

2023 AAGE GRADUATE RECRUITMENT AND DEVELOPMENT CONFERENCE

UNCONVENTIONAL PATHWAYS, LIMITLESS POTENTIAL

A NEW APPROACH TO EARLY TALENT

WEDNESDAY 25TH-FRIDAY 27TH OCTOBER 2023
HILTON SYDNEY, AUSTRALIA



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Program - Day 1 - Wednesday 25th October 2023

<p>9.00am</p>	<p><i>Pre-Conference Optional Seminars</i></p> <p>1. Practitioner Seminar</p> <p><i>Ballroom B, Level 3</i></p> <p>2. Leader Seminar</p> <p><i>Room 2/3 & Room 4/5, Level 4</i></p>	<p>These seminars provide both new and experienced delegates with the opportunity to learn about 'best practice' in the running of a graduate recruitment program.</p> <p>The Practitioner Seminar is targeted at those who are relatively new to the graduate recruitment industry (0-2 years). This is an ideal seminar for people who have just started in graduate recruitment or people who have some experience but wish to check if they are on the right path. This seminar will cover a best practice approach to setting up and running a graduate recruitment function. Areas covered will include budgeting, marketing, screening, assessment and reporting.</p> <p>Presented by Members of the AAGE Committee</p> <p>The Leader Seminar is targeted at those who manage the strategic direction of their organisation's graduate recruitment and development program. The seminar will provide a unique opportunity to engage with fellow leaders and discuss higher level issues. Areas covered will include attraction strategies, assessment and selection methodologies, graduate development programs, retention strategies, measurement and benchmarking.</p> <p>Facilitated by Members of the AAGE Committee</p>
<p>11.15am</p>	<p><i>Registration Opens Expo Opens Arrival Lunch</i></p> <p><i>Level 3, Hilton</i></p>	
<p>12.15pm</p>	<p><i>New Attendees Seminar</i></p> <p><i>Ballroom B, Level 3</i></p>	<p>This short session, which will be held after the Practitioner and Leader Seminars and before the official opening address, offers an opportunity for those attending the conference for the first time to meet each other, hear how to get the most out of the conference and learn about the benefits of AAGE membership, the conference and various other events offered by the AAGE throughout the year.</p> <p>Presented by Members of the AAGE Committee</p>
<p>12.45pm</p>	<p><i>Official Opening Address</i></p> <p><i>Ballroom A, Level 3</i></p>	<p>Shanan Green, Chief Executive Officer</p> <p>Thomasin Schmidt, Chair, AAGE Board of Directors</p> <p>Acknowledgement of Country</p>
<p>1.00pm</p>	<p><i>Diamond Sponsor Address</i></p> <p><i>Ballroom A, Level 3</i></p>	<p>Unlocking Human Potential: A New Era in Hiring</p> <p>Presented by Grant Meyer, Managing Director APAC, HireVue</p>
<p>1.15pm</p>	<p><i>MC Address</i></p> <p><i>Ballroom A, Level 3</i></p>	<p>Shanan Green, Chief Executive Officer</p>
<p>1.30pm</p>	<p><i>Concurrent Workshops</i></p> <p>1. Future-Proofing Graduate Recruitment: Leveraging potential and skills</p> <p><i>Ballroom A, Level 3</i></p>	<p>Traditional company-led hiring processes, involving hiring for a role or at a service line level, can leave graduate recruitment teams and candidates feeling frustrated by the lack of flexibility this offers.</p> <p>In this session with Helen Worrall, Principal Consultant at Cappfinity and David Yates, National Graduate and Early Career Lead at Deloitte, we examine how moving to a candidate-led approach, focusing on core skills and potential of a candidate, can drive many valuable benefits including greater diversity, talent mobility and process efficiency.</p> <ul style="list-style-type: none"> • Helping candidates to recognise their potential and open up a world of unconventional pathways, by focusing on their strengths and skills • Grouping and segmenting roles based on skills, not reporting lines and business streams • Supporting stakeholders to pivot their thinking from a company-led to a candidate/skills-led hiring process • Top tips on how to introduce a skills-based approach, no matter the scale of your graduate program <p>Presented by Helen Worrall, Cappfinity and David Yates, Deloitte</p>

	<p>2. Tackling difficult conversations with graduate employees – upskilling managers in effective communication strategies</p> <p><i>Ballroom B, Level 3</i></p>	<p>Once they have been recruited, how do we effectively communicate our ongoing expectations to graduate employees? How can we upskill managers of graduate employees so that they have the confidence to tackle the hard conversations around accountabilities and performance, while maintaining engagement and upholding the dignity of each employee?</p> <p>This workshop is designed to uncover the reasons why many managers shy away from engaging in difficult conversations with graduate employees. They will develop an awareness of the benefits of initiating difficult discussions and will also become aware of the potentially negative consequences of avoiding difficult conversations in terms of organisational culture and employee morale.</p> <p>Delegates will participate in a reflection and discussion about the common issues and challenges faced by managers of graduate employees. They will then be guided through a conversation framework that managers of graduates may use as a guide to assist them in navigating the challenging landscape of providing feedback to graduate employees.</p> <p>Participants of this workshop will understand the way their natural communication style may impact upon the effectiveness of the messaging they wish to convey, while also developing an appreciation for the way that the deliberate and conscious upholding of the dignity of all participants in difficult conversations can assist in the success of outcomes related to difficult conversations in the workplace.</p> <p>Participants are provided with a step-by-step framework for effective preparation before a potentially difficult conversation with a graduate employee in the workplace, coupled with guiding steps and principles to follow during such conversations.</p> <p>Presented by Lisa Kelliher, Be Challenged</p>
	<p>3. What does Gen Z want from their career and how can universities and industry co-design better connections with students to create more successful talent pipelines?</p> <p><i>Room 4/5, Level 4</i></p>	<p>This workshop brings organisations and universities together to consider the traits or qualities of Gen Z and aims to explore the reasons that make this generation apply for and stay at a job. We want to begin to tease out how these qualities might influence recruitment strategies for employers as well as engagement activities within universities. We will discuss what we already know and work through some activities as a group to better understand this generational cohort, what they are looking for in their career and how can we support their goals with more responsiveness and empathy to create better outcomes for all.</p> <p>Presented by Konstantin Vilkov, Rachel Howard and Jason Yip, ANU</p>
	<p>4. #Unstoppable You: Empowering Women in STEM to build Diverse Talent Pipelines</p> <p><i>Room 2/3, Level 4</i></p>	<p>It's no surprise that organisations across the world are injecting greater urgency into their efforts to tackle gender imbalances as they aim to create a more sustainable talent pipeline, gain a competitive edge and be a magnet for talent.</p> <p>Join us to learn how the #Unstoppable You program came to life, inspired by a burning desire to help students overcome barriers to remain with their chosen path of study and to thrive in that decision, aligned with our overall mission to unleash the potential of teams.</p> <p>Our session is designed to showcase a more unconventional method which Atlassian used to proactively engage with female talent earlier in their studies. By listening to our end customer and through our user research, we designed a program that not only contributed to our end goal (of recruitment) but also delivered something else unexpected along the way. We'll show you how we've engaged others creatively to increase our reach without requiring additional resources in our immediate team. You'll also learn how we approached data and measuring the ROI for this program as we share some results and plans for the future. We also hope you walk away from our session with confidence to try something new when sourcing diverse talent!</p> <p>Presented by Zuli Posada and Elyssa Goodman, Atlassian</p>
	<p>5. Forget the Grads for a Moment. Strengthen Your Own Wellbeing!</p> <p><i>Room 1, Level 4</i></p>	<p>In this workshop, the Fusion team will equip delegates with an essential professional development opportunity. Through interactive discussions, practical exercises, and real-world examples, we will delve into the unique stressors faced by Grad Program Managers and explore effective resilience strategies to thrive in this role and ultimately make a positive impact in the early careers space.</p> <p>Presented by Fusion Graduate Consultancy</p>
<p><i>2.30pm</i></p>	<p><i>Afternoon Tea</i></p>	<p>Expo Open</p>
<p><i>3.15pm</i></p>	<p><i>Keynote Presentation</i> <i>Ballroom A, Level 3</i></p>	<p>Recruiting, Retaining & Training the New Generations at Work Sophie Renton, Managing Director, McCrindle</p>

<p>4.00pm</p>	<p>Concurrent Workshop <i>Mind the Gap!</i></p> <p>Ballroom B, Level 3</p>	<p>Getting graduates onboard, and their development on track, is the job of every graduate development program. Enabling young talent to develop sustained high performance is the aim. But we have to mind the gap!</p> <p>This session will explore DBL's latest global research into the gaps in graduate expectations, skills and experience. Harnessing more than 15 years in graduate development in Australia, and today with teams around the world, this session will also provide solutions and explore a case study. Using behavioural science and psychology, uncover ways to ensure your graduates get on board, and ensure their development is on track.</p> <p>Presented by Matthew Steen, Senior Consultant, Development Beyond Learning (DBL).</p>
	<p>Graduates in limbo: International student visa pathways after graduation</p> <p>Ballroom A, Level 3</p>	<p>Australia offers international students generous rights to stay and work here after they graduate, which gives false hope to thousands of graduates who will never gain permanent residency, adds to population pressures, and threatens Australia's reputation as a destination for tertiary study. Federal government policy is moving in the wrong direction and needs to change. The government should reform the Temporary Graduate visa and skilled visas and offer more help to international graduates who do stay to pursue their careers in Australia.</p> <p>Presented by Trent Wiltshire, The Grattan Institute</p>
<p>4.45pm</p>	<p>Industry Discussion Groups</p>	<p>The AAGE Conference provides delegates with a priceless opportunity to meet with peers and exchange information. To facilitate this process, our Industry Discussion Groups allow delegates to meet with those who recruit within the same market and discuss issues of mutual interest. These Discussion Groups are likely to be: Banking and Finance, Engineering, Government (Federal and State), Health and Education, IT and Telecommunications, Mining, Oil and Gas, Professional Services (Accounting, Law and Consulting), Retail and Consumer Goods, Utilities, Water and Infrastructure.</p>
<p>5.30pm - 8.00pm</p>	<p>Social Evening <i>Dress Code: Smart Casual</i> Zeta Bar</p>	<p>Delegates are invited to our Social Evening in Zeta Bar sponsored by STEM Women.</p>

Program - Day 2 - Thursday 26th October 2023

7.30am - 8.20am	Breakfast	Expo Open
7.30am - 8.20am	Employer Breakfast Discussion <i>Ballroom B, Level 3</i>	New to the industry? Interested in meeting employers who recruit for programs of a similar size to yours and continuing to build your network of graduate recruitment and development peers? After you've visited the Expo and grabbed some breakfast, head into Ballroom B. Tables will be labelled to help you identify and introduce yourself to delegates operating similarly sized graduate intakes to your own: 10 graduate hires per year, under 20 graduate hires per year, 21 - 50 graduate hires per year, 50+ graduate hires per year.
8.20am	Welcome to Day 2 <i>Ballroom A, Level 3</i>	Shanan Green, Chief Executive Officer Acknowledgement of Country
8.45am	Engaging, Recruiting and Retaining Graduates in a Dynamic Grad Landscape and Tight Labour Market <i>Ballroom A, Level 3</i>	Explore the impact of the shifting landscape and tight labour market on graduate employment. By analysing the emerging trends and demands, identify the most effective strategies and best practices that organisations can adopt to engage, recruit and retain graduates. Gain valuable insights to optimise recruitment and retention efforts, as well as an understanding of the personality, challenges and drivers of graduates. Presented by Eric Chau and Dr Sean Coward, PBC Hogan
	A look into the 2023 Top Graduate Employer's Program <i>Ballroom B, Level 3</i>	Initially a 3 year fixed term Program, the Victorian Department of Transport and Planning's Graduate Program has had to adapt and pivot massively in the last 3 years due to elections, MOG's, Budget cuts and changes to the Fair Work Act. Whilst this has been forced upon us, it has actually opened up benefits that we're only now really appreciating. Our many ad-hoc Programs have been streamlined, but allow for case by case scenarios; our timelines have been managed by engaging with Fusion GC and adapting to intake points throughout the year; and we have now built a Talent Pool of both Australian and International Students from which to draw upon. Our team has designed the new 18 month Program, recruits and then manages the full life-cycle of the Program. This ensures that we really get to know our participants and always put them first. This also ensures that we work closer than ever with our host managers and their teams to support them in their participation within the Program. We believe the secret to our success is that we've moved away from straight administration to full immersion. Presented by Melissa McKenzie, Department of Transport and Planning (VIC)
9.30am	Concurrent Workshops 1. Unlocking Graduate Potential: Hiring Today's Talent for Tomorrow's Jobs <i>Ballroom B, Level 3</i>	The world of work is changing. Companies need to hire graduates who can excel today - and perform the roles of tomorrow - but many of those roles don't exist yet. Using qualifications and limited experience to predict success - especially when resumes all look the same - is fundamentally flawed. It's time to stop asking "Can they do the job?" and start asking "What are they capable of?". In this practical workshop featuring Telco giant Optus, alongside HireVue's renowned organisational psychology team, we will show you how to move away from "rearview HR". We'll discuss Human Potential Intelligence - an approach that combines science, skills and AI to understand candidates and match them to jobs where they will thrive today, while also suggesting their path to the future. For too many organisations the true potential of the candidates right in front of them goes unseen. It's time to fix it. At scale. Presented by Dr Nathan Mondrgan Ph.D, Jana Zafirovska, and Tariq Shaban, HireVue, and Gary Park and Daniel Balout, Optus.
	2. Keep Your Cool with GradConnection <i>Room 4/5, Level 4</i>	Traversing new pathways is best done knowing where you've come from. Join the GradConnection team for a retrospective on early talent recruitment and graduate sentiment over the past 12 months. Test your general (early careers) knowledge against your peers, before diving into what the future brings - how to use the limitless potential of technology to help you keep your cool during the often-frenetic peak period whilst building your pipeline of exceptional interns and grads. Presented by GradConnection

	<p>3. Navigating Pathways and Unleashing Potential</p> <p>Ballroom A, Level 3</p>	<p>What are the broad trends influencing early careers and how can you creatively equip yourself and your organisation to respond? What are the key attraction, selection and development processes that will determine the experience of your candidates and graduates and how can you use technology to enhance them? What motivates the graduate audience and how can you build programs that appeal to their expectations and engage them to reach their potential? Join this panel of industry experts to hear their insights as they explore these questions and have your questions answered on a range of topics.</p> <p>Panelists: Lou Zoanetti, Brightworks; Rebecca Skilbeck, PageUp; Christine Sterk, Pulsifi and Julieanne Cutrupi, UTS</p>
	<p>4. CSIRO - Candidate-centric approach for Indigenous graduates</p> <p>Room 2/3, Level 4</p>	<p>CSIRO has recently launched our first ever Indigenous Graduate Program. The program is solely run and designed by a team of Indigenous employment professionals who have all worked within universities.</p> <p>The aim has been to move away from traditional graduate models so that we can create a candidate experience that is culturally accessible and safe for Indigenous graduates.</p> <p>This session will go through our strategy to date, from advertisement and sourcing, candidate-centric interviewing and recruitment, and the intensive pastoral care model designed to maximise retention for our Indigenous graduates.</p> <p>Presented by Tommy Zeaiter and Frank Gafa, CSIRO</p>
	<p>5. Books, boats and Batman: Reflections and insights on growth, equity, hybrid learning and the launch of You x CommBank</p> <p>Room 1, Level 4</p>	<p>Our program has grown close to 265% in 3 years. We've added new program streams, pivoted our location strategy and launched a new marketing campaign (You x CommBank) which saw application numbers increase by more than 50%. So why are we talking about books, boats and Batman?</p> <p>These three words are how we'll share our reflections and insights on equity, scale, collaboration and attraction in a rapidly changing environment.</p> <p>We are eager to give back to the AAGE community that we have benefited from over the years and share our experiences of how we:</p> <ul style="list-style-type: none"> • Scaled programs from people, process and mindset perspective • Adopted agile to deliver great outcomes • Uplifted attraction in an increasingly competitive market • Curated equity in the hybrid learning environment <p>Presented by Fiona Herron, Tanaya Williams & Tiffany Khoo, Commonwealth Bank</p>
10.30am	Morning Tea	<p>Morning Tea sponsored by GradSift</p> <p>Expo Open</p>
11.15am	<p>Keynote</p> <p>Ballroom A, Level 3</p>	<p>Dear Digital, We Need to Talk</p> <p>Dr Kristy Goodwin</p>
12 noon	<p>Concurrent Workshops</p> <p>1. Unlock the Potential in your Program Strategy for Long-Term Success</p> <p>Ballroom B, Level 3</p>	<p>The early talent landscape is being reshaped. Are you future proofing your program?</p> <p>This session will identify the key market considerations that are confronting our industry including;</p> <ul style="list-style-type: none"> • Ensuring a future focussed recruitment approach • Assessing for potential • D&I importance, gender inequality • Timing and Engagement • Talent pool safeguarding • Development program alignment • Impact of AI <p>Join us in this session and gain invaluable insight into NEW approaches that will future proof your early careers program and ensure you are empowered to deliver long term success.</p> <p>Presented by: Ally Snodgrass, Sophie Foster & Cassie Sissons, Fusion Graduate Consultancy</p>

	<p>2. Navigating Pathways and Unleashing Potential</p> <p><i>Room 4/5, Level 4</i></p>	<p>What are the broad trends influencing early careers and how can you creatively equip yourself and your organisation to respond? What are the key attraction, selection and development processes that will determine the experience of your candidates and graduates and how can you use technology to enhance them? What motivates the graduate audience and how can you build programs that appeal to their expectations and engage them to reach their potential? Join this panel of industry experts to hear their insights as they explore these questions and have your questions answered on a range of topics.</p> <p>Panellists: Jane Bianchini, Criteria, Kate Buchanan, PeopleScout; and Vanessa Bakhos, UNSW</p>
	<p>3. Building a future workforce</p> <p><i>Ballroom A, Level 3</i></p>	<p>'Building a future workforce' is the tagline for the new university funding arrangement but what does this mean for graduate employers? What opportunities exist now to engage with universities and how might this change in the near future?</p> <p>In this session NAGCAS presents an overview of the current higher education landscape and sheds some light on what is happening on the ground. Our panel of university representatives will discuss effective ways to engage with students and showcase exemplars of industry partnerships. There will be opportunities to meet and connect with university careers professionals and ask questions to understand the opportunities to engage now and in the future.</p> <p>Presented by Samantha Kilmartin, NAGCAS, Demi Kastanos, UniSA, Michelle Moss, Curtin University, Troy Dobinson, Griffith University, Marianne Buyskes-Abrahams, Swinburne University and Rowan Stevenson, University of Newcastle</p>
	<p>4. Professional development inspired by wild horses: The cutting-edge world of Biomimetic Leadership and its unique application in early careers development</p> <p><i>Room 2/3, Level 4</i></p>	<p>Traditional training methods are the backbone of leadership development, however, as our workplaces and operating environments evolve at an ever increasing rate, our approach to the development of early talent populations must keep pace. Utilising biomimicry, the adoption of nature inspired strategies to solve human challenges, and it's exciting applications in the workplace, is a system that reveals practical, relatable applications and sustainable, repeatable solutions to the challenges that arise for aspiring leaders.</p> <p>Our engaging and interactive session will explore one such system. The Diamond Model of Shared Leadership TM, based on how horses lead their herds. is a powerful yet simple framework to guide decision-making in the midst of our VUCA (Volatile, Uncertain, Complex, Ambiguous) world.</p> <p>Presented by Jane Hemingway-Mohr and Alice Osborn, Leading Edge Professional Development</p>
	<p>5. Future Proof Your Career - The skillsets and mindsets for 2023 and beyond</p> <p><i>Room 1, Level 4</i></p>	<p>The past three years have been shaped by a challenging combination of health, economic and geopolitical volatility. In 2023 persistent economic uncertainty has led to significant layoffs at well known companies, impacting many talent attraction teams.</p> <p>The speed to change is set to continue. According to the World Economic Forum, over the next five years, 44% of workers core skills are set to change and there will be a 23% turnover of current jobs. Despite the projected growth of new jobs, a decline of 83 million jobs is predicted, resulting in a net deficit of 14 million jobs globally.</p> <p>This workshop aims to empower individuals by providing practical tips to navigate disruptions and seize opportunities in their careers. By focusing on skill sets and mindsets, participants will gain insights and strategies to thrive in the ever changing professional world.</p> <p>Presented by Sarah Perrens</p>
<p>1.00pm</p>	<p>Lunch</p>	<p>Expo Open</p>

<p>2.00pm</p>	<p>Concurrent Workshops</p> <p>1. Unlocking Graduate Potential through Generative AI</p> <p>Ballroom B, Level 3</p>	<p>In today's dynamic professional landscape, Artificial Intelligence (AI) is the talk of the town, and there's no denying its transformative potential. However, the true magic happens when you harness the capabilities of 'Generative AI'. This workshop is your golden ticket to delve into the world of generative AI and discover how it can level up your recruitment drive and graduate program. Here's what this workshop will offer:</p> <ol style="list-style-type: none"> 1. Stay Ahead of the Curve: In a world where technology is advancing rapidly, staying relevant is key. Generative AI, like Chat GPT, is at the forefront of innovation. By attending this workshop, you'll gain the knowledge and skills to stand out in your field and stay ahead of the curve. 2. Effortless Efficiency: Work smarter, not harder. Generative AI can be your secret weapon to optimise tasks, attract top talent, engage stakeholders, and support your professional journey. Learn how to leverage these tools to boost productivity and efficiency. 3. Unlocking Talent Potential: Are you looking to attract, engage, support, and develop early talent? Generative AI can be a game-changer in this aspect. Discover how it can help you identify, nurture, and empower emerging talent, giving your organisation a competitive edge. 4. Actionable Takeaways: This workshop isn't just about theory; it's about practicality. You'll walk away with actionable ideas and strategies that you can implement immediately. Start making a real impact in your work and life right after the conference. 5. Interactive Learning: This workshop isn't a lecture; it's an interactive experience. Engage in hands-on activities, discussions, and live demos. Get your questions answered by experienced facilitators who understand the practical challenges you may face. <p>Don't miss this opportunity to unlock the potential of generative AI and explore its potential for your grad program. Join us at the AAGE exclusive workshop and embark on a journey towards a smarter, more successful future.</p> <p>Presented by the Critter Gilpin, Colin James Method</p>
	<p>2. Next Gen</p> <p>Room 4/5, Level 4</p>	<p>Just when we were getting our heads around the Millennial generation, along come the new kids on the block. Gen Z, AKA the iGen or "Zoomers", is the generation of young people that have been trickling into workplaces over the last few years. Digital natives, socially conscious and addicted to TikTok – there's a lot more to this generation than meets the eye, and applying the same techniques managers got used to with Millennials is unlikely to achieve the same results.</p> <p>The truth is that today's young people are likely to need a very different management style from their leaders and managers than the young people of even five or ten years ago. They are self-reporting lower levels of resilience and confidence than millennials did at the same age. They are entering the workforce prepared to work harder than the generations that have come before them. They've grown up throughout periods of instability in a post 9/11 world, begun their careers in the middle of a pandemic and recession, and have likely been exposed to a very different parenting style than generations that have come before. They are also bright, socially and environmentally conscious, digitally literate, and willing to stand up for the causes they believe in – so how do we empower them to be the best they can be?</p> <p>As a leading youth organisation that has been working with Australia's young people for the past 30 years, Reach's young facilitators are uniquely placed to be able to understand and distill key insights into what makes Gen Z tick. This highly interactive presentation will unpack the stereotypes and stigmas that surround young people in the workplace, provide a framework for better understanding both those young people and ourselves, and give key insights into how to motivate and get the most out of Gen Z.</p> <p>Presented by Ryan McMurray, Wake by Reach</p>
	<p>3. Navigating Unconventional Pathways: Embracing Neurodiversity</p> <p>Room 2/3, Level 4</p>	<p>Presented by PeopleScout and auticon this workshop will take participants on the journey with neurodivergent candidates as they enter the workforce. Experts from neurodiverse technology consulting firm auticon will share their insights into the prevalence of neurodiversity in the population, and the barriers that neurodivergent candidates face in the traditional graduate recruitment process. Attendees will receive best practice insights on not only how to recruit neurodivergent candidates but understand the ongoing tools and structures organisations need to help this cohort thrive in the workplace.</p> <p>Disclosure across the neurodiverse population is statistically low which leads to neurodivergent candidates dropping out of the recruitment process or not completing the placement. Greater awareness of the level of autism in the population makes statistics such as the level of unemployment an issue that needs addressing. Participation in the labour force among people with autism was 38 per cent, compared to 53.4 per cent for all people with a disability and 84.1 per cent for those without a disability. Understanding how to support and engage neurodiverse talent is essential for employers looking to offer a diverse and equitable experience. This session is highly relevant to Grad Managers, HR/Recruitment professionals, Service Providers, and Professional Associations who are involved in the recruitment and development of early talent.</p> <p>Presented by Meredith Ward and Dr Ivonne Ranisch, auticon and Kate Buchanan, PeopleScout</p>

	<p>4. Fostering successful education-industry collaboration to empower graduates for future success</p> <p>Room 1, Level 4</p>	<p>Join Shailan and Tricia, MYOB's education managers, as they present an enlightening session on the successful collaboration between MYOB and various education institutions across Australia. This collaboration aims to equip students with essential knowledge and opportunities for their future success. MYOB has developed a comprehensive program that engages universities, TAFEs, registered training organisations and industry associations.</p> <p>The primary objective of these initiatives is to empower students by providing them with digital tools, comprehensive training, ongoing support and valuable networking opportunities. Through these efforts, students become better prepared to enter the workforce with enhanced business, financial and digital literacy.</p> <p>During the session, Shailan and Tricia will guide participants through a dynamic design thinking workshop. This interactive exercise will centre on innovative ways that education institutions and industry can further collaborate, reinforcing their support for students and graduates in achieving their educational and career aspirations.</p> <p>The workshop aims to foster productive discussions among participants, encouraging the sharing of insights and experiences. By exploring novel approaches and exchanging ideas, attendees will collectively contribute to developing effective strategies for future education-industry collaborations.</p> <p>Presented by Shailan Patel and Tricia Andrews, MYOB</p>
	<p>5. Graduates Leading by Example</p> <p>Ballroom A, Level 3</p>	<p>We all know the saying 'you can't be what you can't see' and that graduates are increasingly looking for authentic information and stories about the roles and careers ahead of them should they join an organisation. From sharing virtual content for Adobe users, chairing a youth advisory committee on sustainability and the journey from joining as a grad to engaging the next generation of grads for Coles, our panellists will share how their experiences not only inspire potential career paths, but demonstrate graduates leading by example in an organisation. Take this opportunity to ask questions and think about how you could leverage the talent graduating from your programs to enhance your engagement with future talent and the internal profile of your program.</p> <p>Panellists: Sarah Tilleke, Adobe, Cass Cross, AMP and Ashlee Loxton, Coles</p>
3.00pm	<p>Afternoon Tea</p>	<p>Expo Open</p>
3.30pm	<p>Keynote Presentation</p> <p>Ballroom A, Level 3</p>	<p>Angus Clelland, CEO, Mental Health First Aid Australia</p>
4.15pm	<p>Prizes</p> <p>Close and Summary of Day 2</p> <p>Gala Dinner Briefing</p> <p>Ballroom A, Level 3</p>	
5.00pm	<p>Free time, preparation for Gala Dinner</p>	
6.30pm	<p>Pre-Dinner Drinks</p> <p>Ballroom Foyer, Level 3</p>	<p>Welcome drinks sponsored by HireVue</p>
7.00pm - 12.30am	<p>Gala Dinner and AGRIA Awards</p> <p>Dress Code: Black Tie</p> <p>Ballroom, Level 3</p>	<p>Join us for the annual Gala Dinner as we celebrate the Australian Graduate Recruitment Industry Awards and the 35th Anniversary of the AAGE.</p> <p>Special MC Adam Spencer.</p>

Program - Day 3 - Friday 27th October 2023

8.30am	<i>Breakfast</i>	Breakfast sponsored by Prosple
9.00am	<i>Breakfast Presentation</i> <i>Gen Z unlocked: Strategies for communicating with the next generation of talent</i> <i>Ballroom B, Level 3</i>	In an ever-evolving job market, employers are faced with unique challenges when it comes to communicating with the latest generation to enter the workforce: Gen Z. Join us for an insightful discussion on overcoming these challenges and building stronger connections with Gen Z at every stage of their career journey. Presented by Prosple with panellists Tim May, the Career Conversation and Maddie West, Arup
9.45am	<i>Welcome to Day 3</i> <i>Ballroom A, Level 3</i>	Shanan Green, Chief Executive Officer Acknowledgement of Country
10.15am	<i>Keynote</i> <i>Ballroom A, Level 3</i>	Rise Up Nathan Parker, 2021 NSW Young Australian of the Year
11.00am	<i>Concurrent Workshops</i> <i>1. Creating an equal world with AI</i> <i>Room 4/5, Level 4</i>	Most companies take a band-aid approach to DEI. What if placing DEI quotas into a company doesn't fix the problem, but makes it worse? What if we're increasing racism and gender bias by putting unqualified people into positions to fill quotas? What if humans are incapable of hiring without bias? In this workshop, Christine will talk about a future where artificial intelligence anonymises the candidate pool, a future where DEI compliance is met by removing human unconscious biases, instead empowering humans to make decisions based on an equally qualified pool, creating space for any human being to be educated and trained to fit a job that they thrive in. She will talk about changing the language from filling quotas, to giving minority groups and disadvantaged individuals the opportunity to become skilled in roles normally denied to them because of our biases. Christine will talk about the impact of inclusion, which is significant. 56% increase in productivity. 58% increased employee engagement. Join to find out more. Presented by Christine Sterk, Pulsifi
	<i>2. Degree Apprenticeships: develop your talent pipeline</i> <i>Ballroom A, Level 3</i>	Finding the right graduates to suit your organisation can be an annual challenge. Will they fit in with your culture? Will their expectations be too low or too high? Does their undergraduate learning really match what you need? What if you could employ people before they started their degree? What if you could get them straight out of school and put them through a program specifically designed to meet your needs? For the trades, this has always been the way to employ new entrants. They go straight from school into an apprenticeship, and complete their formal training over the following years. The employer gets to train their apprentice to do the work the way they want them to. And when they complete their apprenticeship, they have had years to learn how to work effectively in their organisation. For the apprentice, they complete a formal qualification, but they also get to work alongside experts in their field, and seen how they go about their work, and how they solve new problems. It's a win-win situation, which is why it has been successful for centuries. Degree apprenticeships are about applying an old model to a new situation. There have been similar examples over the years, but where this model differs is that it uses the formal apprenticeship structure of regulated training contracts, and industry-agreed training programs, and makes the program available to any employer interested in signing up. Come to this session to hear about pilots that are under way in Australia, some of the benefits of the model that have come out of examples in other countries, and how you can get involved in this exciting development. Presented by Megan Lilly, The Australian Industry Group; Georgette Elston, BAE Systems Australia and Dino Rossi, University of South Australia
	<i>3. Alternative Pathways – Creating True Diverse Pipelines of Talent. Real World Examples and Actions to Implement Change.</i> <i>Room 2/3, Level 4</i>	Hear from Accenture and Generation Australia on how they partnered to open the door for talent from alternative pathways and paved the way for a more diverse early careers workforce. Learn how Accenture identified opportunities for non-degree graduates to join their Early Careers program, and how partnering with Generation Australia streamlined the attraction and selection process to support the Talent Acquisition team with their DEI targets. Presented by Dylan Turnbull, Generation Australia and Bree White, Accenture

	<p>4. High School Talent Pipeline Insights and Interventions</p> <p>Room 1, Level 4</p>	<p>What role can industry play in helping to build Australia's 'future of work' pipeline?</p> <p>Getting the attention of school-age students can appear hard to do... getting-the-attention-of-school-age-students and directing it towards careers advice can seem near impossible!</p> <p>This session is about how to do just that, effectively.</p> <p>The Careers Department has collected a set of data showing the career, course and industry intentions for more than 40,000 Australian high school leavers. Sam (from The Careers Department) will share these insights in the presentation including;</p> <ul style="list-style-type: none"> • Which industries school leavers considering (and why), • Insights into why we are seeing shifts in their decision making, • Industry and course trends split by state, school type and gender, • Student perceptions about the skills of the future. <p>Sam will then facilitate a discussion with Dr Peter Webster, College Principal and Christina Luzi, Head of School Pathways from St John XXIII Catholic College asking for their opinions on the role and opportunity for industry in the schools space. These experts will be discussing the role of parents, the attitudes and aspirations of students and their advice for industry looking to engage meaningfully with young people. Guests will have the opportunity to ask questions to all guests.</p> <p>Presented by: Samantha Devlin, The Careers Department, Dr Peter Webster and Christina Luzi, St John XXIII Catholic College.</p>
12noon	Lunch	
12.15pm	Annual General Meeting Ballroom B, Level 3	AGM presented by AAGE Board of Directors
1.00pm	Keynote Presentation Ballroom A, Level 3	<p>Developing Unconventional Beliefs</p> <p>Michelle Boyde, Stress & Purpose Specialist, Speaker and Master Hypnotist</p>
1.45pm	Learning into Action Discussion Groups	<p>Come together in groups to harness what you have learnt over the past three days and discuss how you are going to utilise that learning in your organisation. How will the ideas and inspiration of the conference inform the areas of focus for our industry and the AAGE in 2024 and into the future?</p> <p>Discussion Group 1: University and Employer Relationships and Projects – how can these two groups work together and how can the industry bodies AAGE and NAGCAS work together to address these needs going forward?</p> <p>Discussion Group 2: Practitioners and partners in small to medium-size graduate programs (under 50 graduate hires per year)</p> <p>Discussion Group 3: Practitioners and partners in larger graduate programs (over 50 graduate hires per year)</p> <p>Discussion Group 4: Leader discussion group</p>
2.45pm	Closing Address Ballroom A, Level 3	Highlights and looking forward to 2024
3.00pm	Conference Ends	

