Accountants who step up to the plate p.16
New CA Training Offices enter the fold p.12
School of Rock p.28
CApitalize is a semi-annual magazine designed to introduce students to the Chartered Accounting profession in Alberta. Published by the Institute of Chartered Accountants of Alberta, the magazine is distributed to more than 4,000 readers, including university, college, and high school students, as well as career counselling and other student-oriented centres.

Fall 2011

CONTENTS

2 Calendar of Events
4 Campus Corner
6 Prepare for CA recruitment PROFILE:
8 Peaking at the right time
11 CA/CMA merger discussions underway FEATURE:
12 Carving a new path
15 CA designation routes COVER FEATURE:
16 Mixology: Mixing fun with productivity PROFILE:
21 Striking a chord FEATURE:
22 Dressing distinctively
26 CAEF Teaching Prize
26 Don Wilson CA Memorial Scholarship recipient
27 On Campus PROFILE:
28 School of Rock
31 CA career path GUEST COLUMN:
32 Business-ready wardrobe on a student budget

We believe in brilliant futures for our people, our clients, our business and the community. To find out how you can start creating your own brilliant future, visit www.pwcbrightfutures.ca

© 2011 PricewaterhouseCoopers LLP. All rights reserved. “PwC” refers to PricewaterhouseCoopers LLP, an Ontario limited liability partnership, which is a member firm of PricewaterhouseCoopers International Limited, each member firm of which is a separate legal entity.

The Institute of Chartered Accountants of Alberta (ICAA) is the self-governing body which regulates more than 12,000 Alberta CAs and CA students. The ICAA protects the public by setting the most rigorous qualification criteria and enforcing the highest professional, ethical and practice standards. CAs play key roles within diverse segments of the economy including accounting, business, self-regulated professions, and government. Internationally, the CA designation denotes superior financial reporting, strategic thinking, business insight and leadership.
From career fairs to information and networking sessions, the Institute of Chartered Accountants of Alberta is involved in a variety of events on campus. Below is a comprehensive list of events for business students to watch out for this fall.

September
1 All CA student training postings go live
7 New Student Orientation (Mount Royal)
7 Information Session (Mount Royal)
8 Haskayne Orientation (University of Calgary)
9 Meet the CA Training Office event (Edmonton)
9 CA Softball Tournament (U of C)
12/13 Welcome Week (University of Alberta)
13 “How to Survive CA Recruitment” Information Session (U of C)
14 Campus Career Expo (University of Saskatchewan)
15 Meet the CA Training Office event (University of Lethbridge)
15 Meet the CA Training Office event (U of S)
16 Meet the CA Training Office event (Calgary)
17 CA Golf Tournament (U of A Accounting Club)
21 Career Fair (U of L)
21 UAAC CA Dinner (U of A)
22 CA training position application deadline
23 Bissett Accounting Student Society Golf Tournament (Mount Royal)
24 BSA Golf Tournament (U of A)
28 Career Fair (U of L)

October
1 Hunt for Hunger (U of C)
3 First interviews begin for CA recruitment
19/20 “Get to Work” Career Fair (Grant MacEwan University)
26 Career Fair (Concordia)
31 CA training position acceptance date

Meet the CA Training Office Events
Similar to a career fair format, the Meet the CA Training Office events—held in Edmonton, Lethbridge, and Calgary—are specifically for students interested in an accounting co-op, summer or permanent articling position for 2012. Take advantage of this great opportunity to meet with a diverse group of potential employers.

CA application process
Individuals who are looking for a CA training position, whether it is a co-op, summer, or permanent articling position, must submit their resume by the CA application deadline to the CA Training Offices they are interested in seeking employment with. Students can confirm acceptance of offers until the CA acceptance date.

If your student group has an event you’d like to feature in CApitalize, let us know by emailing careerinfo@icaa.ab.ca.

ICAA job board can help students find CA employment
The first step is often the hardest one. In order to help students take their inaugural strides to careers as Chartered Accountants, the ICAA has launched a new job board on its website. This board features CA student positions offered at a wide range of CA Training Offices.

The new webpage, located at www.albertaCAs.ca/EmploymentOpportunities.aspx, simplifies the employment seeking process by allowing users to search posted jobs by position (for example, CA Training Position), as well as location.

This website addition was made possible through funding from the Government of Alberta’s Foreign Qualification Recognition Innovation Fund.

“This is a huge step forward for our website, and, in turn, it will help students and other employment seekers take a similar step forward in their careers,” says Jane Halford, CEO & Executive Director of the ICAA. “I envision this webpage as a one-stop shop for all CAs and CA students looking for employment in Alberta.”

The job board can also be found by visiting www.albertaCAs.ca and clicking on the “Employment Opportunities” tab in the top-right corner of the homepage, or by scanning here:

The University of Alberta is looking for students to enter its Bachelor of Commerce Honors Accounting Program. Its challenging curriculum is designed for students who want to be leaders of the accounting profession, or interested in working in positions requiring rigorous preparation in high level business skills.

To be eligible, students must have completed Accounting 414 (Intermediate Financial Accounting I), have a GPA of 3.5 or higher and successfully complete an interview process. This program doesn’t require any additional time to graduate and will still be completed in a four-year timeframe.

It can also be completed through a cooperative education program. The university will specify the necessary electives, most of which are finance-based. It also features two new accounting courses—one on spreadsheet modeling and one on professionalism/accounting thought—that are exclusively offered in this program.

For more information visit www.business.ualberta.ca/Programs/BachelorOfCommerce/ProspectiveStudents/AboutBcom/ProgramsOfStudy/BachelorHonorsAccounting.aspx, or visit the undergraduate office.
Let me introduce myself

The ICAA unveils its first-ever CA Campus Representative Team

The ICAA’s CA Campus Rep team is here to assist you in becoming informed about the Alberta CA profession. Each Alberta post-secondary student will have a participating CA Campus Rep who will be the primary point of contact for students to get information about the CA career path and the ICAA’s recruitment activities. Each of the ICAA’s 2011/12 Campus Reps are introduced below—if you see them on campus, don’t be afraid to say “Hi!”

James Purcell
Concordia University College of Alberta
Why were you interested in becoming a CA Campus Rep?
I was interested in becoming a CA Campus Rep to gain more knowledge about the CA profession as well as helping provide other students with answers to their questions using this knowledge that I have gained from the role.
If you were stranded on a deserted island with three possessions what would they be and why?
I would say that if I were stranded on a deserted island, I would want to carry a computer with me because it would help me stay in touch with friends and family. I would also want to bring a good book because reading is a great way to pass the time. Lastly, I would bring a camera because I love taking pictures of the beautiful scenery on the island.

Ellisha Sharma
Grant MacEwan University
Why have you chosen to pursue a CA designation?
I am someone who is keenly interested in pursing the CA designation because it allows me to interact with others who have similar interests and goals. I am passionate about the field of accounting and believe that becoming a CA will help me make a difference in the world.

Sadia Vailati
Mount Royal University
Why were you interested in becoming a CA Campus Rep?
I am very passionate about a career as a CA. I know choosing a designation is a difficult choice, and I want to be there for my fellow students to help them make the right choice for their accounting career.

If you were stranded on a deserted island with three possessions what would they be and why?
1) My computer – I am a tech-savvy person and I believe that a computer is essential for any survival situation.
2) My trusty survival kit – The one with a full size bed, inflatable house, and a mini Humvee.
3) A few friends – There’s nothing like living on a private island.

Julie Steeves
University of Lethbridge
Why have you chosen to pursue a CA designation?
I have chosen to pursue a CA designation because it is the best way for me to gain more knowledge in pursuing a CA designation, while also networking with people involved in the industry as well as prospective students like myself.

What is your dream job?
My dream job would be to direct a summer camp. I love working with children and believe that a summer camp would be an exciting and challenging role.

Hiromi Iwashita
University of Lethbridge (Edmonton campus)
Why were you interested in becoming a CA Campus Rep?
I was interested in becoming a CA Campus Rep because I felt that this would provide me with an opportunity to meet with the Business students at my school and share with them my interest in the CA profession. I also feel that it will help me network and meet with CAs from different industries to get a closer glimpse of the CA world.

What have you been doing this past summer?
I worked for a bank in Calgary as a seasonal teller and I also volunteered at a local animal shelter. I believe that these experiences have helped me develop my communication and organizational skills.

Greg Prizent
University of Alberta
Why have you chosen to pursue a CA designation?
I have been fascinated by the field of accounting for as long as I can remember. I was interested in pursuing a CA designation because it is a highly respected profession.

What is your dream job?
My dream job would be to be the CEO of a Fortune 500 technology firm. I have always been interested in the technology industry and I believe that the CA profession is well suited for someone in this role.

Colby Nemeth
University of Calgary (Calgary campus)
Why have you chosen to pursue a CA designation?
I had the opportunity to participate in the University of Lethbridge mentorship program. At the time I had no idea what a CA was or did. My mentor was a CA who was the manager of financial reporting for an oil and gas company in Calgary. Over the course of the program, we discussed a variety of topics related to the CA profession, and I was amazed by the level of knowledge and support which will allow me to achieve my goals.

What have you been doing this past summer?
I tried to enjoy myself with my wife and son for the sole purpose of getting married soon and an egg cream soda at Jim’s Deli. It was the most fun I’ve ever had. I also have been working with some friends who run a small company that provides temporary traffic controls for road construction firms. I have been able to assist them with implementing some new technology and it has been a great experience. I have also been working on a balanced scorecard approach to help measure performance within the company.

The ICAA is looking for a SAIT student to join the CA Campus Rep team. If you are interested in learning more about this position, please email careermgr@icaca.ab.ca.
So, you’ve decided to become a Chartered Accountant. Now what? While the recruitment process for articling positions typically gets underway in the fourth year of post-secondary studies, there’s plenty of things you can do to prepare yourself. Here’s a look at what you can do at each step in your student career to get ready for CA employment.

Year 1
- Research, talk, repeat. This is the time to read about the profession, look at the training paths available and talk to other professional accountants. This is the perfect time to find out exactly what the designation has to offer, and where you think you’ll fit best.
- Attend any networking/recruiting events that you can. For example, the Institute of Chartered Accountants of Alberta (ICAA) has a “Get Connected” event in March that can help you connect with CA training offices.
- It’s never too early to get out there and meet with people in the profession. This may help you in securing a job down the road but it can also help you to be sure you are making the right decisions for your future.
- This is the time to go to the CA School of Business (CASB) website, www.casb.com, and find the list of relevant pre-requisite courses for your post-secondary institution to ensure you are registered in the right courses.
- Although you may not be going through recruitment yet, right now it’s important to keep in mind what potential employers will be looking for in a candidate. Employers are looking for well-rounded candidates that can do more than just school in order to demonstrate that they will be able to handle the pressures of articling and doing the CASB modules simultaneously. Get out there and volunteer, get a part-time job or join a sports team.
- The time to network is never over! Continue to participate in firm events, ICAA events and events advertised at your post-secondary institution.
- Any opportunity you have to improve on your personal presentation and interpersonal skills should be utilized to the fullest. Take advantage of opportunities within your post-secondary clubs and groups.
- If you are looking for a co-op or summer position you will want to go through recruiting this August:
  - Update your resume to include your current summer employment.
  - Show time! As a fourth-year student this is the time you MUST go through recruiting in September. You will advise employers of your expected graduation date and when you would be looking to start work. Keep in mind that employers hire in September for the upcoming January or September starts.
  - Look for the ICAA Meet the CA Training Office event information in your city – ATTEND! It’s time to strut your stuff!
  - Visit the ICAA website for the Recruiting Handbook to book to find the up-to-date recruitment calendar. This will be your new social day planner. If you want a job these events are of the must-attend variety.
  - Many training offices hold on- and off-campus events to allow candidates to get to know more about their company and employees. These events are a great time to find out more about individual training offices because they typically feature a wide range of organizational representatives, from senior management to current articling students. Making an in-person connection can be key to securing an interview.
  - Take advantage of resources offered by your campus career center. Many offer mock interviews and resume reviews.

Year 2
- Review your resume to include your current employment.

Year 3
- Any opportunity you have to improve on your personal presentation and interpersonal skills should be utilized to the fullest. Take advantage of opportunities within your post-secondary clubs and groups.
- If you are looking for a co-op or summer position you will want to go through recruiting this September: At these events, indicate this to the potential employers on hand at the various events. You will want to attend the ICAA “Meet the CA Training Office Event” (held in Edmonton, Calgary and Lethbridge), as well as any similar events hosted by employers.

Year 4
- August:
  - Update your resume to include your current summer employment.

The End
- This is the end of the recruitment process, but the beginning of a fulfilling career as a Chartered Accountant, no matter where you end up articling.

Success.

Being successful includes overcoming obstacles. If your schedule is getting in the way of completing your business degree, don’t let it stop you. Athabasca University’s Faculty of Business has the courses you need - online, without the obstacles.

Success begins at www.business.athabascau.ca.

Auburnian student using tablet.
In May, Bill made the treacherous climb up Mount Everest, the Earth’s tallest mountain. That's impressive in its own right, but it was an even rarer accomplishment than many people might realize. Just over 10 years ago, Bill passed another one of the globe’s toughest tests when he swam across the English Channel. His recent climb made him only the fifth person—and first Canadian—in the world to accomplish both, a feat known as “Peak and Pond”.

“These things are completely unrelated to what you do every day. They’re something you can dream towards and get excited about,” says Bill, who is President of the Borger Group of Companies in Calgary.

A little more than a decade ago, Bill already had Everest in his sights. However, he had recently completed a cycling trip across Canada (check that off the list) and decided that he’d rather go for a lengthy dip in the Atlantic Ocean first.

"I had biked across the country and just wanted to switch to swimming. I was an amateur swimmer, and ended up training for about two-and-a-half years before trying the Channel, in order to prepare, I competed as a marathon swimmer in Europe.” It took him two tries in the fall of 2000, with his first attempt having failed due to hypothermia, but he successfully crossed the Channel, battling water that was roughly 12°C, in just over 12 hours. But when he climbed out of the water, he could finally set his sights on the sky.

“It was like standing in a ping pong ball. We were caught in a bad storm at about 29,000 feet. If you tried to break your ankle, you would die since no one can haul you down from there,” says Bill. “It was a full white-out, you couldn’t see the difference between the sky and the mountain. It was just standing in a pit going bald.”

Due to the extreme conditions, Bill said he didn’t allow time for reflecting on his accomplishment when he stood at the summit. “It was one of those moments where you just say ‘we’ve got to get out of here’.”

He had originally planned to move on to the north summit, which is about 35 minutes beyond its southern counterpart, but decided to turn around since the treacherous conditions made it virtually inaccessible. “I’m all for calculated risks, but not gambling.”

Bill returned home in May, but during the summer the effects of Everest were still evident. He lost 35 pounds during the ascent and by mid-July he had only gained about half of that back. "I still get the shakes and tremendous dizzy spells, but those should go away in the next month or two.”

There’s only one way he can explain the effects: “The human body simply isn’t meant to do that.” Bill should be commended not just for these physical feats, but for what they did for his community. He used both the English Channel and Everest endeavours as fundraisers for two organizations near and dear to his heart. He used both the English Channel and Everest endeavours as fundraisers for the Canadian Mental Health Association, for whom he was a director at the time. He used his Everest adventure to raise over $400,000 for Calgary Handibus. He hasn’t figured out his next adventure yet. He isn’t gambling.

“Y’m going to focus on my kids for now,” he says of Katie, 10, and Billy, 6, who have already tried their hands at indoor wall climbing. He has some interest in big wall climbing, mentioning El Capitan in Yosemite Park as one potential challenge, but one thing is for sure: “I haven’t totally figured out the next challenge, but it’s sure to be something along the lines of brute stupidity I’ve been following.”

PROFILE

Peaking at the right time

Thinking of a career as a Chartered Accountant?  
Think about the **MPAcc program** at the Edwards School of Business.

**Innovative**
- Experience real world education by award winning experts in business and academe
- Develop the skills that today’s employers are seeking: learn to lead and manage, work well on teams, and creatively solve problems

**Graduate**
- Earn your Master’s degree while studying for your CA
- Explore the opportunities for a career in academe

**Education**
- Study at one of Canada’s most beautiful universities in the sunny summer months
- The program covers all aspects of the CICA’s CA competency map. Seminars and workshops build technical expertise as well as ethical behaviour, communications abilities, leadership and other professional skills
- All students seeking the CA designation register with the CASB; those who choose to attend MPAcc are exempt from modules 1-5. Successful MPAcc graduates participate in CASB’s Module 6, and then write the UFE

**MASTER OF PROFESSIONAL ACCOUNTING**

*Enrollment is currently open for students starting in May 2013.*

**3 0 6 . 9 6 6 . 8 4 1 0**

mpacc@edwards.usask.ca

www.edwardsmpacc.ca

---

CA/CMA merger discussions underway

Last spring, Canada’s Chartered Accountants entered into discussion with Canada’s Certified Management Accountants to explore the merits and feasibility of uniting their respective national and provincial organizations.

To bring the organizations together, the creation of a red into a comprehensive consultation process with their respective memberships, registered students, and external stakeholders. A decision on whether to proceed to a formal proposal stage is expected this fall.

What does all of this mean to high school and post-secondary students considering a career in accounting?

“Regardless of where these discussions lead, students across Alberta should continue to strongly consider a career in accounting, no matter what designation they think is right for them,” says Jane Halford CA, CEO & Executive Director of the ICAA.

“For those students that have already made a decision to pursue a CA designation, I strongly encourage them to continue down that path. If a merger does proceed, current designations will still be used for many years.”

For more on these discussions, visit www.CPACanada.ca or www.albertaCAs.ca.

---

Get a Bachelor of Business Administration (Accounting) degree from SAIT Polytechnic. This four–year program will develop practical skills and theoretical knowledge, and is equivalent to a degree you’d receive at a university. Our program is designed and taught by business professionals, features small class sizes and emphasizes immersive learning to prepare graduates for numerous positions in the field of accounting. Graduates also have the ability to earn a CA, CGA, or CMA professional designation, or continue on to graduate studies.

Contact Us
Ph: 403.284.8485
Email: business@sait.ca

Visit us at Open House on October 21 and 22 or contact us to be a Student for a Day.
CARVING A NEW PATH

By Eric Holmes

Michelle Noh is ahead of the curve.

Big time.

While many of her fellow university students spend their summers serving tables and trimming fairways, she’s in Husky Energy’s internal reporting department in Calgary working on management reports, schedules and journal entries.

This opportunity became available to Michelle, who is entering her second year of studies at the University of Calgary, toward the end of Grade 12. She had completed her necessary credits and was about to enter the school’s work experience program. One of her teachers recommended a position at Husky, and she quickly found herself working in the company’s financial reporting division.

While she hadn’t previously envisioned herself in an accounting role, now she’s not looking back.

“It changed my life. I started getting experience in what my career could be, and that’s not available to many high school students. I’m very lucky,” says Michelle.

Husky has recently been designated by the ICAA as a CA Training Office, so Michelle may have the opportunity to work towards her CA designation while maintaining her employment with an organization she’s already familiar with.

“I’ve talked with many people in public practice and I think there are benefits to going the public accounting route. I’ve heard many good things about both routes and don’t want to eliminate any options. But, long term, I want to stay in Calgary, so oil and gas is definitely the place to be.”

Michelle has learned much about the CA designation from her assigned mentor at Husky, James Healey, who is a counselling member in the Company’s CA training program. James says he’s excited, both from a personal and professional perspective, about Husky’s recent training approval.

“It’s really a win-win. Husky is able to expand on its new graduate program by attracting prospective CA students, while CA students can join our Company, receive their designation and learn about the oil and gas industry while gaining exposure to different disciplines within the organization.”

James says that during the fall of 2011, Husky hopes to recruit two students—one internal candidate and one student who is graduating university in the spring of 2012—into the program. “We plan to continue to recruit one or two students each year, with up to six students working at Husky by 2014.”

He thinks that students would find the training experience at Husky worth their while.

“There is a great deal of opportunity here because of our size and diverse portfolio, as well as our depth and breadth of finance and accounting disciplines. I think the ability to gain industry experience that allows students to hit the ground running and ahead of their peers is an attractive opportunity.”

On a personal level, he anticipates enjoying the mentorship role the CA training program will provide.

“Working with the students is what I am looking most forward to. Seeing prospective CAs learn and grow and being able to provide guidance and mentorship will be so rewarding.”
Fall 2011

**In full bloom**

While Husky and Alberta Health Services are just rolling out their CA Training Program, KWB LLP in Edmonton is already training students outside of the traditional audit path. Derek Boonstra, who has a Bachelor of Commerce degree from King’s University College, thought it would be worthwhile to get his foot in the door.

“It’s a smaller firm, which I definitely found very appealing,” says Derek. “I like how I’m not stuck in a particular department and get a full picture of the firm’s activities.”

Derek’s mother-in-law is a CA and a partner at a public accounting firm and, eventually, he sees himself following down a similar path.

While students who train outside of external audit earn the same designation, and can still be employed in public practice, they must fulfill the audit hours requirements to be eligible to become a partner at an accounting firm or open their own practice. (Editor’s note: See the chart on Page 15 for more details.)

“In leap towards staying in public accounting and working my way up, so I’m interested in earning my audit training hours further down the line,” he says. CA

**Starting fresh**

Joining Husky on campus for their first recruitment cycle will be Alberta Health Services, which has also recently been approved as a CA Training Office.

Ronda White, Training Principal for the organization’s CA training program, says she sees Alberta Health Services, like Husky, benefitting from this program.

“Talent management is one of the priorities of the audit and finance committee and our CFO. There’s a need for new talent in the organization. It’s a great opportunity for students to learn and to help grow our team.”

Michael Lam CA, one of the program’s counselling members, agrees. “Being one of the largest organizations in Canada—it’s the fifth largest in Canada and first in Alberta—students will gain a wide range of experience in the health care field.”

“Students will be exposed to many of the organization’s activities, both in more typical CA roles to monitoring and governance strategy & risk decision making, or finance measurement and reporting,” says Ronda.

“Husky has already identified where it wants students, and has established a path of two students per year to the training program.”

“Talent management is one of the priorities of the audit and finance committee and our CFO. There’s a need for new talent in the organization. It’s a great opportunity for students to learn and to help grow our team.”

—Patty Hayes

---

**Multiple Routes**

There are two paths a student can take to obtain a CA designation: the traditional external audit path that will see them employed at a public accounting firm or a career path outside of external audit. Established in 2007, this second path will often see students employed in a corporate or government sector, or a public accounting firm in an alternate stream (i.e., tax or business advisory services). While there are some differences between the two paths, as outlined below, each will lead to the same designation. For more information about CA Training Offices in Alberta go to [www.caTRAININGoffice.ca](http://www.caTRAININGoffice.ca) or email careerinfo@icca.ab.ca.

- **Secure employment at an approved CA Training Office**
  - Complete the same practical experience requirements (30 months of time) based on competency achievement.
  - Regardless of path or selected depth and breadth, CASB will cover all areas that are part of your work experience to ensure that you are ready to challenge the UFE.
  - Complete the same UFE.
  - Obtain the same CA designation.

- **Public Accounting Firms (offering area other than audit)**
  - Assurance depth
  - Meets CA chargeable hour requirements required for PARC (see below)
  - Gathering the chargeable hours required to be a CA proprietor you must:
    - Complete the same practical experience requirements (30 months of time) based on competency achievement.
    - Gather the chargeable hours required to move to public accounting as a CA partner or open a sole practitioner?

- **Corporate/ Government Sector**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes overview**

- **Assurance depth**
  - Meets CA chargeable hour requirements required for PARC (see below)
  - Complete the same UFE.
  - Obtain the same CA designation.

- **Depth can be any one of the following career paths: measurement and reporting, assurance, taxation, governance strategy & risk management, management decision making, or finance**

- **Write the same UFE**

- **Gather the chargeable hours required to move to public accounting as a CA partner or open a sole practitioner?**

- **Obtain the same CA designation.**

**PARC**

- **Total of 2,500 hours (inclusive of audit, assurance and tax hours)** (including the 625 audit)
- **300 hours (including the 625 audit)**
- **Minimum of 2,500 chargeable hours**
- **Complete Public Accounting Registration (PARC) course (approx. 4 hours)**
- **Obtain the same depth**

**Obtain the same depth**

**Obtain the same depth**

**Obtain the same depth**

**Obtain the same depth**

**Obtain the same depth**

---

**Assurance depth**

- Meets CA chargeable hour requirements required for PARC (see below)
- Complete the same practical experience requirements (30 months of time) based on competency achievement.
- Regardless of path or selected depths and breadth, CASB will cover all areas that are part of your work experience to ensure that you are ready to challenge the UFE.
- Complete the same UFE.
- Obtain the same CA designation.

---

**Multiple routes**

- **Assurance depth**
  - Meets CA chargeable hour requirements required for PARC (see below)
  - Complete the same practical experience requirements (30 months of time) based on competency achievement.
  - Regardless of path or selected depths and breadth, CASB will cover all areas that are part of your work experience to ensure that you are ready to challenge the UFE.
  - Complete the same UFE.
  - Obtain the same CA designation.

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth

---

**Multiple routes**

- **Defining the career path**
  - Complete the PARC (see below)
  - Meets all of the requirements required for PARC (see below)
  - Written exam
  - Assurance depth
Employers are increasingly mixing fun with productivity in order to get the most out of their staff.
to talk about the different events and how we did. We also have an office SharePoint system [for intra-office communications] and were able to send update emails around the office, post announcements, and name the people who participated.

As for the individual events, KRP placed first in basketball, second in golf, third in lawn bowling, third in race walk and third in the “unknown challenge”, an Amazing-Race style event. “It’s held in West Edmonton Mall and five participants do all sorts of different events, from eating disgusting food to riding the train in Galaxyland while solving a puzzle.”

Taron says one particular moment from this year’s Corporate Challenge has stuck with her was participating in the “Big Bike”. “We had a total of 30 people take part in this event which was held on a beautiful sunny day during lunch time. We rode the bike built for 30 around downtown while people would stop and stare or even take pictures. It was definitely something we would participate in again.”

While still fairly new to the Corporate Challenge event, KRP has made social activities a regular part of their teambuilding. Their HR department holds a different half-hour event each month, such as name that tune, ice cream day or even painting. These kinds of experiences can improve the work environment, Taron says. “It takes people away from work and lets them socialize on a personal level. It definitely builds stronger relationships, improves communication all while people are having fun at work.”

At Deloitte, their canWin (Canadian Women’s Initiative Network), also provides employees with entertaining activities outside of business hours. These events are unique, however, in that they are also specifically designed to simultaneously aid career growth. The initiative started in the United States in 1993 and has since spread to Deloitte offices across the world.

“It started because while at the time, admission rates between men and women were fairly equal, as you moved up the scale—to manager, senior manager and partner—it isn’t as well balanced,” says Theresa Reichert ca, chair of the Edmonton canWin committee.

Theresa initially got involved in the committee because she saw the impact such an initiative would have had on her own career. “I wanted to make the step to leadership, but I had experienced a few frustrations. I went to the canWin national conference and was inspired. It resonated with me at that point, I knew I wanted to grow further in my career and did a lot of things well, but not everything that I needed to be doing. And I knew I wasn’t the only one feeling that way.”

The initiative aims to build a sense of community among women at the office. “Another example is women with alternative work arrangements. It helps to know other women who are doing it, they can tell you about the successes as well as the potential stumbling blocks. It’s better than just thinking you can’t ask anyone.”

While the group is just putting the plan for their next batch of activities together, Theresa says they always try to hit a balance with each event. “We are trying to create fun events, but, at the same time, we have to keep in mind why we’re doing it: to help our women succeed in their careers.”

“"It’s designed as a volunteer committee,” Theresa explains: “The idea is to have peer mentors who can become resources for other women in the office.” When the initiative began, 15.1% of global partners at Deloitte were women and the group’s goal was initially to increase that to 30%. “But the goal isn’t solely to make women partners, it’s ultimately to help provide assets and tools for women in their careers. It’s about creating a retention and leadership environment.”

The Edmonton committee hold a variety of events throughout the year. In the past they have ranged from a “Fix-it Chicks” workshop (team-building while learning basic construction skills leading up to a Habitat Build event) to breakfast panel discussions about mentorship to bookclubs about work-life balance and many networking events with clients.

“Our guiding philosophy is ‘Lift as You Climb.’ For example, when I go to a networking event and invite a client, I’ll invite a junior female colleague to join me and ask the client to do the same. It’s a low risk environment to model networking behaviours for our people, get them comfortable with networking and, at the same time, building deeper networks for the people of Deloitte.”

“We are trying to create fun events, but, at the same time, we have to keep in mind why we’re doing it: to help our women succeed in their careers.”

—Theresa Reichert ca
CA Bridging
Your bridge to an accounting career.

CA Bridging enables you to complete all the business and accounting courses needed for admission to the CA School of Business (CASB) while continuing to work full-time.

Designed specifically for those with a 4-year degree in any field to transition into a career as a CA.

Available exclusively on the University of Lethbridge Calgary and Edmonton campuses:

Calgary
Suite 1100, Rocky Mountain Plaza
615 Macleod Trail SE
403-571-3360
Calgary.campus@uleth.ca
www.uleth.ca/calgary

Edmonton
Suite 1100, University of Lethbridge Tower
10707 - 100 Ave.
780-424-0455
Edmonton.campus@uleth.ca
www.uleth.ca/edmonton

A partnership between the Chartered Accountants Education Foundation of Alberta and the University of Lethbridge Faculty Of Management.
The art of dressing to impress changes constantly with the fashion trends that emerge from season to season. There is always something that is “the new black” — a season must-have that, if executed successfully, can up your fashion game.

However, not every trend is ideal for every body shape and personality. It can be challenging to find pieces that are modern, comfortable and bring out your personality, the latter of which is uber-important when you are in a room filled with hundreds of other business students vying for recruiters’ attention at a networking event.

Personality matters—you want to look sharp and get noticed. There is a playful area in the fashion arena, in between frumpy, old suits and Lady Gaga, where students can dress for business in a stand-out way that exudes professionalism and creativity.

With the help of Southgate Stylist, Brittanee Tomkow, CApitalize is navigating that playful area, where business attire gets infused with imagination and originality, where trends can be comfortable and functional, and where you can be a star on the business fashion stage.

Meet Reetika Prasad and Theshan Naidoo, two summer students from Hahn & Houle LLP Chartered Accountants who are going back to the University of Alberta’s School of Business this fall. They met CApitalize and Brittanee at Le Chateau in Edmonton’s Southgate Centre to take a crash course in adding personal flair to everyday business wear.
When it comes to daily business attire, the trends to be on the hunt for are modern cut suits that create slimming silhouettes. Brittanee encourages both men and women to play with colours and patterns in classic suiting pieces, from blazers to pants to skirts. “Instead of playing it safe with traditional black pieces, try mix and matching black with another colour, or straying away from black altogether and trying a different suiting colour, such as grey with a bit of sheen in it.”

Reetika, pictured above, demonstrates that there is a post-summer place for white in your wardrobe. Working with Brittanee, she created a contemporary business casual outfit that communicates a strong, vivid personality. A modern-fitting bright red skirt is matched with a black and white patterned shirt and white blazer. Bold bracelets and neutral pumps complete the look. This is an outfit that will get you noticed in a room full of traditional, colourless suits.

“I feel the red skirt communicates confidence and shows I’m a dynamic individual, but it also looks very professional.” —Reetika Prasad

Reetika’s second outfit (far right) includes an array of complementary blues—a navy blue blazer, bright blue blouse and vibrant blue and green statement necklace. These were coordinated with a black and white patterned skirt. It looks like Fashion 2.0 mixes navy blue and black for a knock-out impression.

“I love both outfits!” says Reetika. “The colours and accessories add personality to the generic business look. I feel the red skirt communicates confidence and shows I’m a dynamic individual, but it also looks very professional.”

Theshan, pictured below, contrasts a slim grey blazer with black pants and adds dynamism to the look by wearing a brightly coloured purple tie. The contemporary look is a step above business casual and will make him stand out as a sharp dresser at business events.

“All the outfits Brittanee selected definitely had a lot of personality. All the outfits showed a very outgoing and approaching personality,” says Theshan. “They really gave a sense that despite being a professional in a work environment you can have some fun with your sense of style. I definitely learned to be more open minded when it comes to work clothes. There were lots of clothes I could see as being very fun, yet functional for work.”

Brittanee’s final words of wisdom: “Business doesn’t have to be boring. Have some fun! If you take the same principles you use when being creative with your everyday wear, and apply them to your business attire, you will feel more like yourself and more confident. Your amplified confidence will help you to present yourself better at networking events, or land that dream job in your next interview.”
Nominate an outstanding accounting professor for a CAEF Teaching Prize

Knowing that the CA profession wouldn’t thrive as it does in this province without the presence of excellent accounting educators, the Chartered Accountants Education Foundation of Alberta (CAEF) is proud to provide an annual award to deserving nominees—the CAEF Teaching Prize.

As a student-selected honour, the Teaching Prize offers a unique opportunity for accounting professors to receive recognition from students, the direct beneficiaries of their dedication in the classroom. Students nominate a professor who they feel has contributed significantly to the teaching and learning development of accounting students through innovative instruction, curriculum development and overall service to the students.

The 2010 CAEF Teaching Prize Recipients were as follows:

- Lynn Sugden row, Grant MacEwan University
- Joan Barlow ca and Valerie Krimel ca, Mount Royal University
- Carole Middleton ca, UNAIT
- Loretta Amerongen ec, University of Alberta
- Stuart Jones ca, University of Calgary
- Allison Garhant ca and Douglas Kalkenhofer ca, University of Saskatchewan

This past spring, the ICAA hosted its annual Get Connected! events in Edmonton and Calgary. Each evening started with a panel discussion of eminent CAs, followed by a networking session for post-secondary students, CA students, and CA Training Offices.

Does your professor make the grade?
To see how you can get involved in recognizing an outstanding accounting professor at your university, contact your accounting department or student accounting club.

CAEF announces first-ever Don Wilson CA Memorial Scholarship recipient

Don Wilson, a highly respected CA and member of the CAEF Board of Governors, passed away in 2010. The loss was immeasurable, but the CA profession continues to benefit from the legacy he left behind.

The Don Wilson CA Memorial Scholarship was developed, through the work of his family and friends and his employer, Stantec. The award provides support to university students completing an accounting degree and continuing their professional development towards the CA designation, specifically with a training office offering a career path outside of external audit (previously known as expanded experience employers).

First-ever recipient of this scholarship, Chloe Boiteau-Marr says, “I am very humbled to receive such a wonderful award. This is the additional motivation I needed to remain committed to my studies.”

In 2010, Chloe was selected to attend the Deloitte & Touche LLP National Leadership Conference in Calgary. At the conference, Chloe was recognized by many key leaders at the firm for her energy and passion, and thus she has been offered a position within Deloitte’s tax practice, beginning this fall.

Chloe Boiteau-Marr is the inaugural recipient of the CAEF’s Don Wilson ca Memorial Scholarship. She begins working towards her CA designation—as an articling student within Deloitte’s tax practice—this fall.

Stuart Jones ca, a University of Calgary professor for over 50 years, received his third CAEF Teaching Prize in 2010.

No matter how well your resume is written, your first impression is even more important. Wear something that shows you’ll be a professional within their organization.

Scan for more tips and a chance to win an iPad!

Helping businesses find direction
hahnco.com
In his career, Paul Schmold has shredded two things: confidential audit files and killer guitar riffs. A Chartered Accountant during office hours, Paul has spent his fair share of evenings in places that are a little—okay, a lot—harsher on the eardrums. In addition to being the chair of the business program at Norquest College, Paul is also the lead singer and guitarist of Prisoner Cinema, whose music he describes as “pretty heavy, 80s-influenced thrash.”

He says the band, which formed in 2003, may not be as active as it once was, but still has a lot of life left in it. “Most of us are career guys now, but we used to tour the west coast and in the United States. We might go to Europe for some shows next year, but we’ll probably have to take some wives and kids along.”

Tour or no tour, the band gets together twice a week in Paul’s basement, which he’s converted into a “pretty gnarly jam space.” And just as well rounded as Paul’s musical talents—which range from metal to dabbling in creating hip hop beats—is his career experience.

Paul worked at BDO Dunwoody and MNP in Edmonton before taking time off to attend the University of Leeds in the United Kingdom, where he earned his Masters of Science in Sustainability. While this sort of specialized knowledge—which can include work on greenhouse gas offsets and environmental reporting in financial statements—isn’t always associated with accountants, Paul says it’s a quickly developing field.

“It’s gaining momentum in a lot of areas, and environmental accounting will continue to get more involved in the future.”

Paul is equally as enthusiastic about education as he is about music and the environment. His first experience with teaching was through being involved in MNP workshops. “It’s something that’s really enjoyable and rewarding. I started teaching part-time at Norquest and found I had a passion for it.”

This passion led to him accepting his current full time position early in June 2011, and he’s now leading the development of the school’s Business Administration diploma and accompanying accounting stream.

“The program will be unique in offering hands-on training and community involvement. I have been encouraged to incorporate sustainability concepts into the curriculum, so it’s a perfect fit given my background.”

In the meantime he’s also trying to launch something new musically. “I’m currently working on some mellow stuff,” he says. “Some keyboard ballads that would make Hall & Oates blush.” CA

By Oscar Barzilay-Lamers

Profile Fall 2011
CAPITALIZE 2928 Fall 2011 CAPITALIZE

School of rock

By Oscar Barzilay-Lamers
There’s no question that the education and training to becoming a Chartered Accountant is rigorous and intense. But after earning your CA designation, you’ll have the confidence to navigate the business world knowing that your contribution is critical to the success of each and every organization you deal with.

Start with a degree

The first step to becoming a chartered accountant is completing a baccalaureate degree in any discipline, along with a number of prerequisite business and accounting courses. Earning a Business, Management, or Commerce degree with an accounting major is your fastest route to becoming a CA, as this enables you to complete the degree requirement and prerequisite courses at the same time. However, many CAs have degrees in other disciplines, including Arts and Science.

Get the prerequisites

In addition to your degree, you’ll need an overall 65% or higher average in the following prerequisite courses:

- General Business
  - Three courses required

- Assurance
  - One introductory course required

- Finance
  - One introductory course required
  - One intermediate course required

- Information Systems and Technology
  - One introductory course required
  - An intermediate or advanced MIS course is highly recommended

- Performance Measurement
  - Two intermediate financial accounting courses required
  - One intermediate managerial/cost accounting course required
  - One course required in your choice of accounting theory, advanced financial accounting, advanced financial statement analysis, advanced management/cost accounting, or international accounting

- Taxation
  - One introductory course covering both personal and corporate tax required

*For a list of the required courses, names and numbers, go to www.becomea.ca

Find a training office

One of the requirements for getting a CA designation is getting a CA articling position in an authorized training office. Students typically go through recruitment for CA articling positions in the fall of their last year of study. Recruitment takes place on-campus through the career centres. Only authorized CA Training Offices have the ability to train CA students.

Start with a degree

The first step to becoming a chartered accountant is completing a baccalaureate degree in any discipline, along with a number of prerequisite business and accounting courses. Earning a Business, Management, or Commerce degree with an accounting major is your fastest route to becoming a CA, as this enables you to complete the degree requirement and prerequisite courses at the same time. However, many CAs have degrees in other disciplines, including Arts and Science.

Get the prerequisites

In addition to your degree, you’ll need an overall 65% or higher average in the following prerequisite courses:

- General Business
  - Three courses required

- Assurance
  - One introductory course required

- Finance
  - One introductory course required
  - One intermediate course required

- Information Systems and Technology
  - One introductory course required
  - An intermediate or advanced MIS course is highly recommended

- Performance Measurement
  - Two intermediate financial accounting courses required
  - One intermediate managerial/cost accounting course required
  - One course required in your choice of accounting theory, advanced financial accounting, advanced financial statement analysis, advanced management/cost accounting, or international accounting

- Taxation
  - One introductory course covering both personal and corporate tax required

*For a list of the required courses, names and numbers, go to www.becomea.ca

Find a training office

One of the requirements for getting a CA designation is getting a CA articling position in an authorized training office. Students typically go through recruitment for CA articling positions in the fall of their last year of study. Recruitment takes place on-campus through the career centres. Only authorized CA Training Offices have the ability to train CA students.

CA CAREER PATH

Learn through CASB

In Western Canada, you earn your CA through the CA School of Business (CASB). You’ll find that it offers a whole new learning experience, completely different from your undergraduate program. When you enrol in CASB, you’ll be signing on to build professional skills that will kick-start your career.

What’s more, CASB offers you the flexibility to schedule your learning modules to fit your work and personal schedule. And, CASB accepts graduates of both the Master of Professional Accounting (MPAcc) program through the University of Saskatchewan and the Masters in Accounting (M.Acc) program through the University of Waterloo. You then enter CASB for Module I, the UFE prep course.

The CASB program will take you out of the classroom and into the professional world. When you graduate, you’ll be a business-ready CA, prepared to apply your practical skills to an ever-evolving business environment. For more information on the CA School of Business, visit www.casb.com.

Reap the rewards

Follow these steps and then watch as your career thrives, and your income follows suit. How far can a CA go? How much can a CA earn? There are no limits. It’s up to you to decide.
Post-secondary education provides students like us with valuable knowledge and a much-anticipated degree, but often leaves us with an empty wallet. We worry about being able to afford tuition, books, and living expenses like rent and groceries, not to mention social outings with friends. For most of us, a runway-worthy wardrobe is the least of our worries. As a shopaholic and fashion lover, who spent the last two years of my business education sleeping in my living room so I could turn my bedroom into a closet, I am committed to creating a fantastic wardrobe by making the most of my money. I have learned how to accomplish wardrobe wonders on a tight budget. Here are some tips for building a business-ready wardrobe without breaking the bank.

Know when to shop sales
Stores almost always have a sale section, which can be an effective place to save money. However, there is a huge difference between finding the items that aren’t selling and the items that have to be moved out of the store quickly. If you shop when stores are trying to clear out their current merchandise to make room for the next collection or season, you can find some great pieces at a fraction of the usual price. Try shopping in July and August for summer sales and March and April for winter sales. This is when you’ll find the best variety and quality of sale items. Sales are a great way to get quality classic pieces, such as blazers, at prices you can afford.

Know where to spend the money
When building a wardrobe there are areas where you should invest your dollars and other places where you can skimp on the price. Spend more money on classic suiting pieces, which will build the foundation of your wardrobe. You can then supplement your suiting with lower-priced shirts and accessories to add some personality to your outfits and to keep your wardrobe looking fresh and updated.

Make your tailor your best friend
An inexpensive suit can make you look like a million dollars if the fit is impeccable. It is worthwhile to invest in tailoring to make your suits appear custom made. Areas to pay attention to are hems on the bottom of skirts, pants, or dresses, the hems on sleeves, and the shoulder lines on blazers.

Look in unconventional places
If sticker shock still has you down, turn to unconventional places to find big names at affordable prices. Thrift stores and consignment shops are fantastic places to go “treasure hunting”. Be sure to bring your patience, though, as it can take some scouting. There are hidden gems that await you if you have the time to look. These shops are particularly good places to find barely-worn men’s blazers.

I can already hear the extra change jingling in your pocket. Now you can look professional and sophisticated for your next business event or interview, at a fraction of the typical cost. Build up your professional business wardrobe over time, so you continue to look current. Remember that first impressions are crucial and personal style can deliver important messages to potential employers and recruiters about who you are and how you represent yourself.

Best of luck in school, recruiting and building your personal business wardrobe!

To book a stylist session with Brittanee, email stylist@southgatecentre.com. The Southgate Stylist program supports a local Edmonton charity, called Suit Yourself. For a $20 taxable donation, shoppers can spend two hours with a professional stylist who will help improve their wardrobe, maximize their budgets, and answer fashion-related questions.
MAKE A STATEMENT.
BECOME A CA.

Terri CA

www.becomea.ca