

Deloitte Academy: Accounting Edition



MADE

Making Accounting Diverse and Equitable

Pictured: Thalia Smith, Partner, Deloitte & Touche LLP

The Deloitte Academy: Accounting Edition introduces high school students to career pathways in Accounting and offers a multi-step experience to navigate their own course forward.

Deloitte Academy is the high school-focused component of MADE, Deloitte's \$75 million commitment to fuel greater racial and ethnic diversity in Tax and Accounting and move toward fundamental, long-term change.

Interested in bringing Deloitte Academy: Accounting Edition to your students?

Complete this survey to get started: www.bit.ly/DA_Accounting

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ADVANCING DIVERSITY IN ACCOUNTING

According to the American Institute of Certified Accountants, *of the 650,000 CPA in the United States, less than 1% are Black and 3% are LatinX.* Deloitte is committed to increasing the demographic diversity of our workforce and of the broader profession of Accounting.

DELOITTE ACADEMY

Deloitte Academy is our signature mentoring program that helps to advance equity by connecting Deloitte professionals with high school students who aspire to attend college but may be unfamiliar with the critical skills and pathways to success. Deloitte Academy employs a student-centered, active-learning approach intended to help students explore key concepts. The research-based workshops meet students where they are and engage students to explore and adopt the concepts to support their growth.

The introductory workshop of the **Deloitte Academy: Accounting edition** is a career exploration experience that opens with students reflecting upon who they are and the life they aspire to in 10 years. Business and Accounting are explored as possible career pathways to achieve their goals.

Career Exploration: Accounting is a 1-hour workshop for students of all career interests (virtual or in-person)

▶▶ For schools interested in supporting a **multi-year experience**, students can **opt-in to continue their Deloitte Academy experience** through additional workshops that deepen their understanding of Accounting careers, outline pathways to achieve their goals, and prepare them to own their path forward.

DELOITTE'S LONG-TERM INVESTMENT IN YOUR STUDENTS	<ul style="list-style-type: none"> Program Manager and team to coordinate program details and fit your students' needs Trained volunteers Thought-provoking and engaging workshops Exposure to the Deloitte environment Full funding for transportation, food, etc. to enable the program 	SCHOOL OR NONPROFIT'S LONG-TERM INVESTMENT IN DELOITTE ACADEMY	<ul style="list-style-type: none"> A staff liaison to work with the Deloitte Program Manager for the duration of the relationship (2-3 years) Agree to and sign Deloitte's Activity Waiver Flexibility in scheduling to enable students to be part of the cohort over multiple years Coordination of parent/ guardian permission Coordination of logistics for transportation, volunteers, and other details that arise.
DELOITTE ACADEMY: ACCOUNTING EDITION STUDENT PATHWAY <i>(recommended but flexible per local team and school needs)</i>	LOCAL TEAM TO DETERMINE BEST APPROACH & TIMING		ADDITIONAL THOUGHTS
	<p>1.0 <i>Suggest 10th grade students</i> Career exploration workshop Spring (flexible)</p> <p>2.0 <i>Only those who opt-in; 11th grade</i> Series of 90 min. workshops October – May, 3+ workshops</p> <p>3.0 <i>Only those who opt-in; 12th grade</i> 3 full-day sessions at Deloitte, with mentors Suggest Fridays Oct., Nov., Dec.</p>		<ul style="list-style-type: none"> Deloitte Academy: Accounting Edition aims to <u>increase racial and ethnic diversity</u> in the profession of Accounting. Our local team will work with you to create a Deloitte Academy: Accounting Edition <u>experience that meets both organization's goals.</u>

ACCOUNTING EDITION

1.0	2.0	3.0
<p>Career Exploration with a focus on the opportunities of Accounting</p> <p>Option 1: a stand-alone experience</p> <p>Option 2: a first step that allows <u>students to opt-in</u> to continue their experience with Deloitte</p> <p>1 hour workshop virtual or in-person</p>	<ul style="list-style-type: none"> • Deepen understanding of what accountants actually 'do' • Outline the path to Accounting: college access, college success tips & career milestones • <i>1 or more selections from the general Deloitte Academy one-time workshops (see below)</i> <p>2 hours per workshop Ideally hosted at Deloitte</p>	<ul style="list-style-type: none"> • Deloitte Academy: 3-Day Experience* • Activities for more in-depth exploration of the Accounting profession <p>5-6 hours per day x 3 days at Deloitte <i>(subject to change; in-development)</i></p>

DELOITTE ACADEMY'S SIGNATURE PROGRAMS

***THREE-DAY EXPERIENCE:** The marquee offering of Deloitte Academy, presented as an in-person series

Students & Deloitte mentors work together for the set of three workshops, each of which is 3 hours at Deloitte. We recommend 2-4 weeks between workshops.		<p>Pursuing goals with passion & perseverance</p> <p>Discover how to tap your inner strength to overcome obstacles, remembering that nobody does it alone.</p> <p>Deloitte colleagues share their stories of overcoming adversity in the <i>Deloitte Grit video</i>.</p>
<p>Building a Stronger You</p> <p>Develop your personal brand by examining the skills and activities that strengthen you.</p>	<p>Business Chemistry</p> <p>Explore how to engage with people in ways that make them comfortable and enable you to achieve your goals</p>	

ONE-TIME WORKSHOPS: For the Deloitte Academy: Accounting Edition, selections from these workshops complement the two required Accounting-related workshops for "2.0". Each workshop is 60-90 minutes.

	Deloitte 101: Who we are, What we do	Business Chemistry for Students	Your story on paper: Resume writing
POWER SKILLS	What is a "professional services" organization? Who we work with (clients) • Skills & qualities of our people • What makes Deloitte special	Students explore new ways to effectively engage with others in their school, personal and work experiences. Learn more about Deloitte's Business Chemistry .	Explore the many purposes of a resume (jobs, college, professional social media, etc.) • Build their resume, step-by-step
	Personal branding Explore the concept of brands and their reputations • Discuss <i>personal</i> brands as a way that other people view us • Build their own personal brand statement • Review how to protect, nurture and use your brand	Communication matters How we communicate and why we seem to connect easily with some people and have challenges with others. • Explore new tools for conveying what's on their mind and receiving information in stride.	Financial Literacy This workshop is being co-created with Clarifi, a nonprofit that specializes in credit counseling • Topics will include banking, budgeting, credit, paying for college, and the actualities of college and working-life.
WELL-BEING	Resilience & strategic recovery Explore resilience and recovery • Recovery: what it is, why it's important, and how to recover like an athlete • Activity to focus on what's important to them • Explore tools	Managing emotions Define emotions vs. feelings • Look more deeply at emotions, behavior, and how they relate to energy • Consider different ways to work with their emotions	Mindfulness & meditation Try a "walk your mind" meditation • Discuss why they should think about this topic • Suggest ways to put mindfulness to work in their everyday lives
	The upside of stress Explore causes of stress • Learn to see the benefits of stress • Think about how stress impacts people differently • Consider what you can do to manage stress	Mood matters Discuss the benefits of happiness and positivity • Talk about the power of gratitude • Explore ways to boost their mood	Defining your purpose Differentiate between purpose, values, and passion • Clarify their own values and purpose • Consider actions that are driven by their values
	Success in a virtual environment	Discuss the positive effects of movement and the importance of sleep • Explore food and nutrition as fuel for our bodies • Explore ways to get technology usage under control	