

# What is your direction?

## Navigating future Graduate Programs



**31st Annual Graduate Recruitment and Development Conference**

Wednesday 30th October - Friday 1st November 2019

Hilton Sydney, 488 George Street, Sydney, Australia

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## WHAT IS YOUR DIRECTION?

In a world of complexity and disruption, how do you set a direction for your organisation? How do you articulate value and purpose for your graduate program? Are you with the flock or are you striking out on your own?

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 at the conference expo, 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 350 organisations, including employers, universities, professional associations and service providers.

## ABOUT THE CONFERENCE

Since our inception 31 years ago, the AAGE has continued to grow and evolve, driving change and innovation in the graduate recruitment and development industry. The conference attracts around 350 delegates from Australia and overseas. Delegate registrations range from \$950 to \$1,600 + 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. Keynotes, workshops, interactive discussion forums and networking opportunities will bring you up to date with the latest trends in graduate recruitment and development. Our annual black-tie Gala Dinner on Day 2 of the conference incorporates our AAGE Graduate Recruitment Industry Awards (AGRIAs) ceremony, which recognises excellence and best practice across the profession.

## SPONSORSHIP

A range of sponsorship options are available for the conference. Our sponsors support many of the major conference events and have the opportunity to exhibit at the Graduate Recruitment and Development Expo.

## 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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### Day 1 - Wednesday 30th October

<p>9.00am</p>	<p><b>Pre-conference Optional Seminars</b></p> <p>These complimentary seminars are for employers only</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><b>Practitioner Seminar</b></p> <p>Room 2/3, Level 4</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><b>Presented by Members of the AAGE Committee</b></p>
	<p><b>Leader Seminar</b></p> <p>Room 4/5, Level 4</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><b>Presented by Members of the AAGE Committee</b></p>
<p>11.30am</p>	<p><b>Registration Opens Expo Opens Arrival Lunch</b></p>	

12.15pm	<b>New Attendees Seminar</b> Ballroom B, Level 3	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.  <b>Presented by Members of the AAGE Committee</b>
12.45pm	<b>Official Opening Address</b> Ballroom A, Level 3	<b>Presented by Ben Reeves, CEO AAGE</b>
1.00pm	<b>Diamond Sponsor Address</b> Ballroom A, Level 3	AI in Assessments - what the future bears  <b>Presented by Matti Jaakkola, Aon's Assessment Solutions</b>
1.15pm	<b>MC Address</b> Ballroom A, Level 3	
1.30pm	<b>Shedding Light on AI in Assessment: How to Avoid the Most Common Pitfalls</b>  Aon's Assessment Solutions  Ballroom A, Level 3	Join our AI experts to discuss the implications, potential pitfalls, and how to get the most out of AI and machine-learning in the assessment and selection process.  In this workshop, you'll learn: <ul style="list-style-type: none"> <li>• How to employ AI to maximise benefits while avoiding ethical and compliance issues.</li> <li>• Common applicant reactions to AI in the assessment process and how to ensure a positive experience.</li> <li>• How AI is shifting the role of HR and the recruiter - and why human involvement in the process is more critical than ever.</li> </ul> <b>Presented by Joe Miao and Stefan Hinrichsen, Aon's Assessment Solutions</b>
	<b>Innovating Summer Internship Programs: disrupting the standard vacation program through strategic partnership to establish a stronger, better equipped graduate talent pipeline.</b>  Readygrad  Room 4/5, Level 4	In an attempt to do something unique and innovative with their Summer Internship Program, NAB looked outside the box (and the company!). Enter Readygrad. Through a unique and strategic collaboration, Readygrad designed a month-long training bootcamp which preceded the internship placement within the business. Interns were immersed in a range of training, workshops, activities and experiences which aimed to set them up for success in their job placement. The outcome? An extremely high conversion to graduate program, better prepared interns and a very strong satisfaction rating from interns, line leaders and the graduate resourcing team.  Come along to our workshop and hear about the reason for partnership, content of the program, feedback, results and future plans for the business.  <b>Presented by Rohan Holland, ReadyGrad</b>
	<b>Building future leaders – NSW Government Graduate Program</b>  Room 1, Level 4	Learn how the NSW Government Graduate Program has grown from a cohort of 25 graduates in 2016, to hiring close to 200 graduates across two work streams for the 2020 Program. This session will emphasise the importance of having an authentic attraction and retention strategy that aligns to the NSW Government Employee Value Proposition, 'I work for NSW.' Underpinned by our tagline 'One Choice, Endless Opportunities', our Program appeals to a diverse range of candidates and allows graduates to shape and change the future of NSW, no matter what degree they studied.  <b>Presented by Anita Hawtin and Nickolaos Nouis from the NSW Public Service Commission.</b>

	<b>Inclusive and Accessible Graduate Recruitment</b> Ballroom B, Level 3	<p>Recruiting from the entire talent pool is good for business and that includes people with disability. There are clear business benefits to employing people with disability, so what do we need to know to ensure our recruitment processes are inclusive and accessible to all applicants? This session will explore the strategies graduate recruiters can implement to be welcoming of people with disability and how to recognise barriers in the recruitment process and address them to create a level playing field. It will also share best practice examples of the things recruitment and development managers can do to educate and prepare line managers to support a graduate with disability.</p> <p><b>Presented by Philip Zamora, Australian Network on Disability</b></p>
	<b>Navigating Beyond the Graduate Program</b> Room 2/3, Level 4	<p>A lot of effort goes into the attraction, recruitment and onboarding of graduates but does your organisation expend the same effort to plan their transitions off a graduate program? Join this panel of experienced graduate program managers to hear about their strategies for managing the transition and come prepared to participate in an interactive conversation about best practice approaches to post program engagement.</p> <p><b>Panel of Rachael Hennin, Caltex; Joanne Dean, Ashurst and Melanie Taylor, Coles</b></p>
2.30pm	<b>Afternoon Tea</b>	
3.00pm	<b>Chair's Address and AGM</b> Ballroom B, Level 3	<b>Presented by AAGE Board of Directors</b>
3.45pm	<b>Keynote Speaker</b> Ballroom A, Level 3	<b>Ming Long, Deputy Chair, Diversity Council of Australia</b>
4.15pm	<b>Make the most of your workday - Mindfulness in the workplace</b> Chartered Accountants Australia and New Zealand Ballroom B, Level 3	<p>This engaging session is all about you. Take this time to learn and develop skills and techniques that you can apply to the fast-paced nature of today's workforce. Camille Woods CA and owner of Monday Mind, a corporate yoga and meditation business will walk you through meditation and mindfulness strategies designed to help you make the most out of your working day.</p> <p><b>Presented by Camille Woods, Monday Mind and Chartered Accountants of Australia</b></p>
	<b>Building and Sharing your Employer Value Proposition</b> Ballroom A, Level 3	<p>Each organisation has a unique set of values and opportunities to offer prospective hires. How do you understand what sets your organisation apart, authentically build your employment brand and effectively articulate it to your target audience? Join Alex Knight from Arup as he shares insights from their graduate and intern programs.</p> <p><b>Presented by Alex Knight, Arup</b></p>
4.45pm	<b>Prize Draws</b> <b>Close and Summary of Day 1</b> <b>Social Evening Briefing</b> Ballroom A, Level 3	
5.00pm - 7.30pm	<b>Social Evening</b> Dress Code: Smart Casual Ballroom B, Level 3	Delegates are invited to our Social Evening sponsored by Be Challenged

## Day 2 - Thursday 31st October

7.30am - 8.15am	<b>Breakfast</b>	Expo Open
8.15am	<b>Welcome to Day 2</b>	
8.30am	<b>Concurrent Hot Topics Workshops</b>  3 Sponsor Panels to choose from:  Workshop 1: Room 2/3, Level 4  Workshop 2: Room 4/5, Level 4  Workshop 3: Ballroom A, Level 3	<p>Integrity, Transparency and the Candidate Experience – how do you build a future ready attraction strategy and recruitment process that is transparent and delivers a positive candidate experience.</p> <p><b>Panellists: Alcami Interactive, Aon’s Assessment Solutions, Cappfinity, Deakin, Fusion, Hudson, Vieple.</b></p> <p>A diverse and inclusive future workforce – attraction, selection and development activities to build a diversified cohort in your early talent programs and a workplace culture of inclusiveness.</p> <p><b>Panelists: Chandler Macleod, Chartered Accountants Australia and New Zealand, Development Beyond Learning, Impact, InsideSherpa, RMIT, Prosple.</b></p> <p>Preparing Graduates for the Future – best practice in attraction, assessment and development to match your organisation’s needs with future ready graduates.</p> <p><b>Panelists: GradConnection, Engineers Australia, ReadyGrad, Revelian, Saville Assessment, Talegent, UTS.</b></p>
8.45am	<b>Careers Advisors Association NSW Workshop</b>  Ballroom B, Level 3	Workshop hosted by AAGE for the Careers Advisors Association of NSW.
9.30am	<b>Keynote Speaker</b>  Ballroom A, Level 3	The Reach Foundation
9.45am	<b>Announcements</b>  Ballroom A, Level 3	
10.00am	<b>The Psychology of Connection and Video Interviewing</b>  Alcami Interactive  Room 2/3, Level 4	<p>Video Interviewing has entered the next generation of its evolution and is fast becoming the preferred way to connect with your applicants and screen more efficiently.</p> <p>The human element topped all other factors when it came to what Gen Zers (defined as those born between 1995 and 2002) want out of their future employers, according to a recent survey conducted by RainmakerThinking. This opens up an interesting challenge for employers as they seek to connect with the post-millennials before they have walked through the door. Today’s young people are digital natives and have grown up communicating on hand-held supercomputers. They expect immediacy, high engagement and a personalised touch.</p> <p>Graduates on average will apply to 10 different organisations as they seek to enter the workforce. Those that are in high demand or stand out to have desirable attributes will receive on average 3-5 offers. This workshop will take you through the following:</p> <ul style="list-style-type: none"> <li>Psychology of connection and trust through the lens of video interviewing</li> <li>Shifting the dial and how to stand out in the candidates mind and ensure they accept your offer</li> <li>Connecting with Gen Z in the way they want to be connected</li> <li>How video interviewing promotes a connection with diversity &amp; conclusion</li> </ul> <p><b>Presented by Jane Bianchini, Alcami Interactive</b></p>
	<b>Attraction and the Future of Work</b>  GradConnection  Ballroom B, Level 3	<p>What skills will you require from your grads in a few years’ time? Have you got a strategy to secure those students? If not, we will give you the tools and insights so that you won’t miss out. Every year, the demand for graduate talent increases. New graduate employers enter the market, and those existing programs grow in size. Graduates now have more choice than ever, which means more competition for employers. When it comes to attraction strategies, we see a very similar structure implemented across most employers. What was previously deemed innovative, is now the norm which makes it incredibly difficult to secure the talent your company requires. Through statistics, we will draw relevant insights to determine what the future of work looks like. We will explore strategies that are effective in the current market, then present strategies that will be effective in moving forward, setting you up for success.</p> <p><b>Presented by Dan Headford, GradConnection</b></p>

	<p><b>Nuts and Bolts of a Graduate Program</b></p> <p>Room 1, Level 4</p>	<p>We sometimes talk about attraction, selection and development in isolation but what does an end to end program look like and what does it take to make it a success? Garry Stock will share the nuts and bolts of the Science &amp; Planning Grad Program, Victorian Government from strategy to costing and implementation.</p> <p><b>Presented by Garry Stock, Team Leader, Employment Programs People &amp; Culture, Victorian Government</b></p>
	<p><b>Global Panel</b></p> <p>Ballroom A, Level 3</p>	<p>Bringing together panelists whose organisations recruit graduates across Asia Pacific, New Zealand and the UK this session will share insights and examples from their experience within these markets. Sharing their stories and answering your questions this is a great opportunity to learn if your role currently, or in the future, involves recruiting graduates offshore or if you are interested in learning the latest from other graduate markets.</p> <p><b>Panelists: Isabella Crocker (Asia, Expedia), Stephen Isherwood (UK ISE), Jacqui McKeown (New Zealand, EY)</b></p>
	<p><b>#Ennials: Motivating &amp; developing the next generation of graduates</b></p> <p>Room 4/5, Level 4</p>	<p>Wake by Reach are a social enterprise powered by The Reach Foundation. Building on a 25-year history of working with young people, the millennial facilitators at Wake by Reach will take you on a journey in understanding the different drivers of the millennials and the up and coming Gen Z. Through powerful and engaging personal stories, combined with hard data, Wake will facilitate a practical conversation providing insights into how your graduate recruitment and development can be attractive to the next generation.</p> <p><b>Facilitated by Lou Keck, Wake by Reach.</b></p>
11.00am	<p><b>Morning Tea</b></p>	
11.35am	<p><b>Announcements</b></p> <p>Ballroom A, Level 3</p>	
11.45am	<p><b>Concurrent Presentation #1</b></p> <p><b>Strengths-based Recruitment - Now and in the Future</b></p> <p>Cappfinity</p> <p>Ballroom A, Level 3</p>	<p>Adoption of strengths-based recruitment is becoming increasingly popular within Australian organisations, so what is making this method of recruiting so popular?</p> <p>Maybe statistics such as '99% of candidates describe assessments as fresh and current' or '96% of candidates report that the assessments are engaging'. Moreover, organisations have seen a significant impact on their business results, with one global insurance company reporting a 20% reduction in attrition by recruiting with strengths.</p> <p>However, as our lives become increasingly awash with choice and more technology is at our fingertips, how are organisations utilising and embedding strengths-based methodologies across their assessment processes? How are organisations adapting to the ever-increasing demands of the candidate and the business? And how are assessment providers partnering with organisations to support their clients?</p> <p>In this session, Lucy Zucker, Head of Client Success at Cappfinity, will share more about strengths-based recruitment and explore how their unique blended assessment approach is delivering exceptional results for organisations across the globe.</p> <p><b>Presented by Lucy Zucker, Cappfinity</b></p>
11.45am	<p><b>Concurrent Presentation #2</b></p> <p><b>Building your Brand with Future Talent</b></p> <p>Ballroom B, Level 3</p>	<p>There are many ways to spend your marketing dollars as you seek to attract not just talent, but the right talent, to your organisation. Hear from two AGRIAs Finalists who have built an integrated marketing campaign to navigate a variety of sourcing channels and reach their target audience.</p> <p><b>Presenters: Aurecon and Carlton &amp; United Breweries.</b></p>
12.15pm	<p><b>Salesforce and RMIT University: changing the way tertiary education responds to graduate recruitment needs.</b></p> <p>RMIT University</p> <p>Ballroom A, Level 3</p>	<p>In this hands-on workshop, participants will gain insight into:</p> <ul style="list-style-type: none"> <li>• How education providers can partner with key industry players to develop skill sets that surpass traditional educational outcomes.</li> <li>• How to apply this model to address future skill shortages.</li> <li>• Why this model works and why it has been so successful.</li> <li>• How graduate recruiters can benefit from this model.</li> </ul> <p><b>Presented by Julia Makin, RMIT and Salesforce</b></p>

	<p><b>Thriving through Change and Disruption</b></p> <p>Impact</p> <p>Ballroom B, Level 3</p>	<p>In this workshop we will explore: •</p> <ul style="list-style-type: none"> <li>• The current changing landscape that graduates are navigating in their early careers</li> <li>• Exploring “VUCA” and developing the mindsets to better prepare themselves for change and disruption</li> <li>• How to thrive (and not just survive) in such an environment</li> </ul> <p><b>Presented by Greg Bartlett, Impact</b></p>
	<p><b>AGRIAs Finalists’ Panel: Will Spensley Memorial Award for Innovation in the Graduate Market-Public Sector</b></p> <p>Room 2/3, Level 4</p>	<p>Learn where you need to be and what you need to be doing to be considered among the best of the best. Hear the stories behind these finalists’ entries for the Will Spensley Memorial Award for Innovation.</p> <p><b>Presented by Finalists: Department of Finance, Melbourne Metro Water, Victorian Government Graduate Program</b></p>
	<p><b>ROI - Methods for measuring and demonstrating Return on Investment for your Graduate Program</b></p> <p>Room 4/5, Level 4</p>	<p>How do you demonstrate to your organisation the ‘success’ of your graduate program? In this interactive workshop we will “crowd source” various ways of measuring the Return on Investment (ROI) of your Graduate Program. We will share best practice in data collection and analysis to help you tell the story of the outcomes of your investment in early talent.</p> <p><b>Presented by Ben Reeves, CEO, AAGE</b></p>
	<p><b>Ramp up the Impact of Your Recruitment Message</b></p> <p>NAGCAS</p> <p>Room 1, Level 4</p>	<p>Are you successfully connecting your recruitment message to the stakeholders?</p> <p>Are you providing the offerings that your stakeholders are seeking?</p> <p>These are two of the key questions that should be considered as you determine your recruitment strategy’s value position.</p> <p>Daniel Capper, President of NAGCAS and Head of Careers at the University of Queensland, will speak about how you can clarify your understanding of stakeholders, consider ways you can create value for these stakeholders, then most importantly how you can achieve a fit between your offerings and what the stakeholders are seeking. It is not about doing more work as a recruiter, it is about being more impactful with your recruitment messaging.</p> <p><b>Presented by: Daniel Capper, President of NAGCAS and Head of Careers at the University of Queensland</b></p>
1.15pm	<b>Lunch</b>	
1.45pm	<p><b>Presentation</b></p> <p><b>Finding Graduate Gold with GradSift</b></p> <p>Ballroom B, Level 3</p>	<p>Graduate recruitment is a lot like panning for gold. But gold mining has been modernised by technology and data. See how GradSift is doing the same for graduate recruitment.</p> <p><b>Presented by Peter Pychtin, GradSift</b></p>
2.15pm	<b>Keynote Speaker</b>	<p>Changing Times, Emerging Trends</p> <p><b>Ashley Fell, Team Leader Communications, McCrindle.</b></p>
2.45pm	<p><b>Onboarding. Sowing the seeds for growth.</b></p> <p>Saville Assessments Asia Pacific</p> <p>Room 2/3, Level 4</p>	<p>Let’s say you’ve selected your graduates, made the offers and received the acceptances. Your next step? Onboarding the graduates. According to 2019 AAGE Research, 471 graduates reneged on an offer this year, and once in the role, one in three graduates considered leaving. This begs the question “Why aren’t we keeping our grads engaged?” In this workshop we’ll provide you with actionable tactics on using the information you already have (resumes, interview notes, psychometric results etc.) to maximise engagement and provide an outstanding onboarding experience for your grads. Help your grads to be their best!</p> <p><b>Presented by Prachi Batra and Hadley Anderson, Saville Assessments</b></p>
	<p><b>Using ‘positive impact’ and ‘pre-training’ to attract talent early in the pipeline.</b></p> <p>InsideSherpa</p> <p>Room 4/5, Level 4</p>	<p>Despite technological advances in the recruitment industry, the traditional recruitment model has never really changed - the process has always been: attract &gt; hire &gt; train. Now, companies globally are flipping the recruitment model on its head by finding ways to invest in the development of students long before the application process. In this presentation, we will look at how companies (in APAC, the US and UK) are focusing their early talent strategy on ‘positively impacting’ potential candidates by implementing pre-training initiatives (and how you can use these strategies to strengthen your early-talent attraction efforts). We will walk through specific initiatives adopted by some of the world’s leading companies who are leading the way in innovative attraction strategies.</p> <p><b>Presented by Thomas Brunskill and Anthony Herring, InsideSherpa</b></p>

	<p><b>Recruiting, retaining &amp; training the new generations at work</b></p> <p>Ballroom A, Level 3</p>	<p>The future of industry is shaped not just by the technological changes but also the sociological changes. Indeed what defines our 21st Century is the massive technological change which combined with the huge demographic change is reshaping the business landscape. Our world is experiencing the biggest generational change since the birth of the Post-war Baby Boomers. Increasingly Baby Boomers are downshifting, Generation Xers and Ys are the emerging managers, and the Gen Zeds are today's new employees. Therefore it is critical to understand the attitudes, values and expectations of the diverse generations comprising today's workforce.</p> <p>This session will outline the new demographics and the social trends which have shaped Gen Y and Gen Z. This session will identify the HR implications of these new attitudes, values, and workplace priorities of today's employees. She will highlight applications of this to effective employer branding, attraction and retention strategies, workplace communications and effective management styles.</p> <p><b>Presented by Ashley Fell, McCrindle.</b></p>
	<p><b>AGRIAs Finalists' Panel: Will Spensley Memorial Award for Innovation in the Graduate Market -Private Sector</b></p> <p>Ballroom B, Level 3</p>	<p>Learn where you need to be and what you need to be doing to be considered among the best of the best. Hear the stories behind these finalists' entries for the Will Spensley Memorial Award for Innovation.</p> <p><b>Presented by Finalists: Allens, REA Group, Saab and Westpac</b></p>
	<p><b>Top Graduate Employer Insights</b></p> <p>Room 1, Level 4</p>	<p>The annual AAGE Graduate Survey collects feedback from graduates about their first year of employment and is used to determine the Top Graduate Employer List. Join the AAGE and representatives from Top Graduate Employer organisations Department of Finance WA and Lockheed Martin as they share insights from the research and their own programs. Hear about what differentiates these top employers and how they have built, improved and look to maintain a strong graduate program.</p> <p><b>Presented by Shanan Green, AAGE and representatives from Top Graduate Employers Department of Finance WA and Lockheed Martin</b></p>
3.45pm	<b>Afternoon Tea</b>	
4.15pm	<p><b>Keynote Presentation</b></p> <p>Ballroom A, Level 3</p>	<p><b>2020 AAGE Survey Reports</b></p> <p>This session will provide the first public release of data from the AAGE's 2020 Employer and Candidate Surveys. The presentation will examine some of the key trends and benchmarks emerging from this year's data as well as insights from data collected as part of the 2019 Graduate Outcomes Survey.</p>
4.40pm	<p><b>Prizes</b></p> <p><b>Close and Summary of Day 2</b></p> <p><b>Gala Dinner Briefing</b></p>	
5.00pm	<b>Free time, preparation for Gala Dinner</b>	
6.30pm	<b>Pre-Dinner Drinks</b>	
7.00pm	<p><b>Gala Dinner and AGRIA Awards</b></p> <p>Dress Code: Black Tie</p> <p>Ballroom, Level 3</p>	<p>Join us for the Annual AAGE Gala Dinner at the Hilton Ballroom proudly sponsored by HireVue.</p>
<b>Midnight</b>	<p><b>After Party</b></p> <p><b>Sponsored by GradConnection</b></p> <p>Marble Bar</p>	<p>Join GradConnection for our 11th AAGE After Party starting at midnight at Marble Bar.</p>

## Day 3 - Friday 1st November

8.30am	<b>Breakfast</b>	
9.00am	<b>Breakfast Keynote</b> Ballroom B, Level 3	<p><b>How to attract and retain STEM graduate talent - plus free Coffee.</b></p> <p>There is so much on this topic - it's everywhere you look. Prosple will synthesise and simplify - providing a clear map and strategy on:</p> <ul style="list-style-type: none"> <li>a) How do you approach this effectively, and</li> <li>b) how to be an employer of choice that students will aspire to work for.</li> </ul> <p><b>Presented by Prosple with panellists Kirsten Covey, Rio Tinto, Ross Weatherbee, TAL Australia and Will Phillips, ThoughtWorks.</b></p>
9.45am	<b>Welcome to Day 3</b> Ballroom A, Level 3	
10.00am	<b>Speed to value – how behavioural science can help graduates to hit the ground running.</b> Ballroom B, Level 3	<p>We've discovered 9 ways experienced graduate managers use behavioural science in development programs to ensure their graduates add value to the business as fast as possible. Explore each of these, with examples from across sectors and around the world. Think ahead to your 2020 cohort and discover how to shorten the time it takes for them to add more value to the business than they cost, optimising your budget and the business case for your program.</p> <p><b>Presented by Alice Scott, Development Beyond Learning</b></p>
	<b>Ghosting/Reneges Workshop</b> Room 2/3, Level 4	<p>In this hackathon style workshop we will tackle the topics of "ghosting" (candidates fail to show up for interviews/assessment centres) and "reneges" (candidates accept an offer of employment and then subsequently back out of this commitment) and crowd source solutions to minimize their occurrence and manage the situation when it occurs.</p> <p><b>Presented by Ben Reeves, AAGE</b></p>
	<b>Navigating the Change</b> Room 4/5, Level 4	<p>Setting a bold new direction is exciting, but how do you navigate the issues as you chart a course for change. Hear insights from experienced team leaders about how they manage the stakeholders, manage supplier relationships and manage their team.</p> <p><b>Panelists: David Yates, PwC, Kitti Whitworth, Department of Home Affairs and Same Garner, King and Wood Mallesons</b></p>
10.45am	<b>Morning Tea</b>	
11.00am	<b>Keynote Speaker</b>	<b>Emily Cole, Associate Lead, Talent &amp; Outreach Programs - Tech, APAC, Google</b>
11.30am	<b>Finding and feeding potential: Motivational satisfaction is key</b> Room 4/5, Level 4	<p>Would you prefer to hire a skilled candidate or a motivated candidate? Having access to highly skilled, intelligent candidates is meaningless if they are not motivated or interested in the role or your company. Join this workshop to explore how motivational satisfaction holds the key for a healthy relationship between candidates and your organisation.</p> <p><b>Presented by Dr. Tae Hee Jung and Nicolien Timmer, Pearson TalentLens</b></p>
	<b>What is your future direction, and how can you best determine and assess the graduate skills capabilities you require to meet the needs of your current and future employment landscape?</b> DeakinCo. Room 2/3, Level 4	<p>Dr Asheley Jones, Head of Professional Practice and Ms Sophie Lanyon, Senior Manager, Professional Credentials at DeakinCo. will deliver an interactive workshop intended to inform delegates of the evidence-based insights required to identify the 21st century skills and capabilities required to work in the fourth industrial age. The workshop will focus on presenting DeakinCo.'s Professional Practice Capabilities Framework, a future-focused standard, which provides a rigorous assessment model for verifying graduate soft-skill capabilities required in the 4.0 workplace.</p> <p><b>Presented by Dr Asheley Jones and Ms Sophie Lanyon, Senior Manager, DeakinCo</b></p>
	<b>Graduate Panel</b> Ballroom B, Level 3	<p>What do today's graduates want from a career? Do employers' marketing campaigns have any effect? Why do candidates choose one employer over another? These, and other questions, will be answered by our panel of graduates. The panelists have all recently graduated and are in their first year of employment with a range of different employers.</p> <p><b>Panellists from Australian Taxation Office, Deloitte, icare and NTT</b></p>
12.15pm	<b>Lunch</b>	

1.00pm	<b>Announcements</b> Ballroom A, Level 3	
1.10pm	<b>Industry/Topic Discussion Groups</b>	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), IT and Telecommunications, Mining, Oil and Gas, Professional Services (Accounting, Law and Consulting), Retail and Consumer Goods, Utilities, Water and Infrastructure.
2.00pm	<b>Keynote Speaker</b> Ballroom A, Level 3	<b>Davina Rooney, Chief Executive Officer, Green Building Council of Australia</b>
2.30pm	<b>Closing Address</b> Ballroom A, Level 3	Highlights and looking forward to 2020
3.00pm	<b>Conference Ends</b>	

# Congratulations to our 2019 AGRIs Finalists!

We are delighted to announce the finalists in the following categories of the 2019 AAGE Graduate Recruitment Industry Awards (AGRIs). Winners of these Awards will be announced at the annual AAGE Gala Dinner, 6.30pm, Thursday 31st October, Hilton Sydney.

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

(as determined by AAGE employer members participating in the 2019 AGRIs voting process)

Aurecon

Carlton & United Breweries (Agency: The Taboo Group)

Rio Tinto (Agency: Havas People)

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

(as determined by AAGE employer members participating in the 2019 AGRIs voting process)

Department of Human Services

Queensland Treasury

Victorian Public Sector Commission (Agency: Local Peoples)

## **Will Spensley Memorial Award for Innovation in the Graduate Market (Private Sector)**

(as determined by AAGE employer members participating in the 2019 AGRIs voting process)

Allens (Agency: Pro Podcast Production)

REA Group

Saab Australia

Westpac Group (Agency: Host/Havas)

## **Will Spensley Memorial Award for Innovation in the Graduate Market (Public Sector)**

(as determined by AAGE employer members participating in the 2019 AGRIs voting process)

Department of Finance

The Melbourne Metro Water Partnership (Agency: Fusion Graduate Consultancy)

Victorian Public Sector Commission

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

(as determined by candidates participating in the 2020 AAGE Candidate Survey)

Brandon Nguyen (PwC)

Danielle O'Leary (Deloitte)

Melanie Mathias (Deloitte)

Stephanie Kish (Deloitte)

## **Award for Best Graduate Employer**

(as determined by graduates participating in the 2019 AAGE Graduate Survey)

Department of Finance (WA)

REA Group

ThoughtWorks Australia

**Award for Best Internship Program**

(as determined by interns participating in the 2019 AAGE Intern Survey)

Atlassian

eNett International

Xero

**Award for Most Popular Supplier**

(as determined by employers participating in the 2019 AGRIAs voting process)

Fusion

Prosple

GradConnection

Revelian

**Award for Most Popular Careers Service**

(as determined by employers participating in the 2019 AGRIAs voting process)

Deakin University

University of Queensland - Central Careers Service

University of Sydney - Central Careers Service

**Award for Most Popular Professional Association**

(as determined by employers participating in the 2019 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 2019 AGRIAs voting process)

Alex Tyrrell - GradConnection

David Cvetkovski - Fusion

Isabel Wilkinson - GradConnection

Kelly Pfeffer

Steven Nield - Aurecon

**Award for Best Graduate Development Program**

(as determined by graduates participating in the 2019 AAGE Graduate Survey)

Department of Finance (WA)

REA Group

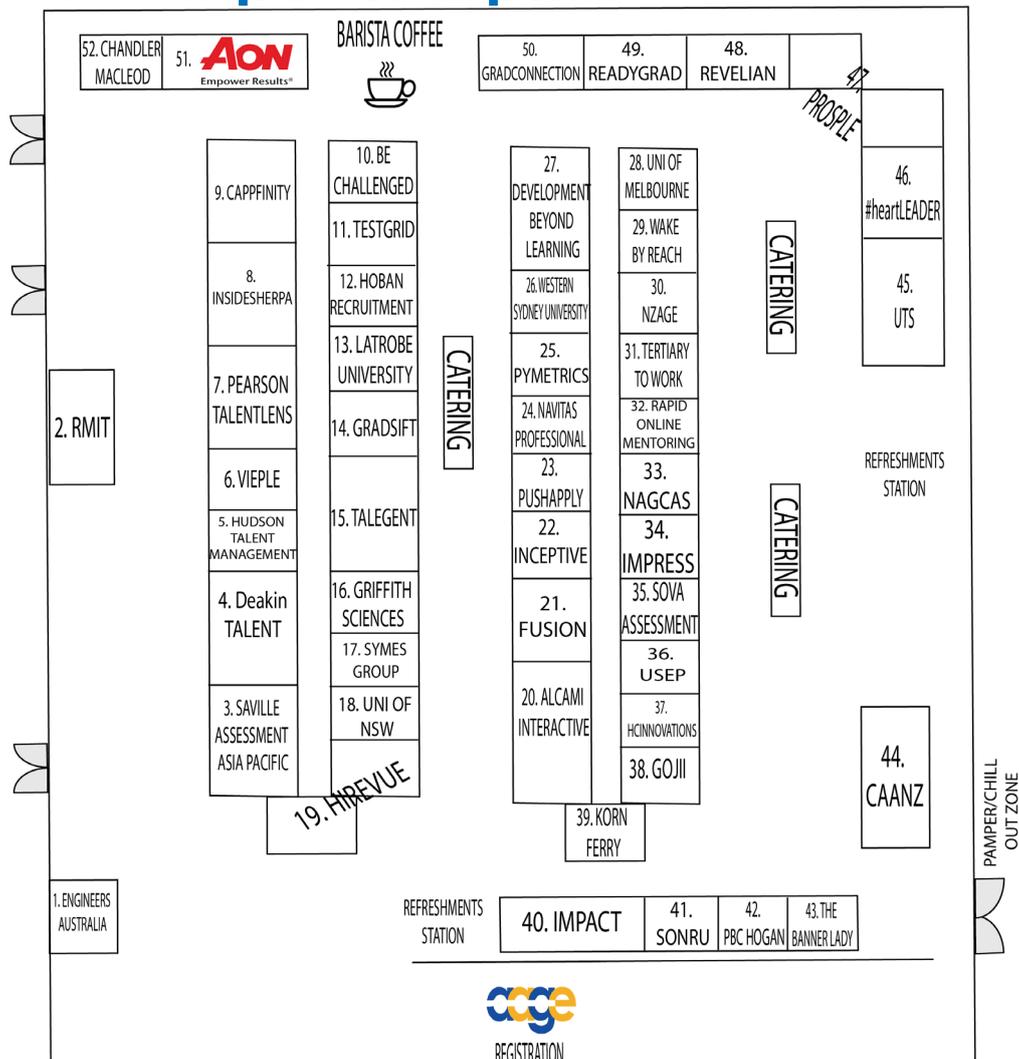
ThoughtWorks Australia

**Award for Most Popular Exhibitor at the AAGE Conference**

(as determined by 2019 AAGE Conference Delegates)

Finalists to be announced at the 2019 AAGE Annual Conference

# Conference Expo Floorplan



Exhibitor	Expo Number
NAGCAS	33
Navitas Professional	24
NZAGE	30
PBC Hogan	42
Pearson TalentLens	7
PushApply	23
pymetrics	25
Rapid Online Mentoring	32
Readygrad	49
Revelian	48
RMIT University	2
Saville Assessment Asia Pacific	3
Sonru	41
Sova Assessment	35
Symes Group	17
Talegent	15
Tertiary to Work	31
Testgrid	11
The Banner Lady	43
The University of Melbourne	28
University of New South Wales	18
University of Technology Sydney	45
USEP - University Specialist Employment Partnerships	36
Vieple	6
Wake by Reach	29
Western Sydney University	26

Exhibitor	Expo Number
Alcami Interactive	20
Aon's Assessment Solutions	51
Be Challenged	10
Cappfinity	9
Chartered Accountants Australia and New Zealand	44
DeakinTALENT	4
Development Beyond Learning	27
Engineers Australia	1
Fusion	21
GOJII	38
Prosple	47
GradConnection	50
GradSift	14
Griffith Sciences Partnerships Office	16
HCInnovations	37
#heartLEADER	46
HireVue	19
HOBAN Recruitment	12
Hudson Talent Management	5
Impact	40
Impress	34
Inceptive	22
InsideSherpa	8
Korn Ferry	39
La Trobe University	13