

# A Better Way to Build Audit Talent Without Bringing Graduates Onshore.

## The GCO ACCA Training Programme

UK firms know the funding model has changed. What's less clear is how to build juniors properly without compromising training quality.

This document explains how GCO Partners runs a structured, office-based ACCA training programme offshore and why it works.

### The Core Concern We Hear

*"Remote graduate training didn't work in the past. Why would this be any different?"*

That concern is valid. Most remote training failed because it lacked:

- Physical structure
- Daily supervision
- Clear accountability
- A long-term development plan

Our model was designed specifically to solve for those gaps.

### How Our Model Is Different

What we do:

- ✓ Office-based trainees
- ✓ In-person oversight every day



✓ Training treated as infrastructure, not admin

Remote to you. *Not remote from structure.*

## Where Training Happens

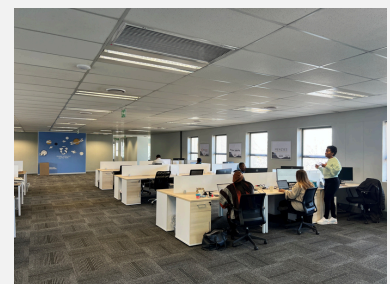
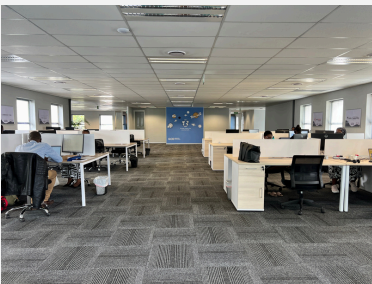
All ACCA trainees work from our GCO office in Johannesburg. This is a dedicated professional environment with:

Secure systems access

Reliable infrastructure

Daily peer and senior interaction

*This is not a distributed or freelance model.*



## Who Oversees the Programme

Training is led by qualified professionals, not delegated downward. Programme oversight includes:

In-house qualified  
audit professionals /  
Client Success (CA(SA))

Dedicated  
performance  
management layer

Direct accountability  
for trainee  
progression



This ensures:

- ✓ Technical standards are enforced
- ✓ Issues are surfaced early
- ✓ Clients are not left “managing training remotely”



**Muhammed Ebrahim**  
VP - Product  
Development

Muhammed is a Chartered Accountant and VP of Product Development at GCO, with extensive experience building and leading high performing teams that deliver quality audit solutions to firms in the UK and US.



**Oscar Whacha**  
Operations and  
Client Success Lead

Oscar is a seasoned Chartered Accountant with over seven years of audit experience in South Africa and the UK, specializing in offshoring and successfully developing best practices to address challenges in the industry.

## The 3-Year ACCA Programme

This is a fixed, designed pathway, not a rolling placement. Each trainee follows:

A three-year ACCA development plan

Defined performance milestones

Continuous coaching, review and exam support

Early exposure to live UK audit environments

**Importantly:**

- ✓ Trainees are trained in *your systems*
- ✓ They learn *your workflows, standards, and expectations*
- ✓ By qualification, they are already embedded contributors

**This is succession  
by design, not  
replacement  
hiring.**



## Why This Works for Succession Planning

Most firms hire juniors after capacity breaks. Our clients build juniors before they're needed. This means:

- ✓ Seniors spend less time firefighting
- ✓ Knowledge compounds instead of resetting
- ✓ Busy seasons stop dictating hiring decisions

You're not just filling roles. You're building future seniors inside your firm's operating rhythm.

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## What This Means for You

If you're evaluating this model, the real question isn't: *"Can ACCA trainees be trained remotely?"*

It's: *"Is there a system in place to train them properly?"*

***Our answer is yes, because the system already exists.***

### Next Steps

If you'd like to:

- Review the full programme structure
- Understand capacity planning options
- See how this fits alongside experienced GCO hires

You can speak with us directly.

[Book a Conversation](#)

