



ICAS high school toolkit

Who is ICAS?

Established in 1854, ICAS (Institute of Chartered Accountants of Scotland) is the oldest professional body in the world for Chartered Accountants (CAs). We train student CAs, set their assessments and set the rules for the CA profession.

Did you know?

A professional body is an organisation that oversees people in a specific job, making sure they keep up with the standards and keep up with their learning.

What is a Chartered Accountant (CA)?

An accountant who has achieved 'chartered' status is at the top of their game.

All 24,000 ICAS members have passed our Chartered Accountant (CA) qualification, hold the mighty CA title and are employed at the highest levels, not only as accountants, but in a range of business and finance-related roles.

Did you know?

ICAS Chartered Accountants can use the letters CA after their name, a professional designation exclusive to our members in the UK.



Where do CAs work?

Our CA qualification allows you to tailor your career to your passions and interests. CAs can be found at the highest levels of accountancy, finance and business. They work for charities, governments, start-ups and big-name brands in diverse areas like sports, fashion and technology.

Did you know?

86% of FTSE 100 companies employ CAs. Many of these work at senior levels such as chief executive officer (CEO), Chief Financial Officer (CFO) and board members.

And because the CA qualification is internationally renowned and valued, you won't be restricted to working in the UK - in fact, as an ICAS CA, you could work anywhere in the world.

Did you know?

ICAS have over 24,000 CAs around the world in 150 different countries.



4%

Charities /
non-profit



3.7%

Retail
and food



5.3%

Self-
employed



14.5%

Financial
services



4.7%

Energy /
utilities



Here's a snapshot of industries
some of our members work in



I'm interested in becoming a Chartered Accountant (CA)...



I want to go to university



I study accountancy and will hopefully gain exemptions to fast track my professional training

I study another subject and keep my options open

I apply for a graduate-entry training contract with an authorised ICAS employer who will fund my CA qualification while I work and get paid a salary

I want to go to college and study an HND



I top up my HND into a degree and hopefully fast track my professional training

I leave college after my HND and get a job where they will train me

I apply for a graduate-entry training contract with an authorised ICAS employer who will fund my CA qualification while I work and get paid a salary

I want to get a job



I apply for a school leaver training contract with an authorised ICAS employer and get paid a salary

I apply for a job with an authorised ICAS employer who will support me through a degree apprenticeship where I can get both a degree and the CA qualification while I get paid a salary

I gain 3 years of work experience (known as 'Relevant Practical Experience') while studying for my ICAS assessments

I become a CA!

Find out more at [icas.com/opportunitykicks](https://www.icas.com/opportunitykicks)



How much do CAs earn?

As a CA student you'll earn while you learn, which means you can expect a competitive salary from day one of your journey toward qualification.

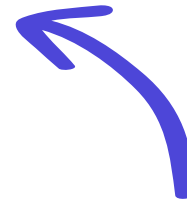
Salaries for qualified CAs compare favourably with those for other sectors such as law, general management and banking.



*Figures sourced from ICAS Salary Survey 2019.



[Discover more about why you should become a CA with ICAS](#)



What will I learn?

The CA is a complete business qualification that will give you the competitive edge you need throughout your career.

The syllabus (see below) is split over three levels, starting with Knowledge, leading to Skills and ending with Integration. As you work your way through the courses, you'll learn a wide mix of accounting, financial and business skills.

We'll also teach you about the latest technology to help you work smarter. And we'll ensure you always do the right thing for the people and the planet by teaching you about ethical and sustainable business.

You'll develop loads of other skills too, so you'll stand out wherever you end up working, in areas like problem-solving, team-working and communication.

[Learn more about the syllabus](#)



What about on the job experience?

You'll combine your studies with Relevant Practical Experience (RPE), which you'll record in an online logbook. RPE is all your invaluable on-the-job experience. It's where you apply all the theory you're learning to real-world finance and accounting situations.

What qualifications do I need?

There are several routes you can take to the CA qualification and the qualifications you need to get started depending on the route you take.



If you have qualifications from school

If you've got the kind of results that would get you into university (typically 4 highers) then you can either follow our School-Leaver Route, or, alternatively, you could follow our RGU Graduate Apprenticeship route and gain a BA...along with your CA.

"I didn't go to University..."



CA Stories

Katrina Jamie CA

CA Route: School leaver

Job role: Qualified Accounts Senior

Company: Thomson Cooper Accountants

"Becoming a CA, has set me up to start progressing in a career where can combine my passion for helping others with making a meaningful impact on their financial well-being. When choosing an employer it is important to me that I am working for a business that has similar values to myself, and so looking into the culture, reputation and values of the company played a key part into my decision."

[Read more here.](#)



If you have qualifications from school

The graduate apprenticeship is an accredited work-based learning programme combining an honours degree from Aberdeen's Robert Gordon University with the globally recognised ICAS Chartered Accountant qualification. [Click here to find out more.](#)

"I'm completing the RGU Graduate Apprenticeship"



CA Stories

Lisa Naples CA

CA Route: Graduate Apprenticeship through RGU

Job role: Internal Auditor

Company: NatWest Group

"There has been a number of highlights so far in my CA career. Including two awards from RGU for receiving good grades. I have had lots of opportunities including sitting on the Scottish Apprenticeship Advisory Board and the Apprentice Engagement Group which has helped me shape apprenticeships for the future."

[View full video here](#)



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If you have qualifications from college

If you've studied accounting (HNC or HND) at college, you can gain advanced entry to year 2 or 3 to one of our accredited university degrees.

Completing an accredited university degree might give you exemptions from the first stage of the CA qualification and fast track your learning.

"I knew that ICAS was my ultimate goal."



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CA Stories

Ian Mort CA

CA Route: Graduate route

Job role: Finance Executive

Company: Skyscanner

"After underachieving in high school, I realised as I grew older that I wanted more for myself, but going straight into university wasn't an option. I began with an NC Accounting course at my local college, initially aiming just to obtain that. However, I soon discovered strengths I didn't know I had, like problem-solving and an analytical mindset. This motivated me to progress through HNC/HND and eventually earn my university degree. Along the way, I knew that ICAS was my ultimate goal. My journey so far has provided me with a solid foundation, but ICAS is where I need to be to build on that and set myself up for a successful career. The prestige and worldwide recognition of ICAS are the benchmarks I want to test myself against and aspire to achieve."



If you're a university graduate

Lots of our students come to us to train as CAs directly upon graduating from university.

They're from a variety of backgrounds because it doesn't matter what degree you have, and previous experience in accountancy or business isn't required. If you have studied accounting, you may be able to get exemptions from the first stage of the CA qualification and fast-track your learning.

If you're wanting to study accounting at university, but don't think you'll be able to afford it, you might be eligible for an ICAS Foundation bursary. [Click here to find out more.](#)

CA Stories



Lisa Blum CA

CA Route: Graduate route

Job role: Finance Business Partner

Company: Lloyds Banking Group

"I didn't study accounting at university, and it was never part of my original career goals. Then I just thought about the skills that I have, and I realised that I have good analytical and problem-solving skills, so I wanted to find a career that allowed me to use them. Then what attracted me to ICAS in particular, is that the qualification is recognised worldwide."

[Read more here](#)

"...never stop learning"

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How do I get started?

Your first step to becoming a CA is finding a vacancy with an ICAS-authorised employer. There are a variety of employers to work with, from small local companies to large corporations.

[Find a training vacancy here.](#)

Entry requirements vary per employer and there are a variety to choose from. We have training vacancies and study centres across the UK, from London to Aberdeen. Once you sign your training agreement with your employer, your studies with ICAS begins.



Supporting you along the way

The ICAS Foundation offers mentoring, financial assistance and more to students from low household incomes planning to study an accountancy or finance-related degree at university. The applications can be submitted between 1 March and 31 May each year. [Find out more here.](#)

The next step to becoming a CA

Come and chat to us

We attend a variety of recruitment events throughout the year to help you explore exciting career opportunities.

[Find out where we're heading next](#)

Let's keep in touch

Students can sign up to our careers update to hear about the latest events and training vacancies.

[Sign up to the ICAS Careers Update](#)

Begin your search for a training agreement

If you're ready to begin your search for a training agreement, [check out our dedicated jobs site](#), [Become a CA](#).



With ICAS,
opportunity doesn't knock.
**It kicks down
the door.**

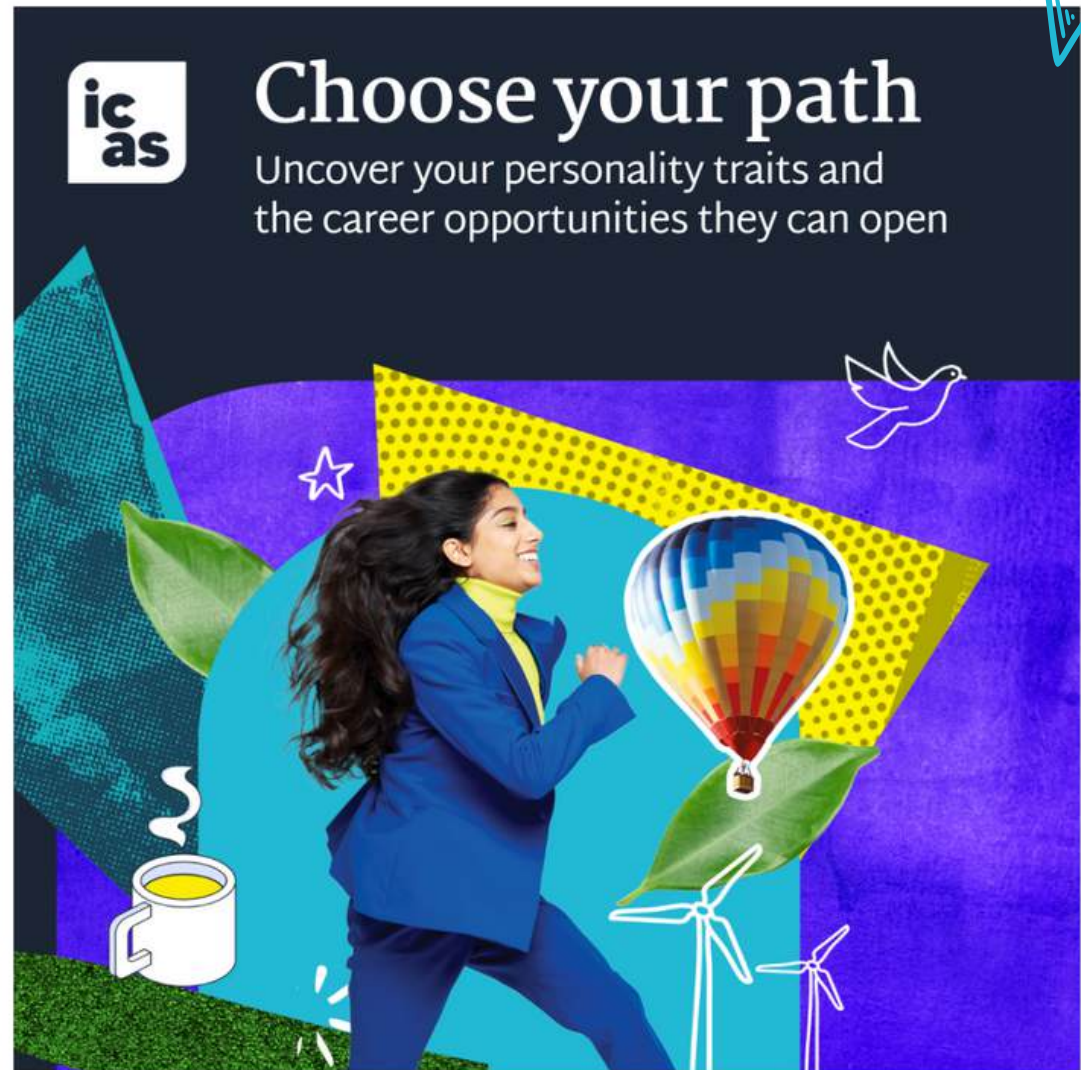
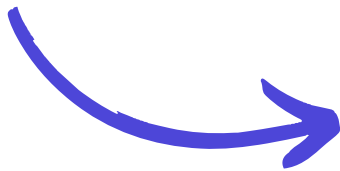


Choose your path

Are you a Guardian, Innovator, Visionary or Problem solver? Our 'Choose your path' game reveals your unique career persona based on your personality traits and the career opportunities they can open.

The game only takes a couple of minutes to play. As well as being a bit of fun, it provides you with career suggestions tailored to your strengths and shows how the CA qualification can open doors to diverse and rewarding roles in finance, business, and beyond.

[Click here to play now and uncover a career that aligns with your passion and skillset.](#)



Resources for careers advisers

Life as a CA student

Discover what life as a CA student with ICAS looks like and what students can expect from training to become a CA, through this article and video. [Click here to find out more.](#)

FAQs

[Please find our most frequently asked questions and answers here.](#)

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