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PPA GRADUATE PROGRAM

1. INTRODUCTION

PPA's Graduate Program provides opportunities for recent university graduates to gain practical work experience, whilst making a meaningful contribution to organisational outcomes and being valued for that contribution.

As with any program, there are nuances and details that have been omitted, in order to keep this document easy to read and use. However, we invite you to contact us with any specific queries you may have.

2. TIMEFRAME

STAGE 1:
July & August
Graduate recruitment drive and advertising

→

STAGE 2:
September & October
Selection Process

→

STAGE 3:
November
Successful applicants identified and offer made

→

STAGE 4:
January
Graduate Commences

3. STAGE 1: ATTRACTION

The recruitment strategy targets students who are in their final year of undergraduate study or finished their study within the last three years.

Advertising for the Graduate Program is via PPA's web page, graduate recruitment websites, social media, representation at career expos (e.g. Karratha Expo), Pilbara based advertising, university career services, and internal publicity.

Advertising focuses on the developmental opportunities and diverse working environment of the Port, and includes a narrative from the General Manager of the business area, describing the type of person who will thrive and enjoy working at PPA.

4. STAGE 2: SELECTION

Applicant eligibility requires:

- Australian residency.
- A credit average or above throughout a relevant university degree.
- Completing their final year of study or completed in the previous three years.

Selection criteria specific to business areas is decided with the General Manager through JDF development. Common criteria will include:

- The ability to work autonomously and in a team environment.
- Strong interpersonal, written, and verbal communication skills.
- Well-developed organisational, planning, and research skills.
- Strong attention to detail as well as the ability to identify issues & solve problems.

Given many graduates have limited work experience, personal attributes such as attitude, potential, and values, will also be significant elements of the selection criteria.

The below selection process can accommodate a high volume of applicants (i.e. ~130,000 students graduate each year) and be scaled up and down as required. The assessment process takes approximately eight weeks and consists of:

- Pre-screening and shortlisting.
- Online interview.
- Psychometric testing including aptitude, personality assessment, and values motivation.
- Workplace exercises to observe problem solving and team work.
- Panel interviews.
- General Manager interviews.
- Reference checks including university lecturers.
- Site Visit(s).

5. STAGE 3: COMMENCEMENT

The standard commencement process is used and graduates are partnered with a support person within the Human Resources business area to provide a hands on, supportive, experience given this may be their first full-time employment.

6. STAGE 4: LEARNING PROGRAM

Graduates seek stimulating work, high visibility, and significant contribution. As such, the aim is for graduates to have a thorough induction and be provided with meaningful work within three weeks of commencement.

Development of the learning program is undertaken with General Managers. Initial discussions suggest the following is incorporated:

- Programs are three years in duration, and split into 6 monthly modules.
- Graduates work across different areas and locations during the program to maximise their learning.
- The learning program outlines key competencies for achievement in each module.
- Competencies also include core business skills such as time management, conflict resolution, and business writing.
- A mentor is identified to provide graduates with ongoing support.

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