



The CPA Competency Map Update

Outreach Package

August 2021

© 2021 Chartered Professional Accountants of Canada

All rights reserved. This publication is protected by copyright and written permission is required to reproduce, store in a retrieval system or transmit in any form or by any means (electronic, mechanical, photocopying, recording, or otherwise).

Table of Contents

Background	2
Purpose of the Outreach Package	2
Summary of Proposed Changes to <i>The CPA Competency Map</i>	3
<i>Part 1: The CPA Competency Map</i>	4
<i>Part 2: The CPA Competency Map - Supplemental Materials</i>	4
Other Proposed Changes to <i>The CPA Competency Map</i>	5
Emerging Themes and Previous Outreach Initiatives	6
Feedback Opportunity	6
Appendix 1: Sustainability Update	7
Emerging Themes and Previous Outreach Initiatives	7
Appendix 2: Audit and Assurance Update	8
Proposed Changes to <i>The CPA Competency Map</i>	8
Emerging Themes and Previous Outreach Initiatives	9
Appendix 3: DAIS Update	13
Emerging Themes and Previous Outreach Initiatives	13
Appendix 4: CMC Members	14
Appendix 5: Competency Map Committee & Competency Map Task Force Mandates	15

Background

To prepare for tomorrow's business landscape, the CPA profession embarked on a strategic journey to challenge the status quo and consider what implications arising from a rapidly changing environment could mean for the accounting profession. This project is being led by the Competency Map Task Force¹ (Task Force) to create a new competency map (*CM2.0*). Changes to the existing version of *The CPA Competency Map*, proposed by the Competency Map Committee¹ (CMC), have been considered with this strategic initiative in mind.

Additional information on *CM2.0* can be found by visiting the CPA Canada [website](#).

Purpose of the Outreach Package

The purpose of the 2021 Outreach Package, prepared by the CMC, is to:

- communicate the proposed changes to *The CPA Competency Map* with an expected release date of January 1, 2022 (*effective January 1, 2023*), and
- facilitate awareness of a separate, strategic initiative being led by the Task Force, charged with the creation of *CM2.0*.

¹ Refer to Appendix 5: Competency Map Committee & Competency Map Task Force Mandates

Summary of Proposed Changes to *The CPA Competency Map*

One of the proposed changes to *The CPA Competency Map* is to highlight the enabling and technical competencies separately from the supplemental materials. When *The CPA Competency Map* was created, a document was designed to help stakeholders understand how the competencies could be delivered in the CPA Professional Education Program, and it included extensive materials to support the delivery of the CPA certification program. *The CPA Competency Map* defined the specific competencies developed during the CPA certification program, including both the CPA Professional Education Program, or equivalents, and requisite practical experience requirements.

Over the last few years, *The CPA Competency Map* has been updated to reflect competencies in data analytics and information systems (DAIS) and a deeper set of enabling competencies. In addition, significant changes to the taxation competencies were made to reflect the current environment. Some of the more recent changes were to the competencies, while other changes were made to the supplemental materials (e.g. learning outcomes and knowledge lists). These updates added content to enrich *The CPA Competency Map* for our stakeholders at the time.

As stakeholder needs evolve, one of the changes being proposed to *The CPA Competency Map* is to separate the document to clearly delineate the competencies from the supplemental materials². The separation of the competencies from the supplemental materials will allow for clearer focus on the competencies as we begin our strategic journey towards *CM2.0*.

² Refer to Figure 1: Proposed Changes to The CPA Competency Map

The CPA Competency Map will be divided into two separate parts:

1. *Part 1: The CPA Competency Map*, and
2. *Part 2: The CPA Competency Map – Supplemental Materials*

Part 1: The CPA Competency Map

Part 1: The CPA Competency Map profiles the competencies required of a CPA at the point of certification, often referred to as the “Entry Level CPA”. It is at this point that prequalification education has been completed, along with the CPA Professional Education Program, or equivalents, and the requisite practical experience requirements. The separation of *The CPA Competency Map* will provide a more focused document for stakeholders to use for its intended purposes.

Part 1: The CPA Competency Map will consist of the following key sections of *The CPA Competency Map*:

- Section 3: The CPA Enabling Competencies, and
- Section 5: The CPA Competency Map by Competency Area, abridged to be presented in a format similar to Section 3.

Part 2: The CPA Competency Map – Supplemental Materials

Part 2: The CPA Competency Map – Supplemental Materials, will include the other materials currently included in *The CPA Competency Map* that were designed to support the implementation of the content within.

Part 2: The CPA Competency Map – Supplemental Materials will consist of the following key sections of *The CPA Competency Map*:

- Section 5: The CPA Competency Map by Competency Area, in its current tabular format,
- Section 6: Learning Outcomes by Module, and
- Section 7: The Knowledge Lists and Examples.

The clear delineation into these two parts will isolate the competencies and assist in enhancing understandability. An illustration of the proposed separation is as follows:

Figure 1: Proposed Changes to The CPA Competency Map

Current Version	Proposed Changes	
<i>The CPA Competency Map</i>	<i>Part 1: The CPA Competency Map</i>	<i>Part 2: The CPA Competency Map - Supplemental Materials</i>
Introduction: Overview	New Introductory content	Introduction: Overview
Section 1: Certification and the Professional Education Program		Certification and the Professional Education Program
Section 2: Enabling Competencies, Technical Competencies and Proficiency Levels		Enabling Competencies, Technical Competencies and Proficiency Levels
Section 3: The CPA Enabling Competencies	The CPA Enabling Competencies	
Section 4: Reading The CPA Competency Map by Competency Area		Reading The CPA Competency Map by Competency Area
Section 5: The CPA Competency Map by Competency Area	The CPA Technical Competencies (abridged)	The CPA Competency Map by Competency Area
Section 6: Learning Outcomes by Module		Learning Outcomes by Module
Section 7: The Knowledge Lists and Examples		The Knowledge Lists and Examples
Appendix A: Additional Information on Proficiency Levels		Additional Information on Proficiency Levels
Appendix B: Verb Definitions		Verb Definitions

In addition to enhancing understandability, this new format will help transition stakeholders to *CM2.0*. As our profession adapts to the changing environment, having separate documents will allow us to regularly update the supplemental materials as new trends emerge, better reflecting our adaptability.

Finally, we envision the future development of supporting materials and resources to be technologically enabled to provide our stakeholders access across multiple platforms and designed with the user experience in mind.

Other Proposed Changes to *The CPA Competency Map*

There are no proposed changes to the competencies in *The CPA Competency Map*.

However, some changes to The Knowledge Lists and Examples in the supplemental materials are proposed to address updates in the Assurance standards³. These are summarized below and will be reflected in *Part 2: The CPA Competency Map – Supplemental Materials*.

- Inclusion of reference to CSAE 3000 and 3001
- Inclusion of reference to CSRS 4200
- Inclusion of reference to CSRS 4400
- Inclusion of CAS 710 (Correction)

Emerging Themes and Previous Outreach Initiatives

In the 2019 Outreach Package, the CMC identified two emerging themes for further consideration: 1) Sustainability⁴, and 2) Audit and Assurance⁵. Activities were undertaken in these two areas; however, no further changes were proposed for *The CPA Competency Map* and it is our expectation that both of these areas will be addressed in *CM2.0*.

Feedback Opportunity

The CMC prepared the 2021 Outreach Package to facilitate awareness of the changes to *The CPA Competency Map* and to introduce *CM2.0*. If you have any feedback you would like to share with us, kindly use this [link](#) to submit your comments by September 30, 2021.

Your input is valued and we thank you in advance for your time and thoughtful feedback.

3 Refer to Appendix 2: Audit and Assurance Update

4 Refer to Appendix 1: Sustainability Update

5 Refer to Appendix 2: Audit and Assurance Update

Appendix 1: Sustainability Update

Emerging Themes and Previous Outreach Initiatives

In the 2019 Outreach Package, the CMC acknowledged the importance of sustainability to the profession and was working with CPA Canada to determine how *The CPA Competency Map* could be updated to meet the expectations of its stakeholders. Appendix E of the 2019 Outreach Package highlighted several competencies and knowledge list items that referenced sustainability. However, it was recognized that sustainability could take on additional meanings beyond traditional environmental sustainability, sustainable operations or social responsibility.

The Task Force, together with the CMC, has recommended that sustainability be introduced as a foundational concept within *CM2.0* and invited subject matter experts from across Canada to provide valuable insights and suggestions to be implemented in the upcoming *CM2.0*. These insights and suggestions include viewing the importance of the role the CPA plays, not only in the context of a trusted business professional, but in the context of a change agent to businesses, our local communities, the country and globally, with respect to sustainability. Themes of sustainability will include environmental sustainability, social responsibility (including equality, diversity and inclusion), and sustainable operations and value creation.

It was concluded that *CM2.0* will include such matters, and no further revisions to *The CPA Competency Map* were needed at this time. However, stakeholders should consider viewing every competency through a 'sustainability lens', giving additional consideration to any aspect of sustainability that may also provide additional context.

Appendix 2: Audit and Assurance Update

Proposed Changes to *The CPA Competency Map*

Proposed changes to The Knowledge Lists and Examples in the supplemental materials are detailed below.

1. Inclusion of Reference to CSAE 3000 and 3001

The Auditing and Assurance Standards Board (AASB) issued two Canadian Standards on Assurance Engagements (CSAE):

- CSAE 3000, *Attestation Engagements Other than Audits or Reviews of Historical Financial Information*, and
- CSAE 3001, *Direct Engagements*.

These standards relate to assurance engagements on which reasonable or limited assurance is required, other than audits or reviews of historical financial information. Both cover a broad range of assurance engagements on a wide variety of subject matters other than historical financial statements.

These standards were effective for engagements where the specific assurance report is dated on or after June 30, 2017, but become more relevant and needed specific inclusion.

2. Inclusion of Reference to CSRS 4200

The Auditing and Assurance Standards Board (AASB) has issued a Canadian Standard on Related Services (CSRS) 4200, *Compilation Engagements* which replaces:

- COMPILATION ENGAGEMENTS, Section 9200
- ASSURANCE AND RELATED SERVICES GUIDELINE AuG-5, *Compilation Engagements – Financial Statement Disclosures*

CSRS 4200, *Compilation Engagements*, is effective for compiled financial information for periods ending on or after December 14, 2021, with early application permitted.

3. Inclusion of Reference to CSRS 4400

The Auditing and Assurance Standards Board (AASB) has issued a Canadian Standard on Related Services (CSRS) CSRS 4400, *Agreed-upon Procedures Engagements* which replaces:

- Section 9100, *Reports on the Results of Applying Specified Auditing Procedures to Financial Information Other than Financial Statements*
- Section 9110, *Agreed-upon Procedures regarding Internal Control over Financial Reporting*

The scope of this new standard has been broadened relative to Sections 9100 and 9110 to meet the demand for engagements on both financial and non-financial matters.

CSRS 4400, *Agreed-upon Procedures Engagements*, is effective for agreed-upon procedures engagements for which the terms of engagement are agreed on or after January 1, 2022, with early application permitted.

4. Inclusion of CAS 710 (Correction)

Reference in The Knowledge Lists and Examples related to audit conclusions was corrected to include a reference to CAS 710, *Comparative information – corresponding figures and comparative financial statements*.

Emerging Themes and Previous Outreach Initiatives

In the 2019 Outreach Package the CMC identified assurance as a technical competency area that was to be reviewed. As stated in the communication, it was clear that assurance was, and continues to be evolving, and CPAs are providing more services in various roles. There are many external influences on this including an Audit Quality Project, regulatory review, and increasing requests for assurance outside of the more traditional roles. The CMC set up a sub-committee to look into how *The CPA Competency Map* expectations fit with the current developments. In addition, the CMC started to look at how the internal and external audit roles could be further delineated.

1. Expansion of Assurance Services

The expansion of assurance services will continue, and the assurance competencies reflects the diversity in subject matter and value of such services:

- Financial and non-financial information
- Value creation is an enabling competency and assurance services add value in many ways, including the following:
 - Protects the public by increasing reliability of information and data by reducing information risk, or “misinformation”.
 - Internal audit – risk reduction, efficiencies, etc.
 - External assurance and related services (historical and forward looking)
 - Accountability
 - Regulatory compliance

As indicated, *The CPA Competency Map* reflects the expansion and value of assurance services with reference to the following standards as previously indicated:

- CSAE 3000, *Attestation Engagements Other than Audits or Reviews of Historical Financial Information*, and
- CSAE 3001, *Direct Engagements*.

These standards relate to assurance engagements on which reasonable or limited assurance is required, other than audits or reviews of historical financial information. Both cover a broad range of assurance engagements on a wide variety of subject matters other than historical financial statements.

The following are examples of CSAE 3000 attestation engagements⁶:

- management’s statement of selected performance indicators
- selected sustainability information included in a social responsibility report
- an entity’s cybersecurity risk management program and controls (SOC for Cybersecurity)
- an examination of controls at a service organization relevant to security, availability, processing integrity, confidentiality, or privacy (SOC 2)
- management’s assertion that the entity has appropriate disclosures and controls in accordance with the WebTrust Principles and Criteria for Certification Authorities
- management’s statement of days of attendance for children in a childcare facility
- management’s statement of units of performance measures in a healthcare facility
- the statement indicating the meters of water and sewage pipes rehabilitated as part of an infrastructure program

The following are examples of CSAE 3001 direct reporting engagements⁷:

- sustainability
- the entity’s disclosures and controls in accordance with the WebTrust Principles and Criteria for Certification Authorities

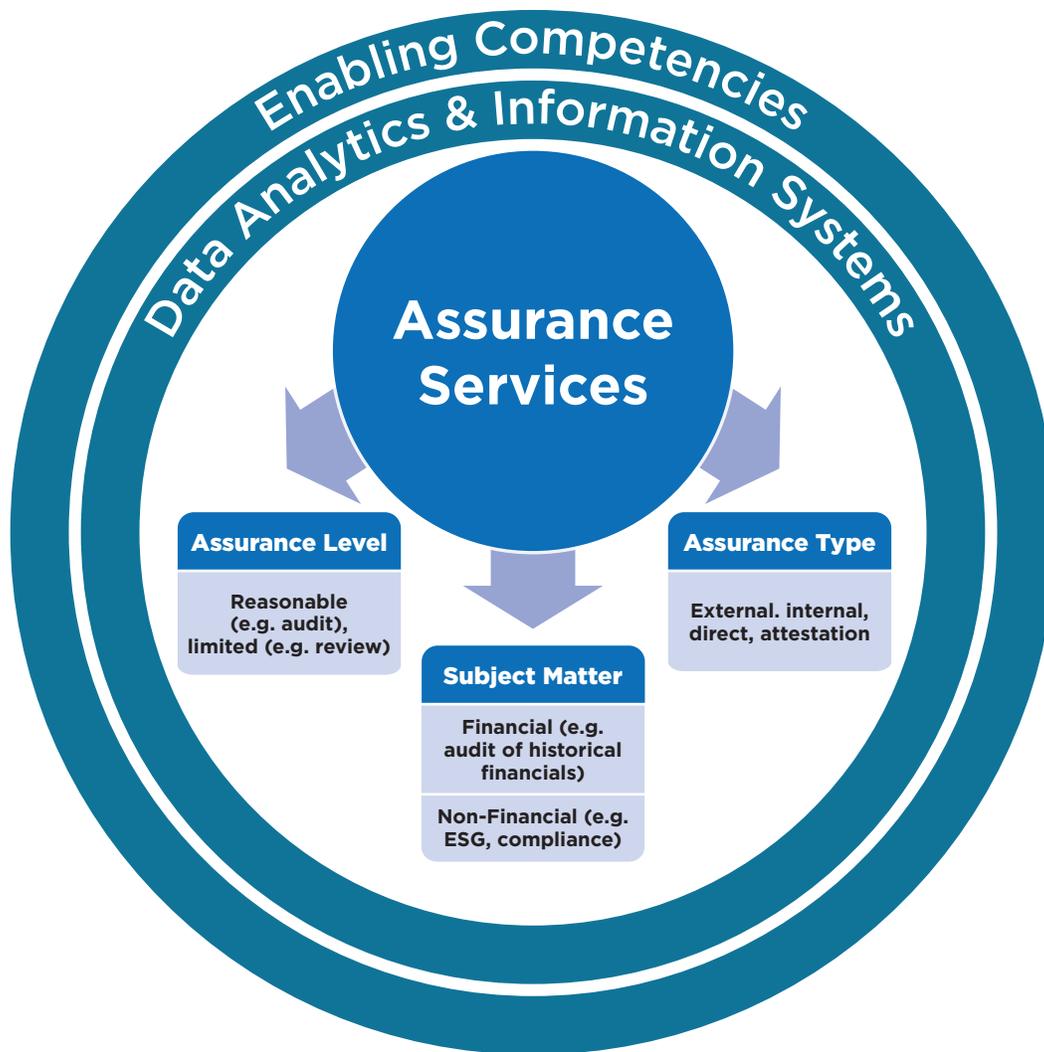
⁶ Source: [CPA Canada website](#)

⁷ Source: [CPA Canada website](#)

- the performance of the duties and functions of Election Officials in accordance with the responsibilities within the Election Act (performance audits)
- the preparation of annual reports in accordance with Public Performance Reporting Principles

The importance of the enabling skills related to skepticism (of data, results and evidence) and independence will continue to be important as the assurance services expand to include much more than historical based financial statements and information. The following provides a visual on how these services could be summarized:

Figure 2: Summary of Assurance Services



At a minimum, including the reference to these standards allows the entry level CPA to be aware that the standards and the CPA profession are evolving to reflect the future. *CM2.0* will continue to highlight this and, as a result, it was concluded that no further revisions to *The CPA Competency Map* were needed at this time.

2. Internal Audit

As discussed in the 2019 Outreach Package, the inclusion of other services, and specifically internal audit in *The CPA Competency Map* is subtle. For example, competency 4.3, “Internal Audit Projects and External Assurance Engagements”, refers to both internal and external assurance engagements. Internal audit and other assurance services are intended to be included. Though some work was commenced to highlight the internal audit and other services, the Task Force has conducted extensive research on the topic, and no further revisions to *The CPA Competency Map* were needed at this time.

Appendix 3: DAIS Update

Emerging Themes and Previous Outreach Initiatives

In 2019, Data Analytics and Information Systems (DAIS) underwent significant changes in *The CPA Competency Map*, with further enhancements made in the following year. The Task Force, together with the CMC, believe this will continue to be an important concept that will play a vital role in the profession. Similar to sustainability, the Task Force has invited subject matter experts from across Canada to provide valuable insights and suggestions to be implemented in the upcoming *CM2.0*. Themes being considered include Data Governance, Big Data, Artificial Intelligence and Value Creation through data insights.

It was concluded that *CM2.0* will include such matters, and no further revisions to *The CPA Competency Map* were needed at this time. However, stakeholders should continue to consider implications of current trends, emerging issues and technologies within the current competencies in *The CPA Competency Map*.

Appendix 4: CMC Members

Chair

Colette A Miller, FCPA, FCA, ICD.D
Wilde Advisory Group

Past Chair

Jane Bowen, FCPA, FCA
Ontario Tech University

Provincial/Regional Representatives

Vice Chair

Christopher A L Lazarz, CPA, CA
Algoma Central Corporation
Sector: Industry
Province/Region: Ontario

**Laura MacLaughlin, CPA, CA,
Principal**
Grant Thornton LLP
Sector: Public Practice
Province/Region: Atlantic

Arsineh Garabedian, CPA, CA
Simon Fraser University / Douglas College
Sector: Post-Secondary
Province/Region: West

Mary Margaret Murphy, CPA, CMA
Regional Municipality of Niagara
Sector: Public Sector
Province/Region: Ontario

Benoit Lavigne, CPA, CA
Université du Québec à Trois-Rivières
Sector: Post-Secondary
Province/Region: Québec

Philippe Sénécal, CPA
Intact Financial Corporation
Sector: Industry
Province/Region: Québec

Glenn Leonard, PhD, CPA, CA
University of New Brunswick
Sector: Post-Secondary
Province/Region: Atlantic

Regan Schmidt, PhD, CPA, CA
University of Saskatchewan
Sector: Post-Secondary
Province/Region: West

Support Staff

**Andy Thomas, MBA, CPA, CA,
CPA (Illinois, U.S.A.), CGMA**
CPA Canada

Alessandro Nicastrì
CPA Canada

Silka Millman, CPA, CA, MEd
CPA Canada

Dennis Shon, CPA, CA, CCXP
Consultant to CPA Canada

Cheryl Pereira, CPA, CA, MBA
CPA Canada

**Susan K. Wolcott, PhD,
CPA (Colorado, U.S.A.), CMA (U.S.A.)**
Consultant to CPA Canada

Appendix 5: Competency Map Committee & Competency Map Task Force Mandates

Competency Map Committee (CMC) mandate

The Competency Map Committee is a committee of the Professional Education Management Committee (PEMC), set up for the specific purpose of assessing, on a continuing basis, the Canadian CPA Competency Map, in accordance with policies adopted by the PEMC. The CMC is accountable to the PEMC, the committee that helps the Competency Map Committee fulfil its governance and oversight responsibilities in Education and Qualification.

The scope of activity for this committee shall include, on an ongoing basis, the assessment of the adequacy of *The CPA Competency Map* and supporting resources. This assessment shall include a review, at a minimum of every three years or as required, of competency maps of other international accounting bodies and ensure that *The CPA Competency Map* meets the IFAC standards.

Competency Map Task Force (Task Force) mandate

The Competency Map Task Force is a project team under the Professional Education Management Committee (PEMC), set up for the specific purpose of developing a new Competency Map (CM2.0) that defines the required knowledge, skills, attributes and competencies of an entry level, newly-designated CPA in Canada, and reflective of marketplace and workplace requirements. The Task Force is accountable to the PEMC.

The scope of activity for this Task Force shall include the development of CM2.0 through data gathering, analysis, stakeholder feedback, verification and approval under the PEMC governance structure.