Employer Audit 2025

Copy of Submission 2025 - Clive Owen

Employer Name

Clive Owen LLP

Industry or Business Sector

Accountancy

Your Firstname

Karen

Surname

Fawcett

Job Title

L&D Manager

Email Address

karen.fawcett@cliveowen.com

Mobile

01325503030

These details will be used to contact you after you've submitted your information and data, to enable us to check and verify your submission.

1. What is the total number of full time equivalent employees currently employed by your organisation in the UK?

142

2a. How many of the following does your organisation currently employ in the UK?

Graduates (on formal training & development programmes)

25

England:

Level 2 Intermediate Apprentices

4

Level 3 Advanced Apprentices

6

Level 4, 5, 6 or 7 Higher or Degree Apprentices

31

Scotland:

Modern Apprenticeships

0

Foundation Apprenticeships

0

Graduate Level Apprenticeships

0

Wales:

Foundation Apprenticeship

0

Apprenticeship

0

Higher or Degree Apprenticeship

0

Northern Ireland:

Level 2 Apprenticeship NI

0

Level 3 Apprenticeship NI

0

Higher Level Apprenticeships

0

T-Level work placement students

0

HND work placement students (paid roles)

0

Degree course placement students (paid roles usually lasting 6 or 12 months)

1

Other ‘earn and learn’ programmes (eg. sponsored students, cadetships, PhD students etc)

Please give details of these other programmes:

1 Intent in Audit and Accounts York Office placement paid work

Please give the total number currently employed in each category. For example, if you have a two-year graduate development scheme, include the combined number of graduates in both years of the scheme.

Please note that ‘graduates’ refers to those recruited onto a formal graduate training & development programme, not general direct-entry employees who have a university qualification.

b. What type of roles do you offer graduates, apprentices and other 'earn and learn' employees?

Tick all relevant answers

- [x] Accountancy
- [ ] Actuarial work
- [ ] Armed Forces
- [ ] Buying or purchasing
- [ ] Charity & voluntary sector
- [ ] Consulting
- [ ] Engineering
- [x] Finance
- [ ] Investment banking
- [ ] Law (solicitor or barrister)
- [x] Marketing
- [ ] Media (broadcasting, journalism, advertising, PR etc)
- [ ] Police, ambulance, fire & other emergency services
- [ ] Property or Surveying
- [ ] Public Sector
- [ ] Retailing

- [ ] Sales
- [ ] Science, research & development
- [ ] Teaching
- [x] Technology (IT, software development, data analytics, etc)
- [ ] Transport, logistics & supply chain

3a. Which of these other employment schemes and programmes do you support or provide?

Tick all relevant answers

- [ ] Traineeships
- [ ] Higher Technical Qualifications (HTQs)
- [ ] Higher Vocational Qualifications (HVQs)
- [x] Skills Bootcamps
- [x] Introductory 'taster' courses for first-year university students
- [x] Internships or summer work placements for university students
- [x] Work experience for schools or sixth form colleges

b. Which of the following types of outreach does your organisation take part in for its recruitment and employment (eg. presentations, talks, careers fairs, emails, targeted promotions, sponsoring activities etc)**?**

Tick all relevant answers

- [x] Schools & sixth form colleges
- [x] Universities
- [x] Further education (FE) colleges
- [ ] Armed Forces veterans

4a. How many graduates started work at your organisation over the last 12 months (between 1st August 2024 and 31st July 2025)**?**

23

b. How many graduates do you think will start work at your organisation in the next 12 months (between 1st August 2025 and 31st July 2026)**?**

10

c. What do you think the outlook is for graduates for the following year (from 1st August 2026 to 31st July 2027)**?**

Select one response

- ( ) We are likely to have more graduates join our organisation
- (•) It is likely to be similar to 2025-2026
- ( ) We are likely to have fewer graduates join our organisation
- ( ) Don't know

d. Are you planning to introduce any new graduate programmes in 2025-2026 or beyond, and if so, what will they be?

We are introducing school - college - University end to end work experience, skills days and Internship packages that lead to Level 7 Graduate schemes for Level 7 Chartered Accountancy and Tax Qualifications non-apprenticeship. We are also offering a new Level

5a. How many apprentices started apprenticeships at your organisation in the last 12 months (between 1st August 2024 and 31st July 2025)**?**

England:

Level 2 Intermediate Apprentices

8

Level 3 Advanced Apprentices

7

Level 4, 5, 6 or 7 Higher or Degree Apprentices

13

Scotland:

Modern Apprenticeships

0

Foundation Apprenticeships

0

Graduate Level Apprenticeships

0

Wales:

Foundation Apprenticeship

0

Apprenticeship

0

Higher or Degree Apprenticeship

0

Northern Ireland:

Level 2 Apprenticeship NI

0

Level 3 Apprenticeship NI

0

Higher Level Apprenticeships

0

b. How many apprentices do you think will start apprenticeships at your organisation in the next 12 months (between 1st August 2025 and 31st July 2026)**?**

England:

Level 2 Intermediate Apprentices

4

Level 3 Advanced Apprentices

6

Level 4, 5, 6 or 7 Higher or Degree Apprentices

12

Scotland:

Modern Apprenticeships

0

Foundation Apprenticeships

0

Graduate Level Apprenticeships

0

Wales:

Foundation Apprenticeship

0

Apprenticeship

0

Higher or Degree Apprenticeship

0

Northern Ireland:

Level 2 Apprenticeship NI

0

Level 3 Apprenticeship NI

0

Higher Level Apprenticeships

0

c. What do you think the outlook is for apprenticeships for the following year (from 1st August 2026 to 31st July 2027)**?**

Select one response

- ○ We are likely to have more new apprentices than in 2025-2026
- ◉ It is likely to be similar to 2025-2026
- ○ We are likely to have fewer new apprentices than in 2025-2026
- ○ Don't know

d. Are you planning to introduce any new apprenticehips in 2025-2026 or beyond, and if so, what will they be?

We will be bringing in Data analytics and AI this year via apprenticeships, business Admin, HR admin and payroll

6a. Please give details of the proportion of your current graduates who are in the following categories:

Please give percentages or approximate percentages for each category or tick 'data is not available'

Gender

Men

49

Women

51

Non-binary

0

☐ Data is not available

Ethnic Background

Black, Asian and minority ethnic

8

☐ Data is not available

Sexuality

LGBTQ+

2

☐ Data is not available

Age

19-24

68

25+

32

Data is not available

Disabilities

Learning Difficulties and/or Disabilities (LDD)

2

Data is not available

Social Mobility

From low-income family

%

Care-leaver

%

Data is not available

Low-income families are usually defined as those where school-age children receive free school meals or the family has received Income Support.

b. Please give details of the proportion of your current apprentices who are in the following categories:

Please give percentages or approximate percentages for each category or tick 'data is not available'

Gender

Men

42

Women

58

Non-binary

%

Data is not available

Ethnic Background

Black, Asian and minority ethnic

4

Data is not available

Sexuality

LGBTQ+

1

Data is not available

Age

16-18

10

19-24

80

25+

10

Data is not available

Disabilities

Learning Difficulties and/or Disabilities (LDD)

2

Data is not available

Social Mobility

From low-income family

%

Care-leaver

%

Data is not available

Low-income families are usually defined as those where school-age children receive free school meals or the family has received Income Support.

7. How does your organisation assure the quality of its graduate training & development programmes, apprenticeships and degree course student placements?

Graduate Training & Development Programmes

Our Talent Development Programme ensures that every graduate trainee receives regular, tailored support. Monthly one-to-one meetings with line managers are a cornerstone, providing an ongoing opportunity to monitor progression, nurture aspirations, and

Apprenticeships

Apprentices within our organisation benefit from the same structured support as graduates, with monthly one-to-one meetings with line managers focused on monitoring progress and addressing development needs. Apprentices' training plans are co-created

Degree Course Student Placements

Degree students on placement with us are fully supported through our Talent Development Programme, with regular one-to-one meetings to provide guidance, monitor progress, and adapt development plans as needed. These plans are agreed when they

8a. What proportion of your graduates typically finish your graduate training & development programmes and progress into a permanent role with your organisation?

% of graduates who finish training & development programme

92

% of graduates who progress into a permanent role

90

For example, if 50 graduates started a 12-month training programme and 46 graduates finished the programme, and all 46 graduates continued into a permanent role, then you would enter '92%' in both boxes above. If only 40 graduates continued into a permanent role, you would enter 80% in the second box.

If you are unable to provide exact figures, please enter a range or estimate, such as '80-90%' or 'approximately 80%'.

b. What are the main reasons that your graduates don't finish their training & development?

Some people move closer to home after gaining employment in a location near to their University and realise they would like to be closer to family. Some fail exams and decide the industry is not for them. Some leave for personal reasons. Others may not reach the

9a. What proportion of your apprentices typically finish their apprenticeships and progress onto another apprenticeship or a permanent role with your organisation?

% of apprentices who finish apprenticeships

88

% of apprentices who progress to further apprenticeships or a permanent role

88

For example, if 100 apprentices started a 2-year apprenticeship and 78 apprentices finished the programme and 72 apprentices continued onto another apprenticeship or a permanent role, then you would enter '78%' and '72%' respectively.

If you are unable to provide exact figures, please enter a range or estimate, such as '60-70%' or 'approximately 75%'.

b. What are the main reasons that your apprentices don't finish their apprenticeships?

Failing exams, performance and quality or personal reasons.

10. Which of the following national awards or recognition has your organisation received or achieved as an employer of graduates, apprentices or degree course placement students in the last three years?

Tick all relevant answers

- [ ] Sunday Times Best Companies to Work For
- [ ] The Times Top 100 Graduate Employers
- [ ] The Sunday Times Top 100 Apprenticeship Employers
- [ ] The Times Top 50 Employers for Women
- [ ] Investors in People
- [ ] B Corp Certification
- [ ] National Apprenticeship Awards
- [ ] UK's Best Workplaces
- [ ] Social Mobility Employer Index
- [x] The 5% Club National Employer 'Earn & Learn' Awards
- [ ] Stonewall Top 100 Employers
- [ ] Inclusive Companies Awards
- [ ] Defence Employer Recognition Scheme
- [ ] Youth Employment's Good Youth Employment Charter
- [ ] Armed Forces Covenant (Gold, Silver or Bronze Employer Recognition Scheme Award)
- [ ] Other national awards or recognition that your organisation has received for its recruitment, employment and training & development of graduates, apprentices or degree course placement students

Please give details

We were awarded Platinum status last year

Please include any additional national awards or recognition that your organisation has received or achieved for its recruitment, employment and training & development of graduates, apprentices or degree course placement students.

If you have any additional information or comments that you would like to make, please enter them here.

We have been awarded "Great Place to Work" Status which is an accredited awarding body for Staff surveys and results. Last year we achieved 73% overall and this year we increased that by listening to our trainees to 84%

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