

Graduate Information

# **How to be extra competitive in the graduate market**

Graduates can enhance their chances of gaining a place in a graduate program by undertaking work integrated learning (WIL) during their studies. Work integrated learning combines academic learning with the practical facets of a workplace. It can also be known as a placement, professional experience, clinical education, or internship. During placement the student will be involved in business-related projects aimed at developing soft skills and giving exposure to technical areas. Generally, the student is linked with a mentor who will gauge interest and competency.

An employer who runs internships has a high possibility of having a graduate program. When an employer is looking to place someone in a graduate role, there is an increased chance that they will prioritise someone who has undertaken WIL and therefore demonstrates an understanding of who and what the organisation is about.

WIL may or may not be paid. Universities have someone allocated to assist with WIL placements.

# **When should you discuss graduate roles with students?**

The peak time for graduate recruitment is March; however, if you are working with a student who has an idea of where they would like to work, you do not have to wait as some larger organisations will have more than one intake and could advertise at any time. Graduate employers tend to list all vacancies on their website with timeframes and expectations.

Discussion should happen in the final year of study – the earlier the better. Employers know that students apply without final marks. They are guided by past years efforts and what has been achieved overall.

Visit GradAustralia <https://gradaustralia.com.au/> and GradConnection <https://au.gradconnection.com/> two recognised graduate recruitment portals for specific information on graduate employers and intakes and available internships.