



GCO Partners

Collaboration that powers growth

Building Audit Succession Without Complexity

The GCO ACCA Training Programme

Funding has changed.

Audit demand hasn't.

GCO Partners has built a structured, office-based ACCA training programme that gives firms a reliable pipeline of future audit professionals without the operational burden of training remotely.

Succession, without friction.

Why audit succession **keeps breaking**

Most firms face the same tension:

- Juniors are harder to source
- Seniors are overstretched
- Training capacity is limited
- Apprenticeship funding has shifted

Remote graduate training sounds efficient until:

- Supervision becomes inconsistent
- Development stalls
- Attrition rises
- Progression becomes unpredictable

The issue isn't talent.

It's structure.

[!\[\]\(3342c215b2a8b663596a81468d5dc314_img.jpg\) Let's talk you through how our programme is built](#)



THE GCO APPROACH

1. Remote, **but not disconnected**

Our ACCA trainees are:

- *Office-based* in Johannesburg
- *Supervised in person* by experienced CA(SA)s
- Embedded into UK audit teams early
- Supported through a *3-year structured pathway*

This isn't remote training by accident.
It's deliberate design.

We've taken the lessons from failed remote graduate models and built the infrastructure they were missing.

 [Any questions on the programme structure?](#)

2. 3-Year ACCA Development Pathway

Each trainee progresses through:

- Structured ACCA qualification milestones
- Defined performance expectations
- Ongoing coaching and supervision
- Exposure to live UK audit work

Progress is tracked.

Support is continuous.

Standards are enforced.

Trainees don't "hope" to develop.

They're guided to it.

 [Talk to us about fit and timing](#)



3. Built into your team, not bolted on

From early in the programme, trainees:

- Work within your systems and workflows
- Align to your audit methodology
- Learn your expectations and cadence
- Build relationships with your team

By the time they qualify, they're not new hires.

They're already part of your firm.

[!\[\]\(a03a7eb2f4046e1d3c76772003e549ea_img.jpg\) Let's talk through how firms integrate trainees](#)

4. Delivery now. Succession later.

Many firms use the programme alongside experienced GCO audit professionals.

This creates:

- Immediate delivery capacity
- Built-in mentoring for trainees
- Knowledge transfer that compounds
- A stable, scalable audit bench

You don't choose between today and tomorrow.

You build both intentionally.

[!\[\]\(0d5ec72f61334709c3fc9450209b754f_img.jpg\) Discuss your ideal team mix](#)

5. Training doesn't run itself, we manage it

GCO provides:

- In-house training oversight



- Performance monitoring
- Regular progress reviews
- Client feedback loops

Your firm isn't left managing training risk.

We own the framework. You see the outcomes.

 [Let's talk through how firms integrate trainees](#)



WHAT FIRMS TYPICALLY INVEST

Firms typically invest from **£26,400 per trainee for Year 1**, depending on timing, structure, and integration needs. Costs are predictable and fixed, with no recruitment fees, no payroll administration, and no training overhead.

This covers sourcing, in-office training, structured ACCA support, performance oversight, and ongoing management giving firms clarity, control, and a lower total cost than building junior capacity locally.

Final pricing is confirmed during the initial conversation to ensure the structure fits your firm's audit model and succession plans.

Built with enough confidence to remove the risk

To make it easy to experience the programme, we offer:

A 3-month risk-free guarantee.

If material performance concerns are raised and not resolved:

- You can exit within the first 3 months
- You receive a full refund
- No long-term lock-in

This isn't an incentive.

It's confidence in a system we've already tested.

 [Talk to us about next steps](#)



WHO THIS IS FOR?

The programme works best for firms who:

- Want predictable audit succession
- Are tired of short-term fixes
- Value structure over improvisation
- Want juniors who actually progress
- Are planning beyond the next busy season

If you're building for the long term, this model fits.

One conversation. No pressure.

This document is the overview.

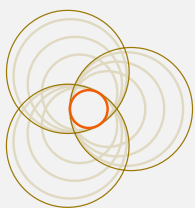
The conversation is where it gets specific.

We'll walk through:

- Timing
- Team structure
- Costs
- Integration approach

No pitch. Just clarity.

 [Book a conversation](#)



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Trainee Development - Platinum