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Apprenticeship Program in its first year

The AICPA & CIMA has registered over 100 apprentices in its Registered Apprenticeship for Finance Business Partners program within the inaugural year of the program.

Isaac M. O'Bannon • Dec. 11, 2023



The AICPA & CIMA has registered over 100 apprentices in its [Registered Apprenticeship for Finance Business Partners](#) program within the inaugural year of the program. These apprentices represent 17 employers across 15 industries.

Most recently, CareFirst and Stanley Black & Decker (NYSE: SWK) have signed and joined a roster of employers that include AON (NYSE: AON), HP (NYSE: HPQ), Liberty Bank, Hypertherm Associates, and Messer Americas.

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the needs of our finance teams today will better position us for tomorrow. Our apprenticeship combines a world-class learning program with mentorship and on-the-job training, which helps employers recruit and grow their own, providing the kind of workplace the 21st century workforce expects – diverse, inclusive, collaborative, and innovative.”

“The Registered Apprenticeship for Finance Business Partners program immerses employees in the experience beyond traditional upskilling methods and will help us to develop diverse and skilled finance teams for now and in the future,” said Tom White, CPA, CGMA, Director of Accounting at CareFirst. “We are excited to make this program available to our finance colleagues to help them gain essential skills, earn their CGMA designation, and carve out a path for job training, mentorship, and career growth.”

Along with growing the participation roster of employers and industries, the AICPA & CIMA are working to increase opportunities for students to have earlier options to benefit from an apprenticeship program. “Apprentices in the AICPA & CIMA Finance Leadership Program need not have completed their two-or-four-year degree to join an apprenticeship program. They just need to complete their degree by the time they complete the program,” noted Joanne Fiore, VP – Pipeline & Apprenticeships at the AICPA & CIMA. “We are also piloting a youth apprenticeship in Maryland high schools, because we need to attract students into the profession earlier and research shows that high school students in structured earn while you learn apprenticeship programs, such as AICPA & CIMA’s, can be very productive and contribute to the workplace.”

For more than a century, the AICPA & CIMA has focused on driving a robust pipeline of professionals prepared to support and grow organizations worldwide. The

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- Are a **talent pipeline management tool**, which allows organizations to build, in addition to buy talent, and in doing so take control over how they address ongoing and future needs of their organization and improve recruitment.
- **Expand the candidate pool** by providing experiences and education that the candidate may not have at the start and allows employers to consider a broader range of candidates.

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