



MILESTONE ADVISORY

Helping you plan your Financial Future



**PERSONAL FINANCIAL SOLUTIONS
FOR THE CONSTRUCTION
& RELATED INDUSTRIES**

Planning for all your financial needs

Retirement Planning

Additional Voluntary Contributions (AVC)

Business Protection

Pensions

Investment Portfolios

Pensions

Wealth Management

Approved Retirement Funds (ARF)

Investment Portfolios

Savings

Retirement Planning

Approved Retirement Funds (ARF)

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Milestone Advisory DAC t/a Milestone Advisory is regulated by the Central Bank of Ireland
Milestone Advisory is an operating division of CPAS – Member of IBA



Excellence in Business Awards 2017

Milestone Advisory, Susan O'Mara

Women in Construction

A MAJOR MILESTONE

Milestone Advisory was established by CIF Pensions Administration Services (CPAS) to bring expert, impartial financial advice to members of the construction and related industries.

Milestone Advisory DAC is a subsidiary of the CIF Pension Administration Services and was set up to provide expert, impartial financial advice to members of the construction industry with regard to their individual finances and their company pensions, life assurance & income protection benefits.

"In Milestone Advisory, we focus specifically on providing advice to the construction sector and therefore key public sector infrastructure jobs, which are vital to the construction sector, are important to us," explains Susan O'Mara, Financial Services Advisor.

Susan was a key figure in setting up Milestone Advisory. She worked in pensions for many years, which included a move to the CIF in 2007 to work as a pension consultant for the executive scheme, CPAS. In late 2013 Susan saw a need for enhanced services in financial planning for CIF members leading to her involvement in the set-up of Milestone Advisory. "Working in the scheme prior to this gave me a good grounding in the nature of the industry and the requirements of my clients. Construction work can be cyclical for employers and workers and this needs to be reflected in financial and retirement planning process," she says.

"While I am not technically involved in construction myself, all of my clients are, and the majority of my time is spent with employers and employees of the construction sector. I have to keep my safe pass up to date, I spend so much time on building sites!"

The nature of Susan's work means that she might one day be discussing finances in a boardroom and the next might be down a dusty quarry. What she loves is the variety and diversity of her work and she

has no issues being a woman in a largely male dominated industry.

"I do believe that while any male dominated environment can be challenging for women to work in, and this obviously is particularly typical of construction, it is by no means restricted to this sector. Having said that, I have been very heartened by the recent initiatives by the CIF and some of the larger construction and engineering companies, who are on large recruitment drives and are actively seeking out women to employ to diversify their workforces. However, I do think that to attract much larger numbers of women to the construction sector, the change will need to happen long before young women are completing CAO applications or considering apprenticeships just before they leave school. There are bigger challenges in the wider society to overcome to ensure that young girls would even aspire wear a hard-hat."

