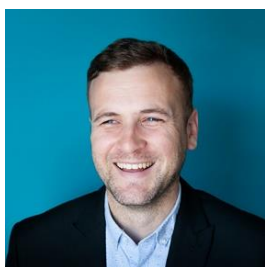


HWB Trainee Scheme Testimonial – James Flood ACA



About me

I joined HWB in 2007 following the completion of my college studies in Accounting, Business Studies, ICT and Physical Education. Having initially been unsure of what career path to take, I very much enjoyed Accountancy at college which lead me to look at different routes into the profession.

There are two main options to consider when considering starting a career in accountancy, one being via a modern apprenticeship, and the other by way of obtaining a relevant degree at University.

After careful consideration I decided that it would be best for me to seek the modern apprenticeship route so that I could earn money whilst training and gaining relevant on the job experience.

I initially joined HWB as an accounts and audit junior. This is one of a number of roles that can be considered, as an example, some people like to specialise in tax which could also be an option for a trainee scheme.

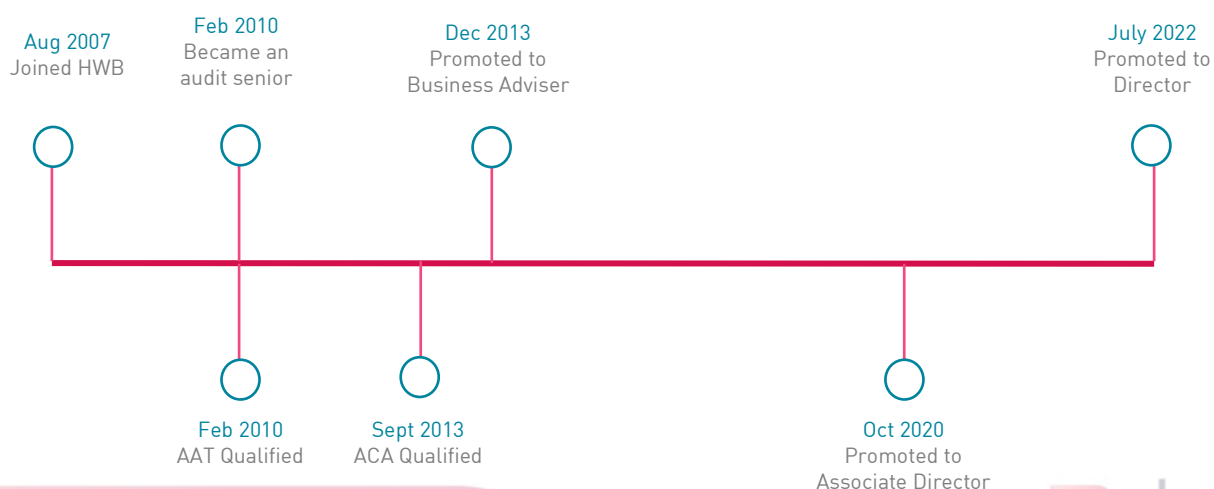
I immediately commenced training towards my AAT (Association of Accounting Technicians) qualification which required me to attend college one day per week.

Following completion of AAT in 2010 I then moved on to study towards my ACA (Association of Chartered Accountants) qualification, which I subsequently completed in 2013, becoming a fully qualified accountant.

I very much valued the hands on work experience I gained whilst carrying on with by further learning through AAT and ACA, as it added perspective to the learning areas and also gave me a good level of experience working with clients in a real life environment.

The combination of further learning and on the job experience allowed me to progress through the firms training program and into more senior roles at the company, as illustrated below.

Timeline of Achievements



Experiences and Work with HWB

Throughout my time with HWB I have gained experience in all aspects of accountancy, from audit, corporate and personal taxation, payroll, company secretarial etc.

Starting as a junior allowed me to gain a very strong base level of knowledge from carrying out the initial processes within accounts preparation, such as reconciling bank accounts and other key control accounts. I was then able to build on this base knowledge which has given me a very broad understanding of different areas of finance.

HWB is a training firm and very much believes in investing time in our trainees, from helping them achieve their qualifications to being competent in all aspects of their job. All staff are given one-to-one support throughout and are encouraged to problem solve with the safety of colleagues to offer advice.

We have a number of staff who have been through the training programs and remain employed today, which goes to show how successful this route can be.

The Social Side to HWB

One of HWB's key focuses is to create a team atmosphere and an environment that values all staff and their contributions, which is why the Directors encourage the staff to socialise by holding a number of events throughout the year, such as Summer & Christmas Party, 5 a side football matches, Quiz and Curry Nights, to name a few.

We have a Social and Charity committee who are dedicated to creating fun events both in and outside the office, along with Pool and Ping Pong tables for staff use.