

## Development programme outline

### For both Accounting and Financial Planning students

#### Target

McMillans select people who can apply a 'whole of business' perspective to a particular situation, who are able to develop technical skills in specific areas, and who are able to continually give timely and professional service. One of our top priorities is to ensure that our existing staff continue to expand and develop these skills so that they can operate in a well-rounded, business-like manner and not solely as "technical" accountants or financial planners.

The Development Program is designed to provide such professional development opportunities. McMillans offers this opportunity to local first and second year tertiary students. Selected students will access additional training to their Monash University Gippsland campus degree, as well assisting with the transition to working life upon graduation by giving them an insight into a professional services firm.

#### Selection Criteria

- Desire to pursue a career in Accounting or Financial Planning
- Monash University / Federation University Australia Gippsland Campus
- Past results (either VCE or university results)
- Interview

#### Program Features

- Regular professional development sessions held at the McMillans office. The sessions will involve demonstrations explaining methods and processes for taxation and other accounting issues, videos, application of case studies and use of QuickBooks.
- Quarterly activities held by the McMillans social club. Activities include bowling, golf, movies, dinners, go-karting, mountain bike riding and more.
- Summer vacation work experience
- Networking opportunities, as well as hints and tips on potential future employment vacancies, applications and interviews
- Pre-selection for full-time employment
- \$100 book voucher per semester

#### Retention

- Minimum 80% attendance to gain book vouchers
- Must maintain a Credit (60%) average