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Frequently Asked Questions

General programme information

What is the difference between the Graduate Trainee Programme and the Pathway Trainee Programme?

The Pathway Trainee programme is for candidates who do not hold an undergraduate or postgraduate degree. There is no upper age limit, you just cannot have a degree.

The Graduate Trainee Programme requires candidates to have completed an undergraduate degree.

Further information on the Programmes is available on our early career webpages.

What is the starting salary for the Graduate / Pathway Trainee?

- Graduate Trainee – £30,607
- Pathway Trainee – £25,643

What other benefits do you offer?

We offer an extremely attractive pay and benefits package. Further details can be found on our career webpages.

I am studying Accountancy and Finance degree or have AAT and have exemptions. Is that okay?

Yes - If you are successful at being offered a place on the ACA Training programme you can apply for exemptions. We will pay for successful exemptions.

However, please note that while you may have exemptions you will still need to attend college and sit the exams for the Accounting Fundamentals and Assurance and Risk Fundamentals modules. **This is mandatory for all trainees.**

We would encourage trainees to consider all other exemptions and consider the ICAEW syllabus before accepting the exemption.

Eligibility criteria

What are the entry criteria for the graduate accountancy programme?

- Five GCSEs, including a B in Maths and a C in English Language
- 120 UCAS points in your top 3 A-Levels (or equivalent)
- 2:1 undergraduate degree in any discipline (achieved or expected)
- Right to live and work in the UK without any restrictions.

What are the entry criteria for the pathway trainee programme?

- Five GCSEs, including a B in Maths and a C in English Language
- 120 UCAS points from your top 3 full A levels (or equivalent)
- Right to live and work in the UK without any restrictions.

I am an international candidate. Can I apply for the training scheme?

We cannot sponsor work visas. Should a candidate be successful we require proof of identity and eligibility to work in the UK as part of our onboarding checks for the whole period of the training contract.

Do I have to have a Maths A-level / Accountancy and Finance degree to apply?

No, you do not. We accept applications from different academic backgrounds. Our graduate trainees have studied the full spectrum of subjects including arts, social sciences, engineering – not just maths or accountancy! And similarly, those joining the pathway trainee programme have a range of A levels, not just STEM subjects. Our work benefits from different perspectives that people from diverse backgrounds bring, and we are looking for people that are enthusiastic about a career in their chosen field.

I studied overseas so do not have UK A-Levels. How can I work out what my GCSE and UCAS equivalent is?

Please email us at hrandpayroll@audit.wales with exact qualification title and level, the awarding body, the subject, the final grades/results, and the years they were achieved, including the country of study.

We can map those across to UK equivalents.

I graduated from university/left school/college a few years ago and am looking to change careers. Can I apply for the graduate/pathway programme?

Yes. We do not have a set time limit after you have graduated from university or left school/college. You can apply during your final year of university/school/college or several years later. There is no upper age limit.

I am currently on a training contract with another accountancy firm. Can I apply to the Audit Wales Training Programme?

Unfortunately, you cannot apply if you are already on a training contract or have partly completed a training contract with another accountancy firm.

I am from outside the EU. Can I apply?

Our employment offers are subject to an applicant providing the necessary 'right to work' documents that demonstrate the right to work and reside legally in the UK. Further information can be found on our website or by emailing HRandPayroll@audit.wales

Can I choose which office location I work in?

When you apply you can select a preference for location, but the actual location offered may vary and will be based on vacancies available in each specific location.

How do I apply?

Please visit our early career pages to research the programme and for the link to the online application form.

Assessment process

What is the process?

- Application form to include a review of the minimum academic requirement (GCSE/UCAS/Degree) plus a review of the competency questions.
- Online Psychometric Testing
- Assessment Centre
- Final panel interview

Can I reapply if I was unsuccessful?

We only accept one application per recruitment round.

Do you offer reasonable adjustments during the process for candidates with disabilities?

We recognise hidden disabilities among our workforce and with those whom we work alongside as a member of Hidden Disabilities Sunflower. We are growing a diverse workforce that is representative of the communities we work in and the skills, experiences, and perspectives they offer and welcome applications from people from all backgrounds.

We are also a member of the Disability Confident Scheme and guarantee to interview all disabled candidates who meet the essential criteria for the role.

In addition, if you require adjustments for any stage of the process, you will have the opportunity to indicate this on your application form. Please email us at hrandpayroll@audit.wales when you are invited to a specific assessment stage so our team can discuss the support/adjustments you need at the individual assessment stages.

How long after completing each assessment stage will it be before I hear back?

We receive a high number of applications and while we make every effort to respond to each candidate as soon as possible, the time period may depend on when you applied/completed the assessment stage.

How can I check the status of my application?

You can log into your candidate portal using the email address you registered with and the password you created. **Please check your junk/spam folder as well so you don't miss any emails from our team.**

I just received an email that I was unsuccessful at application form / online tests. Can I please have feedback?

Unfortunately, we regret to advise that we cannot provide feedback at the earlier stages of the assessment process. We can provide feedback following the assessment centre and final interview stage.

Offer stage

I have been offered a place on your graduate / pathway programme. Can I defer my offer?

We do not defer entry so please only apply if you can start on the date confirmed in the job listing.

I have received an offer what happens next?

All our offers are conditional and remain subject to verification checks on academic qualifications, security clearance, and confirmation of the right to work. Only once these checks are completed successfully will the offer be confirmed.

If a candidate is employed, we suggest that you do not resign until these checks have been completed and the offer conditions have been met.

Where will I be based?

You will be allocated to one of our clusters, meaning you will be based within a geographical area, South Wales, North Wales, or West Wales. If you accept an offer from us, you will need to relocate to your chosen location or be able to commute to that office. During your initial induction period you will spend most of your week in the office and/or college. Once you have completed the induction period, you will be working alongside your colleagues in the office, onsite at client sites or working from home, with the general approach being staff are expected to attend the office/client site at least two days per week.

Induction

What will my first few weeks/months involve when I start?

The first two to three months will be a mix of formal group induction, local cluster inductions, internal training, and formal college time.

During this time, you are likely to be asked to attend the office for most of your time, while you get used to working with us and become more confident in the work you have been allocated.

You will be provided with all the support and training needed to start your career with us and will be coached and supported by both your trainee line manager and your buddy.

The induction will also include detailed information about the qualification, including registration as an ICAEW student.

We ask that all trainees avoid booking any holidays during the formal group induction, training, and college times. These are mandatory sessions and all trainees are expected to attend these sessions.

ACA Programme

How often will I be at college?

College is attended in person in Cardiff, regardless of where you are based. College time can vary depending on the course and can be between 5 and 13 days. Please take this into account before accepting any offer.

Certificate stage exams are sat in Pearson Vue centres and exams can be sat near your homes.

Professional and Advanced Stage exams dates and centres are determined by ICAEW and can be sat at any centre dependant on your location.

How many exams will I need to sit?

The ACA qualification is 14 exams over three stages:

- Certificate stage – 6 exams
- Professional stage – 6 exams
- Advanced stage 2 exams



Source: [ACA Qualification diagram](#), Imagine More with the Next Generation ACA: ICAEW, page 4

In addition to the 14 exams, you need to complete 450 days of professional work experience, complete the professional skills and specialised learning components of the qualification.

Other opportunities

Do you offer Summer Internships?

We don't currently offer summer internships.

Further questions

If you have any questions about the process or need support / workplace adjustments, please contact hrandpayroll@audit.wales