



# BARCLAYS

## A TRACK RECORD OF SUCCESS



The development of our people is crucial to our business. Offering the ACA helps us to attract the best talent. The business benefits from access to skilled personnel, while individuals benefit from gaining an externally valued qualification. There's goal congruency. We get something out of it; they get something out of it. I am surprised that more organisations don't do it.

**Duncan Smith,**  
Chief of Staff, Group Finance

- ACA training offered since 2004
- Part of graduate recruitment and retention strategy
- Attracts best graduates who might have otherwise gone elsewhere
- One of the qualifications of choice for finance recruits
- ACA training benefits employer and student
- Track record of success and retention

## ACA: ATTRACTING TALENT

Barclays has been offering graduates the opportunity to train for the ACA since 2004–05. The majority of each year's intake to their Finance Leadership Programme now select the ACA as their qualification of choice.

John Worth, Group Financial Controller at Barclays, has no doubt that offering the chance to gain the ACA qualification helps the bank attract high quality graduates. 'We are absolutely focused on attracting top talent to the organisation and providing the ACA as an option is a critical part of this,' he says.

'I am delighted that we offer in-house ACA training and proud of our accreditation as an authorised training employer – we wanted this to be a fantastic opportunity for people to become ACA qualified while gaining a great understanding of Barclays Bank. This is a globally recognised qualification and graduates are keen to pursue the ACA route, but at the same time they want to enter the financial services sector having already decided that is their career direction.'

## BENEFITS TO STUDENTS AND EMPLOYER

As John Worth's Chief of Staff, Group Finance, Duncan Smith has responsibility for making sure the group's finance operations run smoothly, which includes ensuring it has the right talent. Offering graduates the ACA qualification while they complete Barclays' Finance Leadership Programme is an important aspect of that. 'The ACA has a very strong reputation,' Duncan says. 'A lot of graduates have already made their minds up when they reach us about the qualification they want to gain. If we didn't offer the ACA, we would lose some applicants to competitors. Offering the ACA is definitely a *pull*.'

Duncan continues, 'The business benefits from access to skilled personnel, while individuals benefit from gaining an externally valued qualification. There's goal congruency. We get something out of it; they get something out of it. I am surprised that more organisations don't do it.'

## ACA: LAUNCHING CAREERS

'The ACA qualification does what it's expected to do,' Duncan says. 'It gives people out of university an understanding of core accounting, tax and management information. They can then focus on leveraging that knowledge in their work. It gives them the basics they need to be able to push forward in a finance career.'

Duncan gained his ACA qualification in a professional accountancy firm, before the opportunity existed to train in a bank. 'If the graduate programmes we have now were available then, I would have definitely trained in a bank,' he says. 'There are great programmes in the profession, but if you know you want to work in a bank, you may as well get in at the coalface quickly.'