

Achiever Program 2023

Your questions answered



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Why participate in the Achiever Program?

The Achiever Program 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 Program 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.

When will student applications open?

Student applications will open in July 2023 for a duration of three weeks. Successful applicants will be invited to participate in different stages of the selection process during the second half of the year. Employers will be able to host an intern anytime between November 2023 – February 2024.

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 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.

How has the Achiever Program changed compared to previous years?

We are always striving to improve the experience of the program for both employers and students. In 2020, we decided to pause and review the program based on employers' feedback.

As a result, we have decided to:

- partner with ReadyGrad, an expert in intern management and graduate recruitment programs, to maximise value of the program including for you, your organisation, and our students.
- run the program twice a year, with the first cohort from July 2023 to August 2023 and a second cohort from November 2023 to February 2024.
- narrow our pull of students to only committed accounting students in their penultimate and final year of studies.

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

Achiever placements can range from 3 - 12 weeks in duration and run during both the winter holiday period (July 2023 – August 2023) and the summer holiday period (November 2023 – February 2024).

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 program?

For those organisations which 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 program 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 winter or summer work experience program?

Through the employer-student matching component of the Achiever Program, 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 Program?

To ensure the viability and maintain our high-quality standard of the program, we will be implementing a modest fee of \$990 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 \$350 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 \$990 AUD while in New Zealand it will be \$990 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 26 June – Friday 14 July. You can register by clicking on the button 'Register now' higher on this 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 Program.

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).