent, lack of knowledge
- Complexity of tool/knowledge supplement
- Lack of judgment: disagreements in assessment
- Academic freedom
- Update process
- Time to amend courses
- PSI expertise is scattered – many departments involved
- Spreadsheet errors
- Communication not clear on action
- Transparency
- Confusion on process initiation

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Feedback from CPA Staff

Key issues

- The process takes too long
- The articulation tool is too complex
- The articulation tool is not user friendly
- Lack of judgement (ability to cater to user needs)
- CPA and PSI staff skill level
- Waiting for responses

Summary

- Dissatisfaction with process from post-secondary institutions
- Dissatisfaction with process from staff
- CPA Competency Map Committee feedback that current process is overbuilt

	CPA Preparatory Course	Total Points	Minimum Requirement	Assessed Score	% Score	PSI Status
Non-Core	Introductory Financial Accounting	68	55	0	0.00%	
	Introductory Management Accounting	46	37	0	0.00%	
	Economics	60	48	0	0.00%	
	Statistics	26	21	0	0.00%	
	Business Law	42	34	0	0.00%	
	Information Technology	38	31	0	0.00%	
Core	Intermediate Financial Reporting I	71	57	0	0.00%	
	Intermediate Financial Reporting II	50	40	0	0.00%	
	Advanced Financial Reporting	46	37	0	0.00%	
	Corporate Finance	72	58	0	0.00%	
	Audit & Assurance	90	72	0	0.00%	
	Taxation	112	90	0	0.00%	
	Intermediate Management Accounting	103	83	0	0.00%	
	Performance Management	128	103	0	0.00%	

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Solution

Consists of the following:

- Map to courses
- Risk-based: more focus on PSIs with limited history with CPA profession
- Data-driven: module results and other data
- Streamlined update process

Current vs. Proposed Future State

Current	Future
Over 100 pages to be completed for articulation	1-2 pages to be completed for articulation
Response time varies	2 day response time
10 months for PSIs to complete tool	Unknown (anticipate no more than 6 months)
6 months for profession to approve	Maximum 60 day approval
Many PSIs use full tool for changes	All PSIs use update tool for changes
Evaluation approach	Partnership approach

Next Steps

- Webinar – September 2019

- Implementation – January 2020

Thank you

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