

A photograph of three business professionals in a meeting. A woman with glasses and a white shirt is on the left, smiling and looking towards the center. A man in a grey suit and dark tie is in the center, smiling broadly. A woman with blonde hair in a dark blazer is on the right, also smiling. They are gathered around a table with papers, a laptop, and a glass of water. The background shows a modern office with large windows.

Approved Employer Programme



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Why did we develop the Approved Employer Programme?

The ACCA Approved Employer Programme recognises employers' high standards of staff training and development.

Here are some of the reasons why we developed the programme:

- We wanted to guarantee the development and progression of your ACCA students and members.
- Many organisations already have a robust training and development programme in place. For ACCA members in your organisation, their involvement in the Approved Employer Programme automatically counts towards their annual CPD allowance.
- The application process ensures that Approved Employers provide ACCA students with the necessary skills and development to obtain their Practical Experience Requirements (PER). This will be counted towards their Training Development obligations.
- The programme is used to highlight best practice. It is used as a benchmark and recognises robust training and development programmes within organisations.
- We want to recognise and reward those organisations that support the ACCA Qualification. In building our relationships with Approved Employers, we look to ensure that the highest standards for employers, students and members are met.

Updates to the Approved Employer Programme

Based on employer feedback we have improved our Approved Employer offering to make the process of onboarding as easy as possible:

- The criteria is clearer, more relevant and globally accessible.
- Employers don't need to provide us with as much evidence and documentation to be approved.
- We've streamlined our renewal and monitoring processes for existing Approved Employers.
- We've improved the range of benefits an Approved Employer will receive.

What our Approved Employers say:

81%

say their Approved Employer status helps them attract and retain good quality graduates and finance employees

75%

say their Approved Employer status is important

72%

say their Approved Employer status offers significant benefit to their finance employees

What are the benefits of being an ACCA Approved Employer?

Employees constantly search for ACCA Approved Employers.

Becoming an ACCA Approved Employer means that it will be easier for you to recruit the best people - and keep them. Employees will know that they can progress with their training as part of their job and be supported in their CPD.

Approved Employers gain the following benefits:

Recruitment

Attract the best finance and accountancy staff with promotional rates for advertising packages on ACCA Careers Job Board, including feature job promotions, access to virtual career fairs and improved recruiter directory listings.

Quality assurance and promotion

Promote your business to add a competitive incentive when hiring staff, including using our Approved logo, being added to our directory of Approved Employers and being supplied content to highlight your status internally.

Research and industry insights

Contribute to the future of the industry through inclusion in our surveys and questionnaires from which our Professional Insights are developed and keep on top of industry trends.

Student, affiliate and member support

Ensure ACCA students, affiliates and members in your organisation get the support they need to qualify or stay qualified with simplified processes for demonstrating practical experience and meeting CPD requirements.

News and support

Get dedicated care from your local office to answer any ACCA related questions you may have, and stay up-to-date with all ACCA stories and events with our Approved Employer newsletter - Link.

Pricing reductions

Gain discounted prices on a range of our qualifications and solutions enabling you to train your staff for less with our excellent range of training solutions.

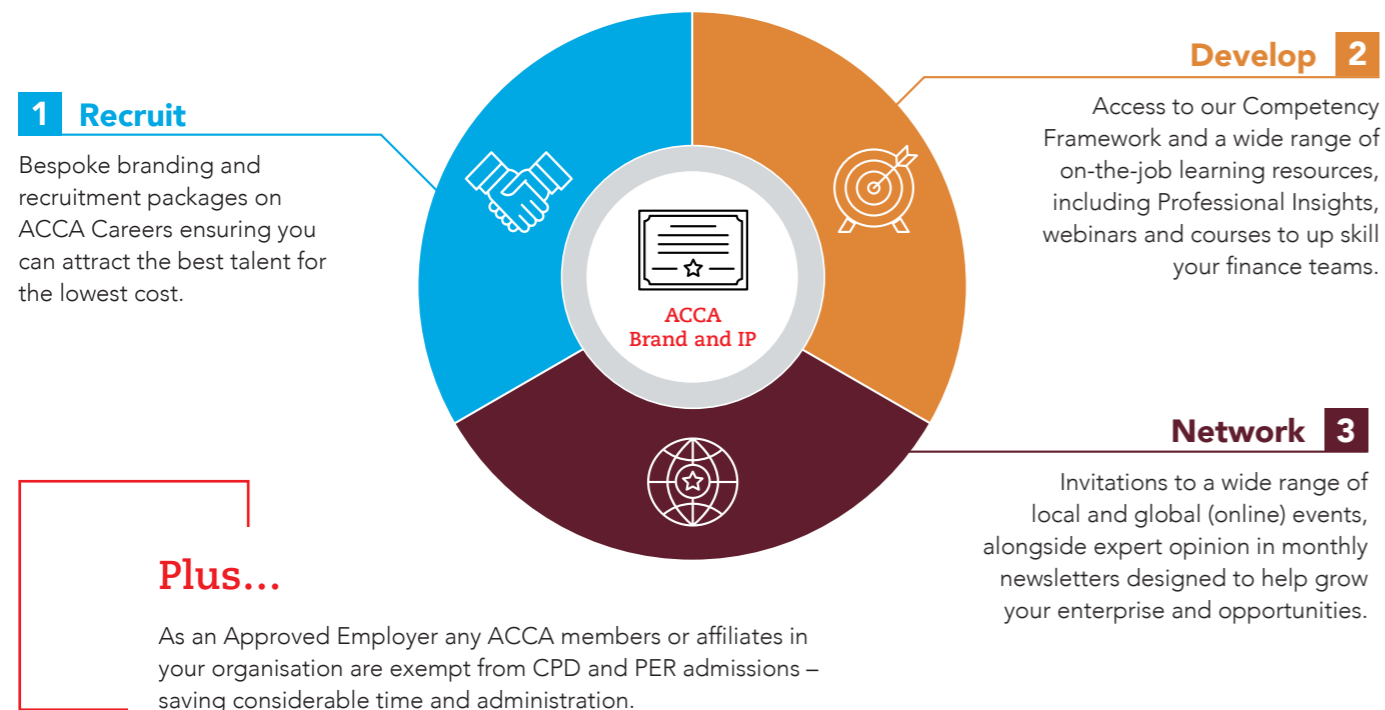
Our Approved Employer Programme provides an overall framework within which we can help to support your organisation's ACCA students and members.

Approved Employer benefits matrix

	OFFERING	WHAT IS THIS/BENEFIT?	GOLD	PLAT	PD	PCD
Recruit	ACCA Careers Advertising	Promotional rates of advertising on ACCA Careers to target our students, members and affiliates with your job vacancies.	X	X	X	X
	ACCA Careers Branding	Branding opportunities on ACCA Careers when advertising a job, including listing in our Approved Employer area and having your logo on our homepage.		X	X	
Develop	Professional Insights	Opportunity to contribute to surveys and questionnaires about the future of the profession.		X	X	X
	Competency Framework	Gain access to our Competency Framework to map out your finance function and future-proof your team.				
	Global Webinars	Webinar programme for Approved Employers discussing our Professional Insights research to keep on top of industry trends.		X	X	
Network	Events	Invites to local (face-to-face) and global events (online) to network and develop opportunities around the topics and themes driving the industry.	X	X	X	X
	Newsletter	Monthly Approved Employer newsletters highlighting news and research from the finance and accountancy world including our Professional Insights.	X	X	X	X
Support	PER Exemptions	Offers a route for the student where they do not need to detail their PER return.	X	X		
	CPD Exemptions	Offers a route for the member where they do not need to detail their CPD return.			X	
	Account Management	Delivers priority account management and face to-to-face support.	X	X	X	X



When you partner with us you keep your organisation at the leading edge



Benefits for employees

Support



The Approved Employer programme provides support for your ACCA students and members throughout their career.

- ACCA students will have confidence that their experience and training needs will be met within a robust study support policy, allowing them to progress and obtain ACCA membership.
- ACCA members are supported with their CPD obligations with access to a wide range of resources.
- We review each organisation's study support and practical experience provision in order to help improve the offering.

Flexibility



Three different programme options are available to match your employees' development needs.

- Support your employees' career development as finance professionals from ACCA students through to members.
- Your ACCA students benefit from your Trainee Development Approval, and your ACCA members benefit from your Professional Development Approval.

Meeting your needs

Employer's needs

Attract and retain the most ambitious and talented people

Compete globally for scarce, critical talent

Driving passion, engagement and retention of employees

Approved Employer Programme solution & value

As an Approved Employer, organisations will be listed on our Approved Employer directory. This makes them accessible to ACCA applicants, students and members who are searching for high quality employers. This provides them with a new route for attracting talent.

Because our standards are the same globally, achieving Approved Employer status provides an accessible benchmark for training and support. This enhances the employer's brand in the eyes of potential employees.

Developing and engaging their workforce throughout their careers is a key driver in retaining experienced and knowledgeable staff. We review each Approved Employer's study support and practical experience provision in order to help them to continuously improve their offering.

Employees' needs

All professional requirements need to be met

The annual CPD requirement needs to be met

Get students ACCA qualified as quickly as possible

Approved Employer Programme solution & value

Employees can be sure that both CPD & TD Approved Employers will provide them with all of the learning, experience and CPD support they need to meet all ACCA requirements.

ACCA members who are employed by an Approved Employer under the Professional Development stream are automatically exempt from having to follow ACCA's CPD Unit Scheme Route. Members only need to tell us that they're working for an Approved Employer (PD) when they make their annual CPD declaration.

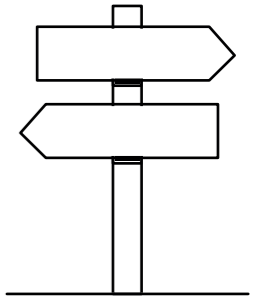
ACCA students can gain exemption from having to detail and record the training evidence associated with each of our Performance Experience Requirements. However all students are required to gain 36 months' of relevant practical experience, no matter who they work for.

Who can apply?

No matter what industry, sector or country your organisation operates in, or how many employees you have, you can apply to join our Approved Employer Programme.

Our students and members work in all types of organisations, and the level of support you provide with their learning and development is what matters. If you've already been recognised by the global accreditation 'Investors in People' (IIP), you can automatically gain ACCA approval for the same locations.

Different streams



Trainee Development (TD)

Students

This stream recognises the existing in-house training and experience of the employer. It simplifies the ACCA application for employees as they may be exempt from having to detail training records. Exemptions are at the employer's discretion.



Trainee Development - Gold



Trainee Development - Platinum

Professional Development (PD)

Members

This stream supports the continuing professional development (CPD) of ACCA members. ACCA members are exempt from having to follow ACCA's CPD unit route. This is due to the high quality support that their employer provides to ensure that their knowledge and skills stay up-to-date.



Professional Development

Practising Certificate Development (PCD)

Members working in public practice

This stream enables the organisation to train ACCA members for practising certificates, (which are mainly relevant to accountancy practises). Under the terms of ACCA's Global Practising Regulations, it's mandatory for ACCA members to hold an appropriate practising certificate in order to carry out public practice work, or be a partner or director of a firm which undertakes public practice.

There are two types of practising certificate:

1. ACCA Practising Certificate: holders of this may undertake general practice work only.
2. ACCA Practising Certificate and audit qualification: holders of this may undertake both general practice work and work specifically reserved for registered auditors.



Practising Certificate Development

How do employers join?

The process for becoming an Approved Employer is simple.



Approval process and timescales

1

Apply online at

www.accaglobal.com

If you have the right documentation, applying online can take as little as 20 minutes.

2

Basic details

Tell us some basic information about your organisation

The dedicated accreditation team will guide you through every step and answer any questions you have.

3

Self-assessment

Assess your organisation against the criteria

4

Upload evidence

Upload evidence to show us your organisation meets the standards

5

Application review

We'll review your evidence and provide you with a full outcome within 10 working days of receiving your full application

ACCA staff are on hand 24/7 to help with the evidence requirements.



Our Approved Employer benefits revolve around our successful proposition for employers



219,000
members



7,571
Approved Employers



527,000
students



across
179 countries



1

Recruit



With the sectors leading employability offering, including ACCA Careers, we can help you attract the best finance talent to safeguard and grow your business.

Benefit from free advertising on ACCA Careers so you can recruit the best talent for you finance team - from Finance Directors to Auditors, and even interns - wherever you are, globally.

2

Develop



Through ACCAs forward-thinking training solutions, learning support and professional insights we have the tools for you to develop your finance function.

Ensure your team continues to progress and learns the best in practice with our free Professional Insights research, reports and webinars. Upskill your business and map out the skills your teams needs with our innovative Competency Framework.

3

Network



ACCA can leverage our global network to unlock business opportunity, drive innovation and share insight.

Make the most of our extensive community of 219,000 members, 7,571 Approved Employers, and 527,000 students across 179 countries through our excellent local events and global webinar programmes. And stay up-to-date with industry news and insights from our employer newsletter, Link.

4

Support



Give your ACCA students, affiliates and members the support they need in their career with easier routes to membership and CPD, and get priority account management.

About ACCA

ACCA (the Association of Chartered Certified Accountants) is the world's most forward thinking professional accountancy body. We help organisations around the world deliver value by enabling them to develop the finance leaders of today and tomorrow. With 527,000 students and over 200,000 qualified members in 179 countries, we work through our network of 110 offices and more than 7,571 Approved Employers worldwide.

You can find out more about ACCA by visiting:

www.accaglobal.com

or email employers@accaglobal.com

 www.facebook.com/ACCA.Official

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