

12TH JOINT EDUCOP AND FINCOP WORKSHOP

EduCoP Session 2: Advancing Public Sector Accounting Education and professional capacity building

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Public Sector Accounting and Reporting Program

PULSAR is an initiative of:



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Agenda



2

- 1. Reviewing international literature on PSAE
- 2. The PSAE paradox
- 3. Comparing PSAE in Italy to international case studies
- 4. Putting the Italian PSAE case in a broader perspective: generational change
- 5. Some proposals for the Italian case (and beyond)
- A final thought on Universities' role

Recent Contributions to Public Sector Accounting Education

- Heiling (2020), 'Time to rethink public sector accounting education? A practitioner's perspective'. *Journal of Public Budgeting, Accounting & Financial Management*, Vol. 32 No. 3, pp. 505-509
- Karatzimas, S., Heiling, J., & Aggestam-Pontoppidan, C. (2022). Public sector accounting education: A structured literature review. *Public Money & Management*, 42(7), 543-550
- Lorson, P. C., & Haustein, E. (2023). Debate: How to give university public sector accounting education the relevance it truly deserves
- Pulsar (2024). Analysis of public sector accounting education models in six countries
- Reichard, C., Kuchler-Stann, N., & Siegel, J. (2023). Education in public sector accounting at higher education institutions in Germany. *Public Money & Management*, 43(7), 741-749
- Richard M. Baylis, Dennis De Widt, Lukas J. Helikum & Rachel Ashworth (2024) Debate: The lack of public sector accounting education within universities and what is next

1. Reviewing the international literature

2. The PSAE Paradox

Public Sector Accounting Education matters in two main ways:

1

Timely supply of Qualified Accountants

2

Grant and maintain Quality of Knowledge

Evidence from international literature

Scarce presence in universities' syllabi

Research/practice gap

Alternative sources limited in scale

3. Comparing PSAE in Italy to international case studies

ACCRUAL

Health sector organizations

Public universities

Non-Departmental Public Bodies

SOEs

HARMONIZED

(cash based + accrual)

Core government

Central

Intermediate

Local

Pericolo, E., Fedele, P., Iacuzzi, S., Pauluzzo, R., Garlatti, A. (2023). *Public sector accounting education: international trends and Italian curricula*. *Public Money & Management*, 43(7), 731–740.

Public Sector Accounting Education

86 universities reviewed

No degree course fully dedicated to PSA

Out of 641 degree courses (Accounting, Management, Public Law)

16% included PSA content

Most PSA teaching units are present in non-PA degree courses

Research/practice gap

A recent study on public employment highlighted the following:



The average age of permanent public employees today is 50.7 years.



The average age has increased over time: in 2001 it was 44.2 years, in 2005 it rose to 46.5 years, and in 2009 reached 47.6 years.



Public employees under the age of thirty represent 4.8%, a percentage that drops to 3.6% when considering only permanent staff.



By 2033, over 1 million public employees will retire (= 1 in 3)

Challenges in Public Employment



Massive Generational Change Needed

Urgent need for new recruits



Declining Attractiveness of Public Employment

Public sector jobs, especially PSA positions, are less appealing to younger generations compared to the past



Training Gap

Due to the nature of PSAE, newly recruited staff are not immediately ready to operate

Risk of massive shortage of PSA professionals

4. Putting the Italian PSAE case in a broader perspective: generational change

5. Some proposals for the Italian case (and beyond)

Strengthening Public Sector Accountants Hiring and Development



Implement a structural hiring program Planned, long-term, systematic hiring—not sporadic or reactive.



Attractive job packages Enhance compensation and perks to attract talent



Restructuring the educational pipeline Align degrees and programs to produce job-ready graduates



Modern recruitment & selection Redesign recruitment methods and selection tests



End-of-career pathways Enable senior staff to focus on mentoring and knowledge sharing

Structured onboarding Implement comprehensive onboarding for new hires

Grand Corp Strategy for Public Sector Accountants



Provide Public Sector Accountants with a separate status



Make recruitment national



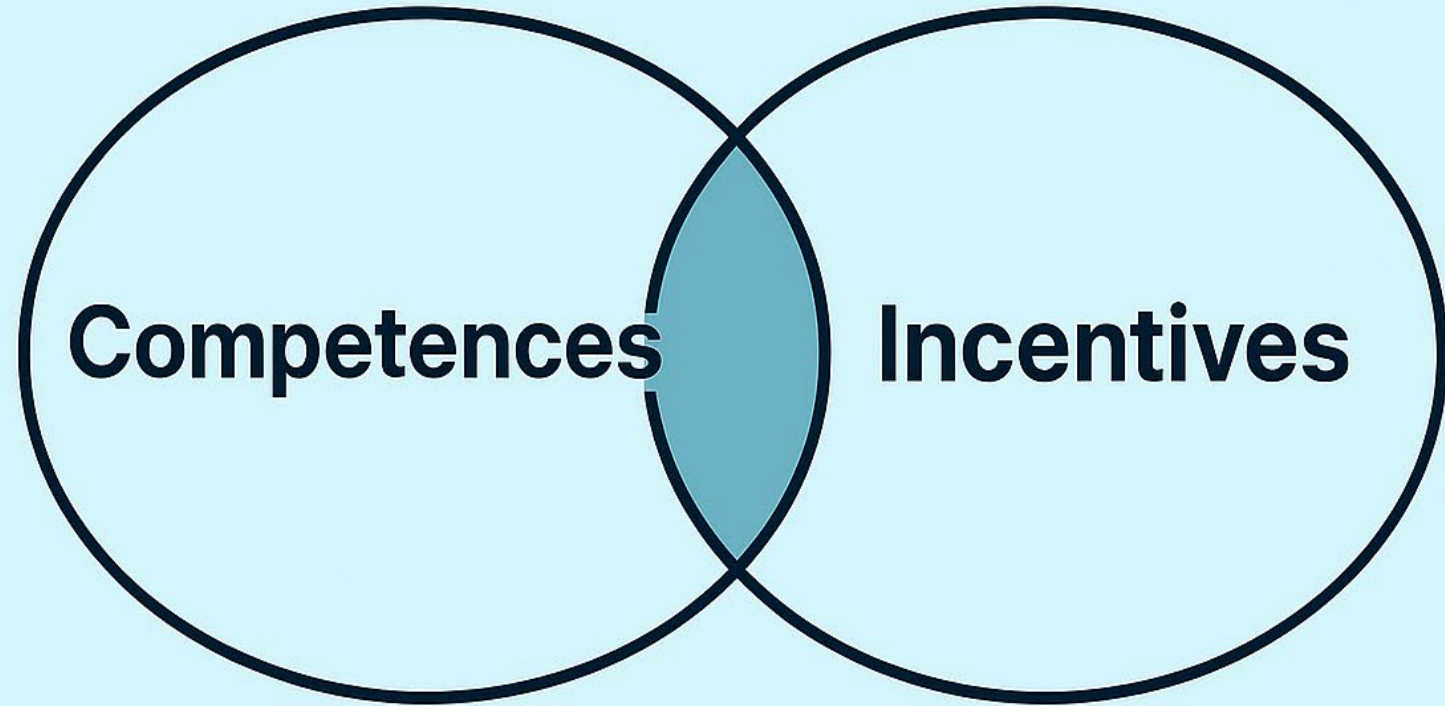
All hired participate in a long training program under a common national framework



At the end of the course are allocated to a PSO on the base of a ranking



How do universities' competences and incentives align to PSAE needs



6. A final thought on Universities' role



Thank you for your attention