

Navigating Staffing Challenges in the Accounting Industry

Dear Valued Client,

We hope this note finds you well.

We'd like to take a moment to share some insight into a growing challenge that's affecting the accounting profession nationwide: a significant shortage of qualified professionals entering and staying in the field. This labor shortage has been building over the past few years and is now impacting firms of all sizes, including ours.

Fewer graduates are pursuing accounting careers, and many experienced professionals are leaving the industry or retiring earlier than expected. As a result, demand for skilled accountants far exceeds supply. This has created real pressure on workloads and turnaround times across the profession.

What does this mean for you?

First and foremost, our commitment to accuracy, responsiveness, and service remains unwavering. However, during peak seasons or times of complex regulatory change, there may be longer lead times on certain deliverables or increased emphasis on digital communication and document sharing to maintain efficiency.

We are proactively responding to these challenges in several ways:

- Investing in technology to streamline processes, reduce manual work, and improve response times.
- Enhancing internal training to help our team members grow into more advanced roles.
- Prioritizing client needs strategically, ensuring that we allocate resources where they are most impactful.
- Expanding remote and hybrid work options to attract and retain talent beyond our immediate geographic area.

Our goal is to continue providing you with reliable, timely, and forward-thinking support, even as the industry adjusts to this new reality. We're grateful for your trust, your understanding, and your patience as we work hard to maintain the high standards you expect.

If you have any concerns about how these changes may affect your business or financial planning, please don't hesitate to reach out. We're always here to talk, strategize, and adapt with you.

Warm regards,

Jackson, Doerksen & McPeters, LLC