



Engineers Australia's Graduate Program

Best practice blended learning, customised to your business needs

Highlights

Engineers Australia's Graduate Program was developed in conjunction with DeakinPrime and major firms across key engineering sectors

The collaborative approach taken when creating the Program embraced evidence based learning, performance techniques and the latest findings of neuroscience and learning

Upon successful completion, participants will be eligible to apply for a Graduate Certificate from Deakin University, with a pathway to a Master's degree

Through a client engagement model, the Program can be tailored and customised for an organisation's needs

Mentors, line managers and senior leaders can track participants progress at any time through an online, interactive Learning Management System

Internationally recognised competencies underpin the Program, assisting participants in becoming Chartered ready through analysis and detailed understanding of the competencies

In preparation for the Program, refresher modules are required to be completed prior to commencement

Organisations currently running a graduate program can design this offering to compliment and dovetail into existing courses

Engineers Australia's Graduate Program is industry relevant, designed to be engaging and flexible.

Key outcomes will see your graduates grow into confident decision makers on their way to becoming Chartered ready.

Course Outline

Module 1 – Personal Mastery

Module one explores the graduate engineer's self-awareness and communication skills in the context of their work environment. Various theories and models relating to individual and team development are covered as a foundation. The graduate's practical skills and performance are developed to enable them to transfer skills to new experiences, continually evolving their capabilities. Professional ethics is embedded throughout each of the topics listed below.



Role of the Engineer

- **Self-management** - Demonstrates capability to continually learn, respond to changes and enhance work practices. By striving for improvement and raising career potential, engineering professionals can add significant human capital value to their organisation beyond what they can do in their current role.
- **Emotional judgement** - Essential in navigating social networks, and influencing and inspiring others. This important capability increases personal awareness of intangible factors impacting team harmony, employee engagement and collective productivity in a situation. This is valuable in orienting effort towards agreed visions and encouraging higher performance.
- **Communication** - Promotes commitment and the sharing of ideas and information. It is also a critical component in successfully responding to change, enhancing innovation and promoting continuous improvement when deployed with other capabilities such as critical thinking, problem solving, collaboration and emotional awareness.
- **Teamwork** - One of the most highly regarded employability skills with many organisations relying on it to achieve organisational goals and objectives. Engineering professionals who collaborate are able to provide a better experience and superior support for their customers by tapping into internal experts, information and resources to assist.
- **Leadership** - What qualities make an outstanding leader? More than ever, leadership in engineering is in high demand, as the world's economies grapple with climate, population and structural pressures. Understanding why and how leadership skills are so critical to organisational success is an essential part of the engineer's skillset.

The insights gained through this module will conclude with a two-day workshop consolidating and embedding the learnings via a range of experiential activities, skills assessments and self-exploration. The workshop will also introduce the second module and include networking opportunities.

Module 2 – Value in the Workplace

Module two explores the skills and processes required to develop and implement successful projects that deliver desired business outcomes. The topics will enable practical competency upskilling to enhance and leverage stakeholder relationships. Professional ethics is embedded throughout each of the topics listed below.



Delivering a Solution

- **Problem solving** - Part of business today involves the ability to define and analyse problems, identify problem severity and implement optimal solutions. Problem solving skills enable employees to work more efficiently through identifying and analysing issues and resolving problems that limit desired business outcomes. Effective problem solving improves the organisation's daily operations, process efficiency, profitability, productivity and performance.
- **Stakeholder engagement** - A critical component to the successful delivery of any project, program or activity. The identification and management of stakeholders is a key skill for all professional engineers as is the ability to influence the internal and external environments.

Prepare a Business Case

- **Financing your project** - Engineers are making decisions all the time, in multiple ways. Having a solid financial understanding guides these decisions better, such as, is it worth it to spend money to engineer a low-cost part, or is it worth it to delay a project by a quarter to add a feature to increase sales.
- **Writing a winning bid** - With increased competition to secure funds for projects there is a need for clear, concise writing to make a compelling case for investment. Reports and tenders need to be written by engineers for a varied audience.
- **Project methodology** - Focuses on the critical need to communicate and co-ordinate work across departments and professions - the benefits of which drive project success. A professional engineer needs to be able to guide the team and the project from beginning to end to initiate, plan, execute and close projects with more precision.

The insights gained through this module will conclude with a two-day workshop consolidating and embedding the learning via a range of experiential activities, skills assessments and self-exploration. The workshop will also introduce the third module.

Module 3 – Growing Professional Skills

Module three explores the theories, models and methods to provide graduate's with strategies to bring more innovative practices into their workplaces, enabling them to succeed in a VUCA (Volatile, Uncertain, Complex and Ambiguous) world. It will challenge their ability to think critically and work collaboratively, setting them up to become Chartered ready. Professional ethics is embedded throughout each of the topics listed below.



Sustain Success

- **Career and industry** - Map a pathway for professional excellence and career fulfilment. Becoming Chartered through Engineers Australia is a professional credential recognised by government, business and the community both in Australia and overseas. The achievement of CPEng brings with it a career long obligation to maintain competence in a chosen practice area.
- **Evaluation** - Professional engineers need to understand that evaluation plays a distinct role at all stages of a project and the ability to plan, capture and present findings is a key skill.
- **Innovation and risk** - Is essential for organisations to respond to future opportunities, embrace new uses of technologies and improve industry methods. Successful innovation is necessary for continuous improvement and should be an in-built part of every organisations strategy as it is vital to create more efficient work processes as well as higher productivity and performance. As engineering projects gain greater complexity, the risks and associated failure rates increase. Early identification and effective strategies to mitigate risk are essential.
- **Critical thinking** - An important part of the professional engineer's skillset, critical thinking empowers graduates to learn from their mistakes, recognise opportunities, observe facts objectively, systematically identify causes of problems, research and anticipate future events and overcome challenges to improve project success.
- **Performance leadership** - To be successful in a leadership role you need to have an understanding of performance, ensuring an integrated approach to performance is followed. Engineering professionals today need to be able to conduct performance feedback and coaching to recognise and deal with diminished performance, and understand the relationship between

An investment in structured learning and development is essential to support the transition from university graduate to future leader.

In addition to building and transferring knowledge throughout your organisation, Engineers Australia's Graduate Program provides opportunity for an early return on your graduate investment.

Supporting the Program and your people is evidence that your organisation is focused on delivering the best outcome for your clients while accelerating value delivery.

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Engineers Australia's Graduate Program Learning Journey

Duration 18 months

