

# Achiever programme 2022

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*Your questions answered*



## Contents

<b>Why participate in the Achiever programme?.....</b>	<b>2</b>
<b>How has the Achiever programme changed compared to previous years? .....</b>	<b>2</b>
<b>When will student applications open? .....</b>	<b>2</b>
<b>What does the selection process involve?.....</b>	<b>2</b>
<b>Who is Readygrad?.....</b>	<b>3</b>
<b>Timing and duration of placements.....</b>	<b>3</b>
<b>What if we don't have an established work experience programme? .....</b>	<b>3</b>
<b>What if we are short on time and resources?.....</b>	<b>3</b>
<b>What if we already recruit for and run our own summer work experience programme?.....</b>	<b>3</b>
<b>What are the costs associated with participation in the Achiever programme? .....</b>	<b>3</b>
<b>Do I need to pay the student candidate? .....</b>	<b>4</b>
<b>How do I register to participate? .....</b>	<b>4</b>
<b>Can employers determine their own selection criteria?.....</b>	<b>4</b>
<b>Do I need to guarantee a graduate role at the end of the internship?.....</b>	<b>4</b>
<b>Would I be kept in the loop on how the process is going?.....</b>	<b>4</b>
<b>Do I need to provide successful candidates with a contract? .....</b>	<b>4</b>

## Why participate in the Achiever programme?

The Achiever programme has been running for many years and through this exciting initiative Chartered Accountants ANZ is able to match well-rounded accounting students with employers looking for interns. The Achiever programme gives employers the opportunity to:

- connect with potential candidates before they complete their studies
- save on time and resources while we do the groundwork for you
- evaluate candidates' suitability for your organisation
- build an early pipeline of graduate talent
- build employers' brand among thousands of students.

## How has the Achiever programme changed compared to previous years?

We are always striving to improve the experience of the Achiever programme for both employers and students. As a result, we have undertaken an extensive review of the programme, and sought feedback from a diverse group of our employer partners, internal stakeholders, and alumni of the Achiever programme.

- This year the programme will open to penultimate and final year students who are completing a degree or majoring in accounting.
- We are opening registrations for two cohorts of interns, a winter and a summer intake that will run between June 2022- August 2022 and November 2022 to February 2023, respectively. You can register now for both cohorts or either based on your preference.

## When will student applications open?

Student applications will open for the winter cohort in Feb 2022 for a duration of four weeks. Successful applicants will be invited to participate in different stages of the selection process during the year. Employers will be able to host an intern anytime between June to August 2022.

The student applications for the summer cohort will open in August and the placement will run between November 2022 and February 2023. More details will be shared later.

## What does the selection process involve?

Chartered Accountants ANZ in partnership with Readygrad will take student candidates through a very rigorous selections screening process including:

- an online form application submission
- cognitive & personality profile assessments
- recorded video interview
- a one-on-one interview with potential employers.

Only successful candidates that make it to the final stage will be matched with an employer for a personal interview.

## Who is Readygrad?

ReadyGrad is a service provider who specialise in graduate recruitment. Thanks to their expertise, they will support us to ensure the application, recruitment and placement process is efficient and tailored to better suit your needs.

## Timing and duration of placements

To increase flexibility and timing that works for you, we will also be offering a winter and a summer intake this year. Achiever placements can range from 3 - 12 weeks in duration and run during the winter and summer holiday period (June– August 2022 and November 2022- February 2023).

For you to effectively evaluate a candidate's suitability and to provide the most rewarding experience for the intern, we recommend placements to be between 3 to 12 weeks.

## What if we don't have an established work experience programme?

For those organisations that don't have an established work experience program, the team at Chartered Accountants ANZ is on hand to provide support and guidance. This includes the provision of a comprehensive 'best practice' guide to establishing and running a work experience program.

## What if we are short on time and resources?

We acknowledge that recruiting for and running a work experience programme requires time and effort. Identifying and building a relationship with promising talent ahead of the graduate intake period could save you time and effort in the long run. After a positive work experience placement, these students can end up committing to your organisation before considering other alternatives in their final year.

## What if we already recruit for and run our own summer work experience programme?

Through the employer-student matching component of the Achiever programme, we may introduce you to promising students who may not have otherwise applied for your established vacation program or been aware of your employer brand.

## What are the costs associated with participation in the Achiever programme?

To ensure the viability and maintain our high-quality standard of the programme, we will be implementing a modest fee of \$750 in your local currency for each first successful placement made in your organisation. If you wish to welcome additional interns in the same cohort, a fee of \$250 in your local currency will be payable for each extra placement secured, subject to availability and providing equity to all our employer partners.

Please note that all fees occur based on your organisation's location. For example, if you are recruiting an intern in Australia, the fee will be of \$750 AUD while in New Zealand it will be \$750 NZD.

## Do I need to pay the student candidate?

Yes, it is a requirement to pay our students. If you are unsure about the award rate, we suggest getting in contact directly with:

Australia: Fair Work - <https://www.fairwork.gov.au/pay>

New Zealand: Employment New Zealand - <https://www.employment.govt.nz/>

## How do I register to participate?

Employer registrations will be open in Australia and New Zealand between Monday 31 January – Friday 18 February. You can register for both cohorts or one at a time by clicking on the button ‘Register now’ higher on the page. Should you have any questions, please don’t hesitate to reach out to your local Careers Engagement team.

## Can employers determine their own selection criteria?

We have worked closely with Readygrad to develop a competency matrix and you will be able to let us know how important these competencies are for you and for your organisation when you register.

## Do I need to guarantee a graduate role at the end of the internship?

No, there is no obligation for you to offer a graduate role. Although, you might like to consider this as an opportunity to secure great talent for your organisation.

## Would I be kept in the loop on how the process is going?

Yes, your local contact will be in touch to let you know when we will be hosting our next employer session, where we will be providing employers with an update on the progress of the Achiever programme.

## Do I need to provide successful candidates with a contract?

Once you have completed your personal interviews, you will need to confirm with us and Readygrad that your organisation is happy to offer a placement to one of our students. At that stage, Chartered Accountants ANZ will notify students, and then your organisation will need to provide the successful candidate with a contract (as you would with any new employee).