

Graduate Information

# **What is a graduate program?**

It is a common question. What are the benefits of applying for a graduate program? What can be done to situate the graduate to be a serious contender for a graduate role?

[GradAustralia](https://gradaustralia.com.au/career-planning/what-is-a-graduate-program) provides a succinct overview of what a graduate program is:

<https://gradaustralia.com.au/career-planning/what-is-a-graduate-program>

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| Length | 1–3 years | |
| Aim | Formalised career pathway | |
| Offering | Industry-specific training, professional development and networking opportunities consolidating learnings and implementing these in a real employment  Many graduate programs also offer the opportunity to perform multiple roles in an organisation on a rotating basis, providing more exposure to a range of different roles within the discipline | |
| Difference between graduate program and entry level position | Graduate programs are generally designed to help develop future leaders, rather than providing the basic on-the-job training | |
| Entry level  opportunity to work in your chosen industry  generic support and internal training | Graduate  opportunity to work in your chosen industry  structured support, ongoing training and mentoring  increased job responsibilities |

# **Who offers graduate programs?**

Graduate programs are usually delivered by larger organisations including state and federal Australian Government departments. These employers generally recruit several graduates per intake. Do not eliminate researching smaller organisations, as they see graduate programs as valuable in sourcing new talent.

Larger organisations may run several graduate programs to meet the diversity of their business.