

TRAINING NEEDS OF CERTIFIED PUBLIC ACCOUNTANTS (CPA'S) IN THE PROVINCE OF TARLAC: BASIS FOR PROFESSIONAL DEVELOPMENT PROGRAM

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Abstract— The study focuses on identifying the training needs and priorities of CPAs in the education and public practice sectors. These two sectors play an important role in the study and practice of Accountancy. As per BOA Resolution no. 59 series of 2012 that the required 60 units Continuing Professional Development (CPD) in public accountancy and accounting education shall be on five thematic areas. The descriptive survey method was conducted to 42 CPA's in the Province of Tarlac.

For the Philippine Institute of Certified Accountants (PICPA) Tarlac Chapter- it is recommended on their professional development program that among the thematic areas, development of the person as a professional, enabling laws Rules and Regulations are the **most priority**. On specific learning areas taxation, updates to Philippine Standards in auditing (PSA), relevant laws are the **most priority**. Professional ethics and updates to Philippine Financial Reporting Standards (PFRS) are the **priority**.

On other learning areas, public practice issues, financial management are their **most priority**, stress management, leadership training, communication skills in the workplace, computer literacy skills training are their **priority** and human relations as **somewhat priority**.

CPA respondents preferred to receive Email for the invites on seminar trainings and workshops, hence a database of the email address of the CPA's in the province of Tarlac should be developed by the PICPA Tarlac Chapter Secretariat. The Chapter should always consider that ambience and accessibility are the most

priority in choosing the venue for the training. La Maja Rica is their most preferred venue among the listed venue in the City of Tarlac, hence, the training and seminars if possible, should always consider this venue.

Keywords-Certified Public Accountants, Thematic Areas, Training needs, professional development

I. INTRODUCTION

The study focuses on identifying the training needs of CPAs in the education and public practice sectors. These two sectors play an important role in the study and practice of Accountancy. As per BOA Resolution no. 59 series of 2012 that the required 60 units Continuing Professional Development (CPD) in public accountancy and accounting education shall be on five thematic areas namely the enabling laws, rules and regulations, standards applicable to professional practice, ethical, governance and quality principles, environment of the practice, and development of the person as professional.

The Board of Accountancy (BOA) of the Professional Regulations Commission (PRC) in the Philippines issued this resolution, to amend and clarify the requirements of CPA's BOA accreditation particularly BOA Resolution 24 series of 2007. Under this resolution, a CPA must earn at least 15 units per year in any of the three years preceding the year of application of accreditation. Under the new resolution, the required 60 credits of CPE may be earned by the CPA in any of the three years preceding the year of application for accreditation. Under Resolution 59 2012, the term Continuing Professional

Development (CPD) will be used in lieu of Continuing Professional Education (CPE). Under the new Resolution, the 60 units of CPD required for accreditation of CPAs shall be distributed among five thematic areas as follows:

Thematic Areas	CPD units required
Enabling, Rules and Regulations	6
Standards Applicable to Professional Practice	24
Ethical, Governance and Quality Practice	10
Environment of the Practice	10
Development of the Person as Professional	10
TOTAL CREDIT UNITS	60

The above mentioned accreditation requirements shall be adopted with respect to the CPD and accreditation not only of CPAs in public accountancy but also those in accounting education sector. BOA Resolution 59 series of 2012 shall be effective on June 13, 2013. This study will take a look at the training needs that CPA's in the Province of Tarlac shall prioritize for their competency needs and requirements for the compliance of the BOA resolution.

General Objective:

The study aimed to identify the training needs of Certified Public Accountants in the province of Tarlac that will be used as a basis for a Professional Development Program.

Specifically, the study will find answers to the following:

1. Training needs of CPA's in the province of Tarlac.

2. A proposed professional development programs for CPA's in the Province of Tarlac.

METHODOLOGY:

The descriptive survey method was employed in the research. A questionnaire was formulated which will serve as the main source of data. It was supplemented by interviews and documentary analysis. A five point Likert scale was also utilized to analyze the training needs and priorities of the respondents. 5- Most Priority, 4-Priority, 3- Somewhat Priority, 2-Low Priority, 1- Least Priority. Weighted mean was computed with their adjectival description. There are 42 Certified Public Accountants (CPA) respondents in this research coming from the 4 different sectors. The questionnaire was distributed during the installation of new officers for the fiscal year 2014-2015 where CPAs in the Province meet the new net of officers. The researcher wished to cover the total population of active CPAs in the Province but unfortunately there are only 42 participated in the survey.

Results and Discussion

Among the 42 CPA's in the Province of Tarlac, Table 1 presents the sectoral affiliation of CPA respondents. There are 36% or 15 out of 42 coming from education sectors. On the other hand, there are 12 or 29% from the public practice sectors. While from the commerce and industry and government accounting were 10 and 5 respectively. Among the 4 sectors the CPA's in the Education dominates among the respondents.

Table 1
Sectoral Affiliation of Respondents

Sectoral Affiliation	F	Percentage
Education	15	36
Public Practice	12	29
Commerce and Industry	10	24
Government Accounting	5	12
Total	42	100

Table 2 presents the training needs and priorities of CPA's on the thematic areas. Based on the data gathered, the respondents' priorities among the 5 thematic areas with a weighted mean of 4.45 are the "Standards applicable to Public Practice". Since public practice is the most competitive sector, they considered this as their "Most Priority" areas to learning. CPA's in this field usually have a high degree of competence and knowledge in accounting taxation and laws affecting business.

The next thematic area considered as "most priority" among the respondents is the "Development of the person as a professional" with a weighted mean of 4.24. This may involve various topics regarding how CPA's be developed as a professional with a high level integrity and credibility.

Table 2
Training Needs of Respondents on Thematic Areas

Thematic Areas	Weighted Mean	Adjectival Description
Standards Applicable to professional practice	4.45	Most priority
Development of the practice as a professional	4.24	Most priority

Enabling Laws, Rules and Regulations	4.21	Most priority
Ethical, Governance and Quality principles	4.07	Priority
Environment of the practice	3.88	Priority

On the other hand, "Enabling Laws, Rules and Regulations" is considered as the "Most Priority" among the 5 thematic areas. This may contain the Laws, Rules and Regulations affecting corporations governing bodies like Securities and Exchange Commission (SEC) and Bureau of Internal Revenues (BIR).

Furthermore, "Environment of the Practice" is considered as "Priority" with a weighted mean of 4.21. The CPA in the public practice must have complied with the seminars and training needs with their number of hours among the 5 thematic areas according to BOA Resolution number 59 to be accredited public practitioner and an educator.

This only implies that high degree of competence is needed by CPA's in Public Practice and Education because of their responsibility to Regulatory agencies affecting businesses and in teaching accounting.

The practice of Accountancy profession in the Philippines, while passing a very difficult Licensure Examination, to qualify in the practice and be accredited by Board of Accountancy, a CPA should have a three year meaningful experience on Taxation and Laws before they can be accredited to practice public accounting. Hence, they play a very important role as partners in the nation building in helping the government to collect and remit taxes affecting businesses. Also, competence and knowledge on these 5 thematic areas were identified by Board of Accountancy and shall be complied for

CPA's in the public practice and in the Education sectors to get their accreditation.

Table 3 on the next page shows training needs of respondents on Specific Learning Topics. The respondents' finds "Taxation" as the "Most Priority" among the topics listed with a weighted mean of 4.67. Based on the data, training on taxation management is needed by the respondents. While tax evasion is against the law being updated and abreast on new rulings and revenue codes will be an effective tax minimization. In reality, compliance and management on taxation is very critical. Hence care and competence is needed by the public practitioner.

The next is on "Updates on Philippines Standards on Auditing (PSA)" with a weighted mean of 4.26 and a weighted mean of "Most Priority". Auditing has traditionally been the primary service offered by most public accounting practitioners. Specifically, external auditing, it is an examination of the financial statements by an independent CPA for the purpose of expressing an opinion as to the fairness with which the financial statements are prepared to or otherwise known as "attest function" The BIR requires the financial statements of business and companies attested or audited to accompanying the filing of tax. (Valix 2014). Also, the Securities and Exchange Commission (SEC) - the governing body of corporations in the Philippines, further requires the financial statements of corporations attested or audited to accompanying the filing.

Furthermore, the next Specific Learning Topics listed is "Relevant Laws recently issued affecting business including recent SEC ruling or other subject areas relevant to the practice of accountancy" with weighted mean of 4.26, found it "Most Priority" by the CPA respondents. This may include topics on new issuances affecting corporations' compliance to SEC- the governing body that regulated corporation and partnership.

On the other hand "Professional Ethics" with a weighted mean of 4.02 find it as a "Priority" among the specific topic listed. This may include ethical standards and considerations while in the practice of accountancy profession.

Lastly, "Updates on Philippine Financial Reporting Standards (PFRS) including interpretations thereof" with a weighted mean of 3.07 with adjectival description of "Somewhat Priority". This may include changes in the reporting standards on preparation of financial statements.

Table 3
Training Needs of Respondents on Specific Learning Topics

Specific Learning topics	Weighted Mean	Adjectival Description
Taxation	4.67	Most Priority
Updates on Philippine Standards on Auditing(PSA)	4.26	Most Priority
Relevant laws recently issued affecting business including recent SEC ruling, or other subject areas relevant to the practice of accountancy	4.26	Most Priority
Professional Ethics	4.02	Priority
Updates on Philippine Financial Reporting Standards(PFRS) including interpretations thereof	3.07	Somewhat Priority

Table 4 presents “Other Learning Areas” of CPA respondent that they would like to explore. Among other things will be “Public Practice Issues” with a weighted mean of 4.38, they find it as one of their priority areas of learning. Since public practice involve a high level of competence in dealing with clients and other regulatory bodies like SEC and BIR, the respondents’ prioritized this area of learning concern. The next priority that on the choices of learning areas asked to the respondents is on “Financial Management” with a 4.24 weighted mean and its adjectival description is “Most Priority”. Respondents find this area of learning concern essential as part of their training needs. As most people nowadays are very concern on how they can properly manage cash, its sources and its uses. Because financial management deals with the efficiency and effectively using of cash respondents would be interested in the particular training that may deal with proper usage of cash. “Financial management may be defined as that area or set of administrative function in an organization which relate with arrangement of cash and credit so that organization may have the means to carry out its objective as satisfactorily as possible”(McGuigan, Kretlow and Moyer, 2009).

Another learning area is “Stress management” with a weighted mean of 4.19 and Adjectival description of “Priority”. CPA respondents considered this as one of their training and learning areas that they may be interested of. This may deal on how the respondents can manage stress in the workplace.

The next learning area that they found to be interesting is “Leadership Training” with weighted mean of 3.98 and its adjectival description is “Priority”. They may be holding a management and supervisory position hence they are interested on this area of learning concern.

On the other hand “Effective Communication skills in the workplace” had a weighted mean of 3.83 as “Priority” The respondents has the willingness to learn this area both written and oral that they can be of use in the preparation of financial reports and notes to the financial statements.

Furthermore, “Computer Literacy Skills Training” with a weighted mean of 3.74 is one of their “Priority”. Based on the survey their skills on Microsoft application can be enhanced with this training especially in the preparation of financial statements and schedules.

Another is to enhance their “Research skills” with a weighted mean of 3.74 and adjectival description of “Priority” and lastly “Human Relations” with weighted mean of 2.9 as “Somewhat Priority”.

Table 4
Training Needs of Respondents on Other Learning Areas

Other Learning Areas	Weighted Mean	Adjectival Description
Public practice issues	4.38	Most priority
Financial management	4.24	Most priority
Stress management	4.19	Priority
Leadership Training	3.98	Priority
Effective Communication skills in the workplace	3.83	Priority
Computer Literacy skills training	3.74	Priority
Research skills	3.74	Priority
Human Relations	2.90	Somewhat Priority

Table 5 on the next page presents the manner how respondents be invited for a training and

seminar that the PICPA may be sponsoring. Based on the data, previously, most of the respondents are contacted through text messages and E-mail seldom on Letter, Facebook Message, Office visitation and announcement during meetings. On the survey conducted, most of the respondents are more willing to be invited by receiving E-mails and text messages. This may imply that they are more active in using internet on mails rather than social media like that on facebook.

Table 5
Invitation of Respondents

Invitation from Picpa Seminar	Previous	Rank	Preferred	Rank
Text message	20	1	18	2
E-mail	10	2	22	1
Letter	2	4	4	3
Facebook message	4	3	3	4
Office Visit	1	5.5	0	
Announcements on meetings	1	5.5	0	

Table 6 shows the features of the venue they (the respondents) would want to have seminars and trainings. Among the features “ambience” is the number one “Most Priority” of the respondents with 4.64 weighted mean. Followed by “accessibility” of the place or venue with a weighted mean of 4.62 as “Most Priority”. Since CPA respondents are busy on their jobs, this two features are their priority with regard on venue. Ambience may entice relaxation to the respondents while accessibility, is able to attend seminars in just a few minutes from their workplace. Lastly they prefer a venue with “good food” with a weighted mean of 4.05 as “Priority”.

Table 6
Features of Venue

Features of Venue	Weighted Mean	Adjectival Description
Atmosphere/Ambience	4.64	Most priority
Accessibility	4.62	Most priority
Good Food	4.05	Priority

- Table 7 presents the preferred venue for training and seminars. Due to the accessibility and pleasant ambience of “La Maja Rica” with a weighted mean of 4.57 “Most Preferred”, the respondents preferred this as a good venue for trainings and seminars. The La Maja Rica is actually located at the Mc Arthur Highway just at the heart of the City of Tarlac.

Table 7
Preferred Venue for training

Preferred Venue for training	Weighted mean	Adjectival Description
La Maja Rica	4.57	Most Preferred
Fortune	4.24	Most Preferred
Tessie’s Grills	3.62	Preferred
L Square	3.67	Preferred
TSU Hostel	3.29	Somewhat Preferred
Fisherman’s Diner	3.66	Preferred
Central Park Hotel	3.25	Somewhat Preferred

Conclusions and Recommendations

Based from the findings, the following conclusions and recommendations were drawn:

Among the thematic areas, Standards applicable to practice, development of the

person as a professional, enabling laws Rules and Regulations are the most priority.

On Specific Learning areas Taxation, Updates to PSA, Relevant Laws are the most priority. Professional Ethics and Updates to PFRS are the priority training needs and somewhat priority respectively.

On other learning areas, public practice issues, and financial management are their most priority. Stress management, leadership training, effective communication skills in the workplace, computer literacy skills training are their priority and human relations as somewhat priority.

CPA respondents preferred to receive Email for the invites on seminar, training and workshops.

Ambience and accessibility are the most priority in choosing the venue for the training. La Maja Rica is their most preferred venue.

For the Philippine Institute of Certified Accountants Tarlac Chapter- it is recommended as their professional Development Program that among the thematic areas, according to BOA Resolution Number 59, Standards applicable to practice, Development of the person as a professional, enabling laws Rules and Regulations are the most priority for the CPAs in the Province of Tarlac. On specific learning areas taxation, updates to PSA and relevant laws are the most priority. Professional ethics and updates to PFRS are their priority. On other learning areas, public practice issues, financial management are their most priority. Stress management, leadership training, Communication skills in the workplace, Computer Literacy skills training are their priority training needs and Human Relations as somewhat priority.

CPA respondents preferred to receive Email for the invites on seminar trainings and workshops, hence a database of the email address of the CPA's in the province of

Tarlac should be developed by the PICPA Tarlac Chapter Secretariat.

The Chapter should always consider that ambience and accessibility are the most priority in choosing the venue for the training. La Maja Rica is their most preferred venue among the listed in the City of Tarlac, hence, the training and seminars if possible, should always consider this venue.

Proposed Professional Development Program for CPA's in the Province of Tarlac Year 2015-2016

Areas of Learning	Proposed Time frame	Proposed Venue*	Proposed manner of Invitation
Specific Learning Topics			
1. Taxation	September 2015	1. La Maja Rica 2. Fortune 3. Tessie's Grills 4. L Square 5. TSU Hostel 6. Central Park Hotel	1. E-mail 2. Text Message
2. Updates on Philippine Standards on Auditing(PSA)	November 2015		
3. Relevant laws recently issued affecting business including recent SEC ruling, or other subject areas relevant to the practice of accountancy	January 2016		
4. Professional Ethics	March 2016		
5. Updates on Philippine Financial Reporting Standards(PFRS) including interpretations thereof	May 2016		
Other Learning Areas			
1. Public practice issues	October 2015	*based on the survey of venue list for training in order of preference	
2. Financial management	December 2015		
3. Stress management	January 2016		
4. Leadership Training	February 2016		

5. Effective Communication skills in the workplace	March 2016		
6. Computer Literacy skills training	April 2016		
7. Research skills	May 2016		
8. Human Relations	June 2016		

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