

ICAEW
GRADUATE CAREERS



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We get you there [icaew.com/careers](https://www.icaew.com/careers)

BECOME AN ICAEW CHARTERED ACCOUNTANT

Contents

New industries. Different causes. Global possibilities. Society is transforming, and with it, the bright new opportunities for curious minds are boundless. An ICAEW qualification can hone your potential, pushing you to go further and preparing you for the future.

This guide will introduce you to the surprising world of chartered accountancy – showing you how to begin your journey, what it involves, and where it can take you.

Look beyond the numbers, and you'll find our chartered accountants are talented professionals, prized for their ability to effect change. They are the strategic leaders, innovators and visionary advisers influencing the decisions that shape economies, communities and the organisations they work for.

Because with ICAEW, we get you there.

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YOUR APPLICATION

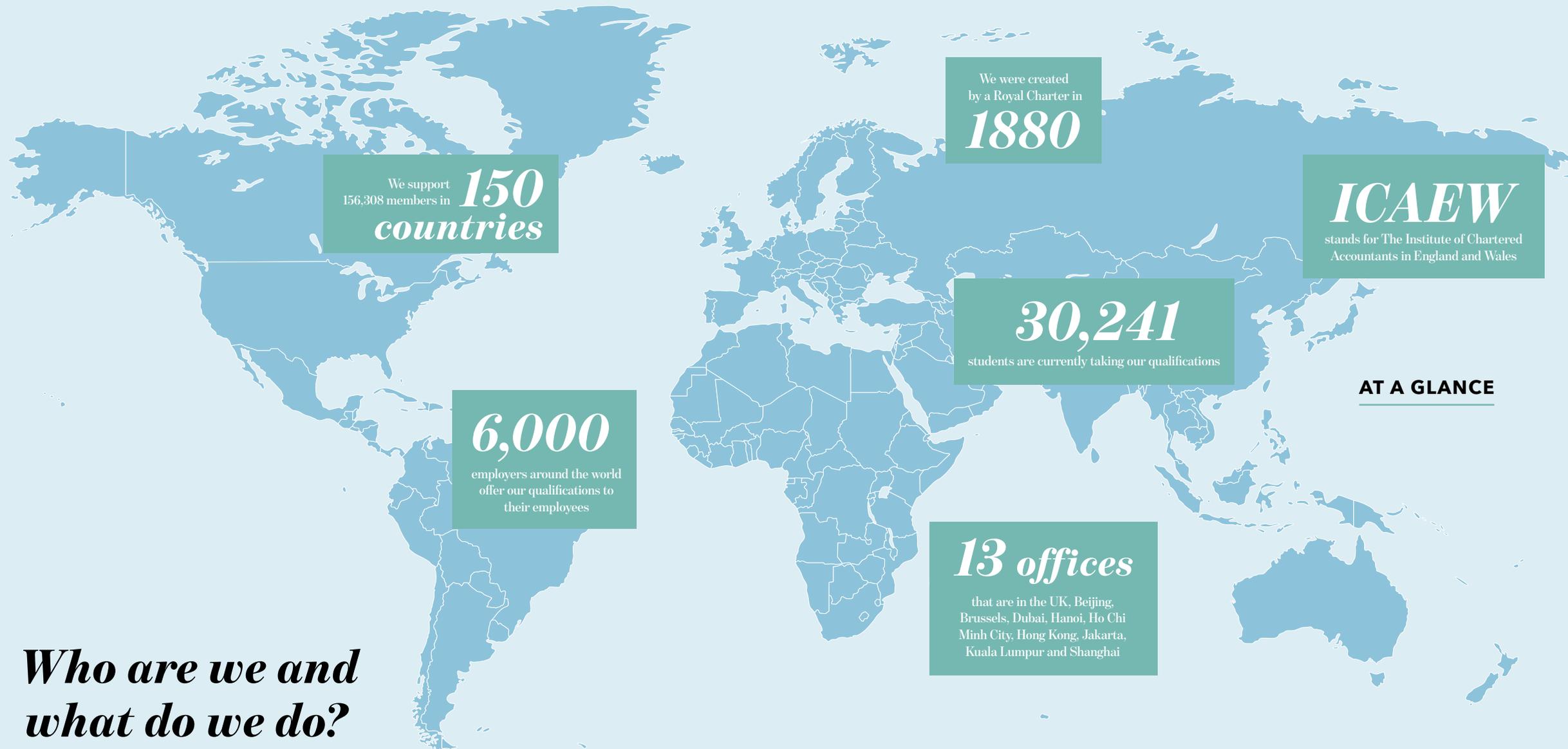
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AT A GLANCE

Who are we and what do we do?

We're ICAEW, a world-leading professional membership body.

Think you know us? Sure you do. But you may be surprised to know that we don't just train accountants. Yes, we provide qualifications and professional development, but we also share our knowledge, insight and technical expertise. We're also committed to protecting the quality and integrity of the accountancy and finance profession - we believe that accountancy can be a force for sustainable economic change across the world.

Through us, talented students can obtain world-class qualifications in chartered accountancy, enabling them to start their own business, develop rewarding careers in a range of organisations, and more.

WHY AREN'T ICAEW CHARTERED ACCOUNTANTS YOUR USUAL ACCOUNTANTS?

Innovators, explorers, thinkers and doers - an ICAEW Chartered Accountant's remit is as far-reaching as their ambitions. Having this title or the letters ACA after their name means they have completed the ACA (Associate Chartered Accountant) qualification and undertaken a minimum of three years in-depth training, passed a series of rigorous examinations, and are committed to continuing professional development. As a result, they enjoy unrivaled career opportunities.

Fill your days with infinite joy

*'The culture is fast-paced, challenging,
and supportive with plenty of
opportunities to progress my career.'*

WHY DID YOU CHOOSE ICAEW'S QUALIFICATIONS?

I chose to study ICAEW CFAB during my spare time whilst studying a Master's degree in Accounting and Finance; this helped boost my career and differentiated me from other candidates whilst applying for ACA training by demonstrating my commitment to further study.

WHY DID YOU DECIDE TO BECOME AN ICAEW CHARTERED ACCOUNTANT?

I have always enjoyed problem-solving, this meant that the field of accountancy was appealing. Accounting is a skills-based profession which means I can apply technical knowledge to solve problems and help companies grow.

Job title: Tax Associate
Employer: ForrestBrown
Degree: Electrical Engineering & Accounting
and Financial Management

*Julian
Ford,
ICAEW
CFAB*



Why are we right for you?

Choosing us will get you ahead in your career. The ACA is recognised around the world; with it, you'll be seen by employers as someone who's committed to the profession, with a wealth of strategic-level knowledge, skills and integrity.

And in case that's not enough, here are our top five reasons:



1

COMMUNITY

You'll be supported by our global network of 156,308 members* and 30,241 students.**

2

LEADERSHIP POTENTIAL

The ACA prepares you for leadership right up to board level. That's why 77 of the FTSE 100 companies have an ICAEW Chartered Accountant on their board.***

3

SUPPORT

ACA students have a high first-time pass rate of 80%, driven by quality learning, teaching and support.****

4

PROGRESSION

90% of all ACA students qualify in four years or less, meaning fewer resits, and faster career progression.*****

5

OPPORTUNITIES

Take your career into any industry around the world – 96 of the world's 100 global leading brands employ ICAEW Chartered Accountants.*****

Dull and dreary isn't our game.

Your chance to shine is.

'I love that I work on projects which connect two of my passions at work: learning about other cultures and making a positive social impact.'

WHAT IS THE BEST THING ABOUT WHAT YOU DO?

I love that I can work on challenging projects which allow me to solve complex problems and make a positive social impact. Accountancy is a global profession, which means that there is an opportunity to work with people around the world. I've also been able to use my accounting knowledge to support public sector organisations and charities.

WHY DID YOU CHOOSE ICAEW?

ICAEW's success and prestige matches my ambitions. I researched the market and ICAEW was an obvious choice. I was excited about where the ACA would take me in my career.

Job title: Consultant

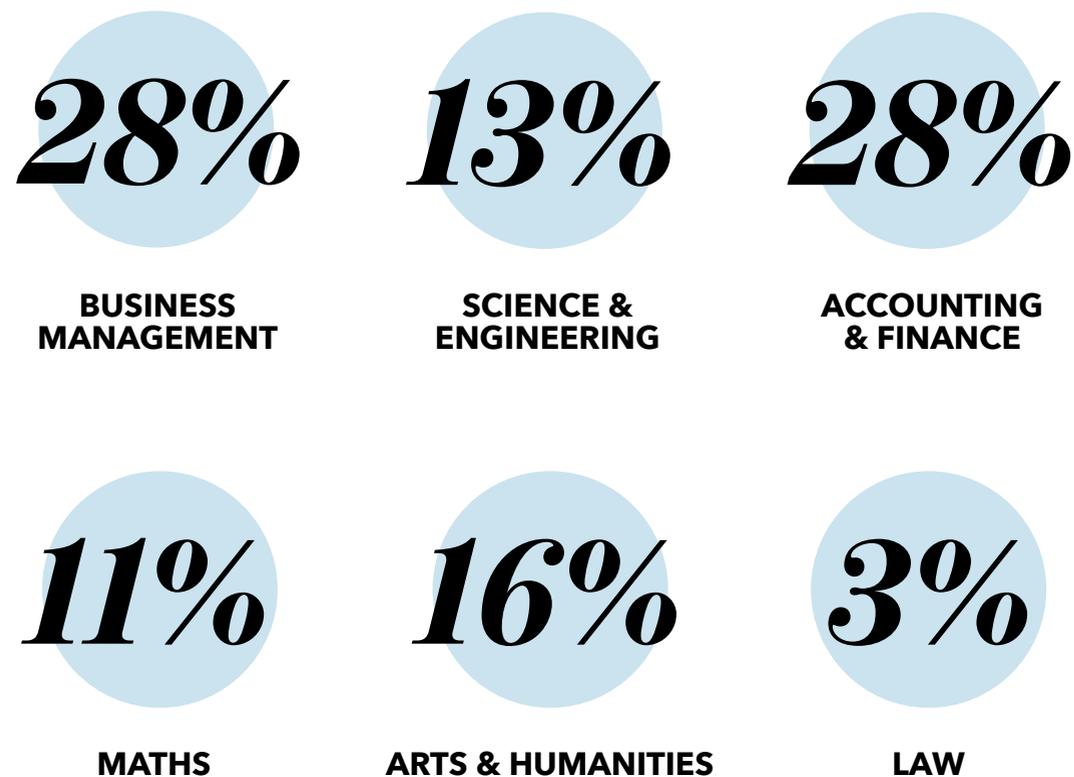
Employer: PwC

Degree: Business and Management

*Monique
Malcolm-
Hay, ACA*

Who can do our qualifications?

You don't need a degree in accounting, finance or business to study for the ACA. This diagram shows a breakdown of what ACA students have studied, most are from a non-accountancy background.* Many employers actively seek diversity in their recruitment, so having a non-accountancy degree is welcomed.



IS THE ACA THE ONLY WAY TO BECOME CHARTERED?

The qualifications offered by accountancy bodies differ both in terms of their content and career focus. Likewise, the level of support you'll receive during training varies between accountancy bodies.

At ICAEW, we don't just provide excellent support during your training, but throughout your entire career. What's more, the ACA is an excellent qualification for business leadership; so if you aspire to reach the top, our qualification will help you get there.

Along the way to becoming chartered, you can complete ICAEW CFAB, which is a standalone qualification, and gain professional status with the ICAEW Business and Finance Professional (BFP) designation. These will demonstrate that you're on track to becoming an ICAEW Chartered Accountant.



Apply for a training agreement on [icaewtrainingvacancies.com](https://www.icaewtrainingvacancies.com)

*UK ACA students in a training agreement in 2018. Remaining 1% categorised as 'other'.

What skills are employers looking for?

It's not just about your academic background. Your personal qualities are essential to potential employers too. Provide real examples of your abilities in the following areas and you'll have a greater chance of success.

FIND AN EMPLOYER TO TRAIN WITH

Accountancy and professional services firms are one way to train for the ACA. You can also train in large companies, small enterprises, charities and government bodies, among others. Each employer has their own entry criteria, so make sure you check this before you apply.

WHAT IF YOUR CHOSEN EMPLOYER ISN'T AUTHORISED BY ICAEW?

If you want train for the ACA, we're here to support you. Provided the employer meets our training standards, the process for them to become authorised to train you is simple, free of charge, and can take as little as three weeks.



PEOPLE SKILLS

Communicate complex business information and advice in an easy-to-understand way.



TEAMWORKING

Knowing when to operate as a team member or a team leader is vital.



DECISION-MAKING & PROBLEM SOLVING

Make sound, ethical business decisions by collating, analysing and interpreting data.



PROFESSIONALISM

Behave professionally and ethically at all times, identify the right thing to do and stand by that.



IT SKILLS

Develop well-rounded technical skills and keep up to date with technology.



COMMERCIAL AWARENESS

Understand a business inside out, whether it's yours or someone else's.

What is the training and exam schedule?

There are four integrated elements to ACA training. With an emphasis on professional development and nurturing skills, the qualification covers far more than technical accountancy. It's designed to develop leadership potential, and its content is reviewed annually to ensure you're kept informed about the latest developments in finance, accounting and business.

01

ETHICS AND PROFESSIONAL SCEPTICISM

Ethics and professional scepticism are an essential part of being a chartered accountant. You'll follow a structured programme to ensure you know how to apply them - focusing on areas such as integrity, objectivity and independence.

03

PRACTICAL WORK EXPERIENCE

You need to record 450 days of relevant 'on-the-job' work experience during your period of approved training. If you have completed an internship or placement year with one of our authorised employers, you may be able to count up to 12 months' experience towards your ACA training.

02

PROFESSIONAL DEVELOPMENT

Demonstrate your competence in seven key professional skills (such as communication, teamworking and decision-making) by providing examples from your work experience.

04

ACCOUNTANCY, FINANCE AND BUSINESS MODULES

There are 15 modules, each with its own exam. These modules are staged across three levels: the first introduces you to core concepts; the latter two build on your growing technical knowledge and experience.

ACA training

The ACA equips you with in-depth knowledge across a range of topics in accountancy, finance and business. The 15 computer-based exams are designed to complement the practical experience you will gain, so you can put your knowledge into practice. The exams are split across three levels:

CERTIFICATE LEVEL

Introduces you to the fundamentals of accountancy, finance and business. Once completed, this is a standalone qualification known as the ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB).

ICAEW CFAB also serves as a stepping stone to the ICAEW Business and Finance Professional (BFP) designation. Once you have completed ICAEW CFAB, you only need to complete the ICAEW Ethics Learning Programme and gain 12 months' work experience within a business and finance role to apply for the designation and use the BFP letters after your name. Further information can be found at icaew.com/aboutbfp

PROFESSIONAL LEVEL

Builds on the fundamentals and tests your ability to use technical knowledge in real-life scenarios.

ADVANCED LEVEL

Tests your understanding and strategic decision-making at a senior level. These exams present real-life scenarios, with increased complexity and wider implications.



Exam schedule

It is possible to start the ACA on your own as an independent student. However, you'll still need to secure a training agreement to acquire the necessary practical work experience. Your employer will guide you on the pace and order that you complete the modules, except for the Case Study, which you have to take last. 90% of ACA students complete their training and exams in four years or less.

The exam schedule varies across the levels:

CERTIFICATE LEVEL

Certificate Level exams can be taken in any order, but you must pass every exam, or receive credit for prior learning to complete this level.

Each exam is **90** minutes long

55% pass mark at each exam

Maximum of **4** attempts at each exam

PROFESSIONAL LEVEL

These exams are available to sit every March, June, September and December.

Each exam is **2.5-3** hours long

55% pass mark at each exam

Maximum of **4** attempts at each exam

ADVANCED LEVEL: CORPORATE REPORTING AND STRATEGIC BUSINESS MANAGEMENT

These can be taken in July and November each year.

Each exam is **3.5** hours long

50% pass mark at each exam

Unlimited attempts at each exam

ADVANCED LEVEL: CASE STUDY

This is your final exam which you will attempt in the final year of your training agreement, once you have taken, or received credit for all other exams.

4 hours long

50% pass mark at each exam

Unlimited attempts at each exam

What are the entry requirements?

- 1** To start ICAEW CFAB you don't need any other qualifications, just a real interest in business.
- 2** If you haven't completed ICAEW CFAB or the Level 4 apprenticeship and you want to start the ACA, you'll need to have two A-level passes (grades A*-E) or equivalent. You'll also need three GCSE passes (grades 9-4/A-C) or equivalent.
- 3** Before applying to an employer, check their entry requirements. GCSE, UCAS points and degree result requirements vary.
- 4** Employers welcome all degrees. If you have completed a degree that is not directly related to accountancy, you can still utilise the knowledge and skills you have developed in your future career.

Recognition for prior knowledge and experience

You may be eligible for credit on some exams if you've studied accounting, finance or business at university. Also, if you've worked for one of our authorised employers on an internship or placement, within the last two years, you may be entitled to claim credit for prior work experience for up to eight months.



You can find out more about credit at [icaew.com/cpl](https://www.icaew.com/cpl)

Find yourself and thrive

‘Your perspective is valued no matter where you come from or what your background is.’

HOW HAS YOUR CAREER SUPPORTED YOUR PERSONAL VALUES?

As a woman who’s also from an ethnic minority and was educated at a state school, I get to bring a fresh perspective to the conversation. The increasing diversity and equality in the accountancy profession means I have successful role models who I can relate to.

WHAT DO YOU ENJOY MOST ABOUT YOUR ROLE?

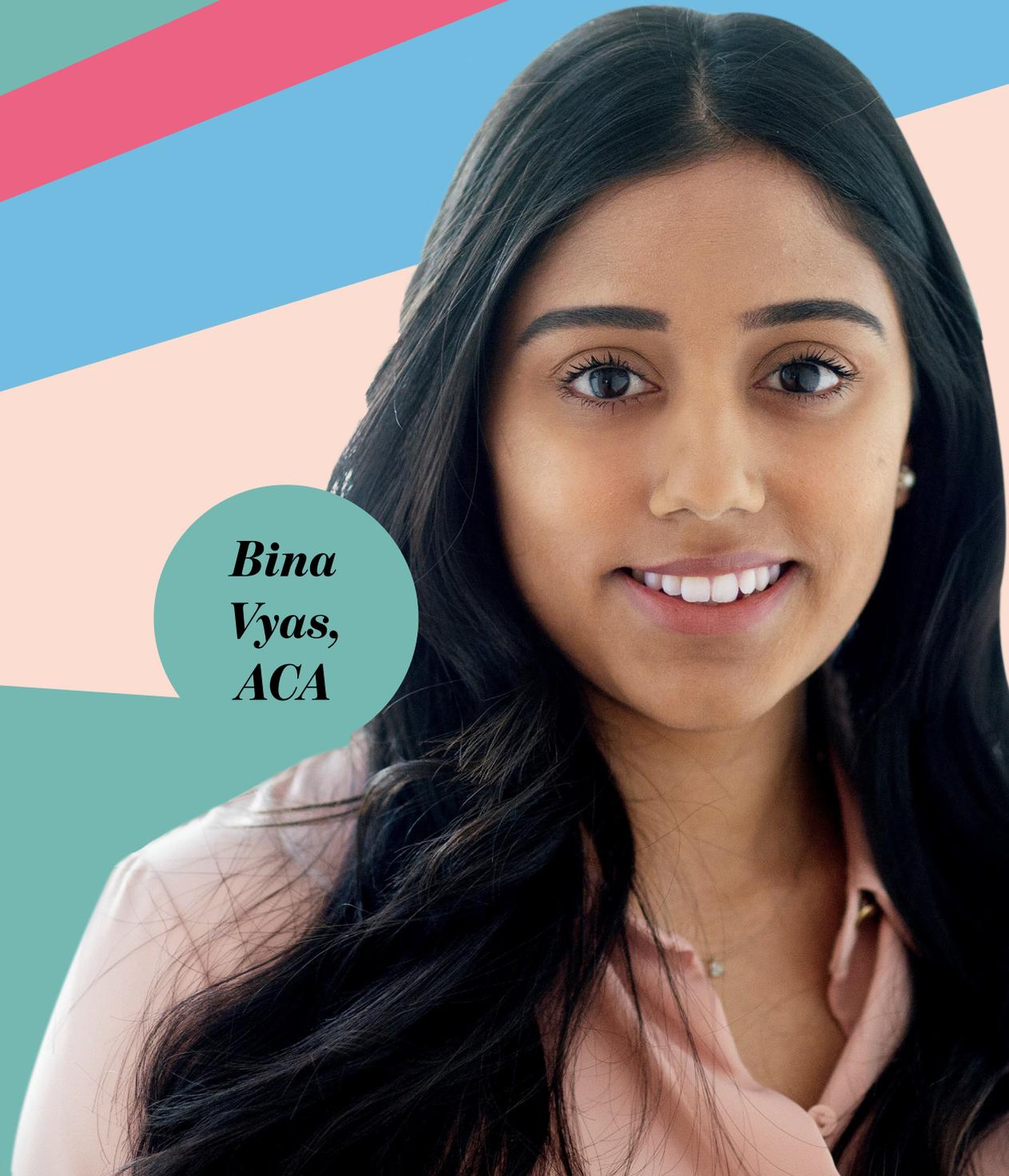
When I am able to see the real impact I’ve had on the performance of the business, as well as helping to achieve its strategic goals; this is a really rewarding part of my job.

HOW HAS THE ACA BENEFITED YOUR CAREER?

The ACA has equipped me with analytical skills and business acumen and is invaluable for my career progression.

Job title: Commercial Management
Trading Specialist
Employer: Vodafone
Degree: Economics

***Bina
Vyas,
ACA***



Our infinite industries

You can't confine our chartered accountants to number crunching at the desk, because the variety of work they do is so vast. Your ability to think big and use your imagination to solve problems is needed in every part of the economy, in all types of businesses. So, you really can work in any industry that fascinates you.

ICAEW Chartered Accountants help make a positive impact by creating strategies, and providing financial expertise all around the world. Here are just a few of the things you can do with the qualification.



1

FOLLOW YOUR CURIOSITY

Fashion. Sport. Media. Tech. Whatever the sector, they need the big ideas of a chartered accountant. Your vision can delve into a vast range of exciting challenges, from helping to launch a groundbreaking piece of new technology, to deciding whether to invest in a new start-up.

2

CHANGE LIVES

Chartered accountants play a key part in helping charities raise, and effectively spend, funds that can save lives and change the world. If you want to make a difference while making a living, then you can use your talent to support a cause you're passionate about.

3

REACH THE TOP

The confidence to push boundaries and think outside the box helps chartered accountants grow as business leaders, and sets them apart from the rest. It's no surprise that you'll find ICAEW Chartered Accountants as CEOs of multinational companies.

4

EXPLORE THE WORLD

Chartered accountants are explorers of ideas, solutions and the world. Recognised as a premier business qualification in 150 countries, the ACA is your passport to take your career wherever you want to go.

5

MAKE A GREATER IMPACT

Help run the finances of government departments, the NHS, or universities. Chartered accountants help public organisations make important decisions that help shape the world and its future.

6

MOVE WITH THE BIG CHANGES

From Covid-19 to big government policy changes, chartered accountants are helping all types of organisations move with the important issues that are shaping our world of today and tomorrow. So, you can be part of something bigger.

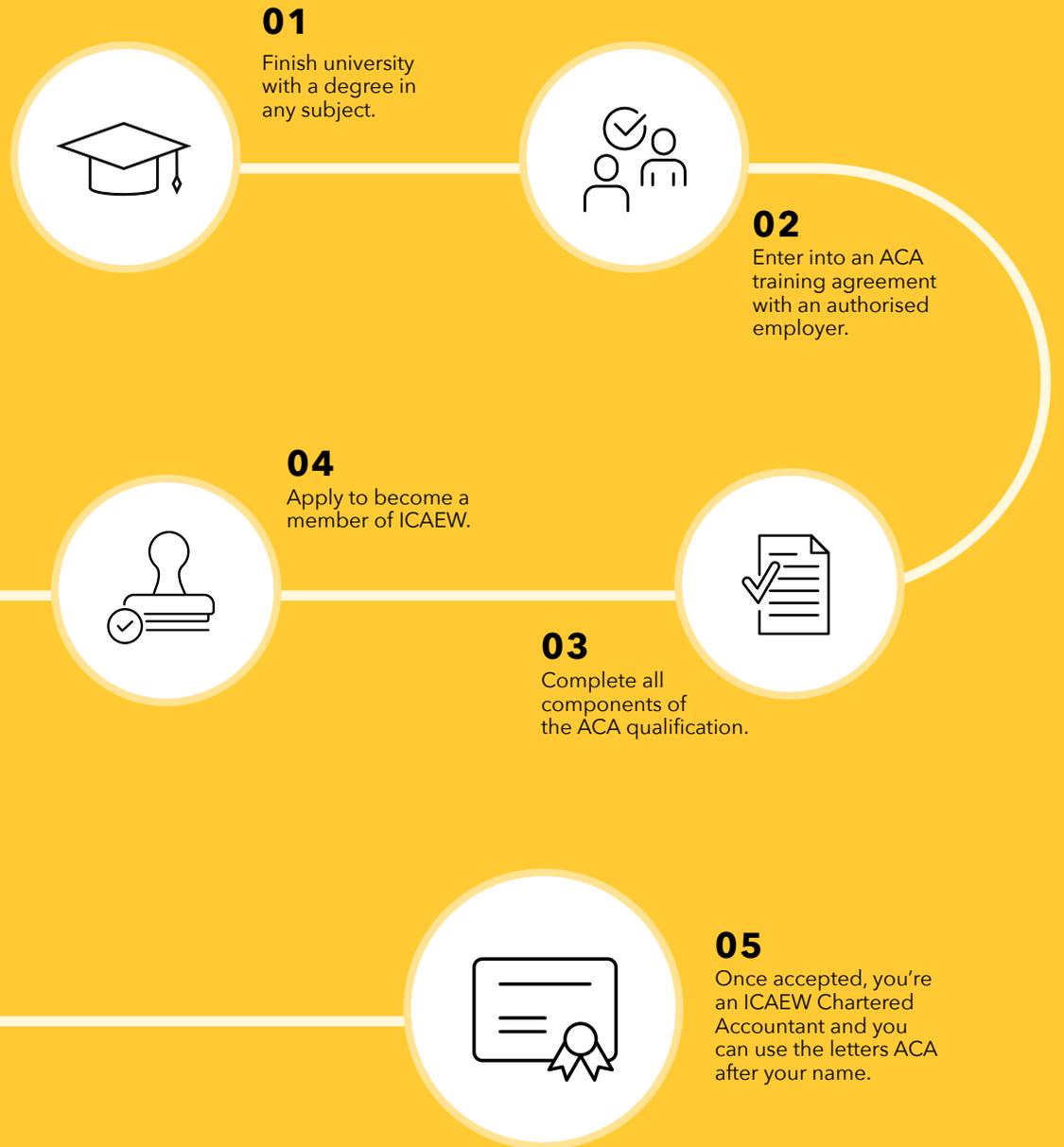
Want to become a Chartered Accountant? We get you there.

You'll need to find an authorised employer to support you and enter into a training agreement with them. The training agreement will outline the support you'll receive during training and will include details about tuition, study leave and mentoring.

As well as giving you time away from work to study, employers will usually pay for your tuition with a dedicated provider and also pay for your exam and student registration fees. You'll need to successfully complete the ACA qualification before you can apply to become a member of ICAEW.

 Apply to a training vacancy with an authorised employer now at [icaewtrainingvacancies.com](https://www.icaewtrainingvacancies.com)

BECOMING CHARTERED - THE PROCESS



Shape the future

'The thing I love most about my job is the people. Everyone who works here is passionate about problem solving.'

WHY CHOOSE THE ACA?

I chose the ACA because of its wide recognition across all industries and internationally. The ACA is a rigorous qualification that has given me the confidence to feel comfortable providing high-level strategic advice.

HAVE YOUR SKILLS BENEFITED YOUR MOVE TO A START-UP?

In a fast-growing start-up I get involved with every aspect of finance and regularly get to design how we do things (for now!) from scratch. The ACA is a very versatile qualification and has been enormously useful.

WHAT DO YOU ENJOY ABOUT WORKING IN A TECH START-UP?

The learning curve and culture. I seek out ways to professionally challenge myself, so joining a fast-growing tech start-up felt like the perfect next step. Tessian's culture empowers you to get stuck in and start delivering right away. As a result, I've been trusted to implement changes from my very first week.

Job title: Finance Executive
Employer: Tessian
Degree: Economics and Spanish

*Beth
Staff,
ACA*



Obliterate the field with unbelievable talent

Completing ICAEW CFAB, BFP and the ACA will open doors for you throughout your career. Take a look at Monique's career story and see how she's progressed to achieve her ambitions.



Monique

2015 Graduated with a degree in Business and Management.

2015 Secured a training agreement at PwC as a Deals Associate.

2017 Promoted to Deals Senior Associate during ACA training.

2018 Became an ICAEW Chartered Accountant.

2018 Secondment to PwC Dubai.

2018 Founded New Gen Accountants.

2019 Short secondment to PwC's Emerging Tech Lab.

2019 Won WeAreTheCity Rising Star in Professional Services Award.

2020 Promoted to consultant at PwC.

Sheru's journey to becoming unstoppable

In only five years, Sheru has accomplished so much. From a degree in English, to gaining the BFP designation. We can't wait to see what the next five years has to offer.



2015
Graduated with a degree in English.

2016
Completed a Master's degree in English Literary Studies (with Film Pathway).

2018
Completed ICAEW CFAB.

2019
Became a BFP.

2020
Hopes for the future: finish exams and become an ICAEW Chartered Accountant.

2016
Entered into a training agreement with The Donkey Sanctuary and became Audit Assistant.

2018
Promoted to Senior Audit Assistant.

2019
Moved to BDO to join Public Sector Internal Audit.

Support and benefits

We're here to support you throughout your entire career journey. In addition to the support from your tutors and employer, we offer a wide range of services and resources.



SUPPORT

Our dedicated student support team is on hand to help you throughout your training. From queries about your training agreement and exams through to updating your personal details, they're here at every step.

To keep you inspired and focused, we offer an online student community and a network of student societies. Joining a student society will build your professional network, enable you to meet with fellow trainees, and attend a range of events in your region including annual balls, sports teams and wellbeing workshops.

BENEFITS

Alongside competitive salaries, ACA students have access to a wide range of benefits:



Earnings that reach the sky

Trainee and qualified chartered accountants can expect extremely competitive salaries.

These are average figures that include qualified chartered accountants with substantial experience. However, even at the start of your career, you can expect to receive an attractive salary.

£30k^{*}

is the average graduate starting salary for Accounting and Professional Services in the UK.

£51k^{}**

is the global average salary for a newly qualified ICAEW Chartered Accountant with up to two years' experience.

£108k^{}**

is the average global member salary across all sectors.

£134k^{}**

is the average global member salary for those working in business, but it's not the limit.



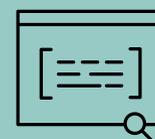
Apply for a training agreement on [icaewtrainingvacancies.com](https://www.icaewtrainingvacancies.com)

Get prepared

Now that you've explored the world of chartered accountancy and all the opportunities it has to offer, you're ready to take the next steps:

1

RESEARCH



Visit our website [icaew.com/careers](https://www.icaew.com/careers) to find out more about our qualifications.

While you're there, you can sign up to our newsletter to receive employability tips, job updates and information about careers in accountancy.

You can also hear from our students and members and learn about the different routes open to you.

And don't forget to take a look at our YouTube channel to stay up to date with our ICAEW Vlog Stars: [youtube.com/icaewcareers](https://www.youtube.com/icaewcareers)

2

CHOOSE



Now you're ready to start looking for an employer.

Try to start your search early because most organisations advertise their opportunities up to a year in advance of the start date.

Search our job board, [icaewtrainingvacancies.com](https://www.icaewtrainingvacancies.com), for the latest jobs involving ACA training. You can also sign up for updates and job alerts by creating a profile here.

3

KEEP IN TOUCH



 ICAEW Careers  ICAEW Careers  @ICAEW_Careers

 Become an ICAEW Chartered Accountant  icaew_uk

 [icaewtrainingvacancies.com](https://www.icaewtrainingvacancies.com)  @icaew

There are more than 1.8m chartered accountants and students around the world and 186,500 of them are members and students of ICAEW. They are talented, ethical and committed professionals, which is why all of the top 100 Global Brands employ chartered accountants.*

ICAEW promotes inclusivity, diversity and fairness. We attract talented individuals into the profession and give them the skills and values they need to build resilient businesses, economies and societies, while ensuring our planet's resources are managed sustainably. Founded in 1880, we have a long history of serving the public interest and we continue to work with governments, regulators and business leaders around the world. And, as an improvement regulator, we supervise and monitor over 12,000 firms, holding them, and all ICAEW members and students, to the highest standards of professional competency and conduct.

ICAEW is proud to be part of Chartered Accountants Worldwide, a global network of 750,000 members across 190 countries, which promotes the expertise and skills of chartered accountants on a global basis.

We believe that chartered accountancy can be a force for positive change. By sharing our insight, expertise and understanding we can help to create strong economies and a sustainable future for all.

ICAEW - We get you there.

*CAW, 2020 - Interbrand, Best Global Brands 2019

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