

# Outreach Package Feedback Summary

## 2020 Competency Map

The purpose of this document is to summarize the feedback received from the 2019 Outreach Package, which contained the proposed changes to the CPA Competency Map (Map) for 2020.

In total, 131 unique responses to the Outreach Package were received, which were reviewed by CPA Canada's Competency Map Committee (CMC). The CMC then determined whether additional updates were needed as it finalized the 2020 Map.

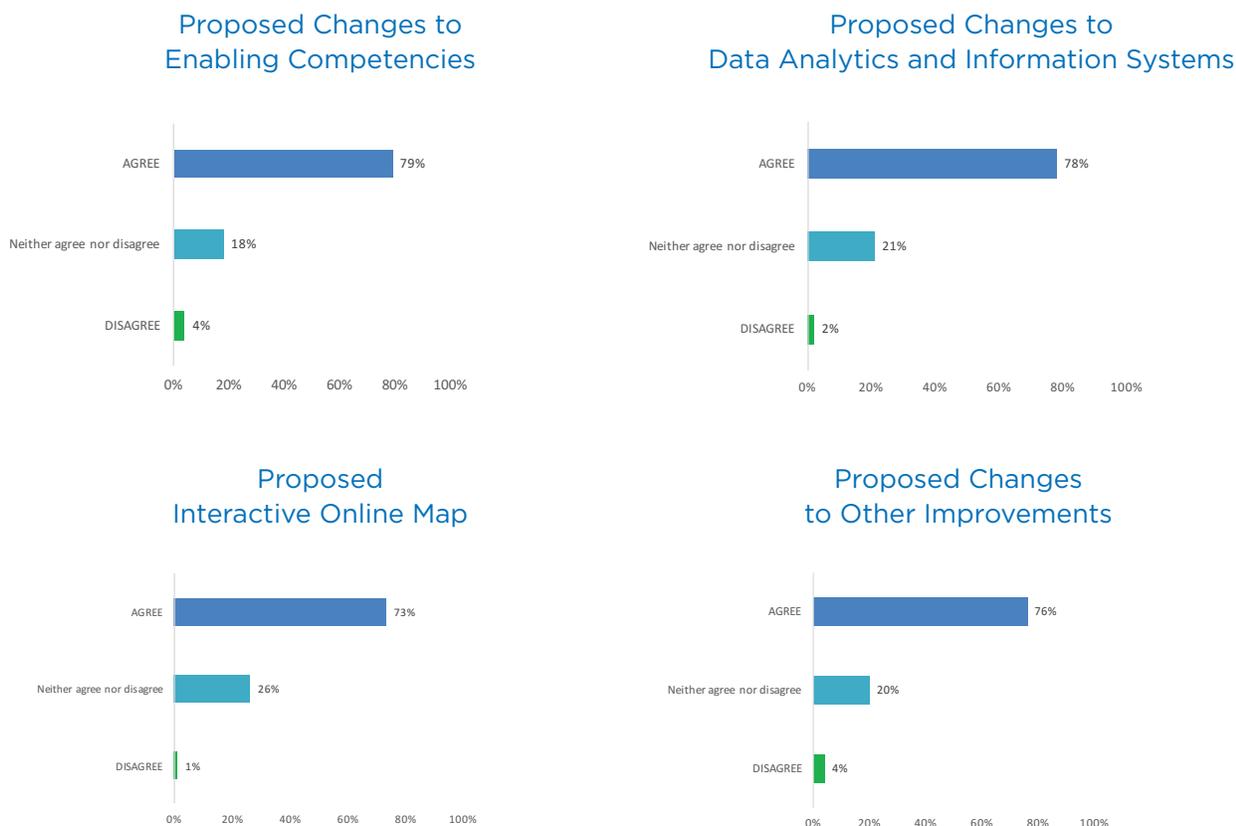
The CMC would like to thank those who took the time to review and provide feedback to the Outreach Package. Your input was very valuable.

### **Competency Map Committee Process**

As part of its ongoing mandate to ensure that the CPA Competency Map is as relevant as possible for newly qualified CPAs, the CMC reviews the Map on a periodic basis. During its deliberations, the CMC will often seek the advice and information of additional subject matter experts on specific areas of interest. Over the course of several months, the CMC documented the significant changes to the Map that it proposed in the [Outreach Package](#). This document was intended to be shared broadly with interested stakeholders. In addition to targeted interested parties, the Outreach Package was also available on the [CMC's webpage](#) for the general public. Feedback on the Outreach Package was then considered by the CMC and adjustments to the proposed changes were made to the Map as appropriate.

## Summary of Feedback Received on the Proposed Changes to the 2020 Competency Map

Overall, the proposed changes were well-received by stakeholders. The percentage of respondents that agreed with the proposed changes was very high, as outlined in the graphs below:



Overall, there was consensus that the enabling competencies were extremely important to CPAs and the profession. The CMC agrees completely with this sentiment and would like to highlight the fact that extensive research was performed before the enabling competencies were finalized. Stakeholders also felt that the competencies as described needed to be applied to the practical experience component of the CPA certification program in a consistent manner.

There was also a general concern that adding more requirements to the Map is problematic as it is difficult to cover all of the necessary competencies within a post-secondary institution's prerequisite program and in the CPA Professional Education Program (CPA PEP). The CMC recognizes this concern and constantly attempts to balance additional content within the Map with this competing issue.

Lastly, there was minor feedback regarding prioritization of matters addressed. The CMC acknowledges the difficulties with prioritizing and looks forward to a broader consultation process. Therefore, this issue will be considered as part of the strategic review of the Map currently being initiated by the profession.

## Next Steps for Each Area

The following changes were made as a result of the feedback received:

### Enabling Competencies

- Minor revisions were incorporated to the enabling competencies as a result of the feedback received. For example, the 'and Others' part of the enabling competency entitled 'Managing Self and Others' was removed to avoid confusion with the 'Leading' and 'Collaboration' enabling competencies. In addition, new sub-competencies were added that relate to intellectual curiosity and agility.

### Data Analytics and Information Systems

- There were very few suggestions for change in this area. However, the CMC is aware that this is an area that changes quickly and as a result it will be reviewed on a continual basis.

### Interactive Map

- There was consensus that this would be a useful tool for a multitude of users. Users commented that they would like to see the functionality of the tool before commenting further, which the CMC will ensure takes place. In addition, guidance on how to use the tool would be very helpful. This will be provided on the CMC webpage that introduces the tool.

### Sustainability

- There were several comments received with respect to Sustainability. These comments will be taken into consideration as the CMC deliberates on the next iteration of the Map.

