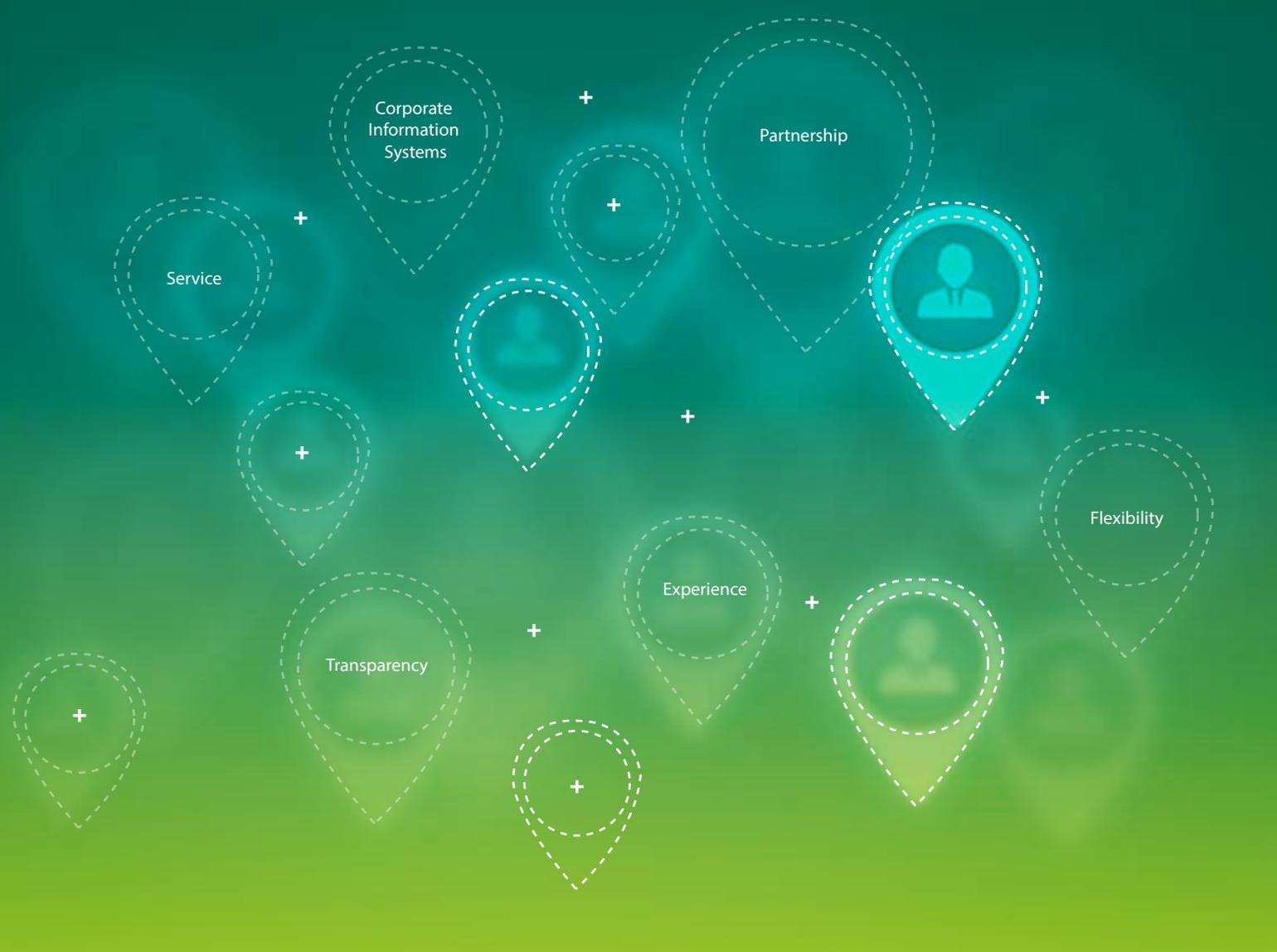


A hand in a white glove points upwards towards a glowing circular icon. The background is a vibrant teal color with abstract geometric shapes in lighter shades of teal and yellow. The overall aesthetic is modern and technological.

# Gateway

## Graduate Program

Corporate Information Systems + Partnership + Experience +  
Transparency + Flexibility + Service



Corporate Information Systems

Partnership

Service

Flexibility

Experience

Transparency



+

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Have you ever wanted to **design** a program that lets you **maximize** your resource budget to **create** the **people** you need by **building** their **skills** and **developing** their **potential** to meet your business **objectives?**



**The Graduate Program has been carefully designed to ensure consistent outcomes that are in line with business objectives. By working together, extraordinary results can be obtained.**

**Build customized teams to match your environment and business objectives**

CIS partners with the client team to develop an understanding of the work environment and objectives. This provides a unique opportunity to build in and blend skills and capability that would traditionally not be possible without such a framework. The process allows for strategic, long term talent management planning while delivering immediate business benefits.

**Build capability in a managed way and lower traditional head count**

Head count restrictions often inhibit a manager's ability to meet budget with a long term resource strategy in mind. By utilizing the Graduate Program, clients are able to develop resources to deliver business objectives now and also plan and build capability for the future. By using the program organizations reduce the ramp up costs associated with hiring experienced staff and bringing them online.



**CIS**

CORPORATE  
INFORMATION  
SYSTEMS

# Graduate Program Building Blocks

## Program Customisation Consultancy

- + Understand and document key business requirements and expected outcomes
- + Confirm position capability definitions
- + Align program framework with graduate position description



## Recruitment Engagement

- + Searching campaign
- + Screening and reference check
- + Staged interview process
- + Observed group session
- + Role specific scenario assignments

## Training Plan Development

- + Understand long term business goals and determine relevant training
- + Assess graduate skill gaps
- + Classify on the job / off site / proactive training options
- + Develop training plan and agree on measurements to ensure success
- + Feed information into Gateway



## Gateways Support Delivery System

- + Initiate performance feedback cycle
- + Align coaching with performance expectations
- + Schedule mentor interaction points
- + Regular onsite Gateway coaching visits and formal review process
- + Defined Performance Delivery Framework

Graduate begins engagement. Initial training provided in house to ramp up skill set and deliver initial services.

Formal training to gain certification on a specific area relevant to business objectives and needs

Second formal training, based around graduate's interests and direction, to provide further certification

Upon completion of the program, the graduate may be retained on contract, as a full time employee, or able to move to a new role.

# Graduate Pathway

First mentor night introduces graduate to CIS culture of support. Provides the opportunity to meet mentors who have experience in the graduates desired arena of IT.

Ongoing mentorship, training and support is continually provided by CIS through the Gateways system to ensure the graduate is both delivering on the key expectations but also moving towards their own goals.

Keeping aligned meeting to review progress and ensure graduate is on track to achieve expected outcomes.

## Keeping Aligned



## Through the Gateway performance management form, the graduate and managers clearly define behavioral and technical capability expectations and specific task/duty measurement statements

To ensure graduates continue to deliver to the client expectations of the programs value proposition, client managers agree to provide :

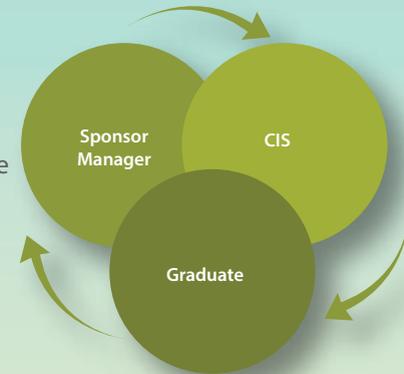
- Formal performance reviews
- Regular feedback through CIS HR coaching visits
- Access where possible, to internal resources which support performance objectives and on the job learning i.e. shadowing senior staff, time to review procedure documentation, allocation to cross functional projects, etc
- Access to the CIS consultant to participate in all processes with in the program to ensure all support services are aligned.

To ensure the CIS Graduate Program is successful, CIS offers the following:

- Program customisation consultancy
- Customised recruitment campaign
- Industrialised recruitment process
- Regular on site visits by CIS HR consultant to gather and provide feedback and coaching to the graduate
- External mentoring program
- Administration of training and development plans
- Support of the performance review process
- Keeping Aligned progress review

Graduates commit to “doing the work” required to meet performance requirements. They commit to:

- Embracing constant change and evolution in their roles
- Offering a ‘can do’ and ‘customer 1st’ attitude
- Attending mentor and coaching meetings and to use the feedback gained to improve and increase confidence
- Attending technical and professional development training.



**Keep resources aligned to enhance performance and reduce risk**

By providing regular, opportunities for review, managers can ensure the objectives of the graduate match the objectives of the business. Even as goals change, the Graduate Program framework allows for an adaptive approach that reduces the pressure on both graduate and management .

**Flexible options on completion of the program**

The Graduate Program is not only designed to allow you to build the resources you need, but provides a flexible set of options once the program concludes. CIS will work closely with you towards the end of the program to ensure your needs are met into the future.



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