

Where **Potential** Meets Possibility



[fusiongc.com.au](https://fusiongc.com.au)

## About Us

# Leading the Market by providing end to end Early Talent Solutions

Founded in 2008, we are proud of our position as Australia and New Zealand's leading Early Talent Outsourcing Partner. We have grown considerably in terms of size and service offering since our establishment.

In 2023, Fusion joined Amberjack Global, a leading Early Careers Provider in the UK Market. This has grown our access to innovative technologies and global insights to support our clients.

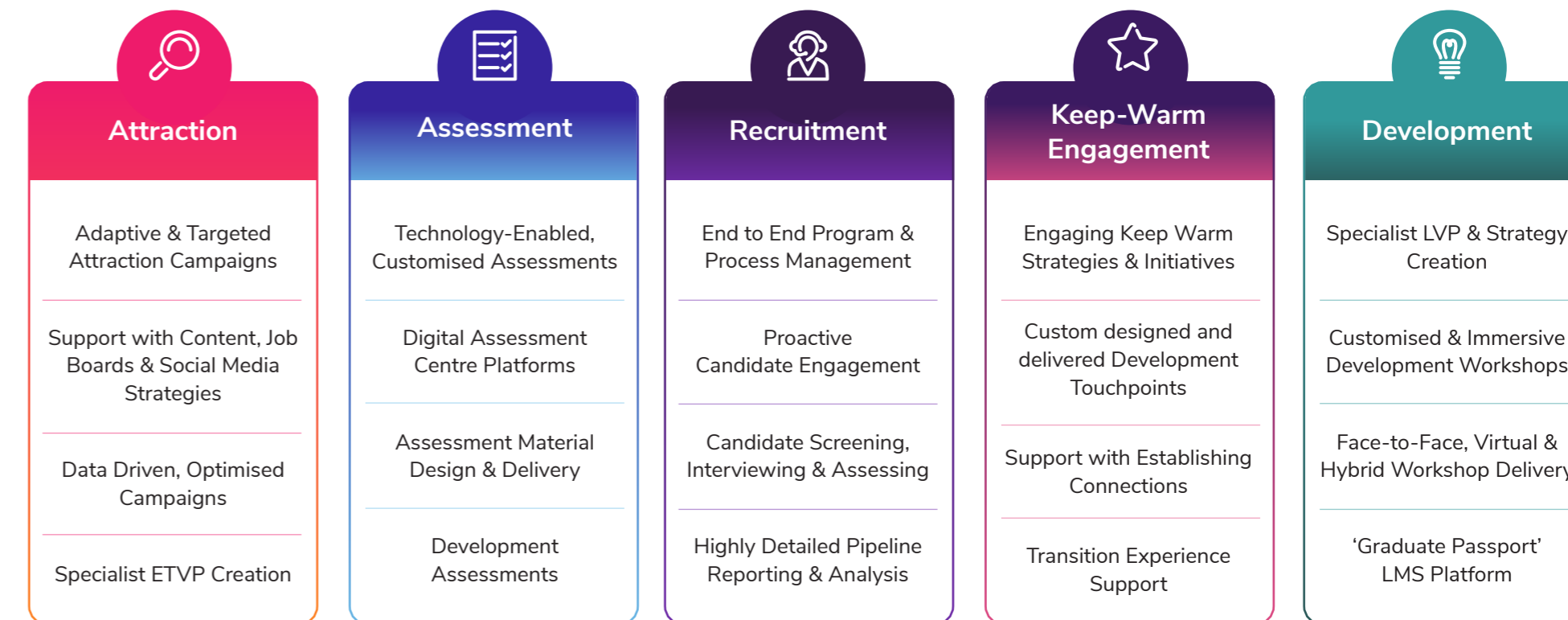
We now have an unmatched capability to provide attraction, assessment, recruitment and development program solutions that address the current demands of the early career market that are scalable, innovative, cost-effective and capable of delivering success to your business.

Fusion operates as a seamless extension of your HR-team, and we work hard to provide you with access to the industry's best people, strategies and tools.



## Our Services

# We're proven experts in creating powerful, tailored and flexible solutions.



# Attraction

## Attract The Best Talent For Your Business.

Fusion brings extensive expertise in developing a cost-effective early talent attraction strategy to help you establish your organisation as an employer of choice.

This could mean working with you on a full creative campaign from initial concept through to go-live or, advising on the best channels for your upcoming campaign. Whatever the need, we work collaboratively with you on a strategy that effectively showcases your Early Talent Value Proposition (ETVP).



### The 4 C's of an effective attraction strategy:

**Content**  
Fusion will work with you to understand your program, clearly articulating your Early Talent Value Proposition (ETVP) to ensure your program resonates in the Early Talent market.

**Creative**  
Fusion will bring your attraction strategy to life with clear visual concepts and engaging storytelling.

**Channels**  
In order to maximise exposure, Fusion works with you to utilise the best channels across the Early Talent Market to achieve ROI.

**Collateral**  
Fusion's team of experts will craft the required collateral that will not only enhance your brand's visibility but elevate your campaign.

# Assessment

## This critical part of your hiring process is fundamental to ensuring you identify the right individuals for your business.

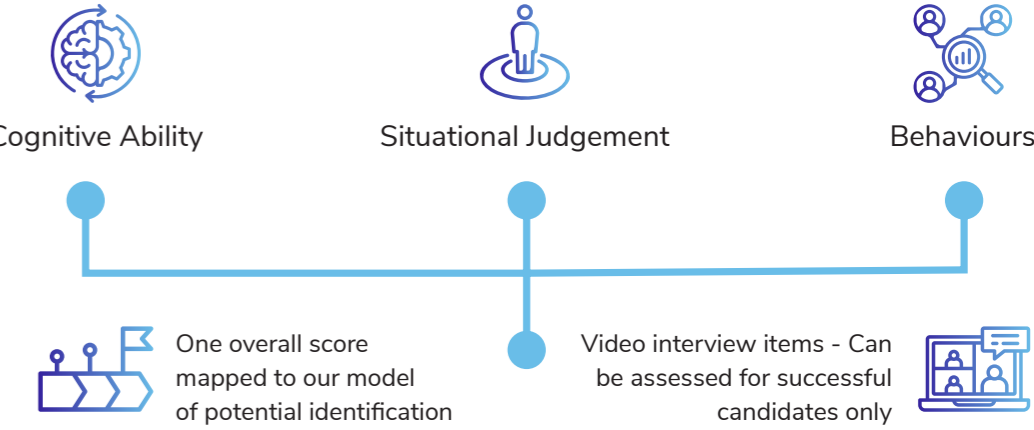
At Fusion, we design online interactive assessments that are unique, engaging and can identify future potential for your business. We work with you to design assessment solutions that build your workforce for the future.

### Our Future Potential Model



### Our Interactive Online Assessment

Our Interactive Online Assessment is a blended methodology that combines situational judgement, cognitive ability and behaviours to provide one overall score, mapped to our model of potential identification. This is followed by an integrated video interview, making it one of our most effective assessments for hiring.



## Recruitment

# We become a seamless extension of your team.

At Fusion, we collaborate with our clients to design and implement a comprehensive recruitment methodology that is future-focused and delivers best practice solutions. We are an invisible engine operating as an extension of your team, providing unmatched resources and expertise, just when you need it most. Our methodology is customised to your organisation, and embedded with the efficiencies that you need to deliver successful outcomes.



### Project & Candidate Management

Our team of early talent experts are passionate about delivering campaigns that are efficient and seamless. You'll partner with a dedicated project team to deliver all aspects of the project and ensure your strategy is delivered successfully.

### Application Form & Screening

Fusion works with you to design a customised Application Form that is specific to your needs and is built to withstand the demands of high volume recruitment. Our team reviews your applications, based on your eligibility criteria, and provides you with everything you need to make quick, informed decisions.

### Online Interactive Assessment & Video Screening

Fusion designs an immersive assessment to be an extension of your attraction campaign using our Online Interactive Assessment. Fusion's team of early talent experts reviews your top talent's video interviews to provide you with in-depth scoring and commentary to make informed decisions.

### Assessment Centre

Fusion designs and delivers Assessment Centres that showcase your Employer brand and creates an immersive environment that allows your business representatives to attend and identify top talent based on rigorous assessment simulations.

## Case Study

**coles**group

Fusion partnered with Coles in 2024 to transform their recruitment strategy with a focus on inclusivity & engagement.

They had 3 key objectives:

- Ensure an inclusive process for candidates
- Recruit Talent that aligns to Coles' Early Talent strategy
- Position Coles as an employer of choice

Fusion designed a new immersive assessment by engaging with key stakeholders including current high performing graduates, graduate alumni, hiring managers and visionaries to ensure the assessment reflected what excellence in a graduate is recognised as within Coles. Using Fusion's model for identifying potential, the bespoke assessment also reflected Coles' values and was designed to give an immersive experience into what a day in the life of a graduate could look like, an extension of Coles' attraction strategy and featured many of their current employees.

The assessment was designed as an inclusive experience to ensure all individuals felt comfortable and confident in completing. In addition, ahead of the final stage assessment centre, Coles launched an optional pre-Assessment Centre session to help candidates understand the purpose of the Assessment Centres and to feel more comfortable ahead of attending.

Implementation of the new approach has led to:

Increased completion rate by **9%**.

**6x** the number of candidates who shared a disability completed initial stages of the application process

**Double** the number of Aboriginal and Torres Strait Islander candidates completed the online assessment

**128% increase** in Culturally Diverse candidates. Coles achieved increased representation of these diverse groups in their offer pool

## Development

### Our Approach to Empowering You and Your Early Talent Program

Fusion has the unmatched capability to provide development program solutions that address the current demands of the Early Talent market and are scalable, innovative, cost effective and capable of delivering success to your business.

We understand the importance of keeping your early talent engaged from offer through to the end of their development journey and we partner with you to co-create a custom Learning Value Proposition (LVP) that distinguishes your early talent brand and positions you as an employer of choice.

Our approach is to create an Early Talent Development journey that leverages our blended learning offering and empowers your talent to grow and learn.

#### Our Approach

##### Discover

- Direction & Purpose
- Current & Future needs –gap analysis, cohort strengths & areas for development

##### Design

- Suite of diverse modules
- Flexible & customised

##### Deliver

- Experienced team of facilitators – delivery in person, virtual or a blend
- Supported by online learning platform – Graduate Passport

#### Graduate Passport

Graduate Passport is a cutting-edge interactive learning and support platform that supports the journey of your early talent development and the way in which Gen Z want to learn from keep warm to the end of program.



### Our Methodology and Module Offering

#### Getting Established

Build the skills required to transition into working life  
 Grow confidence for success  
 Improve self-awareness, capability and knowledge of your organisation

Growth Mindset  
 Setting Expectations  
 Transition to Work Life  
 Accountability  
 Business Etiquette  
 Personal Values  
 Personal Brand  
 Effective Relationships  
 Networking  
 Understanding Self  
 Goal Setting

#### Building Competencies

Build the skills required to operate as an effective employee  
 Develop the capability to deal with managers, roles and the working environment while learning to operate as an effective team member

Communication Styles  
 Communication Barriers  
 Communicating with Impact  
 Effective Feedback  
 Team Dynamics  
 Critical Thinking  
 Influencing & Managing Up  
 Navigating Change  
 Managing Priorities  
 Building Resilience  
 Emotional Intelligence  
 Problem Solving  
 Creative Thinking & Ideation  
 Project Governance

#### Emerging Leaders

Accelerate their potential to evolve into effective future leaders  
 Explore the concept of leadership, in a real business environment  
 Elevate success by participating in a real business or social enterprise project

Delegation Skills  
 Conflict Management  
 Strategic Thinking  
 Presentation Skills  
 The Power of Storytelling  
 Negotiation Skills  
 Everyday Leadership  
 Situational Leadership  
 Effective Meetings  
 Career Motivators  
 Coaching Fundamentals  
 Career Development  
 Future Career Preparation  
 Program Reflection

#### Supported by

Manager Training & Support  
 Buddy Program Support

Mentor Program Support  
 Lean Six Sigma Certification

Innovation/ Business Challenge  
 Business Acumen

#### Career Coaching

Graduate Passport is our customised online learning and support platform. Your graduates have the advantage of a curated online learning journey, with all content housed in the one place.

## Case Study



### Fusion partnered with Metro Tunnel Project Office (MTP) to support the Graduate Development Program for their 2024 cohort.

The two-year MTP graduate programme aims to engage graduates meaningfully, offer structured learning, and foster connections within the cohort. Fusion helped MTP establish the following development objectives:

- An immersive, graduate-driven learning experience. - Tailored content aligned to cohort needs and transferable to the MTP workplace.
- Enhanced support systems, including additional guidance from graduate managers to build business acumen.
- Opportunities for the cohort to connect and share learning experiences.

To address these needs, Fusion designed a development journey focused on five key components:

- Bi-monthly development themes
- Self-paced activities and development ownership for graduates
- Peer support, collaborative learning and discovery
- Graduate Manager buy-in and ongoing manager support
- Development journey housed on one technology platform

There are two opportunities to provide feedback during each development theme. Based on this feedback, Fusion made timely adjustments to meet the specific needs of the cohort and MTP context.

Implementation of the new journey has led to:

**4.4/5** overall rating of the development theme

**45%** said pre-work was very valuable or valuable

**90%** said the workshop was very valuable or valuable

**75%** said the self-placed activities were very valuable or valuable

**90%** said conversations with cohort was very valuable or valuable

**85%** said engagement with a manager was very valuable or valuable

**“We really value the true partnership with Fusion to support our graduates on their Learning & Development journey. The bespoke and agile approach to the learning needs and requirements of our grads continues to receive overwhelming positive feedback.”**

Jenny Dao, nbn

**“NAB have been partnering with the Fusion Graduate Consultancy for a number of years and have never been disappointed. The level of professionalism, dedication and efficacy provided by the team has made our recruitment process a breeze**

Chris Di Guilmi, Early Careers Consultant





[fusiongc.com.au](https://fusiongc.com.au)