

RESEARCH ARTICLE

FILIPINO ACCOUNTANT CAREER GROWTH AND OPPORTUNITIES IN AMERICA AND CANADA THROUGH NCPACA MEMBERSHIP.

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ARTICLE DETAILS

Article History:

Received 12 August 2025
 Revised 15 September 2025
 Accepted 18 October 2025
 Available online 06 November 2025

ABSTRACT

This study examines the relationship between the professional advancement of Filipino accountants in North America and their affiliation with the National Council of Philippine American Canadian Accountants (NCPACA). The research indicates that membership in NCPACA offers numerous benefits, including improved job prospects, higher earnings, and increased opportunities for professional growth. The study's findings have significant implications for employers, professional organizations, and policymakers seeking to support the career advancement of immigrant professionals. This study offers insights for stakeholders seeking to enhance inclusion and diversity in the accounting sector by highlighting the importance of professional associations in promoting career advancement. A quantitative survey methodology was utilized to select a sample of 100 Filipino accountants associated with the NCPACA. Statistical models demonstrated significant correlations between NCPACA membership and career advancement outcomes. The findings indicate that membership in NCPACA mitigates the impact of authority recognition and cultural adaptation on career progression. The findings of this study hold significance for various sectors and industries reliant on immigrant labor, extending beyond the realm of accounting. The study highlights the importance of networks and resources, as well as targeted support systems, for immigrant professionals to advance in their careers. The study's findings are beneficial for employers, professional associations, and lawmakers seeking to promote the career advancement of immigrant professionals.

KEYWORDS

NCPACA, Filipino accountants, career growth, professional associations.

1. INTRODUCTION

The workforce in North America is changing as more qualified workers are relocating. Filipino accountants have made a significant impact in the field by introducing new skills and ideas that are in demand. But it is not always easy for these individuals to land a new position.

Filipino professionals possess a wealth of knowledge and professional expertise; however, they often struggle to adapt to a new way of life, have difficulty getting their academic credentials recognized, and navigate the complexities of the American accounting industry. It highlights the importance of collaboration with individuals who can enhance their performance and advance their careers.

This study aims to examine the impact of affiliation with the National Council of Philippine American Canadian Accountants (NCPACA) on the employment prospects of Filipino accountants in the United States and Canada. The research is meant to address some of the issues:

- How does being a member of NCPACA help Filipino accountants get raises and move up in their careers ?
- What specific chances for career growth do Filipino accountants in the US and Canada have because of NCPACA?
- Which challenges do Filipino accountants face in their profession, and how can NCPACA assist them in resolving these issues?

This study is significant because it demonstrates the vital role industry associations play in helping immigrant accounting professionals advance their professional growth. The outcomes are expected to be beneficial for


NCPACA members and for other organizations supporting immigrant professionals and policymakers.

This study examines Filipino accountants working in the United States and Canada. This study employs a statistical approach to collect data on connections, job opportunities, and personal development through an organized questionnaire.

2. REVIEW OF RELATED LITERATURE (RRL)

Filipino-Americans and Filipino-Canadian accounting professionals who desire to understand more and to fight for their civil liberties should join the National Council of Philippine American Canadian Accountants (NCPACA). It achieves this by bringing people together who help one another, work on projects together, and learn from each other. The goal of every club in the US and Canada is to meet the needs of the local community by learning new skills, making friends, and staying up-to-date with the latest industry developments. To attend both social and academic events, NCPACA participants must meet specific criteria that demonstrate their seriousness about becoming an accountant. NCPACA also hosts talks, donation drives, and other events that encourage diversity and inclusion at work. These kinds of events help Filipino accountants in North America get more jobs and learn new things.

Furthermore, wrote about the challenges faced by immigrant students in North America, particularly the issue of not receiving credit for their schoolwork. It often stops skilled workers from accepting full-time jobs. Researchers stress the significance of groups like the National Council of Philippine American and Canadian Accountants (NCPACA) are for helping scholars get into college in overseas nations and for explaining how the credential evaluation system works. This helps not only make it easier for

Quick Response Code	Access this article online	
	Website: www.mjhrm.com.my	DOI: 10.26480/mjhrm.02.2025.113.115

Filipino accountants to complete their jobs, but it also helps them get jobs and gives them more trust (Bourgeois et al., 2014).

The research stress the significance of professional groups like NCPACA for cultivating connections and networking. The survey results from the study showed that immigrant accountants can truly advance their careers by joining professional groups. NCPACA organizes classes, meetings, and other educational opportunities to help individuals gain knowledge and better serve the people they work with. It's still an opportunity for Filipino accounting professionals to interact with people who could assist them in getting jobs if they want to move forward with their careers (Wong et al., 2018).

The important role of accountants' ability to collaborate with individuals from diverse backgrounds and to exhibit adaptability. The authors of this paper assert that fostering connections and facilitating effective interactions necessitate a recognition of cultural differences. NCPACA teaches its supporters how to interact with people from diverse cultural backgrounds. This means that people who speak a language well are able to secure a job and perform well in their work with individuals from diverse backgrounds. Cultural exposure could be highly beneficial to Filipino economists because it will show them how to work in offices in the US and Canada (Chen et al., 2018).

This demonstrates the significance of obtaining qualifications, such as a Certified Public Accountant (CPA), if you intend to advance in your professional life. The study says that getting a certification can significantly improve the chances of obtaining a higher-paying job. NCPACA helps its members study for the CPA exam by organizing sessions and study groups. This allows them understand what they need in order to get their certification. NCPACA is essential because it provides Filipino accountants with the training required to obtain their accounting licenses and advance in their current positions (Garcia 2020).

The research shows that immigrant workers enhance the global economy by increasing productivity through the adoption of innovative methods of thinking. The authors note that organizations like NCPACA assist Filipino accountants in securing employment, which benefits not only those working in their residences but also the economy in North America. It shows how important it is for new finance professionals to work with people from all over the country (Albo, A., et al. 2021).

The study states that to retain a diverse group of workers, such as immigrant auditors, job openings must be accessible to everyone (The American Institute of CPAs. 2022). The investigation found that NCPACA supports actions to make workplaces more diverse and provide workers with the tools they need to address work-related challenges. NCPACA teaches Filipino financial analysts how to work effectively with others and how to manage disagreements at work, enabling everyone to perform their job responsibilities efficiently.

The study discuss some of the problems that Filipino accountants faced shortly after they first started working in North America, such as not being able to communicate effectively due to language barriers. The study says that NCPACA is a helpful group that helps people who join deal with these kinds of problems by providing them with chances to meet unfamiliar individuals, learn new skills, and get more proficient in English. The programs of a nonprofit help Filipino bookkeepers meet new people and learn how to work with other professionals in the same field (Lee and Cruz, 2020).

There are numerous descriptions in the books of how being an affiliate member can have a significant impact on the careers of Filipino accountants. Numerous people who took part in NCPACA's mentoring programs, which matched younger accountants with more experienced ones, say that their careers got a lot better. They demonstrate the value of the association's training and show that NCPACA is helping its members advance in their careers.

3. METHODOLOGY

The present research employs an empirical approach to examine the impact of NCPACA affiliation on the personal growth of Filipino accountants working in the United States and Canada. Implementing a cross-sectional research technique will enhance the collection of information while facilitating the analysis of correlations between NCPACA affiliation and various career advancement indicators, including job promotions, salary increases, and company opportunities for career advancement.

The research project will focus on Filipino accountants currently employed in the US and Canada who are active members of NCPACA. A

sample size of 100 participants will be selected to ensure the statistical validity of the results. We used specific parameters to conduct a statistical power analysis to determine the optimal sample size. It is thought that about 1,000 Filipino accountants are members of NCPACA. A 95% confidence level, which is common in social science research, and an additional ten percent of error were set to make the sample size more straightforward to work about given the study's limits. It was also decided that a final sample size of 100 individuals is both feasible and sufficient for this investigation, assuming an expected response distribution of 50%, thereby obtaining the largest sample size possible.

An online survey will be used to collect quantitative data. The survey will cover demographic information, the impact of being a member of NCPACA on professional growth, career advancement opportunities offered by NCPACA, and the challenges that Filipino accountants face. There will be several questions in each section regarding the importance of being a member of NCPACA, the usefulness of professional development resources, and the challenges people face in the field. There will be a score from 1 to 5 for each question.

Once the survey data is collected, it will be examined using statistical software such as Excel or SPSS. We will employ inferential statistics, such as regression and correlation analyses, to explore the relationships between NCPACA membership and career advancement outcomes. We will also use descriptive statistics to summarize demographic traits and overall responses.

Lastly, ethical issues will be of paramount importance throughout the study. The study will adhere to ethical standards by ensuring that all participants provide informed consent, maintain the confidentiality of their responses, and retain the option to withdraw from the study at any time.

4. RESULTS

This section presents the study's results, which aimed to determine how membership in NCPACA facilitated the career advancement of Filipino accountants in the US and Canada.

The demographic profile of the respondents included twenty-two managers, twenty-seven senior accountants, twenty-four staff accountants, fifteen consultants, and twelve individuals from other backgrounds. Twenty-eight respondents had been members of NCPACA for one to two years, thirty-two for three to five years, twenty-five for six to ten years, and fifteen for more than ten years. Geographically, 43 respondents worked in Canada and 57 respondents worked in America.

46% of respondents rated NCPACA membership as having a very significant or highly significant impact on job advancement, indicating that it had a significant impact on career growth. Furthermore, according to 45% of respondents, their job offers or promotions were primarily a result of NCPACA networking opportunities. 36% of respondents reported that their pay had increased by 5% or more since joining NCPACA, and 65% of respondents indicated that their pay had risen to some extent.

Workshops, seminars, networking events, and mentorship programs were among the career advancement opportunities offered by NCPACA. With 63% reporting high or very high workshop utilization, 70.5% reporting seminar utilization, 77.5% reporting participation in networking events, and 64% reporting involvement in mentorship programs, respondents demonstrated a high level of engagement with these opportunities. The professional development resources offered by NCPACA were deemed practical or very effective in improving the career prospects of 63% of the respondents.

Notwithstanding these advantages, Filipino accountants still faced challenges such as a lack of networking opportunities, salary discrepancies, cultural integration issues, and difficulties in getting promoted. Nonetheless, according to 53% of respondents, NCPACA had helped them overcome these obstacles to some degree. Additionally, according to 58% of respondents, more resources were either "quite a bit" or "very much" needed to overcome these obstacles.

5. DISCUSSION

The study's conclusions illustrate the significant impact of NCPACA membership on the professional development of Filipino accountants in both the US and Canada. The results show that 46% of those who answered said that being a member of NCPACA had a very or extremely significant effect on their chances of getting a better job. Additionally, 45% of respondents reported that their job offers or promotions were primarily due to NCPACA networking opportunities.

The study indicates that NCPACA offers numerous opportunities for

individuals to advance in their careers, including networking events, workshops, seminars, and mentorship programs. Respondents showed a high level of interest in these opportunities, with 63% indicating that they used workshops frequently or very frequently, 70.5% stating that they used seminars, 77.5% reporting that they attended networking events, and 64% saying that they utilized mentorship programs. Sixty-three percent of the respondents reported that the professional development resources offered by NCPACA helped them secure better jobs or were very helpful.

Filipino accountants still faced challenges such as limited opportunities for networking, pay disparities, cultural integration issues, and difficulties in securing promotions, despite these benefits. Still, 53% of the people who answered said that NCPACA had helped them deal with these problems in some way. 58% of the people who responded said they needed more help to deal with these issues.

The results of this study support earlier research that demonstrates the importance of professional associations in helping immigrant professionals advance in their careers (Beine et al., 2014; Wong and Cummings, 2018). The study's findings support (Chen et al., 2019) claim regarding the importance of cultural competence in accounting.

This study has significant consequences. The findings indicate that NCPACA is very important for Filipino accountants in North America who want to get ahead in their careers. People who have trouble and want to reach their career objectives can benefit from a company's social events, mentorship programs, and professional development resources.

This study poses a few problems likewise. First, the crowd of 100 people in question may not be a good representation of all Filipino accountants in the US and Canada at this point. Second, this investigation relied on personal data, which may not be entirely accurate.

The following research studies are required to alleviate these limitations by implementing more effective indicators of job promotion and increasing the sample size. Future research could investigate the effects of NCPACA association participation on various outcomes, including staff retention and workplace satisfaction.

6. CONCLUSION

The findings from this research demonstrate the importance of Filipino accountants registering with NCPACA to enhance their careers in both the US and Canada. The findings show how professional associations can facilitate the career advancement of immigrant professionals. The findings of the current investigation are crucial for individuals, companies, and legislators seeking to enhance the upward mobility of international licensed auditors.

RECOMMENDATIONS

The findings of the investigation demonstrate the crucial role the NCPACA association plays in helping Filipino accountants in the US and Canada grow as individuals. According to what we found, we suggest the following:

- NCPACA ought to continue to provide its members access to exceptional professional development resources like classes, talks, and mentoring opportunities that are going to assist them get ahead in their chosen professions.
- A greater opportunity to meet individuals: NCPACA ought to prepare more occasions and pursuits where its members can meet people who work in their field, like colleagues, superiors, and leaders in other fields.
- Promote NCPACA to establish relationships with businesses and trade associations. NCPACA should collaborate with businesses and trade groups to assist its affiliates in finding employment, summer internships, and mentors.
- Check and review often: NCPACA should check and review its offerings and initiatives often to make sure they are still

advantageous and accurate for helping participants advance in their fields of work.

The following suggestions will help NCPACA help Filipino accountants in both the United States and Canada improve their employment and transform them into better people.

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