

RECRUIT, DEVELOP AND RETAIN YOUR FINANCE TEAM

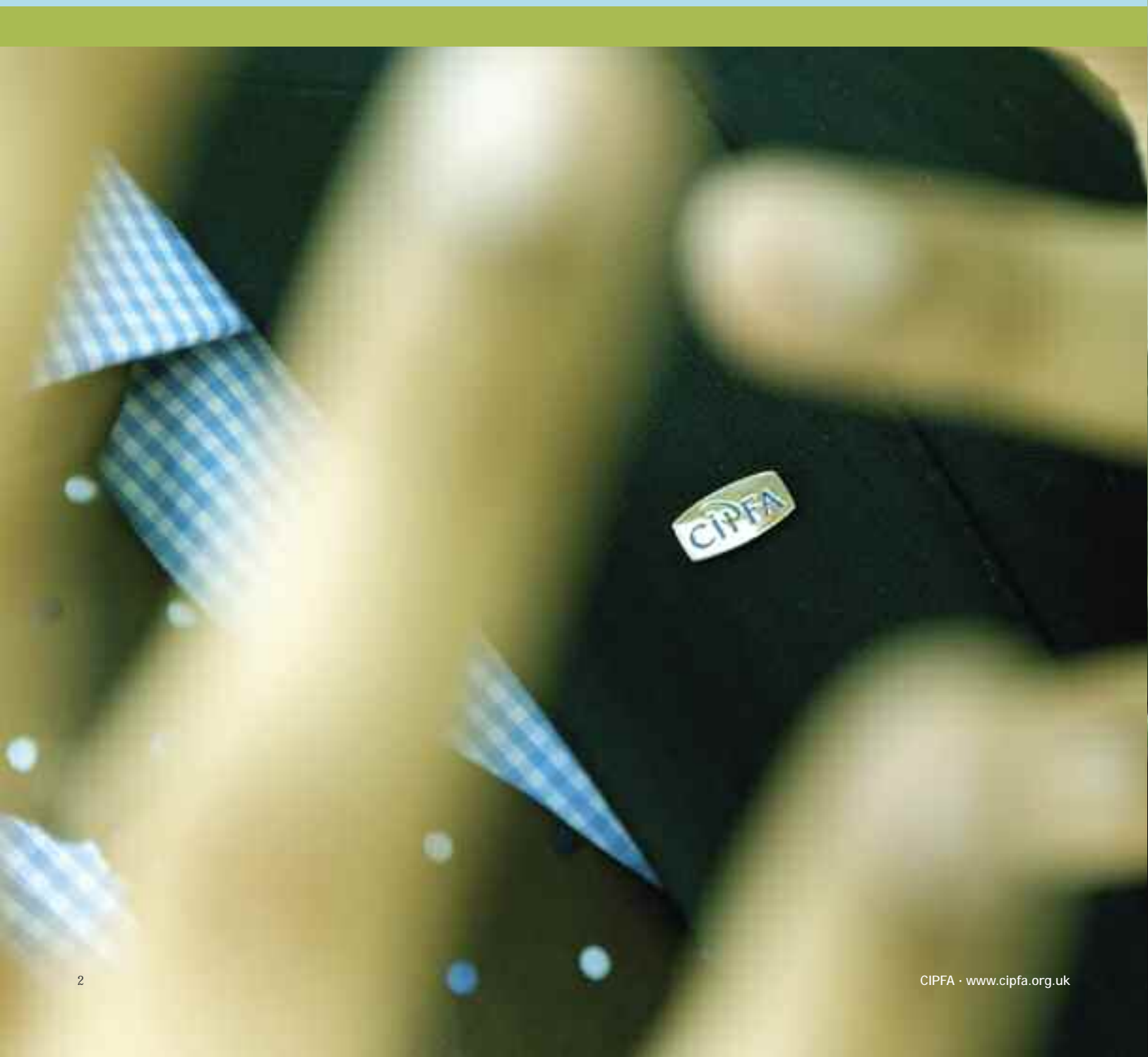
Adding value with the CIPFA approach to training and development



CIPFA – WORKING WITH EMPLOYERS TO TRAIN FUTURE PUBLIC SERVICES LEADERS



Investing in training whilst facing increasing demands to reduce expenditure, improve efficiency and drive value for money is always difficult. However, it is clear that without a motivated and highly skilled workforce, organisations cannot meet their challenges and deliver results. The CIPFA Professional Qualification is the best accountancy training you can provide for new trainees and existing employees simply because of its direct, tailored relevance to the modern public services environment.



We believe that CIPFA is the only professional accountancy qualification that truly matches the needs of organisations working within the public services. Reasons to choose CIPFA training include:

- **Relevance** – the only professional accountancy qualification to specialise in the public services
- **Expertise** – the leading expert on public financial management issues
- **Contemporary** – reflecting the latest policies, standards, challenges and opportunities facing the public services
- **Comprehensive** – your employees will extend their skills in areas such as governance, ethics, strategy, management, stakeholder communications, as well as in a range of more technical finance and accounting subjects
- **Flexibility** – the qualification can be studied in stages or in full and students have access to a range of study support options

The professional qualification is the course that CIPFA is most renowned for but in fact we have a growing suite of qualifications that have been developed to meet the unique and changing needs of the public services. For example, the Postgraduate Diploma in Public Finance & Leadership is our ground-breaking programme run in conjunction with Warwick Business School. Read more about this fast track course for senior managers on page 17. The Certificate in Charity Finance & Accountancy, page 17, is aimed at aspiring professionals within the voluntary sector and was developed to help professionalise accountancy and finance standards in a critically important sector.

At CIPFA we're here to help you every step of the way – from helping you to recruit your trainees through our careers fairs, marketing activity, and trainee vacancy web service, through to providing bespoke training solutions, supporting your trainees, and ensuring that they become strong and effective financial managers and leaders for the future.

Whether you're a CIPFA member yourself, new to CIPFA training, or unsure of how the CIPFA qualification compares with other programmes you will find this brochure useful in detailing the benefits that your staff will gain from a CIPFA qualification and the help that we bring to you, the employer, as they work towards furthering their careers and benefiting your organisation.

We look forward to working with you in the future.



Steve Freer
CIPFA Chief Executive

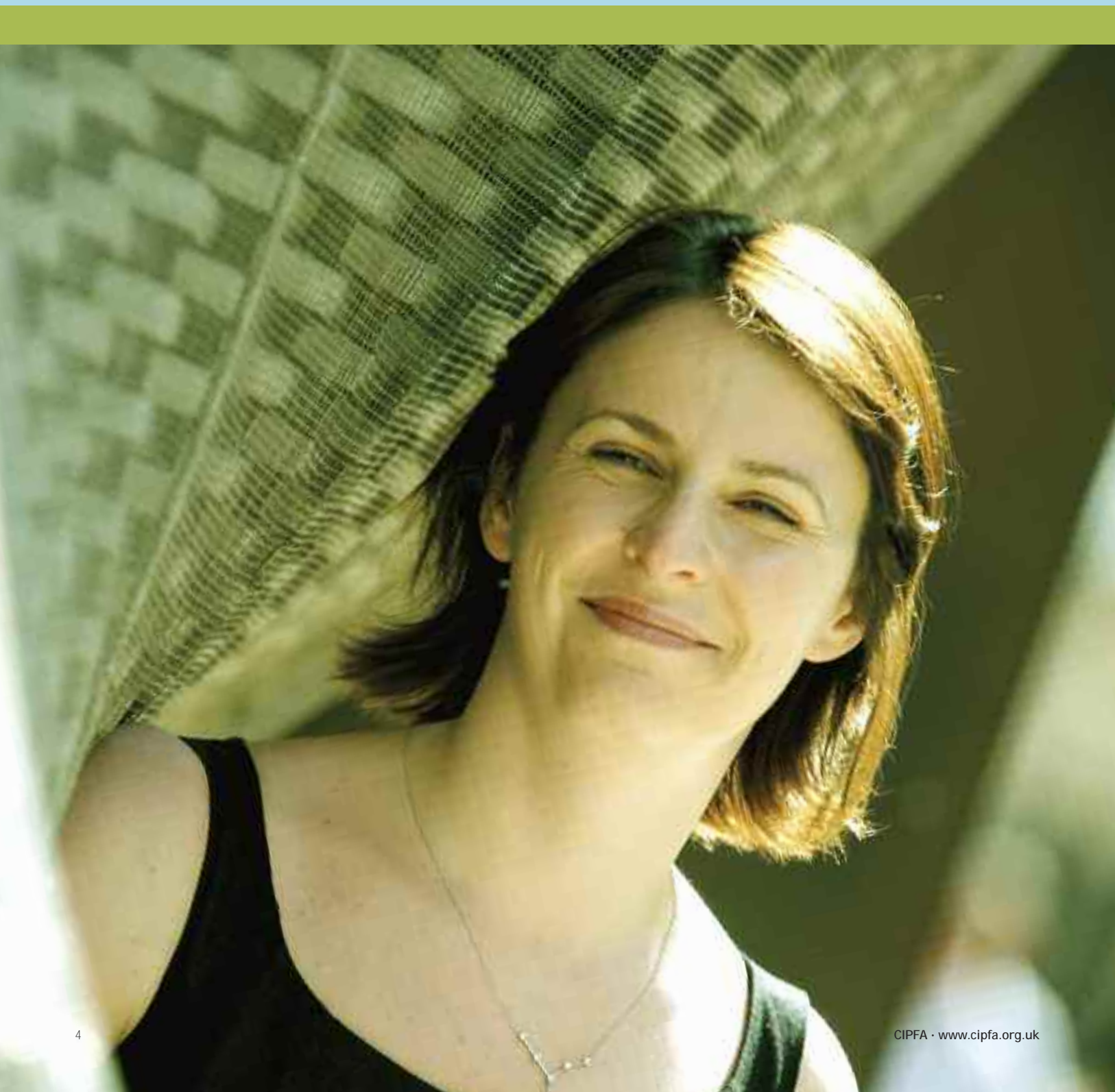
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CIPFA AND PUBLIC FINANCE TRAINING

About CIPFA

CIPFA's membership spans public service bodies, the national audit agencies and major accountancy firms – often at the very highest level. Our members are greatly respected for their high technical and ethical standards, and their professional integrity.





The Chartered Institute of Public Finance & Accountancy (CIPFA) was established in 1885 and is one of the six members of the Consultative Committee of Accountancy Bodies (CCAB). CIPFA is the only accountancy body in the world specialising in public services. Uniquely among the professional accountancy bodies in the UK, CIPFA has responsibility for setting accounting standards for a significant part of the economy, namely local government.

CIPFA has many dimensions – a membership organisation, a part of the UK and international accountancy profession, and a key stakeholder in public services. As the leading authority on public finance matters and in the interest of raising standards within this area, CIPFA provides:

- **Knowledge and Leadership** CIPFA provides members and non-members alike with topical, up-to-the-minute knowledge and guidance on the issues that matter. By developing, publishing and communicating policies, frameworks, models, standards, and guides we're able to influence and drive through effective changes to improve the financial management of public services. In addition, CIPFA regularly publishes statistics on matters ranging from library attendance to council tax increases which provide the evidence base for essential performance improvement.
- **Education and Training** We provide education and training for professional accountants. Employees studying either the professional, or one of the other specialised qualifications, are awarded with designatory letters, eligibility for membership, and a relevant and comprehensive range of skills.
- **News, Commentary and Debate** As the leading authority on public financial management issues CIPFA is well positioned to provide news and comment, sharing information and stimulating debate. Our magazine *Public Finance* is the business weekly of the sector providing news, incisive analysis and expert opinions on all the latest developments affecting the public services.
- **Networks and Relationships** Joining finance professionals together and facilitating discussion and collaboration is one of CIPFA's key strengths. CIPFA provides many opportunities to network nationally and regionally with a range of events including seminars, conferences, award ceremonies and forums.
- **Representation and Influence** CIPFA is at the forefront of developing and supporting the accountancy profession nationally and internationally and represents its members at the highest levels. At a time of unprecedented reform and change in public services, CIPFA is a key influencer in the development of public policy. Through our links with Government and our investment in research we are able to influence policy and decision-making. Increasingly CIPFA's expertise is in great demand internationally and we have especially close links with the Department for International Development and its work in developing countries.

“The CIPFA qualification is most relevant to our needs and the most comprehensive for public service organisations. Supporting employees to study for CIPFA means we have team members who have an excellent financial and management understanding coupled with a public sector focus.”

Sue Smith, Telford & Wrekin Council

“KPMG employs CIPFA trainees because it recognises the significant contribution their training makes to the quality of our advice to the public sector.”

Michael Walby, National Exam Training Manager, KPMG



“We have chosen CIPFA because it is the most relevant professional qualification for our work and it has helped with our succession planning for the future, providing a solid base for developing professionally qualified staff.”

Mike Stringer,
London Borough of Havering

Why CIPFA?

The benefits of training with CIPFA are enormous for both student and employer. By encouraging and supporting your staff to study a CIPFA qualification you are ensuring that they are on the right path to acquiring not only a good grasp of accountancy practice but also sound strategic leadership, business and management skills.

The key benefits in choosing to train staff with CIPFA include:

- **Relevant training** The relevance of our qualification to the changing world of public services cannot be overstated. In close consultation with stakeholders, the CIPFA qualification has been devised to fully meet the challenges and issues of today's public services and the latest standards from the accountancy profession.
The qualification embeds an understanding of the unique traits of public services financial management whilst also developing skills that are equally applicable in the private sector.
- **Most comprehensive qualification** The qualification covers all the areas students need to have covered to be expert financial managers, not just accountancy but audit, tax, governance, stakeholder relations, policy and funding, and much more. Some professional accountancy bodies train students to be expert management accountants; some provide members more skilled in business advisory services. Because of their training, CIPFA members are well-rounded financial managers equipped in all areas of finance and accountancy. Additionally with the public services emphasis there is no need for staff to undertake any extra contextual training.
- **Expertise** CIPFA was established in 1885 and has been producing members with high technical standards ever since. As the leading authority on public finance matters, CIPFA can be relied upon to provide training that incorporates the leading thinking, key issues and access to expert information for both students and employers.
- **Retention of staff in the public services** Investing in training provides employees with more motivation to progress within your organisation. Choosing to train staff with CIPFA means that students are more likely to be committed to the financial management of public services and understand how their knowledge and skills can help improve its delivery. Although the qualification is portable to other sectors most members choose to stay within the public services.
- **Working together to make a difference – partnerships with employers** Developing and maintaining relationships with employers is important to CIPFA. With a shared goal – to train fully-rounded financial managers – we can work together to ensure that the qualification meets your requirements. Employers have a key voice in the review and continual development of the CIPFA qualifications framework and are able to work with us to develop learning and development solutions that meet your needs.

What skills do CIPFA trainees develop?

The CIPFA qualification provides training above and beyond accountancy, here is some information on the skills you can expect employees to develop whilst studying:

- **Finance and Accounting** Producing financial statements and performance measurement reports which provide a sound basis for management action.
- **Audit, Assurance and Governance** Creating audit plans and providing audit opinions on the financial plans and performance reports of third parties. Enabling analysis of existing business practices and reporting on their effectiveness, reliability, and/or value for money. Ensuring that an organisation's results and achievements are clearly and objectively explained and that dialogue with interested third parties is encouraged.
- **Business and Strategy** As well as producing forecasts, business plans, budgets and estimates students will gain the skills to be able to lead and direct a value for money finance function promoting effective financial management policies and practices for your organisation. Furthermore, they will be able to help ensure an organisation's patterns of gains and losses for the foreseeable future is forecasted.
- **Decision-making, Leadership, and Management** Students will become equipped to lead complex organisations and manage the achievement of organisational aims and provide leadership at board level as well as advise on corporate strategy. They will be able to develop and shape plans to deliver short, medium and long-term financial and business strategies often in support of a wide-ranging corporate plan.

"CIPFA is the premier accounting and financial management qualification for the public sector. In particular the qualification trains people to enable them to make a strategic contribution to their organisation."

Jeremy Randall, Royal Borough of Kingston upon Thames



BUILDING TEAMS



Finding tomorrow's public finance leaders

CIPFA can help you recruit your finance trainees. Through our graduate and student marketing programmes, careers fairs, our website and focused emailing campaigns we regularly target the next generation of public sector finance professionals. You as a CIPFA employer can take advantage of our marketing activities to advertise your trainee posts cost free.

Trainee Vacancy service

The Trainee Vacancy web service provides you with the opportunity to post your vacancy on the CIPFA website. The details of new vacancies are emailed to an extensive database of graduates and prospective trainees and taken to careers fairs.

Training Schemes

A large proportion of CIPFA members have traditionally come from employers' training schemes that offer exciting career opportunities for high calibre trainees. The benefits of this have encouraged employers all over the UK to set up their own training schemes in order to address the current staff and skills shortages within the finance profession and to provide a stable of potential future high flyers. These schemes can also present the public services as an employer of choice.

Read more about some employer training schemes on page 11.

For more information on how CIPFA can help set up training schemes or recruit trainees please contact us on **0207 543 5851** or email **employees@cipfa.org**

Growing from within

Talent can also lie within and your existing staff can take advantage of the CIPFA qualification. The professional qualification can appeal to unqualified finance employees, AAT qualified staff, and those qualified with another accountancy body who might wish to also become CIPFA qualified.

- **Unqualified employees**

Staff working in finance related roles without a professional qualification are eligible to study CIPFA. As a modular qualification that grants three levels of membership, they can study CIPFA in stages or as one qualification.

- **Qualified employees**

- AAT members are granted generous exemptions from the CIPFA qualification.
- CCAB members can fast track to CIPFA membership by completing just two papers.

- **Senior unqualified finance professionals**

Senior finance professionals can fast track to CIPFA membership by participating in the Warwick Postgraduate Diploma in Public Finance & Leadership (more on page 17.)

More on entry routes and exemptions can be seen on page 15.

"Our recruitment has historically been through graduate publications, but last year we used CIPFA's own trainee advertising for the first time and we were delighted with the response we had."

Chris Gill, Staffordshire County Council

EXAMPLES OF TRAINING SCHEMES

There are hundreds of CIPFA employers each offering different ways of training finance staff to become professionally qualified. Over the next few pages are a few examples of some of our employers' schemes.



"GTUK has been committed to the public services for over twenty years and regards CIPFA as the natural professional body to support our commitment. The CIPFA professional qualification has a broader scope than just dealing with accounts – as such, we believe that CIPFA qualified accountants have better skills in financial management and strategic financial planning. We employ CIPFA members at all levels of our organisation, including partners and directors."

Jon Roberts, Partner at Grant Thornton UK



Audit Commission

The Audit Commission is an independent public body responsible for ensuring that public money is spent economically, efficiently, and effectively in the areas of local government, housing, health, criminal justice and fire and rescue services.

Overview

Number of trainees at one time:
130

Recruitment and selection:
Annual graduate scheme, dedicated website and applications submitted online. We recruit 40 – 50 trainees per year, located nationally.

Key components of training scheme:
Trainees study for CIPFA and are assigned a 'buddy' who acts as a peer mentor for advice, support and encouragement. Generous study leave is provided and the Audit Commission funds college fees and supports the qualification with a range of in-house courses. Additionally, trainees are encouraged to participate in regional and student networking events.

Why CIPFA?:
"The Audit Commission chooses the CIPFA professional qualification for its graduate trainees because of its broad scope and public sector focus."

Faye Beddow, Training Officer

"In addition to providing accountancy skills, CIPFA teaches students to consider non financial issues such as value for money, balancing customer service, public opinion, corporate strategy, and political requirements with cost – all these should be important to any organisation, in public and private sectors."

Liz Helps, Department for Work and Pensions



Department for Work and Pensions

The Department for Work and Pensions (DWP) promotes opportunity and independence for all by helping individuals achieve their potential through employment and working to end poverty in all its forms.

Overview

Number of trainees at one time:
50

Recruitment and selection:
DWP run an annual graduate scheme. Applications are submitted online via a dedicated website. 18 recruits per annum are located in the North West, North East, Yorkshire & Humberside and London.

Key components of training scheme:
DWP run an in-house training course delivered by tutors from the CIPFA Education & Training Centre. All trainees study together in one classroom and go through the training together.

Why CIPFA?:
Pass rates for students studying for the DWP in-house course continue to be consistently high.



Grant Thornton UK LLP

Audit firm, Grant Thornton has been committed to the public sector for over twenty years and regards CIPFA as the natural professional body to support this commitment. They employ CIPFA members at all levels of the organisation, including partners and directors.

Overview

Number of trainees at one time:
Up to 30

Recruitment and selection:
Use of the CIPFA Trainee Vacancy web service as well as their own graduate marketing campaigns.

Key components of training scheme:
A bespoke scheme is provided by the CIPFA Education & Training Centre to ensure that trainees qualify within a shorter timescale and avoid examinations during the firm's busiest times of year.

Trainees also benefit from internal sector based training courses to complement the CIPFA course.

CIPFA accreditation:
Best Practice Employer.

Why CIPFA?:
"We believe the CIPFA qualification delivers better skills in public sector financial management and strategic financial planning than other accountancy qualifications. CIPFA newly qualifieds consistently demonstrate mature and effective interpersonal skills. And of course, CPFAs bring a clear understanding of the issues that are important within the public sector and empathy for the principles of strong stewardship of public money."

Jon Roberts, Partner



Hampshire County Council

At Hampshire County Council the CIPFA qualification is recognised, respected and trusted by both County Councillors and staff. Like most local authorities, Hampshire have to make best use of resources and choose the training that is the most relevant to their needs. The continuing commitment to CIPFA is based on the provision of structured training delivered through added value courses. CIPFA's Initial Professional Development Scheme which, along with the exam-based modules, ensures newly qualified CPFAs are ready for the work challenges they will encounter in the varied business and services the Council provides to external organisations.

Overview

Number of trainees at one time:

Approx 16

Recruitment and selection:

Trainees are recruited in the spring and start in July to give them an opportunity to settle into the organisation before commencing CIPFA training in September.

Key components of training scheme:

Attendance at college, full financial support, generous exam and study leave, mentoring, and a wide range of office based work experience and opportunities to work on department wide projects are just some of the elements of the scheme.

Why CIPFA?:

"The qualification is about much more than accountancy and is very much rooted in the real world, equipping members to deal with the challenges of managing in complex organisations."

Jane Lovett, Accounting Manager – Fire, and CIPFA Training Co-ordinator



KPMG

KPMG in the UK is one of the leading firms of business advisers and provides a huge variety of clients with audit, tax, and advisory services that are based on deep industry knowledge. The merger of the UK firm with other KPMG European practices has created KPMG Europe – the largest accountancy firm in Europe.

Overview

Number of trainees at one time:

Over 30 CIPFA trainees

Recruitment and selection:

One of the leading graduate employers, KPMG recruit on a rolling basis and applications are processed on a first come, first served basis. Candidates sit an online test, an interview and participate in an assessment centre.

Key components of training scheme:

Students study CIPFA as part of a bespoke course taught by the CIPFA Education & Training Centre (CETC). This course allows students to study for the qualification in a way that supports KPMG's business needs but still allows students to qualify in a three-year time-frame.

Why CIPFA?:

KPMG have supported CIPFA for many years and continue to do so for the public sector focus and for the support that CIPFA provides in developing bespoke training programmes.

"CIPFA is a key part of our succession planning and ensures we have excellent financial managers whilst making the best use of our resources."

Jane Lovett, Hampshire County Council



Leeds City Council

Leeds City Council only support CIPFA as their accountancy qualification. They work closely with CIPFA and the local CIPFA course provider to ensure that all involved are working to the same aim – providing the best possible accountancy training to students.

Overview

Number of trainees at one time:

12

Recruitment and selection:

Recruitment starts with advertising in March. Posts start in September to tie in with the new academic year.

Key components of training scheme:

Mentor assigned; work placements programme to expand experience; attendance at courses at local provider; generous study leave; trainees encouraged to participate in regional events.

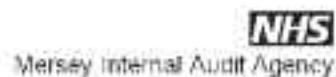
CIPFA accreditation:

Best Practice Employer.

Why CIPFA?:

"CIPFA offers a qualification that is tailored to the public sector. As a large local authority it is therefore the natural choice of accountancy qualification."

Patrick McGuckin, Senior Financial Manager



Mersey Internal Audit Agency

For NHS in the North West, the MIAA has been a preferred audit and consultancy provider for over 15 years.

Overview

Number of trainees at one time:
5-8

Recruitment and selection:
Recruited annually.

Key components of training scheme:
Trainees allocated to teams and contribute to the delivery of audit work across a variety of healthcare organisations; courses with local provider supported; and a mentor is appointed to provide individual support.

CIPFA accreditation:
Yet to apply for accreditation.

Why CIPFA?:

"Since its inception, the MIAA have sought to establish CIPFA as the core qualification for our staff. We firmly believe that the CIPFA qualification equips our staff with a broad range of competencies well suited to the challenges they face. CIPFA training offers a structured and consistent professional development for our staff that links to their progression towards manager status on qualification."

Tim Crowley, Director



Wales NHS: National Leadership and Innovation Agency for Healthcare

The National Leadership and Innovation Agency for Healthcare (NLIH) provides a national strategic resource to support NHS Wales in the one Wales agenda, by building leadership capacity and the capability to secure continuous service improvement, workforce development and partnership development, underpinned by technology, innovation, leading-edge thinking and best practice. CIPFA is the one recognised qualification for the National Finance Training scheme.

Overview

Number of trainees at one time:
A minimum of 4 trainees are recruited nationally on a bi-annual basis.

Recruitment and selection:
A partnership approach with NHS England, applicants complete online applications with a series of online tests to assess their numerical ability, verbal reasoning, leadership, and fit with NHS/public sector culture. Following this there is a panel interview and then a 24 hour leadership assessment centre.

Key components of training scheme:
The training scheme features foundation modules across 5 management professions including General Management, Finance, Human Resources, Health Informatics and Procurement; a national induction and local orientation programme; management skills and leadership modules; facilitated Action learning; personal coaching and support for the CIPFA qualification.

Why CIPFA?:

"All Wales NHS Finance Directors will not consider any other qualification for their training programme. Trainees bring a public sector, rather than just NHS, recognition. We feel that it stretches our graduate trainees, is perceived widely as a good benchmark for excellence across the finance profession. Other qualifications are seen as less challenging, and easier to obtain."

Shan Wozencroft, Gateway Programmes Manager



Society of London Treasurers Scheme

The Society of London Treasurers' scheme is the joint recruitment and training scheme of many of the London Boroughs. The annual scheme aims to provide participating London Boroughs with the finance managers of the future.

Overview

Number of trainees at one time:
30+ each year, approx 90 at one given time.

Recruitment and selection:
Advertised online, specific website created, potential students sit online numerical tests and attend assessment centres before being assigned to one of the participating boroughs.

Key components of training scheme:
Students on the scheme study together at college in the same class and proceed through the training together. Individual boroughs provide their own training policies.

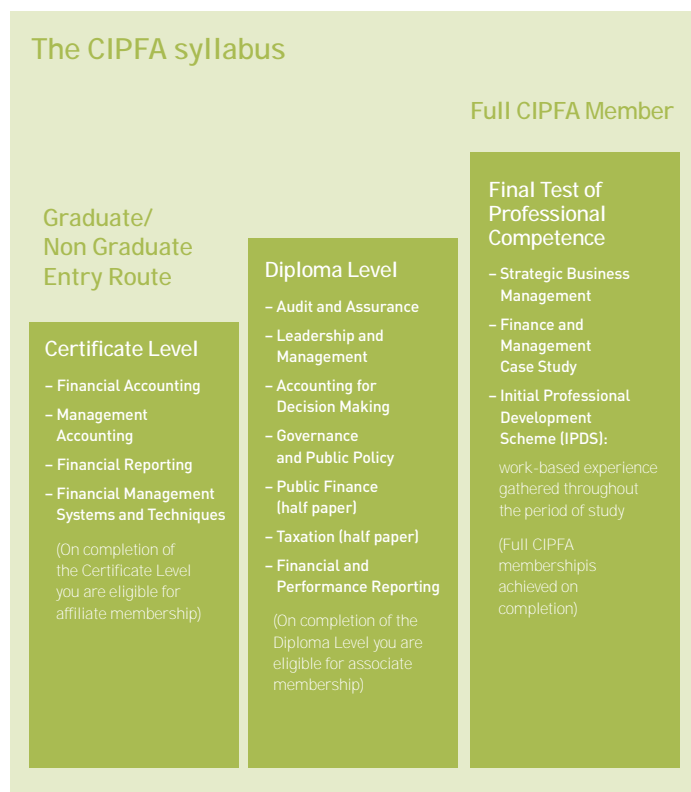
Trainees complete one more year on the scheme after qualifying before taking up posts such as Team Leader.

CIPFA accreditation:
Accreditation does not apply to a joint scheme but many of the London Boroughs participating are Best Practice employers.

Why CIPFA?:

CIPFA has supported The Society of London Treasurers joint scheme since its inception and continues to be actively involved from the recruitment stages right through to the conducting the training programme.

THE CIPFA PROFESSIONAL QUALIFICATION



“The syllabus is kept up to date so students are au fait with current issues. Their professionalism stands above some other professional qualifications.”

Carol Reid, London Borough of Southwark

The Structure of the Professional Qualification

The course comprises three levels: Certificate, Diploma and the Final Test of Professional Competence. At each stage successful students gain a recognised qualification and can apply to join the Institute at affiliate, associate or full member status. The course is assessed throughout by examination.

Certificate Level

The modules at this stage are the building blocks of any career in accountancy or financial management. From double-entry bookkeeping, to preparing and interpreting financial statements and management accounts. Four papers must be sat at the Certificate level.

Diploma Level

The Diploma continues with a solid generalist base but adds public service specialism. It focuses on specific public service business skills and financial topics. It covers areas such as whole of government accounts procedure, public sector reporting frameworks and public sector borrowing. The Diploma level comprises seven papers.

Final Test of Professional Competence

This is the last stage in becoming a Chartered Public Finance Accountant. It is the culmination of all the skills learnt throughout the qualification and gives students a more focused strategic financial management overview of running major projects and large complex organisations. Students must have completed the previous two stages before completing the two papers at the Final Test level.

For full details of the syllabus visit www.cipfa.org.uk/students/prospective/syllabus.cfm

Workplace Experience

Preparing for and passing exams is one thing, however the qualification is about more than this and we recognise that your trainees experience at work is vital to their development too.

The Initial Professional Development Scheme (IPDS) runs parallel to the course and involves the submission of a portfolio at the end of the studies that demonstrates the skills and experience your trainees have gained at work. Once the portfolio has been successfully submitted your trainees are eligible for full membership.

Exemptions and Entry Routes

Depending on your employees' current qualifications and work experience, they will be considered for exemptions. There are also recognised entry routes depending on the background of your employee, these include:

Graduate

Graduates with a relevant degree may apply for exemptions. To do so they must contact the Education and Training Information Service. CIPFA also has many graduates from other, non-related, disciplines who whilst not eligible for exemptions regularly perform as well as graduates with relevant degrees.

Association of Accounting Technicians (AAT)

CIPFA is one of the founding members of the Association of Accounting Technicians and recognises the skills and knowledge AAT students will have developed whilst studying. Students who have passed the AAT qualification are able to gain exemptions from the course and from the Initial Professional Development Scheme. They are also provided with specific advice and guidance in making the transition from an AAT qualified to a CIPFA student.

Consultative Committee of Accounting Bodies (CCAB)

Students and members of the other CCABs can choose to transfer to CIPFA during their studies or to gain CIPFA membership after qualifying. Fully qualified members of ACCA, CIMA, ICAEW, ICAS or ICAI just need to sit two papers to become CIPFA qualified. Part qualified members will need to check which exemptions they are eligible for with the CIPFA Education Advisers.

Minimum requirements

Students can study for CIPFA if they have a minimum of 3 GCSEs (grades A-C) and 2 A-levels (grade A-C), or the Scottish, Northern or Southern Irish equivalents. Subjects must include Maths and English at either level.

Mature entry

Employees can become a CIPFA Student if they are 21 or over, with a minimum of three years' relevant work experience and supported by you the employer.

For more information on any of the above, call one of our Education Advisers on **020 7543 5678** or email choices@cipfa.org

"The NHS offers its high flyer Graduate trainees the opportunity to choose which professional qualification they study during the 2 and a half year Management Training scheme. The CIPFA Professional Accountancy Qualification, while challenging is highly relevant to the public sector and trainees who have chosen this route are well equipped for a career in the NHS."

Alex Bush, Programme Lead NHS Management Training Scheme





Support and Guidance for Students

At CIPFA we know that the difference between succeeding in exams and not succeeding can be down to the level of support received so we go a long way to ensure that there are number of ways in which students are supported. These include:

The Student Learning Centre

The Student Learning Centre is a one stop shop to everything students need to achieve exam and career success: easily accessible, user-friendly and engaging learning content; past papers and model answers; topic specific and general discussion forums; access to the Ask the Tutor service; and all the latest news and notifications from CIPFA.

Course Providers

Many of our prize-winning students chose to attend taught courses with their local CIPFA course provider. These are run as block or day release programmes and students attending added-value courses regularly perform better in exams than students not attending courses. Students can choose this additional support for all modules or just for some they'd like extra help with. Our course providers can be found across the UK.

Networks/CIPFA People

Students can meet with fellow students at events around the country held by regional societies and at the National Student Forum annual conference. The National Student Society has representation at the highest levels within the Institute.

Education & Training Information Service

Our dedicated team is on the end of a phone or available via email to answer any query students may have.

The good news is that CIPFA students on the whole seem to qualify quicker than students of other professional accountancy bodies. A relevant qualification, a range of support mechanisms, and strong relationships with employers seems to be our key to success.

“CIPFA can support students on an individual basis, the CIPFA staff and volunteers are able to get to know many of the students and members and design services to meet their needs.”

Sean Rooke, Welsh Assembly Government

OTHER QUALIFICATIONS

In addition to the professional qualification, CIPFA has responded to needs within the public services for further accountancy education and training. As a result other qualifications have been created which are designed to develop and enhance the skills of finance professionals working within the public services.

Postgraduate Diploma in Public Finance & Leadership

The Postgraduate Diploma in Public Finance & Leadership is our ground-breaking programme run in conjunction with Warwick Business School. Aimed at executive level managers in senior finance and finance related roles who do not have a formal accountancy qualification, the course fast tracks participants to CIPFA membership status and provides a diploma from Warwick Business School.

The qualification was designed as a response to the government's aim to increase the number of civil servants who possess a professional finance qualification. The residential programme is taught in nine blocks of three days, which are held at the University of Warwick campus. Lecturers from both Warwick Business School and the CIPFA Education and Training Centre teach on the course, which covers nine modules and includes a work-based dissertation.



Certificate in Charity Finance & Accountancy

The Certificate in Charity Finance & Accountancy is run in conjunction with London South Bank University and uniquely meets a need to professionalise accountancy and finance standards within a discrete part of the public services – the voluntary sector.

The one-year course is aimed at aspiring professionals within the voluntary sector providing them with a recognised qualification, a strong skill set, and the most up to date knowledge of the unique demands of charity finance. The course can be studied by participants across the country thanks to the unique study format of the programme which is primarily distance learning.

International Certificate & Diploma

The International Certificate & Diploma in Public Sector Accounting and Audit is a dedicated CIPFA qualification for the international market, which aims to build in-country capacity for public sector financial management skills and expertise. Working with in-country partners the qualification can be tailored accordingly.

For more information on any of the qualifications listed here call the Business Development team on **020 7543 5851** or visit **www.cipfa.org.uk/students/prospective**

"I was attracted to the CIPFA qualification because of the imaginative way it was combined with a postgraduate diploma from Warwick Business School on a fast-track scheme. This scheme is very demanding but I have found it highly rewarding. It covers a whole range of issues and I have gained in confidence in grappling with these issues in a way that is directly applicable to the challenges that I face at work."

Roy Warden, HM Revenue & Customs

CONTINUING PROFESSIONAL DEVELOPMENT

CIPFA's Continuing Professional Development scheme (CPD) is a flexible and straightforward approach to CPD that provides a structure for members to design and meet chosen career development needs. Entry into CPD follows naturally from the successful submission of the Initial Professional Development Scheme portfolio and election to CIPFA when members will be given full access to all the resources within the CIPFA Learning Centre, CIPFA's one-stop online CPD tool.

For more information about CIPFA's scheme please contact the CPD Team on **020 7543 5668** or visit the CIPFA Learning Centre at www.cipfa.org.uk/clc

"CPD is essential for ensuring finance professionals continue to grow and add value to their organisations. With an increasing pace of change in the financial environment – both public and private sector – CPD is vital."

Curtis Juman, Director of Finance, BERR

EMPLOYER ACCREDITATION SCHEME

The CIPFA employer accreditation schemes aim to recognise and promote good practice and establish standards for employers in supporting both members and students.

Student Accreditation

There are two successful levels of accreditation and employers applying for the award are assessed against set criteria and also the individual merits of the application. Employers gaining the top level of accreditation – Best Practice Employer – can demonstrate their commitment to providing a high level of training and support to their student employees.

For further information please visit www.cipfa.org.uk/students/employers

CPD Accreditation

Employers can also apply for accreditation of their in-house development scheme for CPD purposes. Benefits of this arrangement mean that CIPFA members only have to complete one set of forms in support of their CPD, will be getting support from their employer and CIPFA and will have more time to devote to their development.

There are three main routes to accreditation. Investor in People (IIP) employers and employers in health who can demonstrate they have implemented the Knowledge and Skills Framework (KSF) can apply for accreditation at Level 2 – the best practice level. Employers can also submit their in-house development scheme for assessment.

For further information please visit www.cipfa.org.uk/clc and click on Accreditation Routes.





CONTACT US

For more information on the CIPFA Professional Qualification or information and advice on:

- Building your finance team
- The Trainee Vacancies service and assisting with recruitment
- Developing sustainable training and schemes tailored to your needs
- Joint employer training
- Employer events
- Supporting your students
- The Employer Accreditation Scheme

Contact the CIPFA Business Development Team on **0207 543 5851** or email **employers@cipfa.org**