

**GET THE BEST.
FIRST.**

SYDNEYTALENT



THE UNIVERSITY OF
SYDNEY

sydney.edu.au/sydneytalent



Joy Enriquez has enjoyed a long association with SydneyTalent, filling three placements as a student employee with Qantas and the University of Sydney's Information and Communications Technology (ICT) department since 2008.

Her first placement was at the beginning of her Masters in Publishing, where she worked in a communications role in ICT. With her Masters complete, Joy took up a short term role with Qantas.

Joy has since returned to the University of Sydney's ICT department where she is employed full-time in a communications coordinator role, utilising both her undergraduate and postgraduate degrees.

JOY ENRIQUEZ
COMMUNICATIONS COORDINATOR
INFORMATION AND
COMMUNICATIONS TECHNOLOGY
UNIVERSITY OF SYDNEY

SELECT YOUR TOMORROW.



The future belongs to organisations who embrace the opportunity for growth and renewal that comes with securing the strongest talent early. It is to such organisations that SydneyTalent addresses itself – its offer and its process.

The best is never entirely old or entirely new. Rather, it is the fusion of great tradition and genuine innovation that delivers exceptional results. Through the University of Sydney, SydneyTalent is born of long-standing commitment to a culture of contribution. At the same time we represent a fresh approach, an evolved response to the market's strategic imperatives and immediate requirements.

Often, traditional models have not met these – but SydneyTalent does.

Our students are today's talent. Soon they will be shaping industry, driving business, executing strategy. SydneyTalent exists that they may explore, discover, challenge, and achieve to the fullest extent of their potential. They are tomorrow's talent, too.

I invite you to explore and discover them with us.

Anne Moore
Chief Executive Officer
SydneyTalent

STRATEGIC OVERVIEW.

**The Hon Patricia Forsythe,
Executive Director,
Sydney Business Chamber**

“SydneyTalent will be an attractive model for many businesses who will welcome high level students with various pre-employment training already under their belt.”

“SydneyTalent will help create the strong dialogue that business is looking for to convey messages about the nature of employment readiness among students and young graduates”

Access to the talent pipeline is key for industry going forward, yet there has been no systematic approach to identifying and engaging pre-graduate talent.

The University of Sydney’s renewed commitment to maximising the student experience led to the creation of our innovative model for student employment. SydneyTalent’s development has been informed by a range of market factors – **85% of students work**, predominantly to meet financial need

Graduate work-readiness

remains a primary concern among employers

Skill shortages have continued

to be a feature of labour markets across industries

Around four-fifths of employers rate the employability skills of current graduates as inadequate.

MEANINGFUL PAID EMPLOYMENT

Today’s students have inherited traditional notions of what it means to work while studying. As a result, few have any expectation that they will acquire real employability skills prior to graduation. Yet research emphatically shows that the minority who do engage in course-related employment greatly accelerate their professional development. Enhanced academic performance, superior recruitment rates, higher starting salaries, and greater job satisfaction are just some of the metrics that bear out the benefits of meaningful paid employment.

EXPERIENTIAL LEARNING, TRANSFERABLE SKILLING

To deliver such benefits to the student body, SydneyTalent facilitates work placements that allow students to develop specific experiential skills. Simultaneously, the initiative addresses a broader base of transferable or generalist skills – competencies that provide tools for success across vocations and industries. This approach acknowledges the increasing career diversity that is a distinctive feature of the new labour market.

By connecting dedicated and ambitious students with employers, SydneyTalent creates powerful working relationships between students and industry that reap immediate and ongoing benefits.

TARGETING OUR BEST TALENT

SydneyTalent organises student employees into three categories according to their stage of study, level of workplace experience, and degree of skill set sophistication.

Emerging Talent

– typically early undergraduates

Advanced Talent

– well progressed undergraduates and Honours students

Specialised Talent

– highly accomplished postgraduates and PhD candidates



“McKesson Asia Pacific is currently exploring business expansion opportunities in Asia and the Middle East and recruited Jeff to support this expansion. Jeff plays an important role in the analysis and planning of the expansion, and his the ability to work autonomously with little supervision is an important trait. This is exactly the type of individual required in our organisation.

I think SydneyTalent is a good business model. If you can access students before graduation then you can select the top performers.”

MARC MILLER
 DIRECTOR CORPORATE
 DEVELOPMENT & STRATEGY
 MCKESSON ASIA-PACIFIC

TARGETING YOUR SPECIFIC NEEDS

SydneyTalent has created a detailed matrix that matches the schools and disciplines of the University with ten key industry sectors. This ensures a high degree of correlation between the skills of student employees and the roles they perform in the workplace.

The ten industry sectors we target

- | | |
|-------------------------------------|---------------------------------------|
| 1. Finance and banking | 6. Consumer |
| 2. Health | 7. Professional services |
| 3. Technology | 8. Not for profit |
| 4. Public sector | 9. University |
| 5. Infrastructure and manufacturing | 10. Natural resources and environment |

GET THE BEST. FIRST.

SydneyTalent connects organisations with outstanding undergraduates and postgraduates through a range of flexible recruitment options for project-based and ongoing employment.

The course-related nature of SydneyTalent work placements greatly enhances the capacity of SydneyTalent employees to make an immediate positive impact. Beginning with part-time work as an undergraduate, a student could potentially partner with an employer throughout their entire university career, emerging as a graduate to be engaged in a familiar and receptive environment.

SydneyTalent stands as a new point of intersection between students and industry. As an active participant in global skills-building, SydneyTalent is forging new pathways to the society central to the University's vision.

**"GREAT TRADITION...
...GENUINE INNOVATION."**

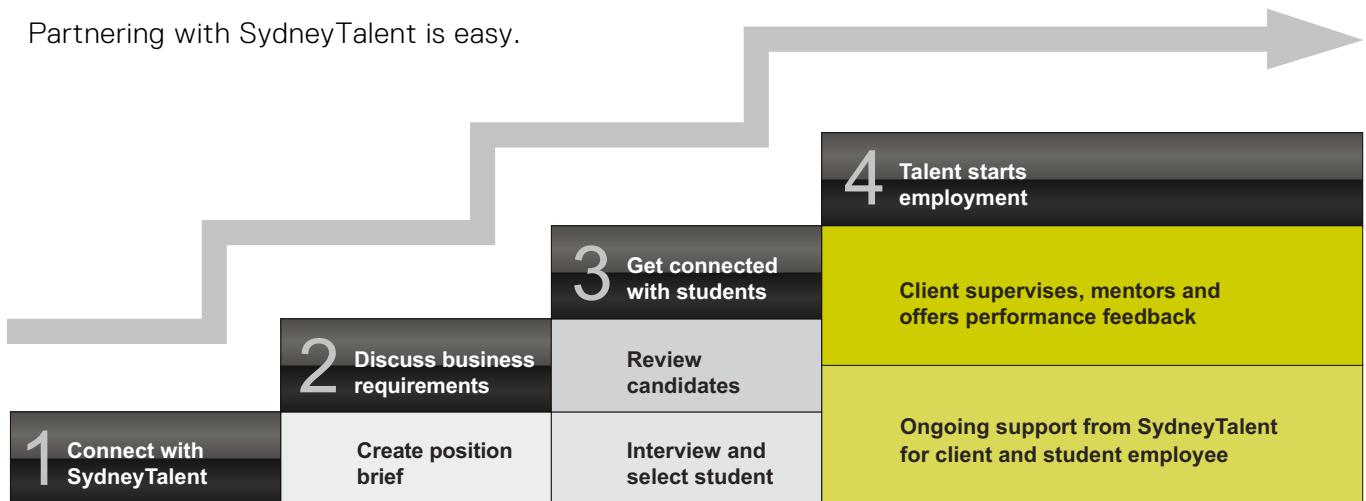
The University of Sydney is a community committed to maximising the potential of our students, teachers and researchers. We are unique among Australia's leading universities in the breadth of disciplines we offer, providing flexible programs that prepare our 47,000 students for the demands of higher learning, developing skills and versatility for professional employment, and helping them rise to the responsibility of leadership.

In creating the first tertiary education institution in Australia, the University's founders recognised the power of education to change society. That belief remains just as strong today. Coming to the University of Sydney isn't just about completing a course. It's about engaging with the whole university experience. We believe life outside the classroom or laboratory is key to building successful individuals, and strongly encourage our students to participate in campus and community life.

SydneyTalent is the newest iteration of our commitment to participate in Australia's social, political, and economic communities.

GET EXACTLY WHAT YOU WANT.

Partnering with SydneyTalent is easy.



When you partner with SydneyTalent, you benefit from immediate access to some of the finest students in Australia – a talent pipeline that encompasses a diversity of high-calibre individuals across every academic discipline.

Our innovative model is fully supported by learning and development initiatives that add value at every stage of the process. Customised programs ensure essential competencies and provide a framework for ongoing professional development.

SydneyTalent's market-leading infrastructure has been designed to provide you with the right capability and cultural fit with a minimum of outlay and investment.

In addition to tailored recruitment solutions that maximise capabilities and minimise risk, our industry partners enjoy the opportunity to shape today's pre-graduates into tomorrow's key specialists.

Industry partners choose SydneyTalent employees from among our Emerging, Advanced, and Specialised Talent groups – candidates ranging from undergraduates to highly-accomplished postgraduates and PhD students.

This broad spectrum allows businesses and organisations to recruit from all faculties of the University for casual or part-time work on a case-by-case basis. Alternatively, you may look to

identify key individuals for the long-term, laying the groundwork for careers that will become the backbone of your future success.

The SydneyTalent recruitment process shortlists candidates according to the individual requirements of each and every work placement. Industry partners then select from this shortlist, thus reducing their time, cost, and effort.

In addition, SydneyTalent manages the administrative and payroll processes for SydneyTalent employees once their work placement has commenced. This allows you to retain a stronger focus on your core business.

GET PEOPLE WHO ARE READY TO WORK.

SydneyTalent equips employees with the skills necessary to succeed in your workplace, both before and during the course of their work placement. **WorkReady Competencies™** form the foundation of our three-tiered learning and development offer.

WORKREADY COMPETENCIES™
12 measurable behaviours that facilitate effective workplace performance.

In response to requirements commonly voiced by industry and government, SydneyTalent has isolated and defined the core competencies that facilitate effective and desirable workplace performance. These competencies are specific enough to define expectations for particular roles, but broad enough to apply across a range of contexts, industries, vocations, and levels of ability.

WORKREADY ORIENTATION™
4 online training modules that ensure legislative compliance.

In order that every SydneyTalent employee is fully prepared from the moment they commence work, this e-learning program includes modules that address key issues for legislative compliance – workplace OH&S, as well as employer expectations with regard to interpersonal conduct.

WORKREADY ESSENTIALS™
5 interactive workshops that develop workplace skills.

While undertaking a work placement, SydneyTalent employees complete five group-based training workshops that provide a sophisticated level of workplace competence. These workshops are offered on a flexible

schedule and completed in the students' own time.

WORKPLACE PERFORMANCE DEVELOPMENT™

Ongoing framework that promotes dialogue and goal-tracking.

To complement the mentoring that SydneyTalent employees receive at work, the WorkPlace Performance Development™ online process allows students to gauge progress, engage in performance dialogue, plan for improvement, and maximise personal potential.

WORKREADY + WORKPLACE PERFORMANCE DEVELOPMENT™

WorkReady Orientation™	WorkReady Essentials™	WorkPlace Performance Development™
<p>4 online training modules that ensure legislative compliance.</p> <ul style="list-style-type: none"> Occupational health and safety in the workplace Sexual harassment Privacy Workplace bullying 	<p>5 interactive workshops that develop workplace skills.</p> <ul style="list-style-type: none"> Interpersonal communication in the workplace Working in teams Planning and organisational skills Making an impact through presentations and networking Self awareness for lifelong learning 	<p>Ongoing framework that promotes dialogue and goal-tracking.</p> <ul style="list-style-type: none"> Sets clear criteria for achieving success Identifies key performance objectives and relevant WorkReady Competencies™ Tracks, records, and assesses workplace performance and progress online Enables development planning for ongoing improvement

WorkReady Competencies™

12 measurable behaviours that facilitate effective workplace performance.

- Interpersonal communication
- Teamwork
- Relationship management
- Critical thinking and problem solving
- Initiative and responsibility
- Creativity and innovation
- Flexibility and resilience
- Planning and organisation
- Results orientation
- Continuous learning
- Application of technology
- Business acumen

DEEWR Employability Skills framework

University of Sydney graduate attributes

Industry-based graduate competency models

FREQUENTLY ASKED QUESTIONS.

Q: WHAT MAKES SYDNEYTALENT DIFFERENT FROM OTHER EMPLOYMENT PROGRAMS?

A: SydneyTalent allows organisations to meet current and long-term recruitment needs while minimising the risks and outlays associated with traditional recruitment models. Students link with employers in ways that suit their abilities and goals, helping them to hone a professional competitive edge. Businesses gain early access to a talent pipeline of ideal future employees, securing vital resources for skilling and ongoing growth.

Q: HOW DO I KNOW THAT THE STUDENT I AM EMPLOYING WILL HAVE THE NECESSARY SKILLS TO DO THE JOB?

A: SydneyTalent's tailored recruitment processes is designed to find students with the skills you request. Our consultants engage in a layered selection and assessment process, including detailed job specification and analysis. This process is supported by strict interview and assessment methodologies to provide suitable student recommendations.

Q: WHO OWNS A STUDENT'S INTELLECTUAL PROPERTY IF THEY DEVELOP A UNIQUE PRODUCT WITHIN THE SCOPE OF THEIR PLACEMENT?

A: Any intellectual property developed by a student while contracted with SydneyTalent becomes the property of the client the student is placed with.

Q: WHAT KEY ELEMENTS ARE REFLECTED IN THE COST TO MY BUSINESS?

A: SydneyTalent provides you with flexible human resource solutions from within a pool of high calibre talent. Our rates are determined through a framework developed by Hewitt CSI, and reflect the complete SydneyTalent experience. This includes the on-costs of payrolling and contracting students, as well as the skill-building modules and performance feedback offered in our WorkReady and WorkPlace Performance Development™ programs.

Q: HOW DOES SYDNEYTALENT MANAGE CONFLICTS BETWEEN A STUDENT'S STUDY AND WORK?

A: SydneyTalent sets clear expectations regarding conflicts for its students as well as its business clients. Students are guided towards responsible scheduling and expected to respect the needs of their placement alongside the priority of their studies. Business clients are asked to be flexible regarding the student's schedule during periods of high academic stress, such as exams.

Q: WILL SYDNEYTALENT ASSIST IN MANAGING THE PERFORMANCE OF MY SYDNEYTALENT EMPLOYEES?

A: Yes. The WorkPlace Performance Development™ program is designed to enhance the ongoing performance of student employees throughout the course of their placement. Our consultants take a collaborative approach, working with the SydneyTalent employee to develop a plan of action that addresses objectives in light of their key responsibilities.



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