Accounting focuses the day-to-day flow of money in and out of a company institution. Accountants examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Finance occupations involve managing assets and liabilities and plan for future growth. Finance managers plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.

Opportunity abounds for entry-level workers. Finance and accounting employers are hiring early-career professionals, providing on-the-job training, and preparing them to be future company leaders.

— Robert Half 2022 Accounting & Finance Salary Guide

### Representative Industry Occupations

#### Accounting

- **Office & Billing Clerk**
  - $17.00–33.00 / hr
  - HS diploma

- **Tax Preparer**
  - $22.00–33.00 / hr
  - HS diploma

- **Accounting Clerk**
  - $20.00–30.00 / hr
  - AA/AS

- **Accountant/Auditor**
  - $28.00–40.00 / hr
  - BA/BS

- **Financial Manager**
  - $106,080–168,480 / yr
  - BA/MA

#### Finance

- **Financial Clerk**
  - $15.00–24.00 / hr
  - HS diploma

- **Financial Analyst**
  - $30.00–43.00 / hr
  - BA/BS

- **Finance Manager**
  - $122,720–187,200 / yr
  - BA/BS

- **Finance Director**
  - $149,760–307,840 / yr
  - BA/BS

- **VP of Finance**
  - $228,800–428,480 / yr
  - BA/BS

- **Chief Financial Officer (CFO)**
  - $268,320–750,880 / yr
  - BA/BS

### Career Advisor Corner

Automation is increasing in accounting and finance, so professionals with strong technology skills are in great demand.

Understanding the differences between finance and accounting can help you understand which field you would enjoy working in the most. The education requirements ... are often similar. Daily work experiences ... typically vary.
### Largest Accounting Firms (2022)

<table>
<thead>
<tr>
<th>Company</th>
<th>Location</th>
<th>Employees</th>
<th>Revenue (company-wide)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deloitte</td>
<td>San Francisco</td>
<td>3,437</td>
<td>$50.2 billion</td>
</tr>
<tr>
<td>EY</td>
<td>San Francisco</td>
<td>2,840</td>
<td>$40.0 billion</td>
</tr>
<tr>
<td>Moss Adams</td>
<td>San Francisco</td>
<td>503</td>
<td>$955 million</td>
</tr>
<tr>
<td>Armanino</td>
<td>San Ramon</td>
<td>418</td>
<td>$458 million</td>
</tr>
<tr>
<td>Frank, Rimerman &amp; Co.</td>
<td>Palo Alto</td>
<td>385</td>
<td>$155 million</td>
</tr>
<tr>
<td>BDO USA</td>
<td>San Francisco</td>
<td>375</td>
<td>$11.8 billion</td>
</tr>
<tr>
<td>BPM USA</td>
<td>San Francisco</td>
<td>332</td>
<td>$166 million</td>
</tr>
<tr>
<td>RSM US</td>
<td>San Francisco</td>
<td>241</td>
<td>$2.9 billion</td>
</tr>
<tr>
<td>Grant Thornton</td>
<td>San Francisco</td>
<td>233</td>
<td>$2.0 billion</td>
</tr>
<tr>
<td>Seiler</td>
<td>Redwood City</td>
<td>224</td>
<td>$74 million</td>
</tr>
</tbody>
</table>

### Resources

#### Staffing Agencies
- Accountemps (Robert Half): [accountemps.com](https://accountemps.com)
- Accounting Principals: [accountingprincipals.com](https://accountingprincipals.com)
- Adecco: [adeccousa.com](https://adeccousa.com)
- Aerotek: [aerotek.com](https://aerotek.com)
- Kforce: [kforce.com](https://kforce.com)
- West Valley Staffing: [westvalleystaffing.com](https://westvalleystaffing.com)

#### Professional Associations
- American Accounting Assn.: [aaahq.org](https://aaahq.org)
- American Association of Finance & Accounting: [aaaf.com](https://aaaf.com)
- American Payroll Assn.: [americanpayroll.org](https://americanpayroll.org)
- Accounting & Financial Women's Alliance: [afwa.org/silicon-valley](https://afwa.org/silicon-valley)
- California Assn. of CPAs: [calcpa.org](https://calcpa.org)

#### Networking Groups
- Silicon Valley Accounting & Finance Professionals: [meetup.com/Silicon-Valley-Accounting-and-Finance-Professionals-Social](https://meetup.com/Silicon-Valley-Accounting-and-Finance-Professionals-Social)

#### Free Training
- Accounting Courses: [udemy.com/topic/accounting/free](https://udemy.com/topic/accounting/free)
- Accounting Courses: [alison.com/courses/accounting](https://alison.com/courses/accounting)
- Accounting Courses: [accountingcoach.com](https://accountingcoach.com)

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**Certificates / Training Opportunities**

- New Future (ACCEL) - Serving San Mateo County: [https://newfuturesanmateo.com](https://newfuturesanmateo.com)
- North Santa Clara County Consortium for Adult Education (NSCCC) - Serving Northern Santa Clara County: [https://nscadulted.com/](https://nscadulted.com/)
- South Bay Consortium for Adult Education - Serving Southern Santa Clara County: [https://sbcae.org/](https://sbcae.org/)

Accounting associations, such as CalCPA, are a particularly good source of information. These associations host events, post industry-specific job listings, and provide educational opportunities. They are a great source of job leads and provide networking opportunities for entry-level to experienced professionals.