

# Autumn Employer Forum

Monday 31 October 2022

The Chartered Institute of  
Public Finance & Accountancy

## Today's Agenda

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**Welcome** - David Fields, Employer Engagement Manager

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**Qualification update** - Anna Howard, Head of Qualifications & Membership

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**Tuition update** – Sarah Shreeves, Head of Training Services

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**Apprenticeship update** – Helen Woods, Apprenticeship Delivery Manager & David Fields

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**Careers Hub & CPD resources** – David Fields

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**Talent Roundtables** – Marcus Baxby, Senior Manager - Business Development & Strategic Alliances

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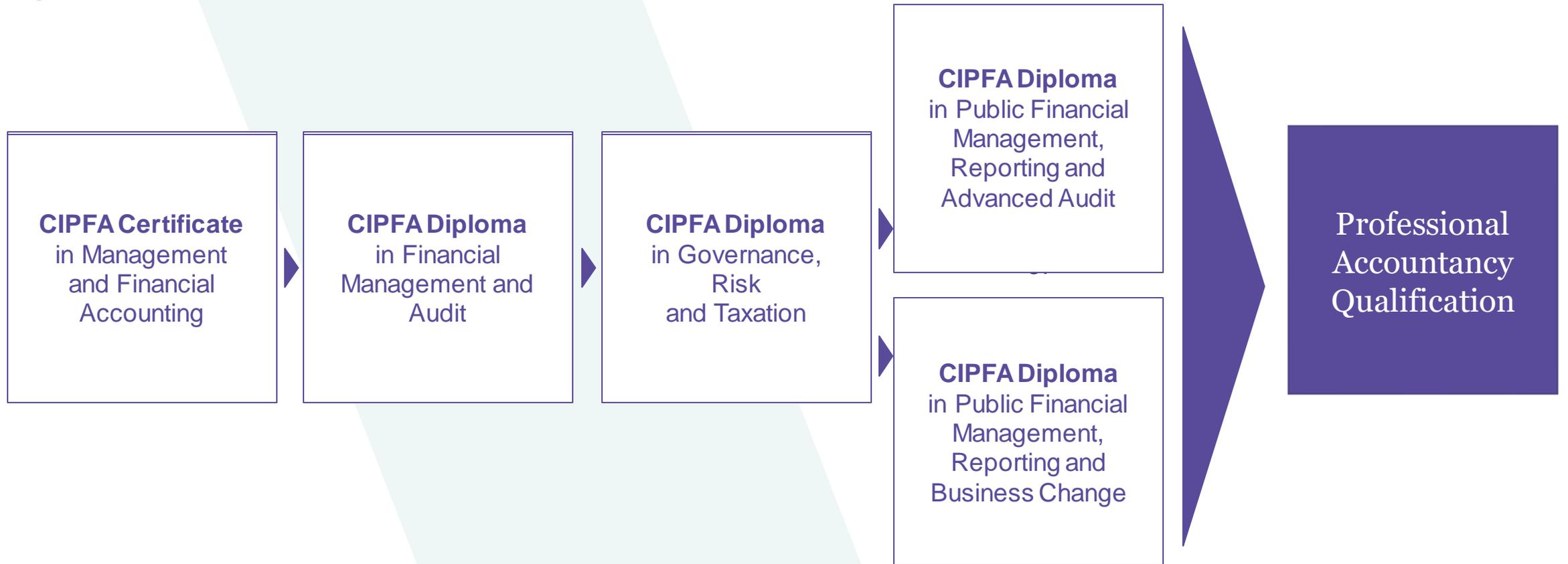
**Open discussion**

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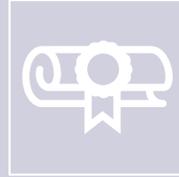
# Qualification update

Anna Howard, Head of Qualifications & Membership

# Qualification structure



# Roll out of the new qualification



Management Accounting and Financial Accounting started in Spring 2022 with the first exams in June 2022.



Audit and Assurance and Developing Strategy and Data Analysis starting in Autumn 2023 with the first exams in December 2023.



Students who have not been successful in the existing modules, Strategy and Policy Development and Audit and Assurance, will be contacted and supported through the transition.

## Pass rates PQ and Apprentices

Module	Mar-22	Jun-22	Sep-22
<i>Financial Accounting</i>	78%	91%	70%
<i>Management Accounting</i>	47%	89%	100%
Company Financial Reporting	62%	50%	32%
Audit and Assurance	51%	78%	41%
Business and Change Management	94%	88%	82%
Strategy and Policy Development	52%	58%	56%
Financial Management	22%	63%	30%
Corporate Governance and Law	83%	91%	91%
Taxation	57%	67%	38%
Public Service Financial Reporting	53%	65%	56%
Strategic Public Finance	63%	64%	67%
Strategic Case Study	79%	67%	55%
L7 Project Report	96%	96%	92%

## Exam platform

For the December 2022 examinations we are looking to run the Management Accounting and Financial Accounting exams on the new Rogo platform.

Students will receive guidance and communications prior to the exams and will have the opportunity to practice on the system before their exams.

Increased functionality will be of great benefit to the students.

We will then look to roll out the platform for the other examinations in 2023.

This section contains 15 Marks 6 of 7  
Time remaining: 2 hours, 59 minutes Next >

**Trial Balance for Farming Agency**

1. Prepare the statement of comprehensive net expenditure for the Farming Agency for the year ended 31 March 20X9 and the statement of financial position as at that date. (15 Marks)

	A	B	C
1	<b>Statement of comprehensive net expenditure</b>		
2			
3		workings (optional)	[insert units here, eg £000]
4	Income from the sale of goods and services		
5	Other operating income		
6	<b>Total operating income</b>		
7	Staff costs		
8	Purchase of goods and services		
9	Depreciation and impairment charges		
10	Provision expense		
11	Other operating expenditure		
12	<b>Total operating expenditure</b>		
13	<b>Net operating expenditure</b>		
14	Finance income		
15	Finance expense		
16	Borrowing cost on provisions		
17	<b>Net expenditure for the year</b>		
18	<b>Other comprehensive net expenditure</b>		
19	Net gain/ loss on revaluation of property, plant and equipment		
20	Net gain/ loss on revaluation of intangible assets		
21	Net gain/ loss on revaluation of pension scheme liabilities		
22	Items which may be reclassified to net operating costs:		
23	Net gain/ loss on revaluation of investments		

Author Options Check Answers Calculator Reading Ruler Note Pad Flag Navigation Back Next >

## Portfolio workshops

The CIPFA team have run a number of lunch time sessions to support students through their portfolio submissions.

100 students attended over 20 sessions.

### Covering

- Registering for the Portfolio
- 400 Day Log
- Completing the Knowledge Section
- Skills and Behaviours
- Signing off your Portfolio
- How to submit your Portfolio
- Dos and Don'ts
- Resources
- Q&A

We will be sending out invites for more sessions this year. Please encourage attendance.

## Employer Accreditation Scheme

Gaining CIPFA accreditation enhances your reputation as a progressive and forward-thinking organisation, and ensures high levels of competency throughout your workforce. It also increases staff retention and makes your organisation more attractive to prospective employees.

Employer accreditation (includes both training and CPD). Applicable for organisations with at least one active trainee and supporting CPD evidence such as IIP, a training development policy; or similar document or NHS knowledge skills framework. It covers all Chartered CIPFA members in the organisation and exempts them from submitting third party evidence with their CPD submissions.

<https://www.cipfa.org/qualifications/employers/employer-accreditation>

# Tuition update

Sarah Shreeves, Head of Training Services



New virtual learning environment launched



Student and employer surveys on modality of learning

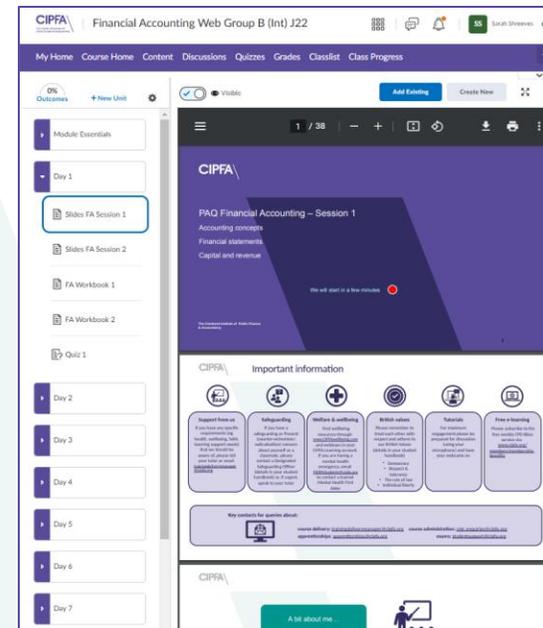
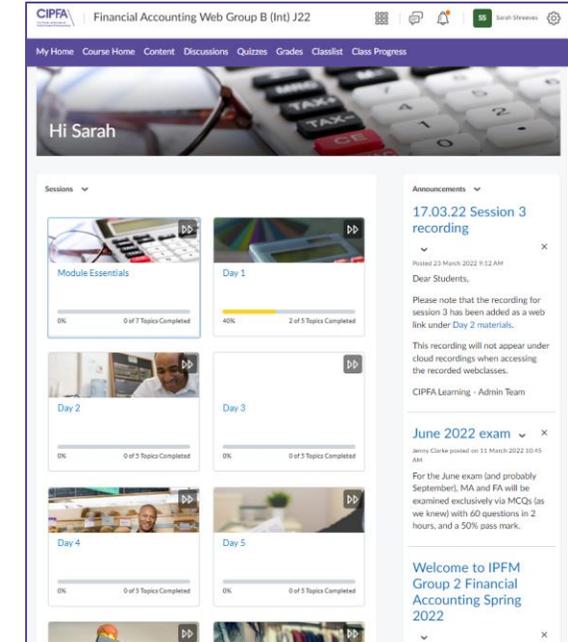
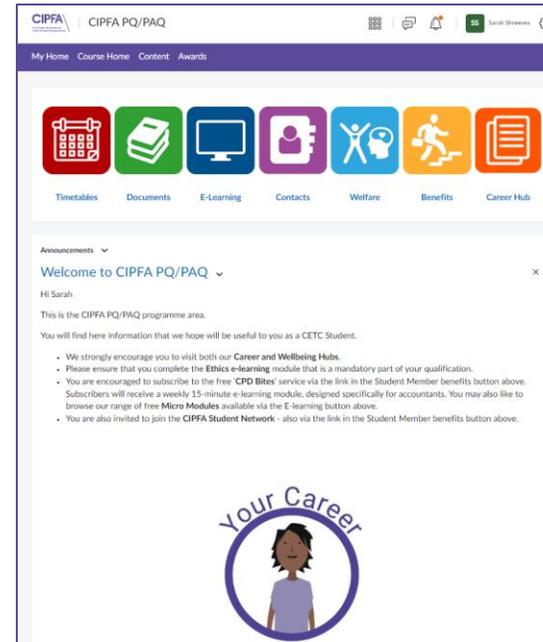


Tuition plans for Spring 2022

# CETC tuition update

# CIPFA Learning

- Improved user-experience – better visual appeal and navigation
- Intuitive to use
- One-stop-shop for all tuition and support materials:
  - Webclasses are now accessed *through* CIPFA Learning
  - Class recordings auto-uploaded giving much quicker access than previously
  - Embedded links to wellbeing resources and Career Hub
  - New ‘added-value’ materials including e-learning
  - Timed quizzes
  - Web-class students can choose and book their own tutorial slot
- Some early log-in/access issues



Your current Time Zone and Language are (GMT+01:00) London, English

Start Time	Topic	Meeting ID	Recording
Thu, May 26 (Recurring) 1:30 PM	Financial Accounting Web Group B (Int) Jun 22	845 3857 8656	<a href="#">Recording Details</a>
Wed, May 25 (Recurring) 1:30 PM	Financial Accounting Web Group B (Int) Jun 22	845 3857 8656	<a href="#">Recording Details</a>
Thu, May 19 (Recurring) 1:30 PM	Financial Accounting Web Group B (Int) Jun 22	845 3857 8656	<a href="#">Recording Details</a>
Wed, May 18 (Recurring) 1:30 PM	Financial Accounting Web Group B (Int) Jun 22	845 3857 8656	<a href="#">Recording Details</a>
Fri, May 13 (Recurring) 9:00 AM	Financial Accounting Web Group B (Int) Jun 22	845 3857 8656	<a href="#">Recording Details</a>
Thu, May 5 (Recurring) 1:30 PM	Financial Accounting Web Group B (Int) Jun 22	845 3857 8656	<a href="#">Recording Details</a>
Wed, May 4 (Recurring) 1:30 PM	Financial Accounting Web Group B (Int) Jun 22	845 3857 8656	<a href="#">Recording Details</a>
Thu, Apr 28			

# Student Survey

## CETC Student Survey - Autumn 22

We are keen to understand how you would like to undertake your learning with CETC. Your feedback is important to use and the answers you provide will help us to plan our 2023 tuition.

It should take you 5-10 minutes to complete.

...

\* Required

### Your details

1. Your name \*

2. Are you on an apprenticeship programme \*

Yes

No

Next

Page 1 of 7

## Student survey

- All students being asked to complete
- Data here based on 135 responses
- Questions on:
  - Preferences for F2F vs webclasses
  - Preferred location for F2F
  - Duration and frequency of webclasses
  - Plus qualitative feedback on likes/dislikes

The screenshot shows the beginning of a survey titled "CETC Student Survey - Autumn 22". The header is dark blue with white text. Below the title, there is a message in white text on a dark blue background: "We are keen to understand how you would like to undertake your learning with CETC. Your feedback is important to use and the answers you provide will help us to plan our 2023 tuition." Below this, in white text on a light blue background, it says "It should take you 5-10 minutes to complete." There is a three-dot menu icon in the top right corner of the header. The main content area is white. It starts with a red asterisk and the word "Required". Below that is the section title "Your details" in blue. The first question is "1. Your name \*" with a red asterisk. Below the question is a text input field with the placeholder text "Enter your answer". The second question is "2. Are you on an apprenticeship programme \*" with a red asterisk. Below this question are two radio button options: "Yes" and "No". At the bottom of the form, there is a dark blue button labeled "Next" and a light blue bar containing the text "Page 1 of 7".

### CETC Student Survey - Autumn 22

We are keen to understand how you would like to undertake your learning with CETC. Your feedback is important to use and the answers you provide will help us to plan our 2023 tuition.

It should take you 5-10 minutes to complete.

\* Required

#### Your details

1. Your name \*

2. Are you on an apprenticeship programme \*

Yes

No

Next

Page 1 of 7

## How would you most like to study?

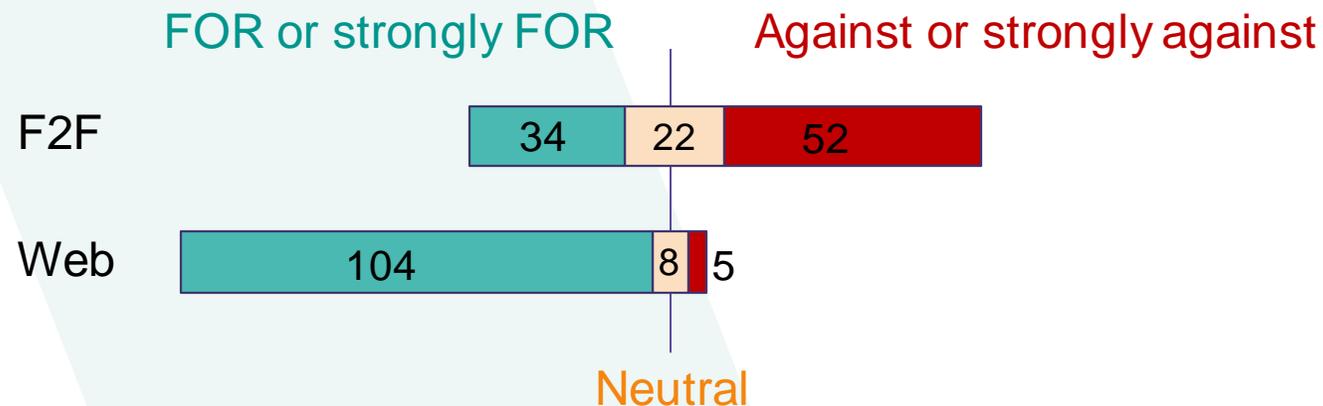
A stronger than expected preference for web-classes and very few expressing negative feelings – although some of that could be location-driven and linking to availability of F2F

Q: do you mandate how your students should study?

Q: pros and cons of student choice – danger of ‘line of least resistance’?

Q: what do we (CETC and employers) think will produce the best learning outcomes?

For their first module choice for S23, students were asked to express their preferences for F2F and webclasses



## For F2F, **where** would you most like to study?

**For students whose preference for F2F outranks other modes, they were asked where they would like to study**

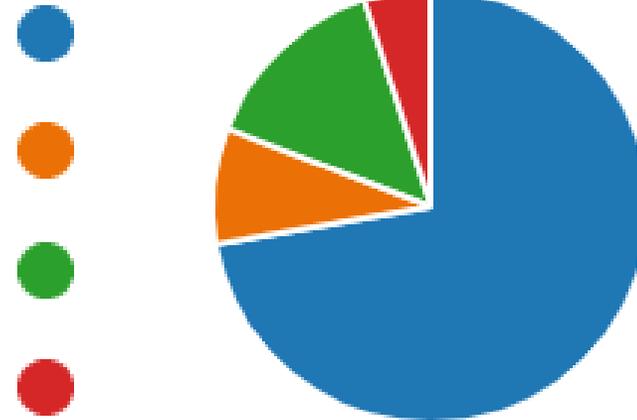
Note: the data covers approx. 1/5<sup>th</sup> of the active student population

	London	Manchester	Birmingham	Other
AA	1	1	1	1
Tax	1	2	1	1
CGL	1	1		
DSDA	1	1		
SPD		1	1	
SCS	4	1	1	
PSFR	1	1		
SPF		3	1	
BPFM	1	2	1	
BR	3	3	1	1

## Web-class – frequency and duration

Preliminary results

All day sessions – same as now:	92
All day sessions – fewer in number:	11
Half day sessions – same as now:	19
Half day sessions – fewer in number:	6



## Autumn 2022 – F2F classes

Class	Number of students	Status
MA	27	Active
FA	31	Active
<b>AA</b>	<b>3</b>	<b>Cancelled</b>
DSDA	13	Active
<b>CFR</b>	<b>2</b>	<b>Cancelled</b>
FM	15	Active
PSFR	16	Active
<b>SCS London</b>	<b>6</b>	<b>Active – low numbers</b>
SCS Manchester	14	Active
<b>Tax</b>	<b>11</b>	<b>Active – low numbers</b>
<b>CGL</b>	<b>9</b>	<b>Active – low numbers</b>
BCM	20	Active

# Apprenticeship update

Helen Woods, Apprenticeship Delivery Manager

David Fields, Employer Engagement Manager

## Autumn '22 Enrolments

- New apprentices now in Smart Assessor (portfolio system)
- Email from their work-based learning coach to set up first review meeting

 Department for Education

Apprenticeship funding rules for main providers  
August 2022 to July 2023  
Version 2

This document sets out the funding rules for all main providers delivering apprenticeships from 1 August 2022 to 31 July 2023.  
[View other apprenticeship funding rules](#)

September 2022

Of interest to colleges, independent training providers, higher education institutions and employers delivering training to staff outside of their organisation.

### Apprenticeship Funding Rules 2022/23

- New Off the job training (OTJT) guidance
  - The OTJT baseline moves away from a minimum of 20% of the contracted time to a notional 6 hours
- Requirement to be in active learning in **every** 4 week period

## Apprenticeship enrolments 2023

Apprenticeship	Spring '23 term		Autumn '23 term	
	Application deadline	Delivery commences	Application deadline	Delivery commences
Accountancy Professional (Level 7)	<b>31 January</b>	March	<b>31 July</b>	September
Counter Fraud Investigator (Level 4)	<b>28 February</b>	April	<b>31 August</b>	October

For further information email us at [apprenticeships@cipfa.org](mailto:apprenticeships@cipfa.org)

# Career Hub and CPD resources

David Fields, Employer Engagement Manager

# Career Hub

A new career-focused platform packed with interactive tools and resources to support students and members' professional development and learning.

<p>CV &amp; JOB APPLICATIONS</p> 	<p>CV360</p> 	<p>INTERVIEW360</p> 	<p>PF JOBS</p> 
<p>WELLBEING HUB</p> 	<p>CAREER POSSIBILITIES</p> 	<p>BUSINESS SKILLS</p> 	<p>CPD BITES</p> 

Popular Employer Films

 <p>Common challenges of transitioning into work</p>	 <p>References on your CV</p>	 <p>What to do when you don't know what to do: Step 3</p>	 <p>How to strengthen your working relationships</p>
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# CV & job applications

The screenshot displays the CIPFA E-Learning website. At the top, the CIPFA logo is on the left, and a navigation bar contains links: My Dashboard, My Career Pulse, My Career, My Learning, My Tools, My Jobs, Latest News, and CIPFA Website. A search bar is located on the right of the navigation bar.

The main heading is "E-Learning". Below it is a search bar with the text "Search e-learning topics: try networking, strengths, interview..." and a "SEARCH" button.

A large banner features the title "Creating a great CV" and a sub-headline: "A good CV is one of the key elements in being shortlisted for interview and, ultimately, being offered the job. This learning path has tips on all areas of your CV, including the structure, personal profile, key skills, achievements, interests and references sections; it explains what employers are really looking for and, offers advice on the mistakes you really need to avoid."

On the left is a navigation menu with the following sections:

- Home Page
- Learning Paths
  - Skills & Preferences
  - Career Possibilities
  - Job Search
  - CVs & Applications
- Creating a great CV
  - Completing an application
  - Writing a cover letter
  - Interviews
  - New Job
  - Career Management
  - Career Options
  - Internal Job Hunt
  - New Role
  - Career Skills
  - Managers & Leaders
  - Challenges & Change
  - Business Skills
  - I.T & Microsoft Skills
- Contributors
- My Favourites
- My Progress
- Topics
  - Attitude & Mindset (37)
  - Career direction (46)
  - Commercial awareness (30)
  - Communication (69)
  - Creativity & Innovation (49)
  - Culture & Diversity (41)
  - Decision making (42)
  - Emotional intelligence (20)
  - Enterprise (22)
  - Explainer videos (41)

The main content area displays a grid of e-learning modules:

- Creating your CV explained**: CV, Explainer videos
- CV tips**: CV
- What should your CV look like today?**: CV
- How important is a great CV?**: CV
- Before you write your CV**: CV
- 5 top tips for a great CV**: CV
- CV tips from employers**: CV
- What employers look for in a CV**: CV
- 4 tips for writing your first CV**: CV

# Interview preparation

## INTERVIEW360

Practise your interview technique and get instant feedback or browse the questions employers most commonly use.

### Introduction

The hiring process is changing. Employers are increasingly using video interviews as part of their recruitment process. But whether you're going for an interview online or in person, you need to practise. Interview360 includes a large and comprehensive library of the most commonly asked interview questions along with key points to help you answer every one of them.

There's also a range of mock interviews you can take to really test your ability to come up with strong, confident, well-thought-through answers under time pressure. You'll get instant feedback and advice, and every question you answer will make you a stronger candidate. Make sure you check out all our content too for the latest advice on how to shine in online interviews.



### Mock Interviews



Practise interviews by taking a mock interview and receive instant feedback

[Browse Interviews](#)

### Interview Questions



Browse common interview questions with advice on how to answer them

[Browse Questions](#)

### Interview tips & advice

Filter by Category ▼



Search Transcript...

AS Abraham Lincoln said, "give me six hours to chop down a tree, and I'll spend the first four sharpening the axe." If you've got an interview coming up, the thinking you do in advance could make all the difference between success and failure.

The three stages to consider for interview success are before the interview, during the interview, and after the interview.

# CIPFA's Wellbeing hub



## Featured Talking Heads



[View More](#)

PRESS \*ESC\* TO QUICK ESCAPE  
A new tab will open and this page will redirect to Google  
[Share Your Story](#)

# Career management

CIPFA

My Dashboard My Career Pulse My Career My Learning My Tools My Jobs Latest News CIPFA Website

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## E-Learning

Search e-learning topics: try networking, strengths, interview... SEARCH

### Discovering career possibilities

To make an informed career decision you first of all have to be aware of the possibilities that are out there for you. This learning path considers these different options, looking at the various sectors, types of careers and working arrangements that are out there and helping you figure out which opportunities are best suited to you.

- Home Page
- Learning Paths
  - Skills & Preferences
  - Career Possibilities
  - Job Search
  - CVs & Applications
  - Interviews
  - New Job
  - Career Management
  - Career Options
  - Internal Job Hunt
  - New Role
  - Career Skills
  - Managers & Leaders
  - Challenges & Change
  - Business Skills
  - I.T & Microsoft Skills
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  - Attitude & Mindset 37
  - Career direction 46
  - Commercial awareness 30
  - Communication 70
  - Creativity & Innovation 19
  - Culture & Diversity 41
  - Decision making 12
  - Emotional intelligence 20
  - Enterprise 22
  - Explainer videos 11
  - Feedback 17
  - Language & Writing 52
  - LinkedIn 21
  - Mentors 29

- Time to start thinking about your career advice now  
Career direction, Planning
- Is 'find your passion' good career advice?  
Career direction
- Should you turn your passion into a career?  
Motivation, Career direction
- Create a career shortlist using your key strengths  
Career direction, Self-awareness, Strengths
- Are you limiting your career exploration?  
Career options
- Using LinkedIn to research your career options  
Career options, LinkedIn
- Does imposter syndrome affect roles you apply for?  
Promotion, Assertiveness, Self-awareness
- Understanding graduate programmes  
Career options
- 4 types of jobs you never knew existed  
Career options

# Business skills

## E-Learning

Home Page

Learning Paths

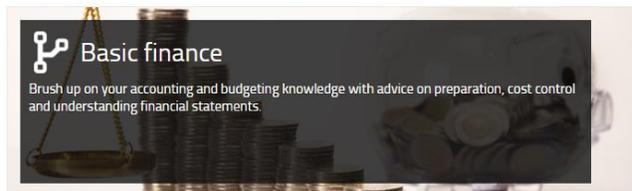
- Skills & Preferences
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- Job Search
- CVs & Applications
- Interviews
- New Job
- Career Management
- Career Options
- Internal Job Hunt
- New Role
- Career Skills
- Managers & Leaders
- Challenges & Change

Business Skills

Basic finance

- Business numeracy
- Business writing
- Change Management
- Communication
- Compliance & policies
- Corporate responsibilities
- Customer service
- Data Protection
- Equality & Diversity
- Grammar & punctuation
- Health & Safety
- Interviewing for interviewers
- Leadership
- Meetings
- Mentoring
- Negotiation
- Presentations

Search e-learning topics: try networking, strengths, interview... SEARCH



**Basic finance**  
Brush up on your accounting and budgeting knowledge with advice on preparation, cost control and understanding financial statements.



Finance for non-financial managers

Finance, Accounting



Budgeting basics

Finance



What is a budget?

Finance, Commercial awareness



How organisations budget

Finance, Commercial awareness



The budgeting process

Finance, Commercial awareness



Accounting conventions

Finance, Commercial awareness



Budgeting basics: test yourself

Finance, Commercial awareness



Getting the numbers right

Finance, Commercial awareness



Doing the groundwork

Finance, Commercial awareness

# CPD Bites

accountingcpd.net

SUBJECTS ▾

CPD TYPES ▾

ABOUT ▾

choose from any of the FREE courses below

FREE COURSE



## What is Ethics?

by Anna Faherty

Ethics plays an integral role in the finance and accounting world. In this short course you'll discover the key concepts and value of ethics, how it compares to the law, and utilise decision-making frameworks for tackling complex ethical decisions.

1-hour module. This short course has been taken from Ethics in the Workplace. To find out more information about the full course, [click here](#).

£ FREE 1 CPD hour

Go to course >

FREE COURSE



## Decision Making in a Crisis

by John Taylor

How do you handle pressure? During the global coronavirus crisis, businesses are facing pressure arguably more than ever before, and in a variety of unforeseen ways.

In this short course, you'll learn how to deal with moments when decisions are at their most black and white, and can either spell victory or failure for your organisation.

£ FREE 1 CPD hour

Go to course >

FREE COURSE



## Leading the Post-Pandemic Finance Function

by Alan Nelson

The coronavirus pandemic has forced us all to adapt to new work patterns. This short course looks at the how we can still be the leaders that our colleagues deserve, even during such difficult times.

1-hour module. This short course has been taken from Beyond Coronavirus: An Accountants Guide to the Recovery. Find out more information about the full course [here](#).

£ FREE 1 CPD hour

Go to course >

FREE COURSE



## IFRS: Interim Reporting

by Wayne Bartlett

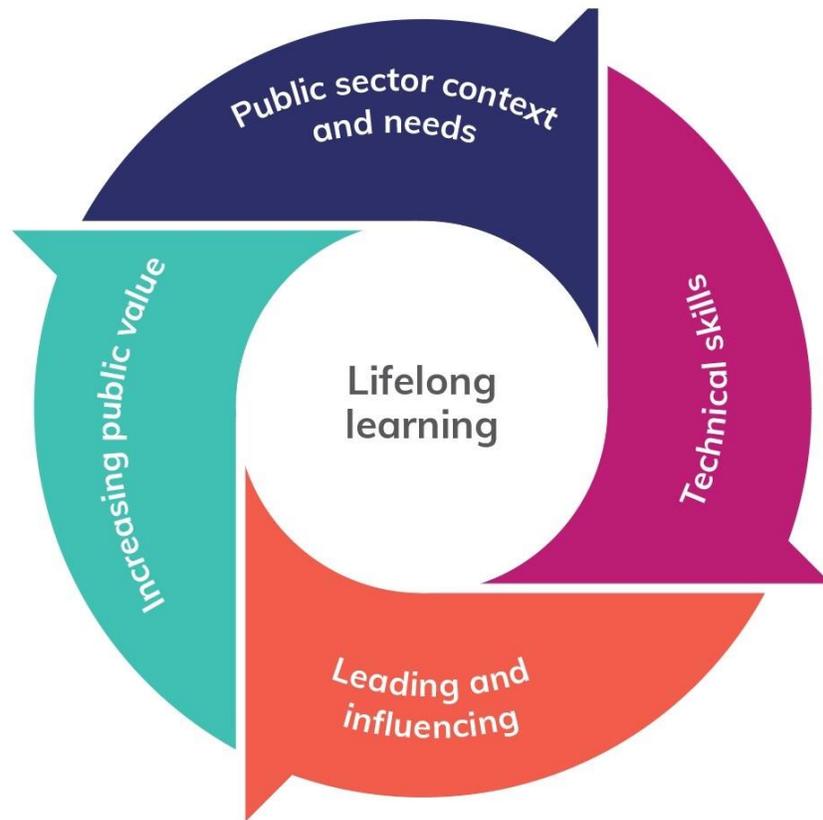
In the current climate, interim reporting has assumed a critical status, since it allows us to communicate new information with stakeholders sooner. This short course looks at how this can provide a way of avoiding nasty surprises.

1-hour module. Other updates to IFRS can be found in our latest course 2021-22 Update: IFRS. Find out more information about the full course [here](#).

£ FREE 1 CPD hour

Go to course >

## Micro modules



Freely available and prepared by CIPFA's subject matter experts, the micro modules deliver key information in an easily digestible, online format.

- Leadership and personal skills
- Professional skills
- Hot topics
- Sustainability and climate change
- Fraud and risk management
- UK local government
- Audit

**visit: [cipfa.org/micromodules](https://cipfa.org/micromodules)**

# Talent Roundtables

Marcus Baxby, Senior Manager, Business Development  
and Strategic Alliances

## Improving the 'Public Sector Employer' Brand

Lead: Marcus Baxby  
Senior Manager – Business Development & Strategic Alliances

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### Entry level recruitment

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Understanding the challenges of entry level recruitment to public sector finance

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What do school leavers / grads want from a career? (separate research piece)

---

What makes an attractive employer?

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How can we build an attractive employer brand in the public finance space?

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Benefits of working in public sector finance

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How do we address the recruitment challenge? (Place-based solutions, inclusivity)

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### CPD for the modern public finance professional

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What skills and capabilities does the modern public finance professional need?

---

Risks of an ill-equipped finance team

---

How do we address skills shortages?

---

How can the regional forums contribute?

---

How do we retain talent within public sector finance?

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CIPFA\

# Open discussion

The Chartered Institute of  
Public Finance & Accountancy