

# Taking yourself off mute It's time to thrive!



## 33rd Annual Graduate Recruitment and Development Virtual Conference

Wednesday 27th October - Friday 29th October 2021

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## TAKING YOURSELF OFF MUTE

How should graduates and employers stand out from their respective crowds? How do we uncover top graduates from the noise of the thousands of other graduate applications we receive? How do graduate employers make ourselves heard and stand out from our competitors? How do we build our brands if we won't be on campus so much?

This year's AAGE conference will provide you with a chance to consider your future direction and help you navigate a path to success.

Over the last three decades we have developed a unique conference format that encourages the open sharing of knowledge and experience, which serves to elevate the graduate recruitment industry as an increasingly important, strategic part of a business.

You can also learn about the latest innovations, benchmark yourself against AAGE survey results and celebrate best practice at the AAGE Graduate Recruitment Industry Awards.

## ABOUT THE AAGE

The Australian Association of Graduate Employers (AAGE) is the peak industry body representing organisations that recruit and develop graduates. Our current membership comprises over 400 organisations, including employers, universities, professional associations and service providers.

## ABOUT THE CONFERENCE

Since our inception 33 years ago, the AAGE has continued to grow and evolve, driving change and innovation in the graduate recruitment and development industry. The conference attracts delegates from Australia and overseas. Delegate registrations range from \$400 to \$1,000 + GST (depending upon membership status and time of booking).

## TARGET AUDIENCE

The conference is ideal for all involved in graduate recruitment and development, particularly human resources professionals, but also university careers advisors, service providers and representatives from professional associations.

## CONTENT

This year's conference will offer delegates the perfect mix of professional and personal development. Presentations from industry leaders, interactive discussions and networking opportunities will bring you up to date with the latest trends in graduate recruitment and development. Our annual AAGE Graduate Recruitment Industry Awards (AGRIAs), which recognise excellence and best practice across the profession, will be announced throughout the conference.

## SPONSORSHIP

A range of sponsorship options are available for the conference from delivering presentations to having your organisation's profile on the conference platform.

## FURTHER INFORMATION

For more information or to register, please visit [www.aageconference.com.au](http://www.aageconference.com.au), email [info@aage.com.au](mailto:info@aage.com.au) or call +61 3 9352 5062.

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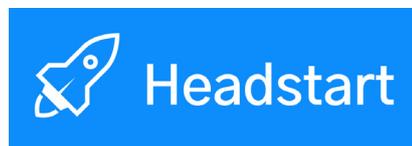
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## Program - Day 1 - Wednesday 27th October 2021 *(times shown are in AEDT)*

10.00am	<p><i>Welcome</i></p> <p><i>AAGE CEO Address to delegates</i></p>	<p><b>Welcome to Country</b></p> <p><b>2021 AGRIAs Announcement</b></p> <p><b><i>Award for Best Graduate Employer</i></b></p> <p><b>Presented by Ben Reeves, CEO, AAGE</b></p>
10.15am	<p><i>Presentation</i></p>	<p><b>A demographic snapshot of Australia: Now and towards 2031</b></p> <p>To engage with people and connect with communities, we need to understand the data and the demographics. Population analysis tells a fascinating story of Australia today and reveals clear trend lines. In this session, Mark uses the latest demographic data to give a snapshot of the changes, the trends, the challenges and the opportunities for your brand, organisation and sector. He will look at the emerging trends redefining Australia, from population forecasts, the new baby boom, which is breaking all previous records, unprecedented growth of our major cities, to the rise of the regions. This session will deliver an analysis of the changes and future forecasts on what the decade ahead will hold.</p> <p><b>Presented by Mark McCrindle, McCrindle Research</b></p> <p><b>2021 AGRIAs Announcement</b></p> <p><b><i>Award for Most Popular Supplier</i></b></p>
11.00am	<p><i>Morning Tea Break</i></p>	<p>Take a break</p>
11.30am	<p><i>Concurrent Session 1</i></p>	<p><b>Navigating The Wellbeing Gap: Successful Graduate Transition in the Hybrid Future of Work</b></p> <p>This year saw the launch of Development Beyond Learning (DBL)'s white paper on wellbeing, an increasingly urgent and important area of focus for employers.</p> <p>There are clear commercial and human benefits to supporting wellbeing at work. Yet, globally, wellbeing has been on the decline for the last 10 years. COVID-19 has acted as a catalyst to a crisis that was already brewing. And the hybrid future of work, while advantageous in many ways, throws up particular wellbeing challenges for certain groups.</p> <p>In this session we will shine a light on the 'Wellbeing Gap' our research has uncovered for early career talent. We will share our original findings pertaining to this demographic, having surveyed over a thousand business leaders, employees, early career talent and future workforce respondents globally. And we will explore the key factors at play in early career talent wellbeing as we look to hybrid future work models.</p> <p>This session promises tangible take-aways; on the-ground-insights from one of our employer partners; an outline of our evidenced-based actionable model for supporting workplace wellbeing; and opportunity for Q&amp;A too.</p> <p><b>Presented by Angela Hands, CEO, Development Beyond Learning Development Beyond Learning</b></p>
	<p><i>Concurrent Session 2</i></p>	<p><b>How to promote a graduate program on a shoestring budget</b></p> <p>Are you trying to promote your graduate program on a shoestring budget?</p> <p>In November 2017, Commonwealth Superannuation Corporation's CEO announced to the business that he wanted a Graduate Program. A few weeks later I had a new job, no budget, and a lot of pressure to get a graduate program started.</p> <p>Come along to hear how I was able to develop and promote a brand new Graduate Program with very little budget, and leave this session understanding how to:</p> <ol style="list-style-type: none"> <li>1. develop a low cost, or no-cost, marketing strategy based on data insights, and</li> <li>2. leverage relationships and partnerships to find the talent you're looking for.</li> </ol> <p><b>Presented by Ellen Piper, Outreach &amp; Partnerships Manager, Brand &amp; Marketing, Commonwealth Superannuation Corporation</b></p>

12.15pm	<b>Discussion Groups</b>	<p>These sessions will allow delegates to choose a topic they are interested in discussing with other attendees facilitated by industry experts.</p> <p><b>Delegates must pre-register for these Discussion Groups – you can't join in on the day if you haven't pre-registered.</b></p> <p><b><u>4 Key Trends Shaping the Future of L&amp;D for Young Professionals</u></b></p> <p>Facilitated by <b>Noacoach</b></p> <p><b><u>Celebrating Equity, Diversity and Inclusion in Graduate Recruitment</u></b></p> <p>Facilitated by <b>UNSW</b></p> <p><b><u>Developing Loyal Future Leaders</u></b></p> <p>Facilitated by <b>#HeartLEADER</b></p> <p><b><u>The Six Shifts Creating Exceptional Candidate Experiences</u></b></p> <p>Facilitated by <b>SHL</b></p> <p><b><u>Academic Research in the use of VI and the Evidence on What Makes for a Great Candidate Experience</u></b></p> <p>Facilitated by <b>Alcami</b></p> <p><b><u>Capabilities for the modern Accounting professional</u></b></p> <p>Facilitated by <b>Chartered Accountants ANZ</b></p>
1.00pm	<b>Lunch</b>	Take a break
1.45pm	<b>Concurrent Session 1</b>	<p><b>What do Graduates look for in their ideal job, and how has this changed over the last 10 years?</b></p> <p>In today's job market, candidates are increasingly interested in ensuring that their work environment aligns with their own needs and preferences. Whether an individual prioritises friendly relations with co-workers and job security or compensation and promotion opportunities, work factors such as these represent the most important aspects of a candidate's ideal job.</p> <p>In this session, Revelian will present their research outlining work factors that are important to graduates and how they have changed over the last 10 years. Critically, candidate data from the previous two years will shed light on the impact of COVID-19 and the workplace factors that graduate candidates are looking for in prospective employers.</p> <p>The insights of this session will equip AAGE employers with an understanding of the workplace factors that are important to Australian graduates. This will enable you to build a culture that aligns with the needs and preferences of Australian graduates and hire graduates that are more likely to feel committed and engaged in your organisation.</p> <p><b>Presented by Laird McColl, Psychologist Product Manager, Revelian</b></p>
	<b>Concurrent Session 2</b>	<p><b>A look into 2021's Top Graduate Employer's Program – design, engagement and challenges</b></p> <p>Sydney Water was rated as the No.1 employer in the AAGE's 2021 Top Graduate Employers list.</p> <p>This session will talk about Sydney Water's graduate program including its current design that has a few unique features. We will also look at what we have been doing as a small team to enhance the overall graduate experience. One of our graduates will speak first-hand about their engagement and development experiences while on the program. Looking ahead, we will also explore what some of the current challenges are in sustaining our approach to the program.</p> <p><b>Presented by Sue Bentley, Early Careers Program Specialist, Sydney Water</b></p>
2.30pm	<b>Afternoon Tea</b>	Take a break
2.45pm	<b>Presentation</b>	<p><b>Hiring for Telstra's Future Leaders</b></p> <p>Graduate hiring is growing exponentially, creating future leaders that are adaptive, curious and authentic.</p> <p>Telstra is on a transformational journey, using the backdrop of COVID as a catalyst to disrupt the way they have hired for decades and develop talent to fill gaps in the market - and importantly talent which can flourish within an agile organisation.</p> <p>Telstra will share their story on how they are harnessing new AI-driven technologies to create a digital-first, consumer-grade experience that delivers faster interview times and higher candidate satisfaction.</p> <p><b>Presented by Sharon Tan, Product Owner, M&amp;A and Talent Acquisition, Telstra and Mirela Lane, Principal Architect, HireVue</b></p>

3.30pm	<i>Close of Day</i>	<b>2021 AGRIAs Announcement</b> <i>Will Spensley Memorial Award for Innovation in the Graduate Market</i> <b>What's happening. Information about Social Evening.</b>
7.00pm for 7.30pm start 8.30pm finish	<i>Social Evening</i>	Brought to you by <b>Be Challenged</b>

## Program - Day 2 - Thursday 28th October 2021 *(times shown are in AEDT)*

10.00am	<i>Chair's Address</i>	<b>2021 AGRIAs Announcement</b> <b>Award for Best Internship Program</b> <b>Day 1 Prize Draw Sponsored by CareerHub Central</b> <b>Presented by Thomasin Schmidt, Chair and Ben Reeves, CEO, AAGE</b>
10.15am	<i>Presentation</i>	<b>Navigating the new world of work - a hybrid future</b> <p>In this session we will cover how the early talent market has changed over the last couple of years, and look at projections for the future based on how users have been interacting with GradConnection, but also broader thought leadership data from our parent company SEEK. We'll also discuss how student sentiment has changed, and how to stay ahead of the engagement game, giving you some actionable takeaways to ready yourself for 2022 and beyond.</p> <b>Presented by Alex Tyrrell, Anthony Peixoto, Dom Delgado and Mai Ly, GradConnection</b> <b>2021 AGRIAs Announcement</b> <b>Award for Best Graduate Development Program</b>
11.00am	<i>Morning Tea Break</i>	Take a break
11.30am	<i>Concurrent Session 1</i>	<b>Recalculating your recruitment strategy for 2022: five strengths to support recruiters and candidates.</b> <p>The global pandemic has had a profound effect on our everyday lives, from the way we structure our day and where we work to the jobs we do. As the dust starts to settle and we start to look forward again, it's no surprise then to learn that so many workers are now reevaluating what they want from their roles and recalculating their careers. In this session, New York Times bestselling author, Lindsey Pollak will discuss what this means for employers and how early talent recruiters can recalculate their hiring strategy to support candidates, based on five key strengths.</p> <b>Presented by Lindsey Pollak and sponsored by Cappfinity</b>
	<i>Concurrent Session 2</i>	<b>Elevate Ability- removing employment barriers for graduates with disability</b> <p>Join the NSW Department of Planning, Industry and Environment as they share their journey in building the Elevate Ability program which facilitates the employment of graduates with disability. Topics covered include sourcing strategies, alterations made to the selection process, interview and workplace adjustments, and support networks for when the person starts. This session aims to give attendees a framework that they can transfer to their own workplaces to assist employment of people with disability. Also present will be a recent graduate who will share his insights as a participant of the program.</p> <b>Presented by NSW Department of Planning, Industry and Environment</b>
12.15pm	<i>Discussion Groups</i>	Got a problem you're not sure how to solve? Or a burning question you'd like to ask? Today's Discussion Groups will allow delegates to choose a session they are interested in based on the topic area or industry for an opportunity to network and learn through shared experiences <b>Delegates must pre-register for these Discussion Groups – you can't join in on the day if you haven't pre-registered.</b>
1.00pm	<i>Lunch</i>	Take a break

1.45pm	<b>Concurrent Session 1</b>	<p><b>How to surface high fidelity signals through pre-skilling and virtual job simulations.</b></p> <p>Are you looking for ways to reduce attrition, find better candidate alignment and build a truly diverse pipeline?</p> <p>Most companies search for the right people but unfortunately use the wrong signals. The resume and academics are great but unfortunately, they don't always give us the right signals to find the best candidates. Early talent leaders are now looking beyond the obvious and use pre-skilling strategies to surface high fidelity signals which are 4x more likely to lead to better candidate alignment.</p> <p>In this workshop hosted by Forage, the global emerging talent experience platform, you'll learn:</p> <ul style="list-style-type: none"> <li>• The new hiring signals used to identify top talent</li> <li>• Various strategies you can implement to identify these signals in your recruitment process</li> <li>• The power of virtual job simulations and experiential learning to distil signals of intent, fit and suitability in candidates</li> <li>• The impact these signals have on the student experience and career outcomes</li> </ul> <p><b>Presented by Sam Garner, Early Talent Consultant and Nicole McCallum APAC Account Manager, Forage.</b></p>
	<b>Concurrent Session 2</b>	<p><b>Rock Your LinkedIn Profile</b></p> <p>Now more than ever, a digital presence and personal brand is so important for telling your story and making an impact to your opportunities now and into the future.</p> <p>Hosted by LinkedIn's Senior Customer Success Manager Matt Bowman, this session will help you understand best practice for sharing your professional story through your profile, how to post and share valuable content to your network to build a stronger presence for yourself.</p> <p><b>Presented by Matt Bowman, Senior Customer Success Manager, LinkedIn</b></p>
2.30pm	<b>Afternoon Tea</b>	Take a break
2.45pm	<b>Presentation</b>	<p><b>2021 AGRIAs Announcement</b></p> <p><b>Award for Most Popular Integrated Marketing Campaign - Public Sector</b></p> <p><b>Choose Your Own Adventure – Planning Graduate Recruitment and Development for 2022 and Beyond</b></p> <p>In the quest for talent and in an increasingly competitive marketplace, the process and timeframes for recruitment are changing. This session will explore different approaches to graduate recruitment and development, what we can learn from these organisations and what can you do to prepare for the 2022 recruitment season.</p> <p><b>Panelists are Nicola Campbell, Accenture; Joanne Dean, Ashurst; Natalie Gibbons, Westpac Group.</b></p>
3.30pm	<b>Close of Day</b>	<p><b>2021 AGRIAs Announcement</b></p> <p><b>Award for Most Popular Integrated Marketing Campaign - Private Sector</b></p> <p><b>What's happening tomorrow.</b></p>

## Program - Day 3 - Friday 29th October 2021 *(times shown are in AEDT)*

10.00am	Welcome and CEO Address to delegates	<p><b>2021 AGRIAs Announcement</b></p> <p><i>Award for Most Popular Careers Service</i></p> <p>Prize Draw Sponsored by STEM Women</p> <p>Presented by Ben Reeves, CEO, AAGE</p>
10.15am	Presentation	<p><b>Finding exceptional talent in unexpected places: how to use recruitment pathways to attract and retain better talent.</b></p> <p>As competition for top university graduates becomes increasingly fierce, we explore how organisations can find exceptional young people in unexpected places.</p> <p>Presented by Grant Robson and Sam McDonald, Prosple</p> <p><b>2021 AGRIAs Announcement</b></p> <p><i>Award for Most Popular Professional Association</i></p>
11.00am	Morning Tea Break	Take a break
11.30am	Concurrent Session 1	<p><b>2022   Driving Graduate Program Innovation &amp; Success</b></p> <p>As Australia's leading graduate outsource partner, Fusion Graduate Consultancy will empower you with the latest innovative strategies that you need to attract, recruit &amp; develop your emerging talent.</p> <p>This workshop will ensure;</p> <ul style="list-style-type: none"> <li>• You are armed with the best approach to build a leading Attraction strategy</li> <li>• You understand the latest innovative Recruitment process and technologies</li> <li>• You have insight into the latest methods and technologies being utilised in Graduate Development</li> </ul> <p>We will share our extensive knowledge of the industry and our comprehensive expertise that will ensure your Graduate Program success in 2022.</p> <p>Presented by Fusion Graduate Consultancy</p>
	Concurrent Session 2	<p><b>From High School to Uni to Future Career Paths – Let's Talk Women in STEM</b></p> <p>Attracting women to study STEM subjects and work in a related career continues to be a challenge. Our panel is drawn from different sectors - high school, university and employers to discuss the trends they are seeing, share the successful ways that females are being encouraged into STEM and discuss what role can we all play in modelling careers in STEM for future graduates.</p> <p>Panelists are <b>Samantha Devlin, The Career Department; Dr Hasti Hayati, Calibre Group; Elise Coughlin, Department of Jobs, Precincts and Regions Victoria; Smriti Bangera, Robogals Brisbane</b></p>
12.15pm	Concurrent Session 1 Discussion Group	<p><b>AAGE and the Graduate Recruitment and Development Industry – 2022 and Beyond</b></p> <p>As we head into 2022 what are the key challenges and opportunities facing you, your team and your organization and what can the AAGE do to support you? Take yourself off mute and join us for this session if you have ideas or suggestions for services, events and research the AAGE can offer members going forward.</p>
	Concurrent Session 2 Discussion Group	<p><b>Phone a friend</b></p> <p>The conference website enables delegates to video chat with others on the platform. Take this opportunity to have a 'face to face' conversation with someone you have connected with this week or you would like to connect with – another employer, a university representative or an industry expert from our supplier group.</p>
12.45pm	Lunch	Take a break

1.30pm	<b>Concurrent Session 1</b>	<p><b>An Evidence-Based Approach to Optimising your Video Interview set up for Candidate Experience and Finding the Right Fit</b></p> <p>Join Patrick Dunlop, Associate Professor and a member of the Senior Leadership Team at the Curtin University Future of Work Institute and Amy Wilson, Head of Customer Success @ Vieple, as we take you through:</p> <p>How to optimise the set up of your Video Interview to:</p> <ul style="list-style-type: none"> <li>- to ensure job candidates have a positive experience during their application process, and</li> <li>- how to decide what questions and capabilities to assess &amp; subsequently how to measure them.</li> </ul> <p>Patrick will share his research around fair recruitment methods and how asynchronous Video Interviews are used in practice and what features might provide a better success rate of finding the right fit, and those that might be received more favourably by candidates.</p> <p>Amy will share client best practice examples of how current clients are using the technology and features available and why.</p> <p><b>Presented by Patrick Dunlop, Curtin University Future of Work Institute and Amy Wilson, Vieple</b></p>
	<b>Concurrent Session 2</b>	<p><b>Cultivating Gratitude in Graduate Cohorts</b></p> <p>For nearly 30 years, The Reach Foundation has been inspiring generations of passionate, optimistic and resilient young people who are prepared to meet the challenges of adulthood. A key part of Reach's work relates to the development of a sense of gratitude and optimism within the young people the organisation works with.</p> <p>This session, led by Reach's social enterprise Wake by Reach, will explore the topic of gratitude within young people. Wake works with thousands of graduates across many of Australia's leading companies every year, delivering workshops and training that explore resilience, leadership, personal brand and connection. Throughout the session Wake's team of talented, young facilitators will explore how to best cultivate gratitude in your graduate employees, and explore the link between gratitude and resilience. Expect to walk away with tangible ideas of how to implement gratitude practices within your graduate development program, how to best manage graduate expectations and how you can cultivate a generation of passionate, grateful and resilient graduates who will lead the next chapter of your organisation.</p> <p><b>Presented by Louisa Keck, National Manager, Wake by Reach</b></p>
2.15pm	<b>Afternoon Tea</b>	Take a break
2.30pm	<b>Presentation</b>	<p><b>Graduate Panel</b></p> <p>What do today's graduates want from a career? What effect has the past two years had on their experience of the graduate program and aspirations for the future? What should employers be thinking about to attract and retain the talent of 2022 and beyond? These, and other questions, will be answered by our panel of graduates. The panelists have all recently graduated and are in their second year of employment with a range of different employers</p> <p><b>Panelists are graduates representing CIMIC Group, ClaytonUtz, Department of Infrastructure, Transport, Regional Development and Communications and Pitcher Partners.</b></p>
3.15pm	<b>Close of Conference</b>	<p><b>2021 AGRIAs Announcement</b></p> <p><b><i>Award for Most Popular Graduate Recruiter</i></b></p> <p><b><i>Award for Contribution to the Graduate Recruitment and Development Industry</i></b></p> <p><b>Day 3 Prize Draw</b></p>

# Congratulations to our 2021 AGRIs Finalists!

We are delighted to announce the finalists in the following categories of the 2021 AAGE Graduate Recruitment Industry Awards (AGRIs). Winners of these Awards will be announced throughout the AAGE Virtual Conference.



## **Award for Most Popular Integrated Marketing Campaign (Private Sector)**

*(as determined by AAGE employer members participating in the 2021 AGRIs voting process)*

Aurecon

Coles (Agency: Fusion Graduate Consultancy / Inceptive)

REA Group (Agency: Sutori)

## **Award for Most Popular Integrated Marketing Campaign (Public Sector)**

*(as determined by AAGE employer members participating in the 2021 AGRIs voting process)*

Department of Defence (Agency: Swell Designs)

Department of Education, Skills and Employment

Transport for NSW (Agency: Canvas Group)

## **Will Spensley Memorial Award for Innovation in the Graduate Market**

*(as determined by AAGE employer members participating in the 2021 AGRIs voting process)*

Australian Taxation Office

Capgemini

Coles (Agency: Fusion Graduate Consultancy)

EY

Westpac Group

## **Award for Most Popular Graduate Recruiter**

*(as determined by candidates participating in the 2022 AAGE Candidate Survey)*

Annalise Field (Deloitte)

Janani D'Silva (Capgemini)

Stephanie Kish (Pitcher Partners)

## **Award for Best Graduate Employer**

*(as determined by graduates participating in the 2021 AAGE Graduate Survey)*

Canva

ITW AP Construction

KordaMentha

McGrathNicol

Sydney Water

## **Award for Best Internship Program**

*(as determined by interns participating in the 2021 AAGE Intern Survey)*

Canva

Corrs Chambers Westgrath

Hatch

NTT

Xero

# Congratulations to our 2021 AGRIAs Finalists!

We are delighted to announce the finalists in the following categories of the 2021 AAGE Graduate Recruitment Industry Awards (AGRIAs). Winners of these Awards will be announced throughout the AAGE Virtual Conference.



## ***Award for Most Popular Supplier***

*(as determined by employers participating in the 2021 AGRIAs voting process)*

Forge  
Fusion Graduate Consultancy  
GradConnection  
GradSift  
HireVue  
Prosple

## ***Award for Most Popular Careers Service***

*(as determined by employers participating in the 2021 AGRIAs voting process)*

Curtin University  
La Trobe University  
RMIT University  
University of New South Wales (Central Careers Service)  
University of Sydney (Central Careers Service)  
University of Wollongong

## ***Award for Most Popular Professional Association***

*(as determined by employers participating in the 2021 AGRIAs voting process)*

Chartered Accountants Australia and New Zealand  
Engineers Australia

## ***Award for Contribution to the Graduate Recruitment and Development Industry***

*(as determined by employers participating in the 2021 AGRIAs voting process)*

Alex Tyrrell - GradConnection  
Ally Snodgrass - Fusion Graduate Consultancy  
David Cvetkovski - Fusion Graduate Consultancy  
Sam McDonald - Prosple

## ***Award for Best Graduate Development Program***

*(as determined by graduates participating in the 2021 AAGE Graduate Survey)*

Canva  
KordaMentha  
Linfox  
McGrathNicol  
Sydney Water