



### **The Current Economic State of the Accounting Industry in the Denver Area**

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As we look back over the year at our National issues, I thought it would be an appropriate time to discuss our current economic state of the accounting industry in the Denver Area. I am frequently asked the question of how are things now compared to last year and what is my outlook. I'll attempt to address each of these issues below.

#### **Current Unemployment Rate**

Colorado's Unemployment rate has stayed well below the National Average through this recession. While the National Unemployment rate is currently 10% and showing signs of potentially topping out or at least leveling off, the Colorado Unemployment rate is currently at 7.5% which is up from 6.9% in September. During 2009, Colorado's unemployment rate peaked in March at 7.9%. The fact that the unemployment rate rose in December was a bit concerning, given the fact that since March, the rate had been on a steady decline.

#### **Positions Beginning To Hire**

We are seeing more Staff Accountant and Senior Accountant positions beginning to open up. Our theory on these positions being available is that employers have a backlog of work from last year's layoffs and are now hiring these positions to help out with this backlog. Employers are seeking candidates who can contribute immediately and have experience with general ledger accounting, preparation of financial statements, accounts receivable and accounts payable.

#### **Positions Continuing To Hire**

We are continuing to see Tax Accounting and SEC Reporting positions available. The need for the expertise in these areas remains in demand and has seen minimal impact from the recession. These positions are of utmost importance to employers to maintain compliance and for the tax accounting positions to develop profitable tax planning strategies.

#### **Industry Analysis**

The Healthcare, Education, Energy and Renewable Energy industries are continue to hire. In addition, we are beginning to see new positions available in the Financial Services and Technology industries. The smaller companies are going to lead us out of this recession, so the fact that employers in the Technology industry are beginning to hire is very encouraging.

#### **Public Accounting**

A great majority of the large local public accounting firms in our area have unfortunately gone through some significant layoffs in the past year. Their clients were eager to trim expenses and thus have shopped their audit and tax services for lower fees. Given this scenario, client retention is the top priority of these firms and hiring top notch, hard working, customer service oriented candidates is their priority. Compensation packages for new grads have either moderated or decreased and the days of large signing



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## Executive Search

bonuses are gone. Pay increases in public accounting are minimal and a large number of firms have eliminated annual bonuses. Some hiring is occurring in small to mid-sized firms, due to lower overhead costs and their ability to work with their clients to offer more attractive pricing alternatives.

### **Conclusion for 2010**

We are beginning to see more open positions at all levels and are cautiously optimistic that the economy will be turning around this year. Employers historically have been very specific with their requirements for open positions, but have now shifted to more broad requirements. This gives employers the ability to take advantage of a diverse knowledge base and have their new hires fill a variety of roles. Employers are looking for individuals who will guide them through the remainder of the downturn and won't stop short to hire more qualified candidates if they have an underperforming employee.

By maintaining their core employees supplemented by contract professionals, employers can reduce the need for any additional layoffs and adjust personnel levels as economic conditions warrant.

*Tradewind Solutions partners with clients in identifying staffing solutions to meet their long-term and short-term needs. More than 100 clients across a broad array of industries in the Denver Metro area have utilized the services of Tradewind Solutions, LLC. If you have any questions or comments or for more information about how Tradewind Solutions, LLC can help meet your specific full time or contract hiring needs, please contact us at 303-955-3050 or [info@tradewindsolutions.com](mailto:info@tradewindsolutions.com).*