

# Professional Education Pathways

24 April 2018



**CFRR** >>  
Centre for Financial  
Reporting Reform

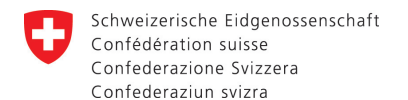


**PULSAR** 

Public Sector Accounting and Reporting Program

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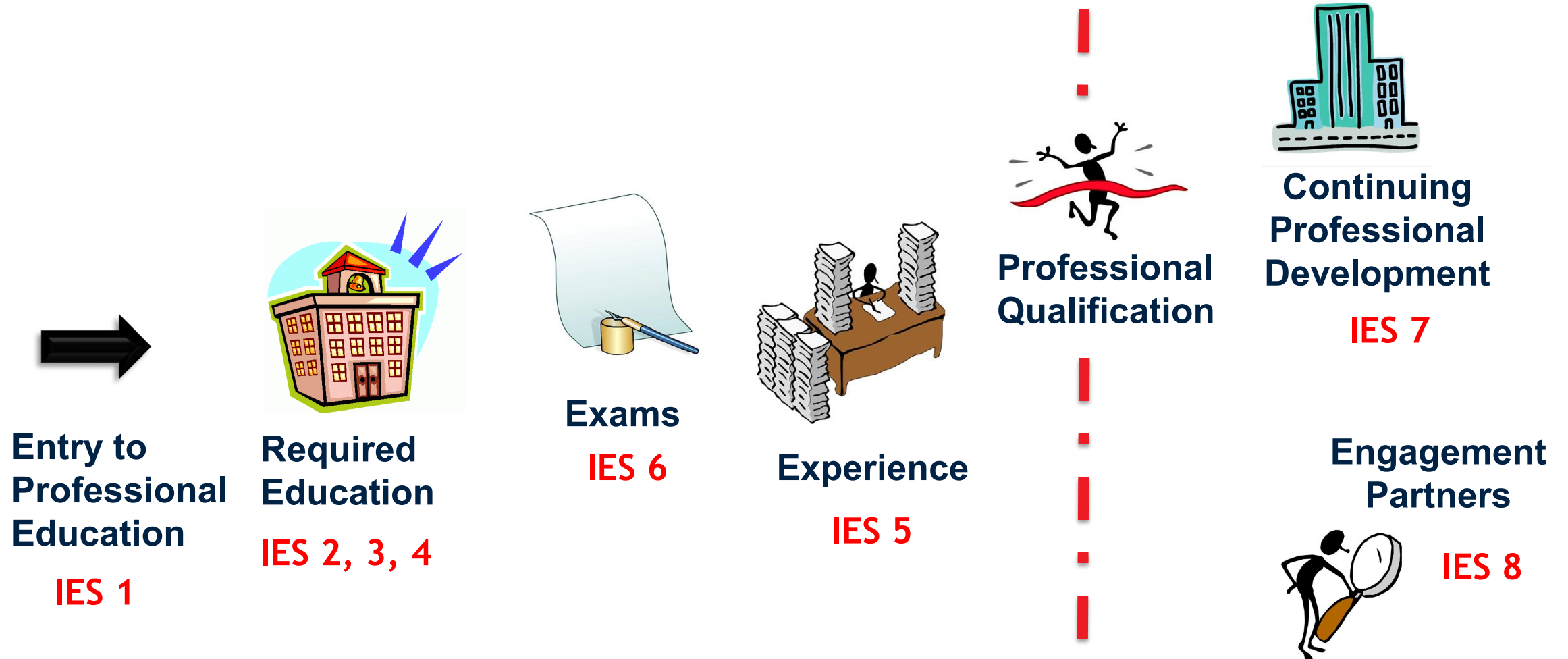
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# The changing pathways to professional education and certification

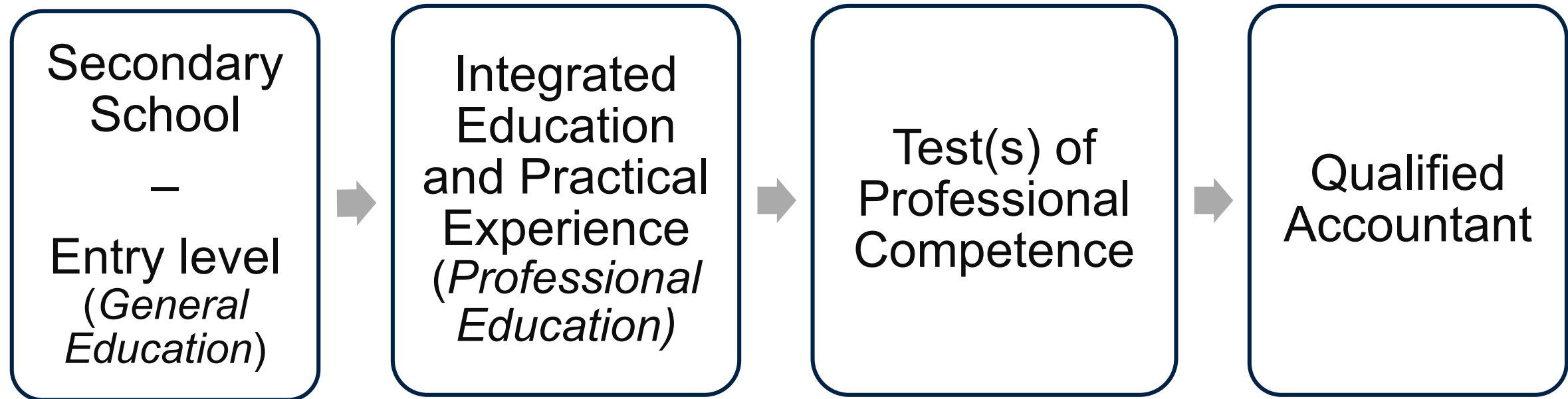
# International Education Standards – “Cradle to Grave”



# Models of International Accounting Qualifications - The Integrated model



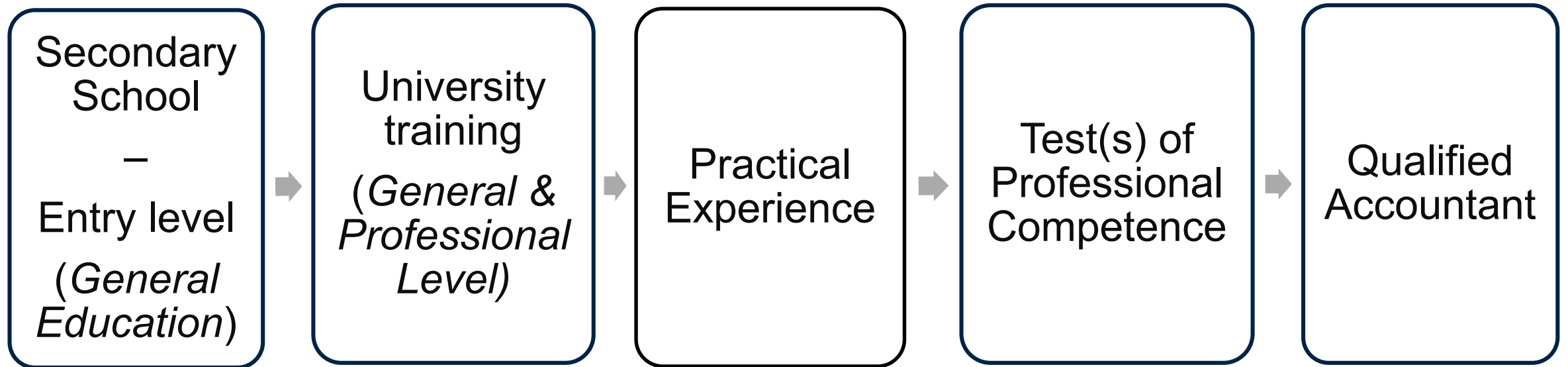
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# Models of International Accounting Qualifications - A linear system



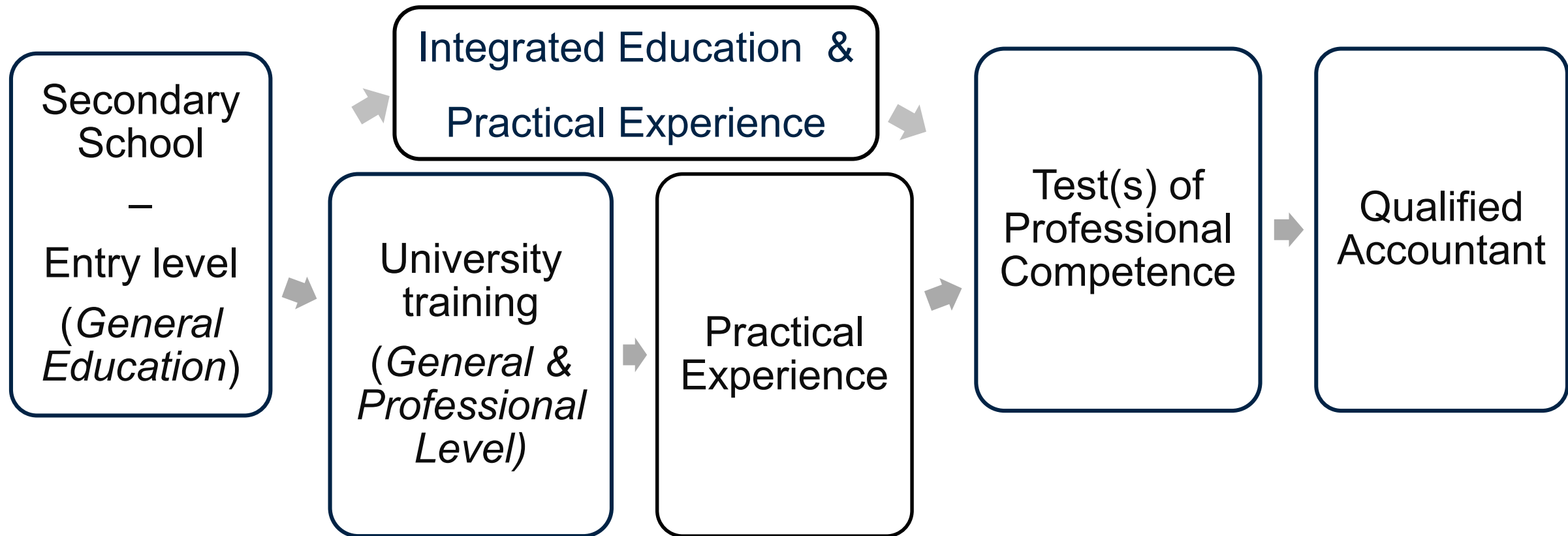
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# Models of International Accounting Qualifications - A parallel system of accounting education



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# Trends in accounting education, qualification, and employment



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- Employment paths are changing
- Education paths are adapting
- Most countries are adopting a qualifications frameworks
- Leading PAOs are segmenting their qualifications

# The move towards qualification frameworks



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AUSTRALIAN QUALIFICATIONS FRAMEWORK (AQF)			
SCHOOL	VOCATIONAL EDUCATION	UNIVERSITY	AQF Level
		Doctoral Degree	Level 10
		Masters Degree	Level 9
	Graduate Diploma		Level 8
	Graduate Certificate		
	Bachelor Honours Degree		
	Bachelor Degree		Level 7
	Associate Degree		Level 6
	Advanced Diploma		
	Diploma		Level 5
	Certificate IV		Level 4
	Certificate III		Level 3
Certificate II			Level 2
Certificate I			Level 1
Senior Secondary Certificates of Education			



# Examples of designation “segmentation” by leading Professional Accountancy Organizations



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## CPA Canada introduces the Advanced Certificate in Accounting and Finance (ACAF)



### Comparison of ACAF and the CPA professional program

	CPA Canada ACAF	CPA Professional Education Program
<b>Leads to</b>	The CPA Canada Advanced Certificate in Accounting and Finance (ACAF)	The Chartered Professional Accountant (CPA) designation
<b>Entrance requirements</b>	No degree requirement. Students are expected to have successfully completed courses covered in a two-year accounting diploma program or demonstrate equivalent experience.	An undergraduate or master's degree with specific subject area coverage
<b>Program</b>	<ul style="list-style-type: none"> <li>augments a college diploma</li> <li>series of 11 online courses with six to eight weeks of lessons, and a three-to four-hour exam, including:                             <ul style="list-style-type: none"> <li>six technical courses</li> <li>five applied courses, with a choice of two electives</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>graduate level studies</li> <li>integrated multi-platform professional program that includes:                             <ul style="list-style-type: none"> <li>two core modules</li> <li>two elective modules</li> <li>two capstone modules</li> </ul> </li> </ul>
<b>Duration</b>	<ul style="list-style-type: none"> <li>one year of full-time online study</li> <li>students with exemptions may finish in as few as six months</li> <li>can be completed part-time to accommodate different schedules</li> </ul>	<ul style="list-style-type: none"> <li>two years of structured part-time study or one year of full-time study</li> <li>must be employed in a relevant position with progressive work experience</li> </ul>
<b>Evaluation</b>	Most courses are assessed with term work and a final examination. Please check with your provincial body.	Nationally developed and assessed examinations: <ul style="list-style-type: none"> <li>four-hour examinations for both core and elective modules</li> <li>three-day Common Final Examination</li> </ul>
<b>Experience requirements</b>	None	30 months of mentored, progressive practical experience (24 in Quebec)
<b>Professional development requirements</b>	None	Mandatory and monitored by provincial professional bodies

## ICAEW introduces the Certificate in Finance, Accounting, and business (CFAB)

**ICAEW**

WHY A CAREER IN CHARTERED ACCOUNTANCY? HOW TO BECOME A CHARTERED ACCOUNTANT FIND YOUR ROUTE START YOUR TRAINING

SEARCH JOBS

SEARCH GO

### ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB)

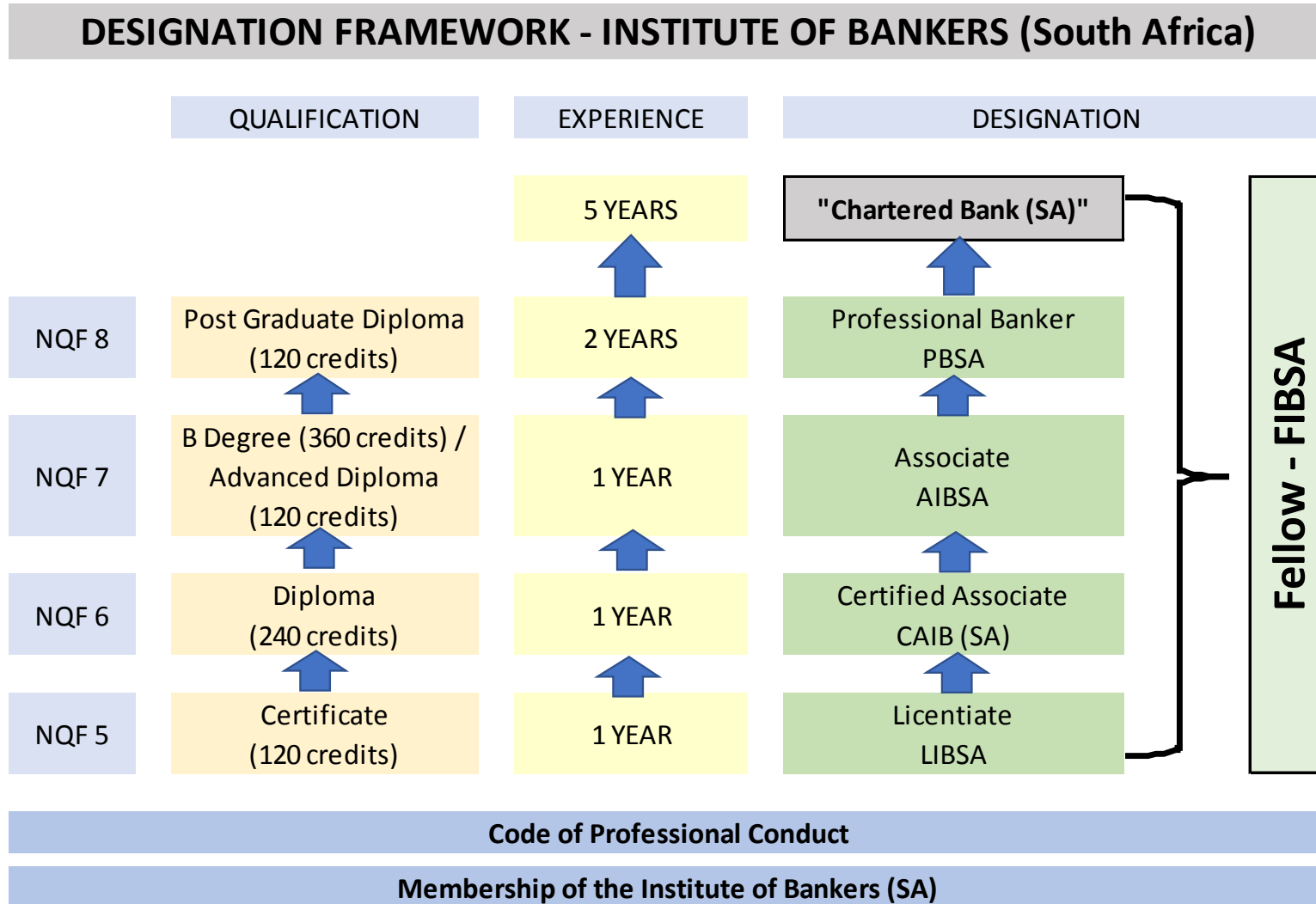
Are you interested in working in business or finance? Do you want to start your own business? ICAEW CFAB qualification teaches you the tools to understand the important factors that can determine a business' success. You will learn skills that will be useful throughout your working life and the qualification can be the first step onto a career as an ICAEW Chartered Accountant.

[Register for ICAEW CFAB](#)

#### Why study ICAEW CFAB?

- Stand alone qualification**  
Can help you get a job, promotion or increase the scope of roles you can apply for
- Entry route to the ACA**  
Get a head start on your peers and increase your appeal to prospective employers
- Flexible study options**  
Complete the exams in any order when it suits you
- Key business skills**  
Learn valuable skills that are transferable to any sector
- No formal qualifications**  
No academic qualifications needed to start
- Start your own business**  
Learn skills that are invaluable for any new start-up

# Linking the qualifications framework to a professional designation



# Possible strategies to be pursued

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- Position your programs within the Qualification Framework
- Pursue quality and achieve recognition
  - Exemptions and accreditations
  - Working with employers
    - Career events
    - Internship programs
    - Involve employers in the design of programs
    - Tracking employment outcomes



# The Polytechnic of State Finance (Indonesia)



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- Operates under the authority of the Ministry of Finance
- Is a vocational institution that was founded over 40 years ago
- Offers accounting courses for the Public Sector
- Level 1 to Level 4 Diplomas are offered in the areas of accounting and taxation.
  - Graduates are guaranteed employment with the MoF (90%), or other agencies.
  - Lecturers are employed by the Government in accounting and taxation roles.
- The Polytechnic also provides internal training for employees of the Ministry of Finance who are required to complete 20 hours of CPD on an annual basis.
- The Polytechnic has initiated discussions with a range of internationally recognized Professional Accountancy Organizations and training providers.



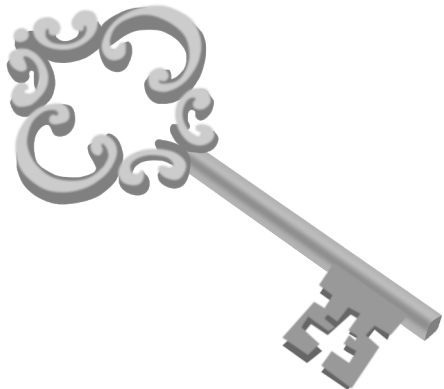


# Public Sector Accounting Education Pathways Toolkit

# Public Sector Accounting Education Pathways Toolkit

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- Purpose is to assist countries integrate PSA into educational curricula
- Based on IES issued by IESB
- Presents three sample pathways for consideration
- **i** The three examples are non-exhaustive and countries may consider variations to meet the context and needs of the individual country



- **Key concepts:**

- Education pathways leading to qualifications should be based on IES;
- Accounting technicians play an important role within Government accounting operations;
- Professional accountancy organizations can play a key role in developing public sector accountants;
- Coordination and mutual recognition of learning is critical.

# Public Sector Accounting Education Pathways – Common Elements



Technician	University Bachelor Level	University Master Level
<p>Accounting Technician programs are often offered as vocational training to individuals to develop occupational skills in accounting;</p> <p>Vocational training may be provided at the secondary school level (grades 10-12) or at the postsecondary level and may be delivered through standalone courses, certificate/diploma-granting programs, associate's degree programs, and/or apprenticeships.</p>	<p>Introduce foundational public sector courses into existing IES compliant accounting curricula, such as:</p> <ul style="list-style-type: none"> <li>• IPSAS Fundamentals</li> <li>• Introduction to Public Financial Management</li> <li>• Fundamentals of Budgeting and Management Analysis</li> <li>• Government Structure and Institutions</li> </ul>	<p>Develop Master's program(s) focusing on PSA topics</p> <p><b>OR</b></p> <p>Include advanced level public sector courses into existing IES compliant accounting curricula</p>

- Consider Technician programs to develop foundational knowledge of future operational accountants and bookkeepers;
- PSA topics may be introduced in BSc or MSc programs;
- MSc programs may be developed to focus on PSA topics.

# Public Sector Accounting Education Pathways – Option A



Professional Accountancy Organization	Government Training/Finance Academy	Certification/Qualification	Continuing Professional Development
<p>Rely on existing IES compliant professional education programs offered through the national PAO or international providers which, although not specifically targeting the public sector, provide aspiring accountants with basic core competencies to prepare them for public sector roles.</p>	<p>To supplement established core competencies, provide:                      (1) Comprehensive, structured training and education tailored to specific job requirements at various levels of competency and responsibility. A combination of classroom, on the job, on-line, and self-study may be used for this purpose. Partnerships may be leveraged in the delivery of such training and courses may be waived for any learning objectives achieved through prior education; and                      (2) Practical experience that is relevant to developing professional competence. Practical experience is integral to Initial Professional Development (IES 5).</p>	<p>Rely on existing IFAC recognized certifications/qualifications offered through the national PAO or international provider which, although not specifically targeting the public sector, provide aspiring accountants with basic core competencies to prepare them for public sector roles.</p> <p>Partner with the sponsoring organization to establish a Public Sector membership tier.</p> <p>Membership in an IFAC member PAO will necessitate compliance with IFAC's Code of Ethics for Professional Accountants.</p>	<p>Provide training and development to maintain professional competencies. Such CPD may be delivered by a combination of both government and outside providers, such as the national PAO or international provider. In order for Government programs to be recognized as CPD for purposes of maintaining professional qualifications, the training institution must qualify as a recognized provider.</p>

- Rely on existing initial professional education and certification framework (same as private sector);
- Develop Public Sector membership tier and CPD topics delivered through PAO;
- PSA specific education and OTJ training delivered through Finance Academy.



# Public Sector Accounting Education Pathways – Option B



Professional Accountancy Organization	Government Training/Finance Academy	Certification/Qualification	Continuing Professional Development
<p>Incorporate public sector topics into existing IES compliant professional education programs offered through the national PAO or international providers which build on the basic core competencies to prepare aspiring accountants for the public sector. The additional public sector learning objectives incorporated at this stage will allow for a fewer number of sector and job specific learning objectives which must be attained through supplemental learning.</p>	<p>To supplement established core competencies, provide:                      (1) Comprehensive, structured training and education tailored to specific job requirements at various levels of competency and responsibility. A combination of classroom, on the job, on-line, and self-study may be used for this purpose. Partnerships may be leveraged in the delivery of such training and courses may be waived for learning objectives achieved through prior education; and                      (2) Practical experience that is relevant to developing professional competence. Practical experience is integral to of Initial Professional Development (IES 5).</p>	<p>Incorporate existing public sector topics into existing IFAC recognized certifications/qualifications offered through the national PAO or international provider which build on the basic core competencies to prepare aspiring accountants for public sector roles.                       Partner with the sponsoring organization to establish a Public Sector membership tier.                       Membership in an IFAC member PAO will necessitate compliance with IFAC's Code of Ethics for Professional Accountants.</p>	<p>Provide training and development to maintain professional competencies. Such CPD may be delivered by a combination of both government and outside providers, such as the national PAO or international provider. However, in order for Government programs to be recognized as CPD for purposes of maintaining professional qualifications, the Government training institution must qualify as a recognized provider.</p>

- Hybrid approach – Incorporate Public Sector topics into existing (private sector) professional education and certification framework;
- Remaining PSA specific education and OTJ training delivered through Finance Academy;
- Develop Public Sector membership tier and CPD topics delivered through PAO;

# Public Sector Accounting Education Pathways – Option C



Professional Accountancy Organization	Government Training/Finance Academy	Certification/Qualification	Continuing Professional Development
<p>Develop an IES compliant professional education program specific to the public sector. This may be delivered through partners recognized by IFAC such as the national PAO or in partnership with an international or regional provider. The additional public sector learning objectives incorporated at this stage will allow for a fewer number of job specific learning objectives which must be attained through supplemental learning.</p>	<p>To supplement established core competencies, provide:                      (1) Comprehensive, structured training and education tailored to specific job requirements at various levels of competency and responsibility. A combination of classroom, on the job, on-line, and self-study may be used for this purpose. Partnerships may be leveraged in the delivery of such training and courses may be waived for learning objectives achieved through prior education; and                      (2) Practical experience that is relevant to developing professional competence. Practical experience is integral to Initial Professional Development (IES 5).</p>	<p>Develop or adopt an IFAC recognized certification/qualification program specific to the public sector. This may be delivered/adopted through partners recognized by IFAC such as the national PAO or in partnership with an international or regional provider.                       Membership in an IFAC member PAO will necessitate compliance with IFAC's Code of Ethics for Professional Accountants.</p>	<p>Provide training and development to maintain professional competencies. Such CPD may be delivered by a combination of both government and outside providers, such as the national PAO or international provider. However, in order for Government programs to be recognized as CPD for purposes of maintaining professional qualifications, the Government training institution must qualify as a recognized provider.</p>

- Separate Public Sector professional education and certification framework;
- Remaining job specific education and OTJ training delivered through Finance Academy;
- Public Sector specific Professional Organization;

# Public Sector Accounting Education Pathways Toolkit - Instructions



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- 1) Plot the current public sector accounting educational framework in the country;
- 2) Consider Pathway examples and good practice example shared in the EduCoP to develop a holistic PSA education pathway;
- 3) Plot the newly developed PSA education pathway and assess its resource implications;
- 4) Form a PSA Education Steering Committee to collaborate with relevant in-country stakeholders to further refine and develop the proposed education pathway through;
- 5) The PULSAR EduCoP Program will help elaborate the contents and elements of curricula, and will introduce potential partners and resources to help implement plans;
- 6) Monitor, update and revise the pathway as needed.





**Enjoy, collaborate, and begin planning!**