

# ACCOUNTING RECRUITMENT OVERVIEW



# CPA Pathways

## Option 1: 120 hours

- Bachelor's degree
- 2 years work experience
- Pass CPA exams

## Option 2: 150 hours

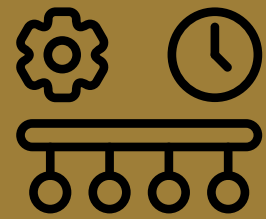
- Master's degree
- 1 year work experience
- Pass CPA exams

**Note:** Requirements vary by state (some still require 150)

Visit <https://www.thiswaytocpa.com/> for details



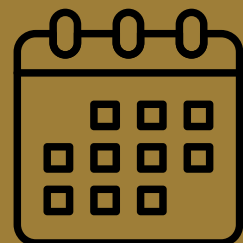
# OVERVIEW



Students **must know and commit to** their path to CPA (4 years or 5 years)



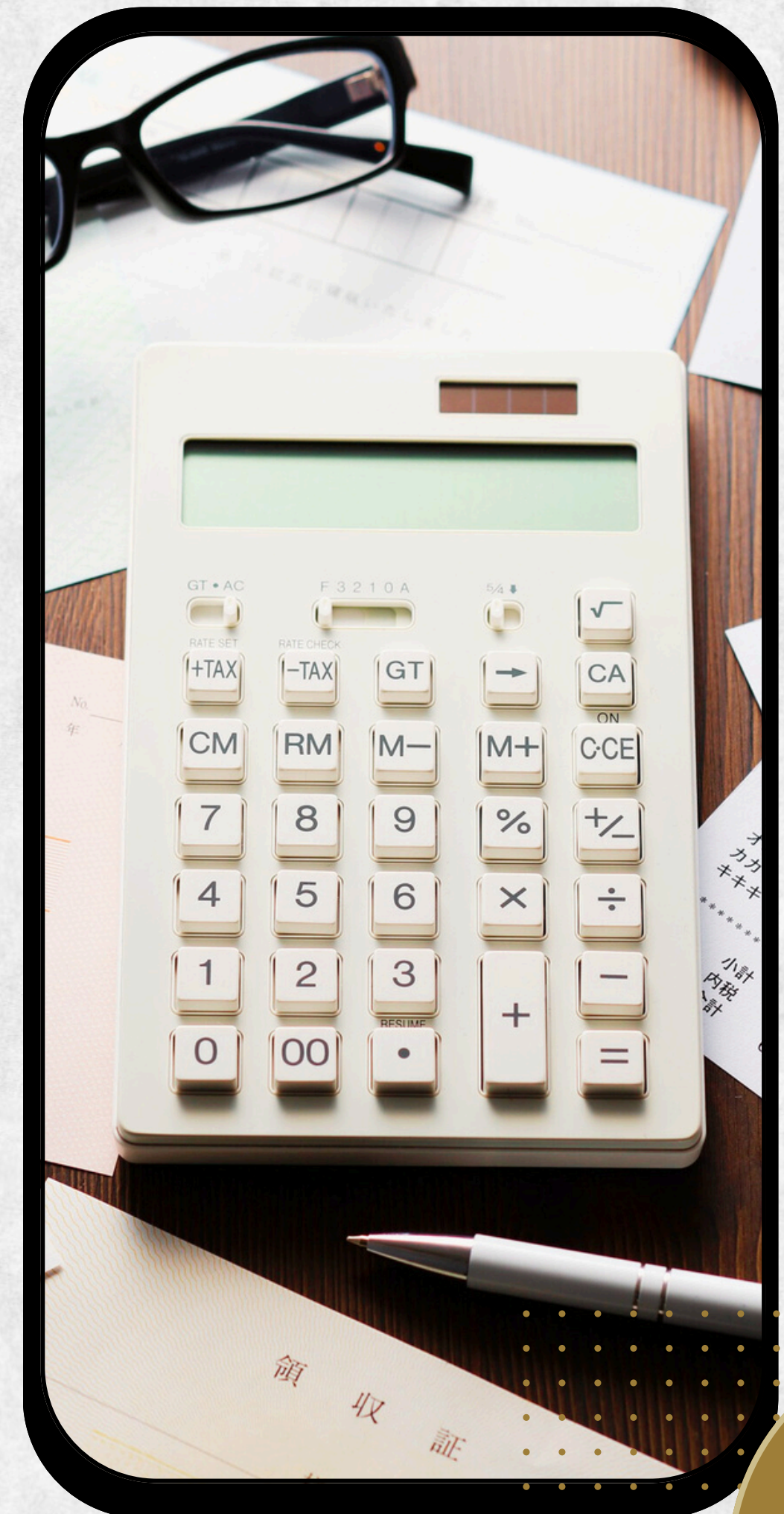
Students should complete their internships **the year prior to graduation** from their final degree program (UG or MSA)



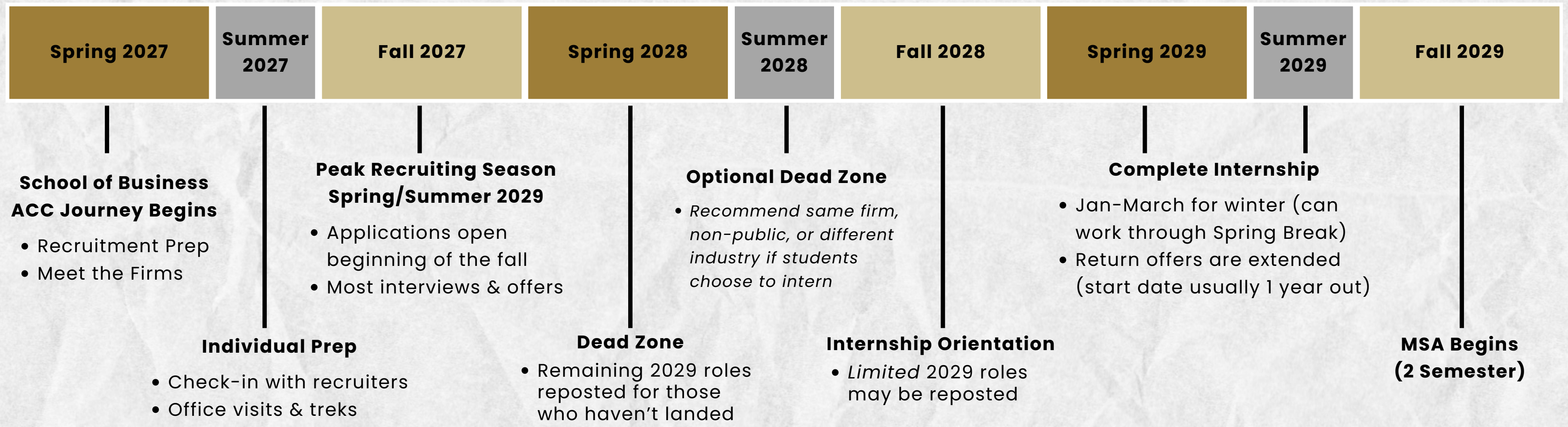
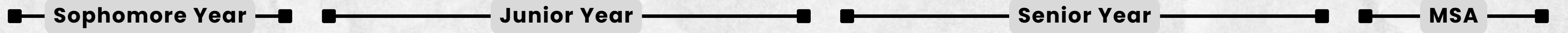
Peak recruitment season for internships is **~1.5 years** ahead of start date

# ACC MINOR

- The ACC minor provides students with a **pathway to the MSA**; it does **not** provide students with enough credits to pursue the 120-hour path to CPA on its own
- ACC minors who want to pursue public accounting should apply for internships **fall of their junior year**
- Students should include **“Intended MSA”** with the graduation date on their resumes to be considered



# 5 YEAR



**School of Business ACC Journey Begins**

- Recruitment Prep
- Meet the Firms

**Individual Prep**

- Check-in with recruiters
- Office visits & treks

**Peak Recruiting Season Spring/Summer 2029**

- Applications open beginning of the fall
- Most interviews & offers

**Dead Zone**

- Remaining 2029 roles reposted for those who haven't landed

**Optional Dead Zone**

- Recommend same firm, non-public, or different industry if students choose to intern

**Internship Orientation**

- Limited 2029 roles may be reposted

**Complete Internship**

- Jan-March for winter (can work through Spring Break)
- Return offers are extended (start date usually 1 year out)

**MSA Begins (2 Semester)**

# 4 YEAR

## Sophomore Year

## Junior Year

## Senior Year

Fall 2026

Spring 2027

Summer  
2027

Fall 2027

Spring 2028

Summer  
2028

Fall 2028

Spring 2029

### School of Business ACC Journey Begins

- Students who haven't secured an internship should apply ASAP

### Recruiting Season Summer 2028

- Remaining 2028 roles reposted (likely limited)

### Complete Internship

- Return offers extended (start date usually 1 year out)

### Graduation

### Peak Recruiting Season Summer 2028

### Optional Dead Zone

- Recommend same firm, non-public, or different industry if students choose to intern

### Internship Orientation

- Just-in-time 2028 roles may be posted

### Dead Zone

- Applications for FT roles if no return offer