

## BACKGROUND

Hort Innovation has identified a need to build capacity in people in the horticultural industry to ensure the development of leaders for the industry in the future. The two key objectives of this project are to support Horticulture Innovation to:

Increase graduate interest in careers across the Australian horticulture sector.

Build a new pool of industry leaders and create networks of young professionals.

## PROGRAM STRUCTURE

### Phase 1

Students complete a 10-12 week FTE internship with an industry partner during the final year of their studies as part of their degree (e.g. over their final Summer holidays or through the year).

For this they receive a minimum of \$8,000 in wages or scholarship.

### Phase 2

At the completion of their studies and all going well for both parties, students commence a 12-month graduate position which includes a leadership program run by the Australian Rural Leadership Foundation.

## WHO IS THE PROGRAM FOR?

The program is designed to encourage young people from both traditional and non-traditional backgrounds and degrees to pursue a career in horticulture. In the first year of the program we have advertised internships focussed on:

Agronomy & Production	Engineering
IT & C	Quality Assurance
Rural Industry Development Consulting	Sales
Supply Chain Management	

While every business and internship is unique, employers typically aim to give students the opportunity to gain experience in a variety of business areas during phase 1.

Phase 2 becomes a more defined role which reflects the interests and talents of the student and requirements of the company.

## TIMELINE / INTERNSHIP WINDOW

### Summer Internship

Starts between October and December and goes for 3 months

Student returns to university to finish degree

Starts a 12 months Graduate role mid or end of following year.

### Winter Internship

Starts between April and October and goes for 3 months

Followed by 12 months Graduate role at end of degree.

## INDUSTRY PARTNER CONTRIBUTIONS

### PHASE 1

#### Internship - Vegetable (inc. fees)

Component	Amount
Wages/Scholarship	\$8,000
Fees	\$1,000
<b>Total Value of Phase 1</b>	<b>\$9,000</b>
Hort Innovation Contribution	\$968
Vegetable Levy Contribution	\$5,400
<b>Net Cost to Host Organisation</b>	<b>\$2,632</b>

### PHASE 2

#### Employment - Graduate Salary and Leadership & Development (inc. fees)

Component	Amount
Graduate Salary	\$51,500
Superannuation	\$4,893
ARLF Program & Fees	\$11,438
<b>Total Value of Phase 2</b>	<b>\$67,831</b>
Hort Innovation Contribution	\$15,136
Vegetable Levy Contribution	\$7,000
<b>Net Cost to Host Organisation</b>	<b>\$45,695</b>

## KEY PROJECT PARTNERS

The key partners in the project are Rimfire Resources, Australian Rural Leadership Foundation and Horticulture Innovation Australia (Hort Innovation). The roles performed by each organisation in summary are as follows:

#### Hort Innovation

- Provide overarching strategic direction
- Provide engagement and awareness through the horticultural industry
- Contribute with VC funding

#### Rimfire Resources

- Program management in conjunction with Hort Innovation and industry partners
- Attract, engage and select students nationally through the GradLink program

#### ARLF

- Provide industry wide leadership training to successful graduates in their first year of employment with industry partners

#### GradLink

- Provide a trusted platform for promoting and accepting and screening all applications for the program
- Allow access for Rimfire, host organisation and Hort Innovation to view applications and selection criteria video responses directly from anywhere in the world.

**Hort  
Innovation**



**GradLink**  
AGRIBUSINESS



#### For more information:

Please contact Nigel Crawley, Rhys Pirie or Gemma Burger on 1300 380 701 or submit a "Contact Us" form via [www.gradlinkprogram.com.au](http://www.gradlinkprogram.com.au)

# GRADUATE ENGAGEMENT PROGRAM