Invest in extraordinary

Train a Chartered Accountant with ICAS and add world-class business expertise to your workforce
Welcome to ICAS
An international business community
All 22,000 ICAS members have earned our globally prestigious CA designation of Chartered Accountant, the qualification that’s shaped an international business community spanning industries, from small islands to continents, full of local heroes and corporate leaders.

Technology, trust and talent
The corporate world faces a range of challenges, from digital advancement, to a lack of public confidence. Our training turns difficulty to opportunity by reflecting three key themes: technology, trust and talent. We’re innovating while maintaining the standards for which we’re renowned, so that the skills of ICAS CAs will be relevant to the workplace of the future and deployed from a position of renewed credibility.

No ordinary accountants
No ordinary accountants, ICAS Chartered Accountants have trained to the highest possible level and committed to a process of continuous professional development. Furthermore, they’re regulated by us and bound by our Code of Ethics to ensure they work to the utmost standards of integrity, objectivity and confidentiality.

Our CAs are extraordinary
ICAS Students know they’re on the way to an extraordinary career. That’s because not only does our advanced syllabus deliver technical expertise in accounting and finance, it instills wider business acumen and an overall commercial awareness. Add talents such as management, analysis, communication and presentation for pretty much every skill you’d want to develop within your workforce.

Welcome to ICAS
Invest in trusted talent
Welcome to ICAS, a global professional body for Chartered Accountants, formed by Royal Charter in 1854. We educate, examine and lead, enabling excellence whilst always working for the wider public good.

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Our at-a-glance guide to training an ICAS Chartered Accountant

- ICAS is a global professional body for Chartered Accountants.
- Our ‘CA’ qualification is perceived as the accountancy gold standard.
- We train CAs in partnership with all kinds of organisations.
- Partnering with ICAS helps employers attract the brightest talents.
- Training a CA adds finance and business expertise to your workforce.
- Our syllabus instills an overall commercial awareness.
- Flexible learning maximises CA Students’ time in the office.
- Employers can choose to train school leavers or graduates.
- Government-funded apprenticeships are available.
- We have training locations UK-wide.
- Employers benefit from our continual support.

What a Chartered Accountant (CA) can do for you

Invest in expert tuition

A CA has trained with ICAS to reach the highest professional level and qualified for all-round business success.

The highest professional level
Qualifying as a CA indicates that an accountant has reached the highest level, undertaken the ICAS programme of expert tuition, rigorous training and examinations in accountancy, assurance, business, public trust and ethics, whilst committing to a process of continuous professional development.

Qualified for business success
The ICAS syllabus goes well beyond accountancy training to include everything from technology to risk, strategic modelling, data analytics, tax, VAT and financial reporting. As a result, our CAs are part business advisor, part accountant, and developing them within your team will equip your organisation with the expertise to succeed.

CA – an ICAS exclusive
Chartered Accountants who qualify with ICAS can use the professional ‘CA’ designation after their name – an identifier that carries real weight throughout the international business community. And those two letters are exclusive to ICAS members, meaning they can’t be used by any other institute, training body or organisation in the UK.
Our employer-friendly training solution will help your organisation attract and secure the brightest and best business talent.

Talent secured
By offering a three-year (graduate) or five-year (school leaver) ICAS CA training agreement, you’ll secure a long-term commitment from a talented and dedicated employee who’ll gain a highly valuable accounting and business qualification. Additionally, you can take advantage of the strong degree of loyalty demonstrated by CA graduates who often stay with their employer for years after qualification.

Employer-friendly training
Our flexible, employer-friendly solution is designed to maximise CA Students’ time in the workplace, and because we’re both the educator and the examiner, you’ll have a single point of contact throughout. We also offer a selection of resources, including technical webinars, to keep you informed and updated.

Attract the brightest and best
By offering the prestigious, globally recognised CA qualification, your organisation will be better able to compete in the recruitment market. Our dedicated support, resources and relationships with schools, colleges and the UK’s top universities will showcase your organisation and further help to identify and attract the brightest and best.

Why train a CA with ICAS?

Invest in established experience

Benefit from our experience
Over 160 years of experience have gone into perfecting a training solution that shapes the finance professionals of the future and meets the demands of the modern workplace. Additionally, through regular employer consultation we’re ever evolving, to keep our qualification, and the skills of our CAs, at the cutting edge.

"Our graduate and school leaver trainees are all trained through the ICAS CA programme. This gives them the skills they need to support our work – training in audit, financial accounting and more widely, getting that understanding of the business world we live in. Many of our CAs continue their careers with us post qualification and use the skills they learned with ICAS to help deliver audits and improvements in the public sector.”

Stephanie Harold, Senior Auditor and Training Principal, Audit Scotland
From small local accountancy practices to the Big Four, industry and business to the public sector, all types and all sizes of organisation can train ICAS Chartered Accountants.

Training CAs in an accountancy firm
Many CA Students train in public practice. Their first three years at work are devoted to achieving their qualification, and they are generally given lots of responsibility from the outset – be it supervising junior staff, working with clients or getting involved in a variety of suitable projects – anything at all that can aid their professional development.

Training CAs in the public sector
In order to help ensure their effective and efficient management, government departments and the public sector can also gain ICAS Authorised Training Office (ATO) status and begin training their own CAs in house.

Training CAs in industry and commerce
Many businesses in industry now choose ICAS to train their Chartered Accountants directly. This helps meet their specific requirements from the outset and removes the need to wait and employ newly qualified CAs from audit firms.

ICAS has special support in place for industry, reflecting Relevant Practical Experience that may be different from practice.
Our online learning options and a range of study locations make ICAS CA training accessible to organisations across the UK.

Flexible learning reduces classroom time
The ICAS syllabus mixes classroom-based learning with online options, to maximise the amount of time spent in the workplace and further meet the needs of a range of organisations. CA Students following this blended learning programme make use of greater flexibility as to when they are required in class. As a result, the block-training total of 13 weeks can be spread across their three-year contract: that’s less than 23 days per year.

Training locations UK-wide
Several major UK-wide organisations choose to exclusively train with us. And because we offer training locations from London to Aberdeen, CA Students can attend classes close to their employer, helping to minimise travel requirements and further reduce the time spent out of the office.

We ensure that standards are consistently high across all locations so, no matter where your organisation is based, you and your Students will receive the first-class ICAS experience.
Businesses seeking to train CAs can employ school-leavers and graduates or make use of government-funded apprenticeships.

Graduates will normally sign a three-year CA training agreement, which again mixes workplace experience with limited classroom time.

Apprenticeships
Apprenticeships are a great, government-funded way for employers to train CAs.

The ICAS Level 7 Accountancy Professional Apprenticeship can be funded through the government apprenticeship levy in England, with apprentices studying to qualify as an Accountancy Professional and Chartered Accountant (CA).

The RGU Graduate Apprenticeship in BA (Hons) Accounting is partially funded by Skills Development Scotland. Most of the degree study is conducted online, with apprentices working toward an honours degree and the CA qualification.

Your CA training options
Your CA training options

Through an employer-friendly balance of study and workplace experience, the ICAS qualification delivers the skills and knowledge your CA Students, and your organisation, need to succeed.

Your organisation may face a variety of complex and unpredictable situations, but we’ve designed our qualification to help CAs formulate and communicate professional solutions no matter what comes along.

Through a mix of study, and the minimum 450 days of relevant practical experience gained with their employer, CA Students gain technical expertise in accounting and finance, alongside broader business skills in management, analysis, communication, presentation, public trust and ethics.

And whilst our syllabus is rich in heritage it’s also built to last. With recent updates reflecting our three key themes of technology, trust and talent, we’ve ensured that our CA training continues to be highly relevant in today’s fast-changing world and reinforced its position as the “gold standard” in accountancy education.

The Scottish Credit and Qualifications Framework (SCQF) is a way of comparing Scottish qualifications from school, college, university, and work. Each qualification is given a level and number of credit points. Credits show how many hours it will take to complete a course.

1 credit = average of 10 hours learning time.

35 credits. SCQF Level 11.
Comparable to holding a Masters Degree

10 credits each module. SCQF Level 9.
Comparable to an Undergraduate Degree

15 credits each module. SCQF Level 11.
Comparable to holding a Masters Degree

Your CA qualification in detail
Our CA qualification in detail

School-leavers
CA Students following our school-leaver route are educated to a good Higher or A Level standard but aren’t required to have previous knowledge of accountancy or finance. Everything they need to know is covered by the ICAS syllabus and their training.

They normally sign a five-year CA training agreement, to gain workplace experience with their employer whilst taking occasional time out to study with us.

Graduates
Lots of CA Students come direct to us upon graduating from university. They’re from a variety of backgrounds because, whilst a good degree is an ICAS requirement, it needn’t be accountancy or business-related.

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Invest in extraordinary

Organisations of all types and all sizes can register to become an ICAS Authorised Training Office (ATO) and benefit from training a Chartered Accountant in-house.

The registration process is free; in fact, all that’s required is a demonstration that your organisation can meet the ICAS training standards.

If you’d like to invest in extraordinary and begin the process of training an ICAS CA, or even if you’d just like to learn more about what’s involved, please contact us at firms@icas.com

We’ll be in touch with more info and to guide you through the next steps.

Alternatively, you’ll find everything you need to know at www.icas.com/employers

Our free recruitment resources

Our dedicated website and recruitment events are free and effective resources that help employers find the best CA Students to suit their individual business needs.

Dedicated ‘Become a CA’ jobs site
Our dedicated ‘Become a CA’ jobs site supports employers’ recruitment efforts by advertising their organisations and opportunities to prospective CA Students. It’s free to register your employer profile and to list your vacancies on the website, and we actively promote the site throughout the year to school and university students. You can also choose to include a link to your organisation’s website, enabling candidates to proceed through your own application system. www.becomeaca.org.uk

Recruitment and promotional events
ICAS organises numerous UK-wide events at a range of target universities, providing employers with the opportunity to increase on-campus brand awareness amongst prospective CA Students.

We’ll support your student recruitment by promoting your organisation and helping it to engage with undergraduates who are seeking to secure a CA training contract.

These events, held in the autumn each year, take the form of a presentation from ICAS, followed by an informal mini careers fair and networking session. There’s no cost to attend and employers are welcome to attend some or all of the events, depending upon their requirements.

Register as an ICAS Authorised Training Office to invest in extraordinary.

www.becomeaca.org.uk