

Media Release



SMEC graduate development program awarded LearnX accolades

Date: Thursday 11 July 2019

SMEC Australia's Graduate Development Program has been recognised as a leader in the industry, winning gold for Best Learning & Development Project (Induction/Onboarding) and silver for Best Learning Model (Blended) at the LearnX Live Awards 2019.

Karen Quinlan, SMEC ANZ Manager People & Culture, said that the awards illustrated SMEC's commitment to attracting, retaining and developing world-class graduates.

"SMEC's graduates play a key role in the success of our business and they make up approximately 10% of our workforce in Australia. Our Graduate Development Program is designed to attract and retain outstanding candidates. It provides them with the support and training needed to develop the technical and interpersonal skills that will help them to deliver for our clients and become consultants of choice."

Karen added that in early 2018, development of a more robust Graduate Program was identified as a key learning and development priority for SMEC. Based on research and data gathered, the Learning & Development team developed a three-year blended learning program that was launched in July 2018. The program includes mentoring, self-paced online content, live & virtual workshops, experiential development days, local networking and a corporate social responsibility project.

"One of the challenges was that we employ between 160-200 graduates at any one time, who work across 20+ different technical disciplines and are geographically dispersed across Australia. We knew we needed innovative technology to make the blended learning program a reality without compromising on quality.

We partnered with [Tribal Habits](#) to implement an interactive online content development and delivery system. The platform allowed us to offer adaptable training in multimedia formats, as well as

capture and share insights and tips from learners. Building on this online content, graduates refined and applied the learnings in a series of live workshops throughout the year.”

Nearly a year since its launch, SMEC’s graduate development program has not only received positive feedback from participants and management but also earned industry recognition.

The LearnX Live awards are an international awards program recognising multiple fields within talent management across the corporate, education and public-service sectors. Each year the Awards uncover projects and solutions that deliver best practice and business value.

About SMEC:

SMEC is a global engineering, management and development consultancy delivering technical excellence and specialist solutions to our clients, partners and communities. In 2016 SMEC joined the Surbana Jurong Group, which is headquartered in Singapore and has a global workforce of 16,000 employees across 120 offices in more than 40 countries in Asia, Australia, UK, the Middle East, Africa and the Americas.