Performance Management Careers and Roles

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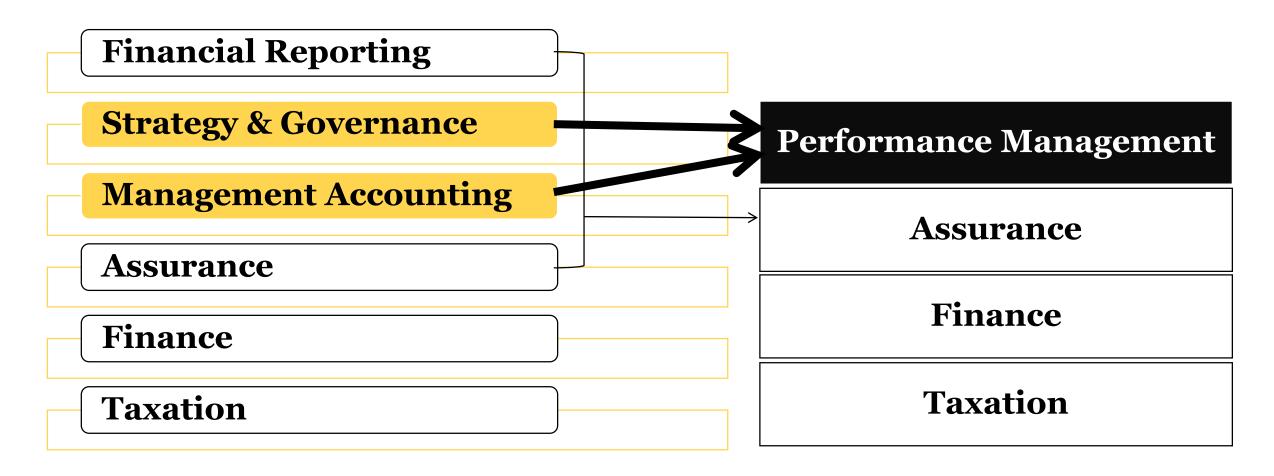
Can you answer these questions?

- What is Performance Management (PM)?
- What do PM people do?
- What co-op roles would allow me to explore PM?
- How many PM jobs are available?
- What skills help position me for PM roles?
- Q&A





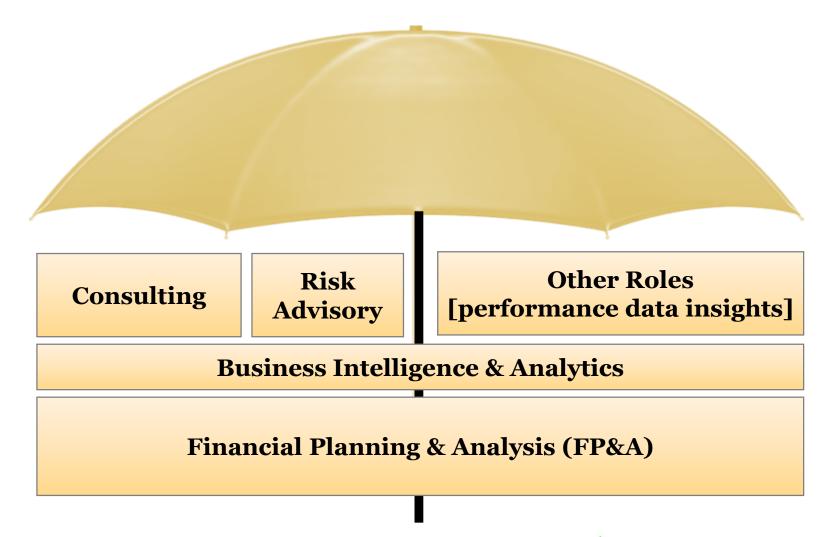
CPA Canada defines PM as a combination of competencies







The CPMRE views PM as an umbrella for specific careers







Financial Planning & Analysis grads support decisions

Job Profiles say...



























Grads in Consulting/Advisory help clients solve problems

Job Profiles say...

















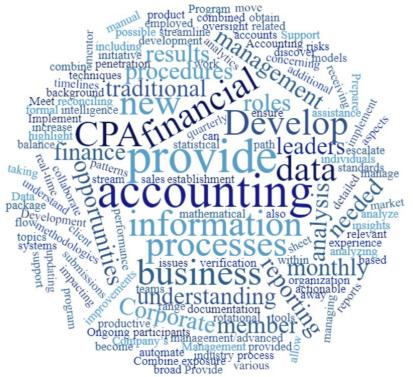




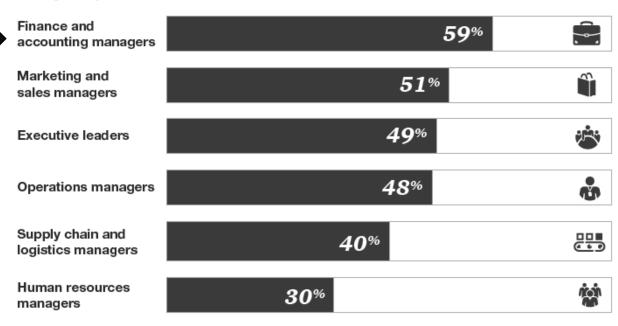


Demand for business intelligence and analytics skills

Job Profile says...



Percent of employers who say data science and analytics skills will be 'required of all managers' by 2020



Base: 63 US business leaders

Source: BHEF and Gallup, Data Science and Analytics Business Survey (December 2016).





Many paths to a full-time role in FP&A

WT 1 WT 2 WT 3

Sample 1





Staff Accountant

Cash Apps Intern

Business Development Intern

Financial Analyst

Sample 2





Project Analyst



Project Coordinator



WT 4

CGI

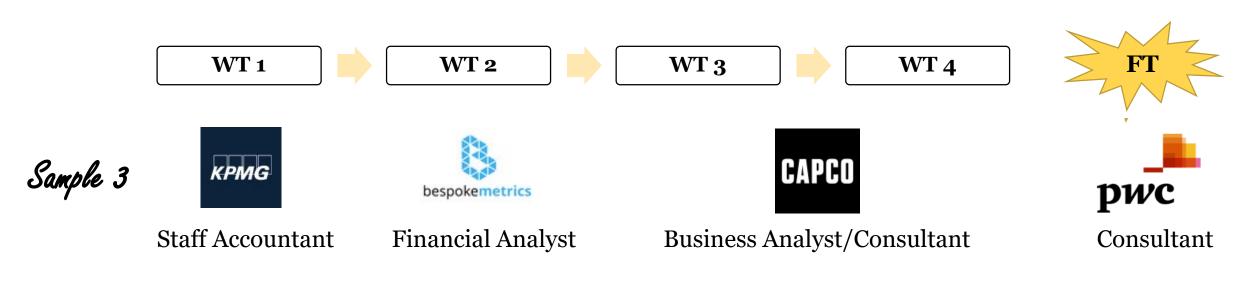
Project Control Officer

Financial Analyst





Many paths to a full-time role in Consulting & Advisory







Staff Accountant (8 months)

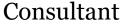


Intern, Executive Pay & Governance



Intern, Business & Litigation Analytics









Research says... 882 jobs in 2019 addressable job market

CPA Pre-Approved

Role

Analysts & Consultants

45 Jobs, 5%

Financial Services
CPA Training Office
Manulife - CPA Rotational

Program

TMT
CPA Training Office
Bell – Finance Rotational

Program

Consumer Oriented
CPA Training Office
Enbridge – CPA Rotational
Program

Professional Services
CPA Training Office
Auditor General of Canada –
CPA Office

Financial Services
Industry

OTPP – Strategy & Risk Analyst Telecom, Media & Technology

Rogers – Business Strategy Analyst Consumer Oriented Industries

Air Canada - Sales Analyst

514 Jobs, 58%

Advisory Services Consultant

EY - Risk Advisory

Management Consultant

BCG - Associate

323 Jobs - 37%

Industry Segment





Most frequently mentioned skills in job profiles

Financial Planning & Analysis

Communication

Teamwork

Analytical

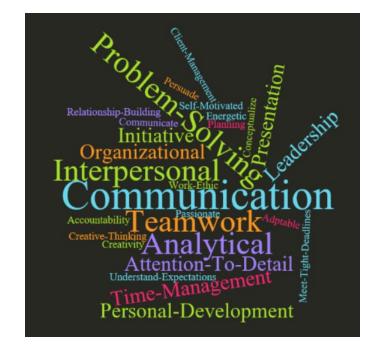


Consulting & Advisory

Communication

Problem-solving

Teamwork







Any questions for me?

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