



# VSCPA: Navigating the Future

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## Today's Agenda

- Overview of key trends impacting the CPA profession
- Small group discussion
- Gallery walk and voting
- Large Group discussion

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## Current Trends Impacting the CPA Profession

- Economic Uncertainty
- Shifting tide of DEI initiatives
- Evolution of firms and finance teams
- Impact of new licensure model and practice mobility
- Retaining qualified staff



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## Economic Uncertainty

- Trade Policy and Tariffs
- Recession Risks
- Inflation
- Talent Shortage
- Regulatory Changes



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## Shifting Tide of DEI

- Presidential Executive Orders
- Federal Rollbacks and Legal Challenges
- Corporate Retrenchment Amid Political Pressure
- Critiques of DEI Effectiveness



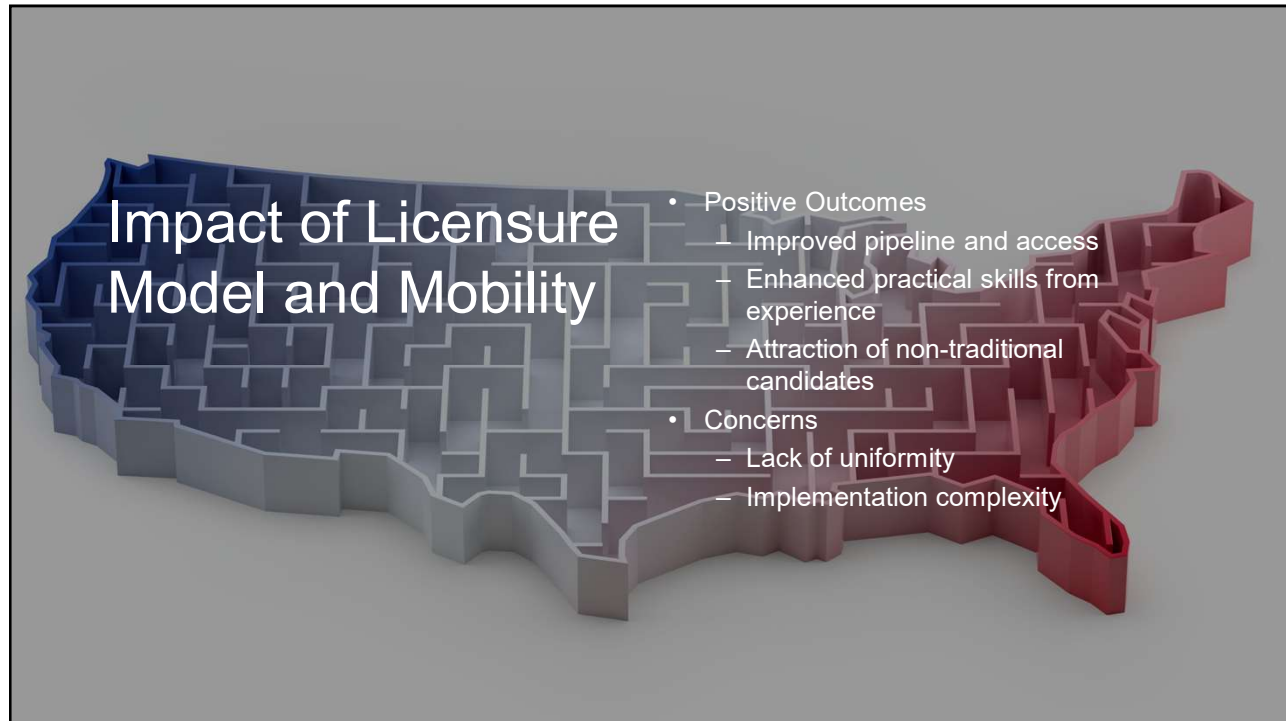
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## Evolution of Firms and Finance Teams

- Private Equity Investment
- Alternative Practice Structures
- Continued Mergers and Acquisitions
- Corporate Models
- Technological Transformation
- AI, Automation



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## Retaining Qualified Staff

- Burnout and work life balance
- Compensation gaps
- Clear advancement opportunities
- Moving toward high-value work
- Organizational culture

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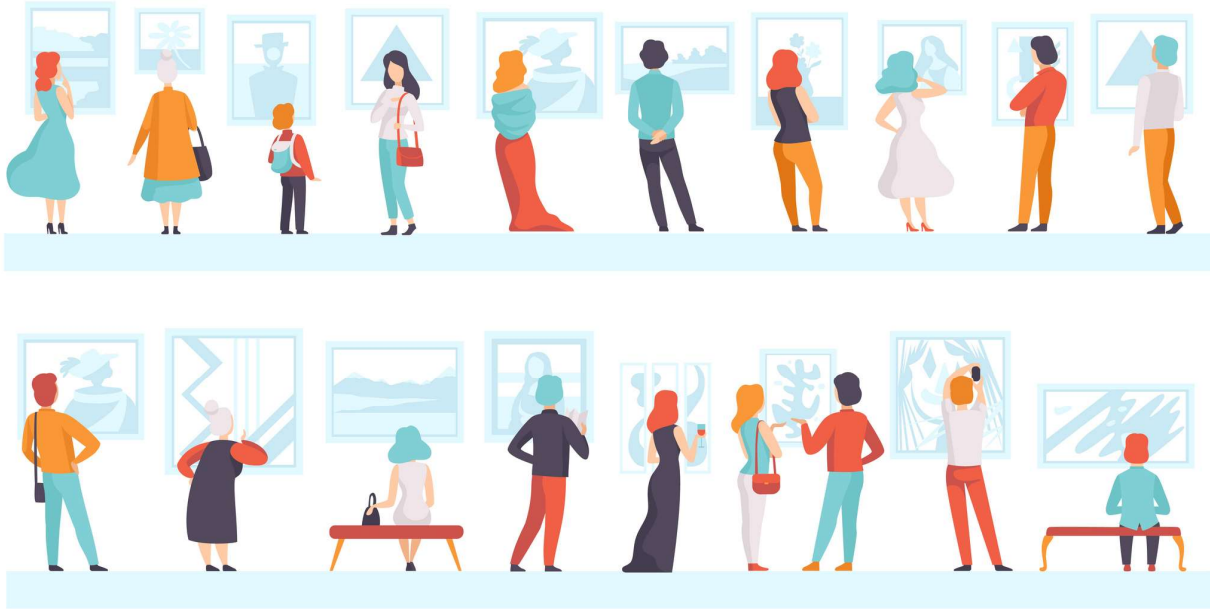
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## How will these major trends impact the CPA profession?

- **Workforce:** What workforce trends do you see happening in the future?
- **Technology:** What technology will impact us the most?
- **Consumer:** How are our clients and customers changing?
- **Economics:** What is happening economically without and within the profession? How will it impact our future?
- **Political/regulatory:** How are politics affecting the profession? What regulations will impact us the most? What opportunities do we have?
- **Globalization:** How will geopolitical tensions and trade disruptions impact our profession?

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## Gallery Walk



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**LET'S  
DISCUSS**

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Thank you!

