

GRADUATE ATTRIBUTES CHALLENGE

Finance and Economics Group

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The Graduate Attributes Challenge was undertaken to assess the connection between the UOW Graduate Attributes (refer to Appendix A) and student employability skills, through direct communication with employers. We researched employers in the finance and economics industry to ascertain the right qualities graduates need to cultivate so as to successfully gain employment. The following report outlines the interviews conducted on Deloitte Touche and Tohmatsu, Price Waterhouse Coopers and the Australian Federal Treasury Department.

Deloitte, Touche and Tohmatsu

Deloitte, Touche and Tohmatsu is an international Company that is recognized around the world. They take pride in their service to businesses as they help them perform to their maximum potential. They believe in teamwork, and know what it takes to be a success.

They employ 70- 80 graduates depending on requirements of individual service lines. The services that Deloitte offers are Finance, Actuarial service, Forensic, Enterprise risk services, tax service and many more business oriented services.

Deloitte's company culture look for the 7 signals when they are looking to recruit graduates, they are:

- Recruit and retain the best
- Talk straight
- Empower and trust
- Continuously grow and improve
- Aim to be famous
- Play to win-think globally
- Have fun and celebrate (www.deloitte.com.au)

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This is how they rated the graduate attributes 1-10

Skills required	Importance out of 10
Commitment and continued independent learning	4
Coherent and extensive knowledge	8
Self –confidence, oral and written communication skills	9
Teamwork	9
Ability to analyse issues	6
Appreciation of cultural and intellectual diversity	7-8
Basic understanding of information literacy	3
Desire to seek solutions and initiative	9
Individual responsibilities and obligations	6

(Melissa Kenney, Deloitte, Touche and Tohmatsu)

These are the shared competencies they are looking for especially where teamwork has to be used, they use the gEm model which includes:

Service excellence

Define client needs, Serve the client and retain the client

Marketing Sales and communication skills

Understand the market, Build the market and make the sale

Management effectiveness

Make decisions, implement ideas, follow-through and manage the practice

Leadership effectiveness

Create a vision, develop a commitment, achieve a result and be a team player.

(www.deloitte.com.au)

Applicants must be Australian citizens or Australian permanent residents. They are looking for someone with an overall credit average but it would depend on the line of service that they were entering because some services need someone with a distinction average.

Price Waterhouse Coopers

Price Waterhouse Coopers aims to be the leading global professional services organisation, solving complex business problems for top tier clients in global, national and local markets, and the best employer in their industry. (www.careers.au.pwc.com)

Price Waterhouse Coopers have three core values which are excellence, teamwork and leadership. These core values encompass nine supporting values which include: innovation, learning, agility, relationships, respect, sharing, courage, vision and integrity

Price Waterhouse Coopers recruit people from diverse disciplines of study - from accounting, economics, actuarial to information technology, engineering, mathematics and statistics. They seek a balance between strong academic achievement, excellent written and oral communication, enthusiasm, maturity, interests beyond University studies and a commitment to a career at Price Waterhouse Coopers. To be eligible for entry level programs in Australia you must have Australian or New Zealand citizenship or Australian permanent residency. (www.careers.au.pwc.com)

The Australian Federal Treasury Department

The Australian Federal Treasury Department's mission is to improve the wellbeing of the Australian people by providing sound and timely advice to the Government, based on objective and thorough analysis of options, and by assisting Treasury Ministers in the administration of their responsibilities and the implementation of government decisions. In carrying out its mission, Treasury has regard to the following policy outcomes:

- sound macroeconomic environment;
- effective government spending and taxation arrangements; and
- well functioning markets. (www.treasury.gov.au)

Treasury's work covers fiscal, monetary and labour market policy; research and analysis on national and international financial and economic interests; market policies, including the financial system, competition policy and consumer protection issues; taxation policy; corporate governance; and environment policy. (www.treasury.gov.au)

Treasury is interested in graduates seeking careers as advisers on public policy, economic policy and taxation policy. Some positions focus on economic research or detailed analysis in specialist areas.

Applicants are expected to have gained (or be completing in the year they apply) a high quality pass, Honours or higher degree in one or more of:

- Economics and Econometrics
- Law
- Mathematics
- Public Policy
- Finance
- Taxation

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- and related disciplines (www.treasury.gov.au)

There are five qualities the Treasury Department looks for in their professionals

- Academic results (minimum of a credit grade point average)
- Written and oral skills
- Output management (ability to juggle academic studies and sporting activities and/or part-time work)
- Conceptual and analytical skills
- Leadership skills
- People skills (John Riley, Department of Treasury)

Applicants need to have Australian Citizenship at the time of their appointment to the position sought. Applicants are also required to have references and undergo security checks. (John Riley, Department of Treasury)

Treasury values are:

- Striving for excellence
- Valuing diversity, teamwork, consultation and ideas sharing
- Treating people with respect, and
- Honesty and fairness (www.treasury.gov.au)

From the data we gathered, apart from academic results, teamwork, leadership and communication are important. In this information age where businesses have expanded all over the globe, tolerance of other cultures is essential. This research demonstrated to us the qualities a graduate has to acquire before applying for a position. The graduate must find out about the company so as to impress them. They must have a vision, think outside the box and remember to be themselves, as companies would like to know what unique talent a graduate can offer them. As students our goal in University is not just to gain a degree, we must learn about ourselves and increase our employability and be competitive in the workforce.

References

Australian Federal Treasury department [http:// www.treasury.gov.au](http://www.treasury.gov.au)

Deloitte, Touche & Tohmatsu <http://careers.deloitte.com/culture-gem.aspx>

Price Waterhouse Coopers [http:// www.careers.au.pwc.com](http://www.careers.au.pwc.com)

The Student Skills Competition. <http://www.aber.ac.uk/careers/cas.html#two>