



The PickypathTM Foundation



*Better skills
Brighter futures
Stronger communities*

Picky Fellowship Program

Inspiring a new wave of CPAs to serve our communities

Our Mission

Our mission is to provide aspiring students with equitable access to hands-on experience and mentorship, empowering them to build meaningful careers and enhance the financial well-being of their communities. We strive to close the opportunity gap, fostering a generation of skilled, ethical professionals who create lasting social impact.



We believe in the power of community impact.



We believe in equal access to opportunity.



We believe in fostering ethical leaders.

Picky Fellowship Program

The Picky Fellowship Program connects students eager to gain accounting skills through real-world experience with businesses.

Our story

Founded by a small community of CPAs who saw firsthand the struggles of talented young people unable to reach their potential, our foundation is built on a simple yet profound belief: that every student with the desire to pursue a career in accounting should have access to real-world experience and practical mentorship, no matter their background or financial resources. We watched countless students with dreams of contributing to their communities face barriers that hindered their success, from lack of opportunity to limited access to mentors who could guide them.

We exist to bridge the gap between classroom learning and meaningful careers. Through our foundation, we're committed to creating equitable pathways for the next generation of accounting professionals, so they can thrive in their careers and give back to the communities they come from.



Shared Success, Lasting Impact

The Picky Fellowship Program creates a unique opportunity for students and employers to thrive together. By offering hands-on experience to aspiring students, companies not only support the next generation but also gain access to eager, skilled talent. It's a partnership where everyone benefits—students, businesses, and the community as a whole.



For fellows

- ✓ *Hands-on experience*
- ✓ *Paid opportunities*
- ✓ *Bolstered resume*
- ✓ *Professional networking*

For employers

- ✓ *High-quality talent*
- ✓ *Flexible workforce*
- ✓ *Positive community impact*
- ✓ *Budget-friendly solutions*

Our Role

Evaluate

- ✓ Assess applicants through a comprehensive skills evaluation and interview process.
- ✓ Review companies' backgrounds to ensure quality work opportunities.
- ✓ Match fellows with companies that align with their skills, goals, and growth potential.



Support



- ✓ Ensure both parties have the resources and guidance needed for a successful experience.
- ✓ Take care of all employment-related compliance, allowing fellows and employers to focus on enjoying a positive, productive experience without the administrative hassle.

Grow

- ✓ Collect feedback from fellows and employers to support continuous improvement.
- ✓ Offer career advancement resources for ongoing growth.
- ✓ Maintain an active alumni network to foster connections and mentorship.



Stories of Community Impact



Gaining tax experience during tax season

A sophomore economics major seeking hands-on experience in tax joined a regional accounting firm through Picky Fellowship. With tax season underway, the fellow took on crucial tasks, including organizing client records, preparing initial tax return drafts, and reviewing documents for compliance. Initially uncertain about a career in accounting, this exposure allowed them to understand the essential role accountants play in guiding clients through complex tax obligations.

By the end of the season, the fellow felt inspired to pursue their CPA, recognizing accounting as an impactful career path. The firm not only benefited from the fellow's enthusiasm and support during their busiest time of the year but also built a potential future hire, gaining a positive reputation as a place where aspiring professionals grow and thrive.



Real-world audit exposure during busy season

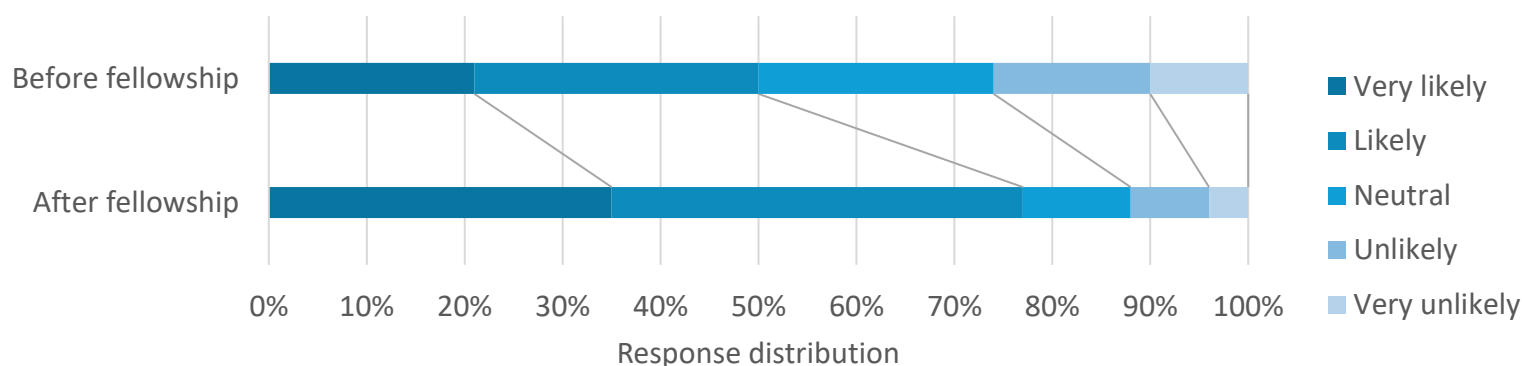
A junior BBA major eager to gain audit experience joined a local accounting firm just in time for audit season. As part of the team, the fellow assisted with tasks such as conducting inventory counts, verifying financial records, and testing internal controls. Initially questioning if audit was the right fit, the fellow found the work challenging and rewarding, gaining insights into how auditors help maintain financial transparency.

By the end of the busy season, the fellow decided to commit to a career in auditing. The firm benefited significantly from the fellow's contributions, as the added support allowed them to complete audits efficiently while managing tight deadlines. Furthermore, by providing valuable mentorship and real-world exposure, the firm enhanced its reputation as an employer committed to developing future accounting talent.

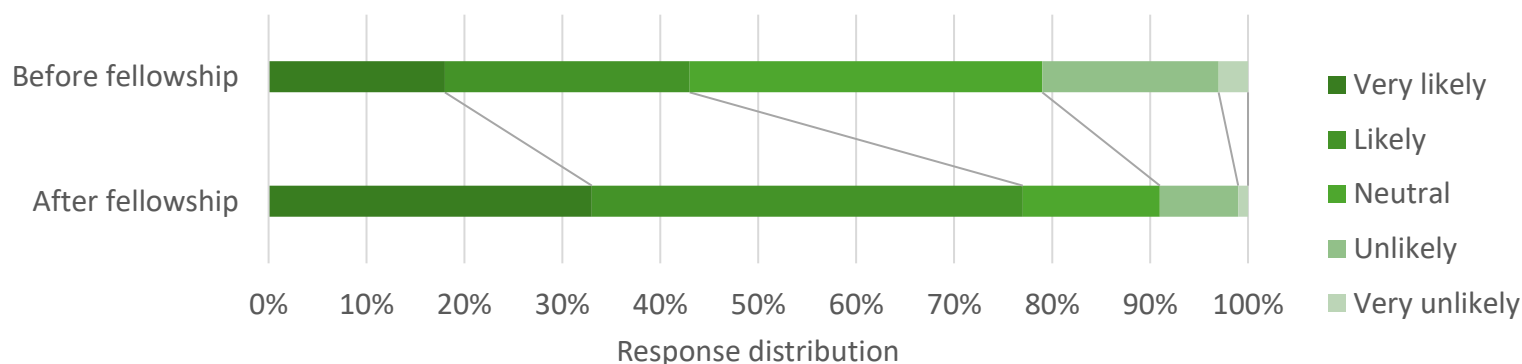
Reigniting Passion for Accounting Careers

Hands-on experience during the fellowship had a transformative impact on students, shifting their perspectives and increasing their commitment to pursuing a career in accounting.

How likely are you to pursue a career in accounting?



How likely are you to pursue a CPA certification?



To what extent did the hands-on experience influence your decision to pursue accounting?

Very influential Moderately influential Slightly influential Not influential



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