

# KICKSTART PROGRAM

## A PROGRAM FOR GOLD COAST BUSINESSES TO FAST TRACK GRADUATES IN THEIR FIRST YEAR OF EMPLOYMENT

The Kickstart program is for Gold Coast businesses that want to attract talented Gold Coast graduates and fast-track their transition into the workplace, but do not have an existing in-house graduate program. Your graduate will take part in this program alongside other graduates in the city.

Kickstart will enhance a graduate's ability to be effective within your organisation and will also profile your business as they grow their networks across the city.

Graduates are skilled, energetic, enthusiastic, and want to achieve great results. Kickstart will capitalise on their attributes with an accelerated entry into the workplace and provides them with real world experience. Kickstart aligns newly employed graduates to your business quickly, so you can start reaping the benefits of your new recruits earlier.

“**ANY EMPLOYER CAN CREATE A STRATEGY TO ATTRACT AND DEVELOP A GRADUATE WORKFORCE THAT WILL HELP THEIR BUSINESS SUCCEED.**

**A SUCCESSFUL, WELL-STRUCTURED GRADUATE PROGRAM ENSURES THAT BOTH THE EMPLOYER AND THE GRADUATE WILL GET THE BEST OUT OF EACH OTHER.**”

Kickstart has been designed to deliver global best practice for graduate training in an innovative way that meets the needs of Gold Coast businesses.

Key Features are:

- 6-month and ongoing coaching and support.
- Built-in checkpoints for evaluation, feedback and review.
- Practical & interactive workshops with coaching/mentoring and online learning support.
- Suits any size business and any industry.
- Increased attraction and retention of graduate employees.
- High return on investment through improved graduate performance and decreased training time.
- Pilot program is fully funded by Study Gold Coast.
- Enhance your graduates networks across the city by taking part in the program alongside other businesses.

## INTERESTED?

Contact Study Gold Coast at [partnerships@studygoldcoast.org.au](mailto:partnerships@studygoldcoast.org.au) or 07 5556 6100 for more information.

## KICKSTART PILOT PROGRAM

### Workshop 1 - Training for managers and mentors who will be involved with graduates (half day for managers, with graduates joining for the last hour)

- Leadership, supervisory skills, coaching and mentoring, self-directed orientation process, workplace project, learning plan and networking
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### Graduates complete self-directed orientation over next 2-3 weeks

- Review of key business policies, discussing them with their team and manager, interviewing key people in the business about their role and what behaviours are most valued in the workplace
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### Workshop 2 - Professional skills for graduates

- Personal brand such as dress codes, body language, building rapport and how to build an effective relationship with their manager and with mentors
  - Teamwork & business etiquette
  - Project management including budgeting, stakeholder engagement, and risk management, developing a project plan for their workplace project
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### Workshop 3 - Making an impact for graduates

- Business communication & writing, customer service, how to contribute effectively at meetings
  - Understanding personal style & how to work with a diverse range of people
  - Time management and setting priorities, linking their behaviour and decisions with the values & vision their organisation
  - Giving and receiving feedback, including how to seek feedback from managers and peers
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### Workshop 4 - Commercial/Business skills for graduates

- Client & business development skills including influencing & negotiation skills, persuasive writing for business cases & proposals, critical thinking, analytical skills, decision-making, innovation & creative problem solving, presentation skills
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### Workshop 5 - Personal mastery for graduates

- Emotional intelligence, self-awareness & leadership, people management, learning to influence the performance of teams and organisations
  - Questioning skills & how to manage ambiguity, conflict resolution, resilience/stress management
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### Workshop 6 - Project presentation & end 1st year celebration

- Graduates present their workplace project, including how they have added value to the business by saving time/money and/or growing the business

## BENEFITS

- By the end of the process, graduates will know what 'good' looks like, so they don't have to learn by trial & error, and you don't have to spend as much time in performance management.
- Regular meetings with a workplace mentor and/or line manager, after each workshop, focusing on key learnings the graduate will apply back in the business.
- Professional/technical training, including working towards any professional accreditations required by your industry. This is included in the graduate's individual learning plan, which is developed at the start of the program.
- Provision of E-learning & online support.