

Accountancy - Assistant Accountant (AAT) Level 3 Apprenticeship Standard (Shropshire)

Level: 3

Duration (norm): 18 months

Code: ST0002

Max Funding Value: £8,000

Delivery Model: The apprentice will visit the training center once every four weeks (day release). In addition, the trainer will visit the employer site for reviews throughout the duration of the course.

English and Mathematics: Level 2/C for both must be achieved prior to End Point Assessment (this content will be blended into the apprentice's study programme if it is required)

Knowledge

The apprentice will be able to demonstrate this knowledge on completion of the programme.

- **Business awareness:** Understands the transactional processes and support provided by accountancy firms or the accounting function within an organisation. Understands their organisations business strategy including customer and supplier needs, in order to produce relevant and compliant financial information. Is aware of how their role fits in with the wider organisation and sector they are working in.
- **IT systems and processes:** Understands how to enter accounting transactions, perform a reconciliation, correct errors and produce a range of reports using a computerised accounting system. Understands the systems and process of the organisation, within the responsibility of the position such as Sales, Purchase and Payroll. Understands the use of all relevant office and accounting packages used within their organisation, relevant to their job role.
- **Ethical standards:** Understands the relevant Ethical Standards to protect their own and their organisations professional reputation and integrity. Understands the importance of upholding relevant codes of conduct.
- **Financial accounting and reporting:** Understands the basic elements of double entry bookkeeping and accounting standards required to process financial documents and report financial information to users of accounts. Understands the current financial standards for basic accounts preparation, in order to be able to make necessary end of year adjustments. Understands what is required to draft final accounts. Understands how to account for the

purchase and disposal of non-current assets. Understands the basic tax principles to apply current regulations to calculate VAT and submit a VAT return.

- **Management accounting:** Understands how to recognise and use different accounting approaches and is able to gather, analyse and report information about income and expenditure to support decision-making, planning and control.

Skills

The apprentice will be able to demonstrate these skills on completion of the programme.

- **Analysis:** Effectively records and analyses financial data at the appropriate level using the organisation's standard tools and processes. Communicates to all stakeholders to aid decision making to add value to the organisation, within the responsibility of the position.
- **Communication:** Works both independently and as part of a team within the organisation's standards; competently demonstrates an ability to communicate both in writing and orally at all levels, using a range of tools and demonstrating strong interpersonal skills and cultural awareness when dealing with internal and external customers. Demonstrates the ability to communicate financial information in a way that non-finance staff can interpret and understand.
- **Producing quality and accurate information:** Consistently delivers high quality, 'right first time' financial and performance data in a timely fashion in line with the organisation's requirements, to aid decision making and planning.
- **Using systems and processes:** Demonstrates the ability to identify the appropriate systems and processes to work productively in order to complete required tasks. Demonstrates competent use of office and accounting packages. Able to maintain the security of accounting information using passwords and backup routines.
- **Problem solving:** Applies techniques to both common and non-routine problems, analysing where required and selecting the appropriate tools and techniques to produce solutions. Escalates or seeks guidance and support where appropriate.

Behaviours

The apprentice will demonstrate these behaviours on completion of the programme.

- **Embracing change:** Accepts changing priorities and working requirements readily and has the flexibility to maintain high standards in a changing environment.
- **Adding value:** Identifies opportunities to actively engage in the wider business when appropriate. Provides information that positively contributes to influencing business decisions whilst continually striving to improve own working processes and those of the organisation.
- **Ethics and integrity:** Applies a transparent and objective manner in all actions and interactions to ensure that they meet the ethical requirements of the profession.
- **Personal accountability:** Takes the initiative for own personal development. Proactively takes responsibility for completing tasks and meeting expectations. Consistently prioritises in order to achieve timely outcomes.
- **Productivity:** Organises work effectively and achieves required results within deadlines. Performs professionally in pressurised situations and escalates appropriately when necessary.

- **Team working and collaboration:** Consistently supports colleagues & collaborates to achieve results. Aware of their role within the team & their impact on others.

External Qualification

- Level 3 Association of Accounting Technicians (AAT) or equivalent qualification.

This qualification will be blended into the apprentice's study programme and must be achieved in order to complete the apprenticeship.

Endpoint Assessment

- A synoptic end-test covering the knowledge and skills gained throughout the course.
- A portfolio.
- A reflective discussion (as structured interview to examine the end-test and portfolio evidence and the student journey).

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