Top 5 States to work

1. California
2. Texas
3. New York
4. Florida
5. Illinois

Top 5 Employers

1. Anthem Blue Cross*
2. US Department of Defense
3. PricewaterhouseCoopers*
4. KPMG*
5. Accenture

*Fortune Companies

Top 5 Job Titles

1. Financial Analyst
2. Staff Accountant
3. Accountant
4. Accounting Clerk
5. Accounts Payable Clerk

Top Industries Hiring

- 33% Accounting, Tax Preparation, Bookkeeping, and Payroll Services
- 29% Depository Credit Intermediation
- 24% Other Financial Investment Activities
- 14% Insurance Carriers

Salaries

- 6+ years
- 3-5 years
- 0-2 years

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Expected Growth
over the next 10 years

<table>
<thead>
<tr>
<th>Selected Occupations</th>
<th>Total Labor</th>
<th>Relative Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nationwide</td>
<td>3.98%</td>
<td>6.50% Average</td>
</tr>
<tr>
<td>California</td>
<td>10.56%</td>
<td>10.70% Average</td>
</tr>
</tbody>
</table>

**Marketable Skills**

**In Demand Specialized Skills**
- Accounting
- Budgeting
- Financial Reporting
- Account Reconciliation
- Financial Analysis
- Financial Statements
- General Ledger
- Generally Accepted Accounting
- Customer Billing
- Scheduling
- Public Accounting
- Customer Service
- Month-End Close Processes
- External Auditing

**In Demand Baseline Skills**
- Microsoft Excel
- Communication Skills
- Detail-Oriented
- Microsoft Office
- Research
- Organizational Skills
- Problem Solving
- Planning
- Teamwork / Collaboration
- Writing
- Written Communication
- Multi-Tasking
- Analytical Skills
- Emotional Intelligence:
  - Self-awareness
  - Self-regulation
  - Motivation
  - Empathy
  - Social skills

**In Demand Softwares & Programming Skills**
- Microsoft Excel
- Microsoft Office
- Microsoft Powerpoint
- Microsoft Word
- Enterprise Resource Planning (ERP)
- SAP
- Quickbooks
- Oracle
- Accounting Software
- Microsoft Access
- Pivot Tables

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Where they Live:

1 San Francisco
2 Los Angeles
3 New York
4 Sacramento
5 San Diego

Where they Work:

1 Ernst & Young*
2 PricewaterhouseCoopers*
3 Deloitte*
4 Google*
5 Andersen Tax

*Fortune Companies

What they do:

34% Accounting
12% Finance
9% Operations
6% Education
39% Other

NACE* defines career readiness, identifies key competencies

"Career readiness is the attainment and demonstration of requisite competencies that broadly prepare college graduates for a successful transition into the workplace."

*The National Association of Colleges and Employers

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