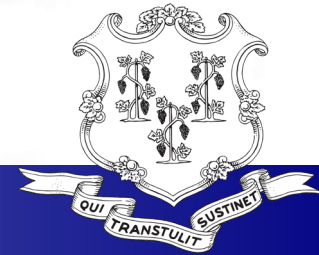


25th Biennial Forum of Government Auditors: Innovative Strategies for a Future-Ready Workforce



STATE OF CONNECTICUT
Auditors of Public Accounts

John C. Geragosian
State Auditor

Office Overview



- Connecticut is unique - Two state auditors from different political parties who manage the same office
- 126 employees (114 auditors)
- Biennial compliance audits of every state and quasi-public agency (our auditors are imbedded in key financial and federally funded state agencies)
- Statewide Single Audit (in-house)
- Performance audits

Office Overview



- Financial audits - ACFR, University of Connecticut (UConn), UConn Health, and small state-related foundations
- Review whistleblower complaints and report to the attorney general
- Information technology audits:
 - Determine whether systems adequately maintain data integrity
 - Protect against privacy breaches
 - Ensure proper fraud prevention safeguards

Unprecedented Staffing Challenges



- Our office experienced unprecedented retirements and departures in 2022 (approximately 10%) due to a change to retiree cost of living adjustments for all state employees (down to 112 employees)
- Our upper management lost a combined 350 years of state service and significant institutional knowledge
- We faced increased competition from private accounting firms offering higher salaries
- We also faced an inevitable shifting to other agencies after significant state retirements

National Staffing Challenges



- In late 2022, the highest number of posted accounting and audit positions nationally since 2008
- A steady decrease in accounting majors (nearly 8% drop in 2021-22 per AICPA)
- NASACT and AICPA recently issued a rare [joint report](#) on challenges facing government accounting professionals

Adapting to the Job Market and Times



Times change – We couldn't continue doing things the same way

We needed modern approaches to recruiting and retention

New Recruiting Strategies



- Expanded our Recruiting, Retention, and Mentoring Committee to include employees from all levels and alumni of targeted colleges and universities
- Revamped and increased outreach to colleges and universities
- Emphasized flexible schedules, state benefits, work-life balance, and public service (No more than 40 hours a week!)
- Benefitted from increased starting salaries due to negotiated state employee raises

Recruiting – External Communications



- Our office hired two communications professionals who updated our recruiting materials and approach:
 - Modernized the language in our job descriptions and other recruiting materials to reflect our office is a great place to work
 - Four of six recently hired auditors told us the new job description influenced their decision to apply
 - Boosted our social media outreach to colleges, universities, and other important stakeholders



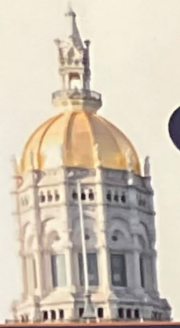
Recruiting – Other Changes

- Created a new outreach and hiring approach by:
 - Improving messaging and signage
 - Started using QR codes for an easier application process
 - Expedited the hiring process by scheduling interviews quickly and making prompt offers (often same day)

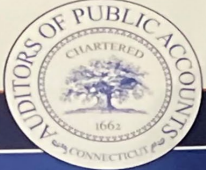
College Fairs – State Jobs are Great Jobs!



**State Jobs
are
GREAT
JOBS!**



STATE OF CONNECTICUT
Auditors of Public Accounts



**Want a job you
will love?**

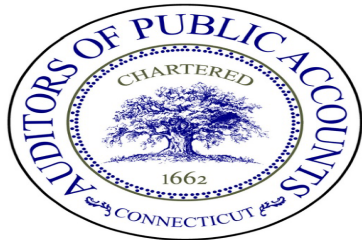
- Your work will help **improve Connecticut**
- Opportunity for you to **grow professionally**
- **Flexible work schedule** to fit your lifestyle
- Further your **education** and receive **reimbursement**
- Receive **exceptional benefits**



New Brochure – Auditing is Cool!



What is the APA?



The Auditors of Public Accounts (APA) is the **coolest part of the state government** you've probably never heard of.

It's our job to look for areas of concern in state government and inform the legislature and Connecticut residents of our findings. We discover things like abuse of taxpayer dollars and state agencies not following policies.

Have you ever heard on the news about a state agency abusing overtime? Or maybe a state agency that misused federal COVID-19 money?

There's a good chance these problems were uncovered by our auditing staff!

Sound interesting?

It is!!!

Want to join us?

It's not easy to decide between a career path in accounting or auditing. The best thing to do is pick one and give it a try.

You can always switch. But we're pretty sure you won't if you start here!

Start on the career path you deserve!

Send your resume to

positions@ctauditors.gov

or scan the QR code below.



STATE OF CONNECTICUT
Auditors of Public Accounts
165 Capitol Avenue
Hartford, CT 06106
www.ctauditors.gov

Have you thought about
an
AUDITING career
with the
**STATE OF
CONNECTICUT?**

You should...



Internship & Mentoring Programs



- Our internship program is an effective recruiting tool
- Our office traditionally offered six-month paid internships to give students real audit experience in multiple settings
- Interns often stay on as student workers at the end of their internship
- Much of our senior management team began as interns
- Our mentoring program provides new employees and interns a resource from outside their chain of command which allows them more freedom to ask questions about working in our office

Internship Program Changes



- While this program has been successful, we needed to make changes to continue to attract quality interns:
 - We now offer shorter internships (less than three months) with flexible schedules to accommodate educational demands
 - We redesigned training and engagement to improve the employee and intern onboarding experience

Retention Initiatives



- Promoting employee interaction to build camaraderie:
 - Reinstigated years of service awards
 - Resumed in-person, all-day trainings, with social events
 - Group sporting events
 - Charity campaigns (Toys for Tots)
 - Share office news, employee achievements, personal stories on our internal news site – the AUDITorium

Years of Service Awards (25 + Years)



Italian Ice after SAS 145 Training



Yard Goats Baseball



Wolf Pack Hockey




Toys-for-Tots



The AUDitorium





The AUDitorium - News and Happenings at the APA

[Home](#) [John and Craig's Corner](#) [Technical Updates](#) [Staffing News](#) [Employee Information](#) [Employee Show and Tell](#) [APA Flashback](#)

APA IT Staff Address NSAA Conference



Left: APA Principal Auditor Chris DiDomizio addresses the National State Auditors Association's 2024 IT Conference in Harrisburg, PA Thursday morning.

The presentation was 'Building a Custom Workpaper Management System in Sharepoint.'

Principal Auditor Chris D'Amico also gave a presentation, 'Integrating with Performance and Financial Auditors,' to the group earlier in the week.



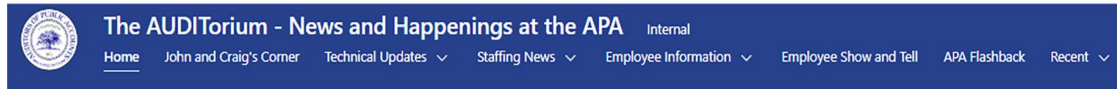
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Congratulations to Dominick and Elizabeth Parisi on their June 1 wedding!

The AUDitorium



Madeline Peling begins APA Internship



Hello everyone! My name is Madeline Peling, and I recently graduated from the University of Connecticut in May with two bachelor's degrees in history and political science.

Over the course of this year I will be pursuing my Master's in Public Policy at UConn, which I anticipate graduating with in May 2025. I have previous experience working for the State as an intern for the office of Lt. Governor Susan Bysiewicz, and I also did political campaign work during the 2020 election.

I am looking forward to this opportunity to connect my theoretical knowledge of the political process with the practical skills necessary to ensure the efficient and effective implementation of policies. In addition, I am excited to be able to learn about the many different facets of policy within the state. My future goal is to one day work in the field of education law and policy.

In my free time, I love to dance, read, spend time with my cat Moose and dog Fenway, and root for the Huskies! I am looking forward to meeting everyone and joining the team.

Supervisor: Dan Doerr
Mentor: Melissa Bounafede



The Woods welcome Hannah



Hannah Wood

Source: Audrey and Matt Wood

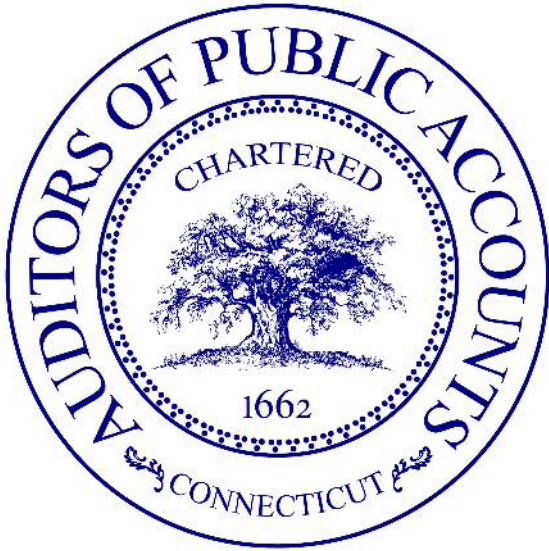
Purpose: To document the birth of Hannah Wood, who came into this world on March 17th, weighing 7 lbs 8 oz.

Conclusion: No exceptions noted. Auditors are very satisfied 😊.

Results



- Hired nearly 50 employees since July 2021
- We are fully staffed
- We have a pool of qualified interns for future job openings



Questions?



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