



October 2025–2026

CPA Ontario Guidance Counsellor Guide

CPAOntario.ca

Table of Contents

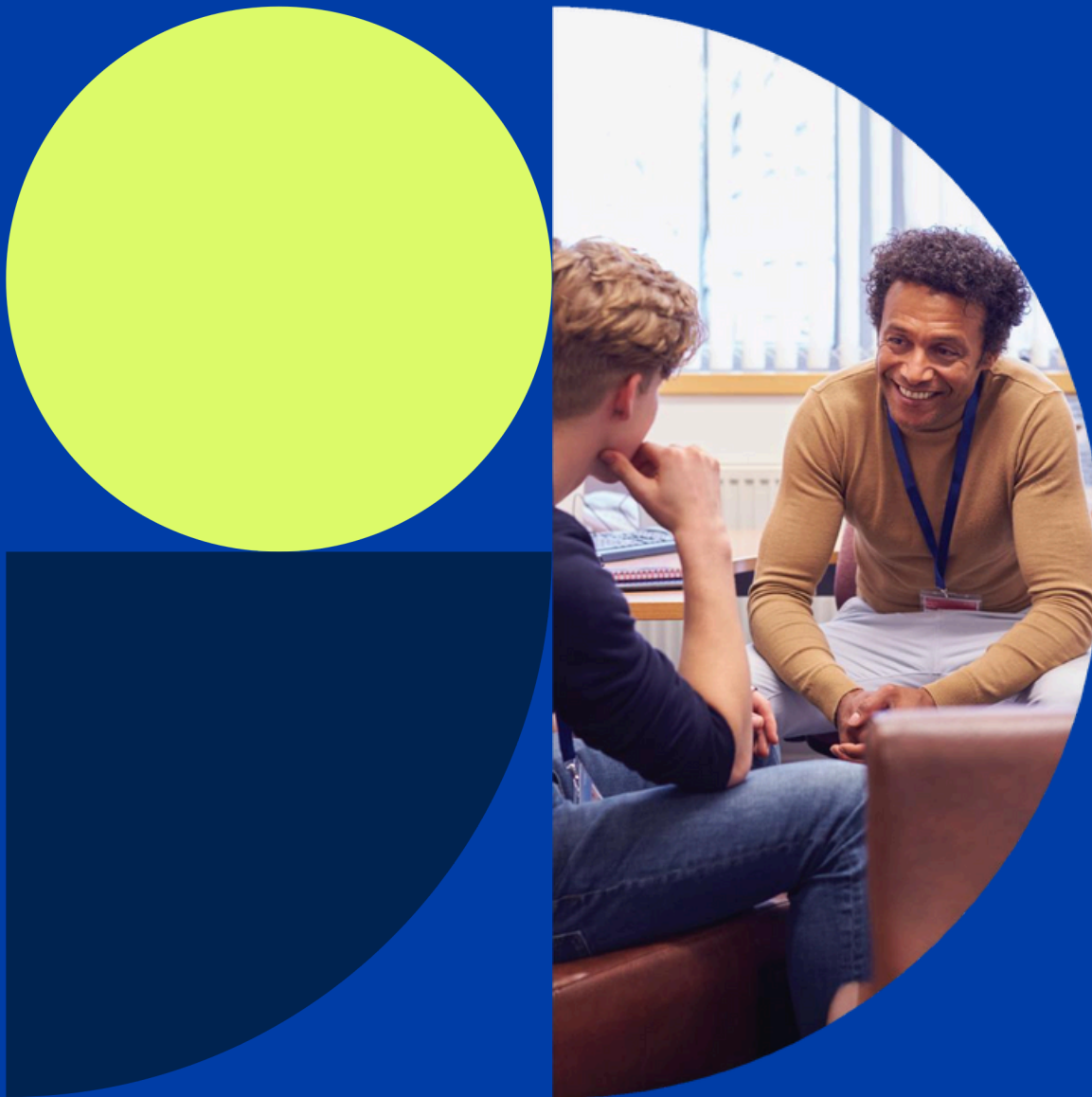
About Us	3
CPA Ontario Foundation	4
CPA Designation and Pathway	5
The CPA Professional Program	6
Why Become A CPA?	7
Career Opportunities	8
High School Student Recruitment Team	9
Resources for Guidance Counsellors	10
Opportunities for Students	11–12
No Limits Toronto	13
KPMG Discovery Day	14
UTSC Be Unlimited	15
Calendar of Events and Competitions	16
Additional Resources and Helpful Links	17

About Us

We are dedicated to protecting the public interest and upholding the highest standards of our profession while guiding exceptional individuals on their journey with us.

Our commitment extends to providing continuous support, resources, encouragement, and networking opportunities for more than 105,000 members and 19,000 students throughout their education and careers. By equipping them to tackle the challenges ahead, we play a crucial role in shaping a new generation of decision-makers—confident, ethical leaders committed to doing what is right.

As Chartered Professional Accountants (CPAs), we embody a globally recognized designation. We serve as trusted financial experts and ethical thought leaders. We proactively navigate the evolving landscape to meet the needs of business and society.





CPA Ontario Foundation

Through awards, bursaries, scholarships, and programming, we support students from Black, Indigenous, and other priority communities who are pursuing a career in accounting and finance.

Our purpose is to support the educational success of aspiring CPAs from priority communities who face barriers entering the profession.

Learn more at: CPAOntario.ca/become-a-cpa/foundation

Indigenous Students

The Circle of Success Educational Grant is dedicated to empowering First Nations, Inuit and Métis students on their journey to becoming CPAs. By providing essential resources and support, this grant aims to nurture the next generation of Indigenous CPAs and business leaders.

Read more at: CPAOntario.ca/become-a-cpa/foundation/cos-educational-grant-for-indigenous-students

Black Students

The Circle of Success Educational Grant is dedicated to empowering Black students on their journey to becoming CPAs. By offering crucial resources and mentorship, this grant seeks to support Black CPAs and future leaders, enabling them to drive positive change and achieve continued professional excellence.

Read more at: CPAOntario.ca/become-a-cpa/foundation/cos-educational-grant-for-black-students

[**CPAOntario.ca/foundation**](https://CPAOntario.ca/foundation)



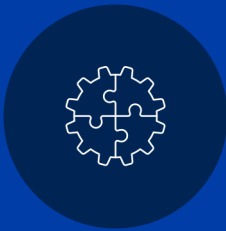
CPA Designation and Pathway

The CPA designation is a respected credential that signals to employers and colleagues a professional's knowledge, skills and rigorous training.

Earning a CPA places individuals in an exclusive community of trusted business professionals and opens doors to diverse growth opportunities across various industries — from finance and not-for-profits to technology, entertainment, fashion and sports.

The CPA certification program ensures that students develop essential technical competencies, including financial reporting, audit, assurance, and taxation, while enhancing critical soft skills like leadership, collaboration and critical thinking. This designation is achieved through a graduate-level program and relevant practical experience.

The CPA Professional Program. Built for impact-makers.



Blends technical excellence, ethical mindset, and real-world experience.



Designed with input from employers.

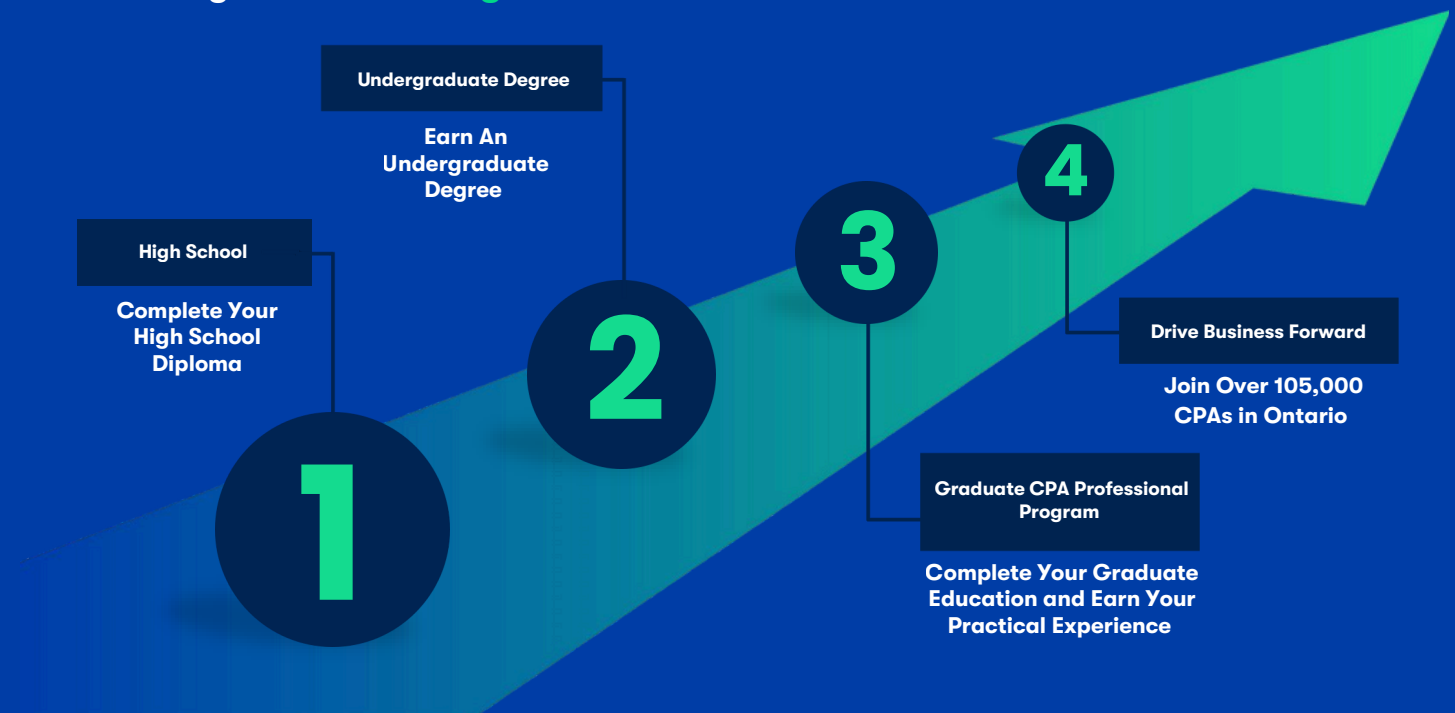


Equips you to thrive in a disruptive world.



Prepares you to lead, across our economy.

The Journey to a CPA Designation



The New CPA Professional Program

The New CPA Professional Program is a bold and modern path to becoming a Chartered Professional Accountant - one that prepares you to lead in our economy. It blends essential technical excellence in accounting and a strong foundation in ethics with real-world experience and future-focused skills that evolve alongside the demands of a world redefined by AI.

Students will build a foundation of real-world experience to ensure they're equipped to lead, solve, and make an impact from day one. It's a launchpad to a dynamic career, equipping future CPAs for any industry, any challenge and any possibility, no matter where markets, business or the world go.

Learn more at: CPAOntario.ca/students/cpa-professional-program



Students unsure of their future
or in non-business programs
can still **pursue a CPA
designation upon graduation.**



Why Become a CPA?

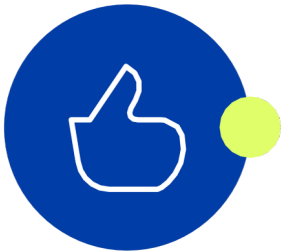
Trends indicate that the next generation of the workforce values stability, growth opportunities and purpose-driven work. A career as a CPA meets all these criteria.

Here are key reasons to pursue a CPA designation:



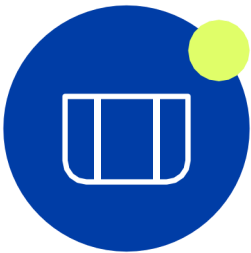
Versatility

CPAs enjoy flexibility and can work across various industries. Their transferable skills are valuable in any business, and the designation is recognized internationally, opening up global opportunities.



Purpose-Driven Work

If you want to make a difference, the CPA designation allows you to engage in meaningful work in areas like climate change, environmental sustainability or combating financial crime.



Job Security

CPAs are in high demand across all industries, ensuring a secure career path. Concerns about AI replacing accountants are mitigated by the fact that technology enhances productivity and reduces errors, while CPAs possess unique skills that AI cannot replicate. Rather than replacement, roles are likely to evolve, with technology complementing CPA expertise.



Growth Potential

Earning your CPA doesn't mark the end of your learning. CPAs must complete 120 hours of professional development every three years, ensuring they stay current in the profession and enhancing their earning potential and opportunities for advancement.



Salary

CPAs enjoy competitive salaries, with median annual compensation in Ontario at \$130,000. They typically earn 10–15% more than their non-CPA counterparts, making the investment in the designation worthwhile in the long run.

Career Opportunities

What does a CPA do? What can you do with an accounting degree or CPA designation? Is becoming a CPA a good career path? And is accounting boring?

These are just a few of the questions that might be top of mind for many students. The CPA designation is versatile and CPAs work in many different industries.

Below are just a few:

- Gaming
- Education Accounting and finance
- Fashion
- Accounting and finance
- Technology
- Consulting
- Manufacturing
- Public service and not-for-profit



“I’m working to ensure that the Canadian market is the most competitive market in the world.”

John McKenzie

FCPA, FCMA

Chief Executive Officer, TMX Group

“The CPA designation holds weight globally— this credibility allowed my business to expand borders with ease.”

Wilson Kwan

CPA, CA

Founder & Managing Director, Kwantum Advisory





**Chelsea
D'Almeida**

Career Development
Specialist

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cdalmeida@cpaontario.ca



Trae Wood

Career Development
Specialist

Email:
twood@cpaontario.ca



Ola Agboola

Career Development
Specialist

Email:
OAgboola@cpaontario.ca

High School Student Recruitment Team

As Career Development Specialists at CPA Ontario, we aim to inspire and empower students for a successful future.

We highlight the diverse career opportunities that the CPA designation offers and promote it as a leading path for those interested in business.

We collaborate with teachers, sponsors and partners to advance the CPA designation through networking opportunities, digital resources, and an annual calendar of engaging events and information sessions, both virtual and in-person. We encourage faculty and staff to involve their students in our complimentary High School Ambassador Program (HAP) at CPAOntario.ca/become-a-cpa/high-school-student/high-school-ambassador-program, which focuses on skill development, networking, and leadership opportunities (see page 11 and 12 for more details).

Questions? Email us at: Getinvolved@cpaontario.ca

Resources for Guidance Counsellors

Do you teach classes in addition to being a guidance counsellor?

As an Ontario College of Teachers (OCT) member, you can register for our Teacher Colleague Program (TCP) at no cost and gain access to valuable teaching resources.

Join today at: myportal.cpaontario.ca/CPAO_SelfRegister



Login now at:

Resources

Gain access to the following resources and more by joining TCP and then logging on to our portal.



CPA Pathway Poster

Outlines the steps to obtain a CPA designation. Print and use it to inform students, parents and colleagues.

CPA Profile Posters

Decorate your space with inspirational CPA profiles to showcase career options available with the designation.

HAP Poster

Share information about registering for the [High School Ambassador Program \(HAP\)](https://CPAOntario.ca/become-a-cpa/high-school-student/high-school-ambassador-program) at CPAOntario.ca/become-a-cpa/high-school-student/high-school-ambassador-program, which offers exclusive events, networking opportunities, competitions and resources.

Software

Access software resources such as QuickBooks Online where you can provide your students with an opportunity to learn and master Canada's leading accounting software, giving them an edge in the competitive job market.

High School Competition CPA Ontario Showcase Rubric

Access assignment and marking rubric for the Show case video competition, suitable for in-class projects.

Grade 10–12 Case Studies and Financial Literacy Activities

Explore a variety of business and accounting case studies, covering topics including Sustainability, Ethics, Debt vs. Equity and Entrepreneurship.

Opportunities for Students

By joining the High School Ambassador Program (HAP), your students can network with CPAs and post-secondary representatives at exclusive events, win exciting prizes through competitions and access valuable career planning resources.

Student register for free here: CPAOntario.ca/become-a-cpa/high-school-student/high-school-ambassador-program

Resources Available

Monthly HAP Newsletters

Keep students informed about upcoming programs with our monthly newsletters, which include registration links and contact information for our recruitment team.

Competition

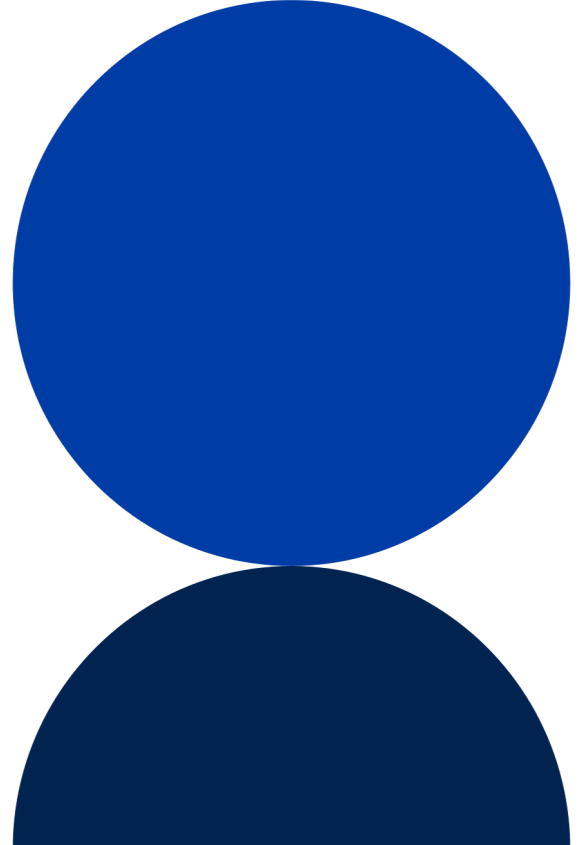
\$1,000+ prizes up for grabs. Encourage your students to develop soft skills and enhance their resumes by participating in our competitions:

Showcase

A 60–90 second video contest from November 3, 2025, to April 6, 2026, with a top prize of **\$1,000 CAD**. This year's theme is "How would you use a CPA mindset to contribute to a stronger, more resilient Canadian economy?"

***Early birds get the perks! Submit your CPA Showcase video by January 16 and you could win a Kobo eReader.**

Learn more at: CPAOntario.ca/become-a-cpa/high-school-student/events/cpa-showcase



Financial Literacy Series

Help students meet their financial literacy graduation requirement through our series covering essential skills like budgeting, credit management and goal-setting.

Student register here: [CPAOntario.ca/become-a-cpa/high-school-student/events/fin-lit](https://cpaontario.ca/become-a-cpa/high-school-student/events/fin-lit)

Skill Building Workshops

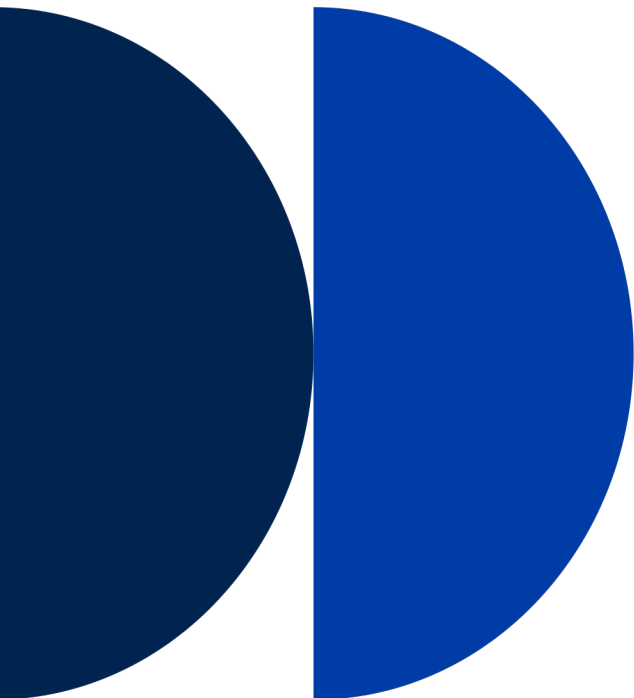
Inspire students with workshops aimed to developing essential interpersonal and professional skills like public speaking and conflict resolution. These are not just life skills; they are core competencies in the business world, especially for those aspiring to become future CPAs.

Register here: [CPAOntario.ca/become-a-cpa/high-school-student/events](https://cpaontario.ca/become-a-cpa/high-school-student/events)

Events

Register your students to attend our Toronto No Limits conference and other CPA Ontario-sponsored or partnered events such as, regional No Limits conferences at Brock, University of Waterloo, and University of Ottawa, and major events such as DECA, Build a Dream, Student Life Expo and more. These events provide opportunities to network with CPAs and learn about various professions.

Register here: [CPAOntario.ca/become-a-cpa/high-school-student/events](https://cpaontario.ca/become-a-cpa/high-school-student/events)



CPA Ontario No Limits Toronto Conference

**Empowering Educators. Inspiring Students.
Shaping Futures.**

Step into a day unlike any other where high school teachers and students converge with CPAs, employers and post-secondary representatives to explore the limitless possibilities of the CPA designation.

At No Limits, teachers gain more than just a front-row seat to the future of business they become part of it. This dynamic, high-energy conference offers:

- **Professional Development** tailored for educators.
- **Networking Opportunities** with fellow teachers across Ontario.
- **Direct Access to Industry Leaders**, CPAs and employers.
- **Engagement with Post-Secondary Institutions** offering pathways to business success.



Meanwhile, your students will experience a full day of inspiration and connection, conversing with CPAs, learning from top employers and discovering how the CPA designation opens doors to shape tomorrow's business world. They'll leave energized, informed, and ready to lead.

“How the idea of networking was introduced and how we got to put it in practice in fun and unique ways”

Whether you're looking to enrich your own professional journey or provide your students with a transformative experience, No Limits is your gateway to growth, connection and opportunity.

Learn more at: CPAOntario.ca/become-a-cpa/high-school-student/events/no-limits-conference

KPMG Discovery Day

Explore Careers. Build Connections. Elevate Learning.

Ever wondered what it's like to work at one of Canada's top professional services firms? **KPMG Discovery Day**, hosted by CPA Ontario and KPMG, offers high school teachers and students a rare behind-the-scenes look into the world of accounting, consulting, and business innovation.

Held at the KPMG Vaughan office, this immersive experience includes:

- **Office Tour** of a leading global firm.
- **Recruitment Insights** from KPMG campus recruiters.
- **Networking Opportunities** with CPAs across diverse business lines.
- **Reach-Ahead Experience** recognized under the SHSM program.

While students engage in meaningful conversations and career exploration, **teachers participate in a dedicated Professional Development session** designed to enhance their own career growth and classroom impact.

“The event provided a detailed overview of the CPA designation and hands-on insights into KPMG's work culture, along with opportunities to network with professionals.”

KPMG Discovery Day is more than a field trip, it's a launchpad for future success. Teachers leave with new insights, expanded networks and a deeper understanding of the evolving business landscape, while students gain clarity and confidence in their career paths.

Learn more at:



UTSC Be Unlimited: Teacher Conference + Student Finance & Accounting Competition

You are invited to Be Unlimited!

In partnership with the University of Toronto Scarborough

Unlock new possibilities for your students, and yourself, at **Be Unlimited**, a one-of-a-kind event that brings together high school educators, and students for a full day of learning, competition, and connection. Hosted in collaboration with the **University of Toronto Scarborough Accounting Department**, this event offers:

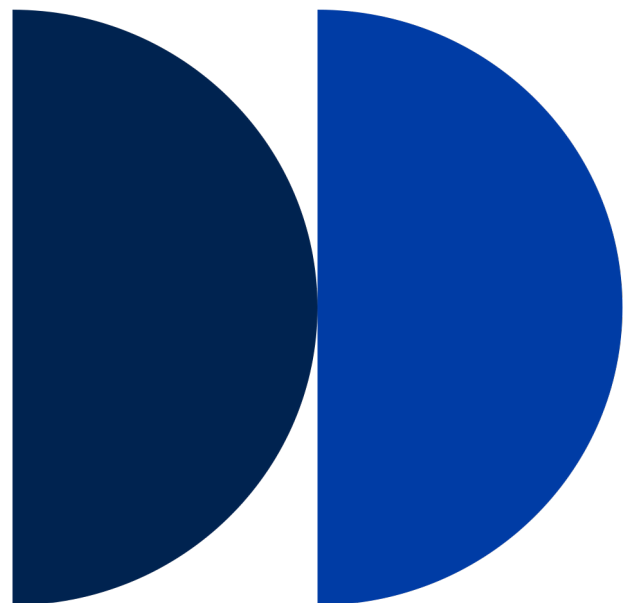
- **Finance & Accounting Case Competition** for Grade 11 and 12 students with a chance to win amazing prizes.
- **Networking Opportunities** with university faculty, staff, and industry leaders.
- **Workshops** focused on solving real-world business problems.
- **Reach-Ahead** Experience recognized under SHSM.

Teachers will kick off the day with a **dedicated morning conference**, featuring sessions led by University of Toronto faculty and special guests:

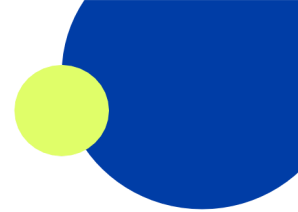
- **Accounting & Finance Teaching Resources** for high school classrooms.
- **Experiential Learning Strategies** and partnership opportunities with university programs.
- **From High School to Co-op Readiness:** Preparing students for post-secondary success.

Be Unlimited empowers students and teachers alike to think bigger, connect deeper, and explore the possibilities ahead. Teachers leave with new tools, insights and connections, while students gain hands-on experience and exposure to the world of business and finance.

Learn more at: utsc.utoronto.ca/mgmt/be-unlimited-teacher-conference-student-finance-accounting-competition



Calendar of Events and Competitions*



2025

October 7	Skill Building workshop – Conflict Resolution Semester 1
October 16	CPA Ontario No Limits – SAF Waterloo edition
October 29	Financial Literacy Series Launch
November 3	CPA Showcase video competition opens
November 13	Skill Building workshop – Public Speaking Semester 1
November 25	Financial Literacy workshop – Goal Setting
December 2	Supplementary Application workshop
December 9	CPA Ontario No Limits – Goodman edition
December 12	KPMG Discovery Day


2026

January 22	Parent information night
February 4	Financial Literacy workshop – Credit Cards
February 19	UTSC Case Competition and Teacher Workshop
February 25	Skill Building workshop – Conflict Resolution Semester 2
February 27	MNP Discovery Day
March 10	CPA Ontario No Limits – Telfer School of Management edition
March 26	Skill Building workshop – Public Speaking Semester 2
April 13	CPA Showcase video competition closes
April TBD	Financial Literacy workshop – Investing into Action
May 20	No Limits Conference Toronto

*Dates are subject to change

Additional Resources and Helpful Links

CPA Ontario Customer Service

 1 (800) 387-0735

Customer Service Website

Use our improved tools to help you find the information you need.

Email us at:
[CPAOntario.ca/contact-us](https://cpaontario.ca/contact-us)

CPA Ontario Website

The one-stop-shop for all things CPA Ontario.

Discover more at:
[CPAOntario.ca](https://cpaontario.ca)

Why Become a CPA

Open the door to one of the most in-demand careers out there.

Read more at: [CPAOntario.ca/become-a-cpa/why-cpa](https://cpaontario.ca/become-a-cpa/why-cpa)

Learn More About The CPA Professional Program

The CPA Professional Program is a bold and modern path to becoming a Chartered Professional Accountant.

Learn more at: [CPAOntario.ca/students/cpa-professional-program](https://cpaontario.ca/students/cpa-professional-program)

CPA Ontario Financial Literacy Series

Fin Lit Series and Resources

Our series of workshops designed specifically for high school students.

Learn more at: [CPAOntario.ca/become-a-cpa/high-school-student/events/fin-lit](https://cpaontario.ca/become-a-cpa/high-school-student/events/fin-lit)

Get money-smart

Financial Advice

Robin Taub, CPA, CA, on financial advice for teens and young adults.

Read the blog at: [CPAOntario.ca/insights/blog/money-smart-financial-advice-teens-young-adults](https://cpaontario.ca/insights/blog/money-smart-financial-advice-teens-young-adults)



