



SUBURBAN RAIL LOOP

Background

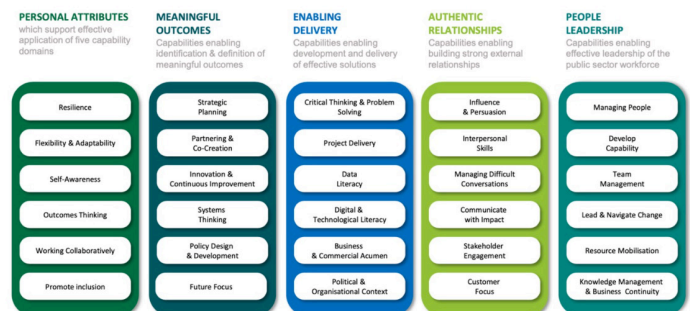
Suburban Rail Loop (SRL) is a transformational infrastructure project that will change the way people move around Melbourne while enhancing the liveability of key growth areas. Suburban Rail Loop Authority (SRLA) is responsible for planning and delivering Suburban Rail Loop (SRL), the largest infrastructure project in Victoria's history and the state's biggest investment in transport and precinct development. SRLA was established in September 2019 and became a statutory authority in December 2021. They welcomed their first Graduate Cohort in February 2022. Graduates can join a range of streams including Engineering, Architecture, Legal and Comms & Stakeholder Engagement streams.

Objectives

The SRLA Graduate Development program strategy is to deliver internal collaboration opportunities across various streams of the organisations, as well unique learning experiences through a customised, best-practice graduate program.

SRLA's purpose is to attract top talent to the SRL project and develop this talent to meet the capability demands of the future. There is a high importance of aligning strategically and culturally with SRL and providing development that supports the internal SRL strategy and initiatives. Fusion have supported SRLA with:

- Manager training and support
- Set-up of the graduate internal support network (mentors, buddies etc.)
- Initial program traction across the business
- Building a structured learning journey that aligns to the business' needs
- Multiple support and reflection sessions to 'help keep program on track'
- Establishing internal stakeholder buy-in
- Educating on the importance of graduate development



Underpinned by VPS public sector values
Integrity, Human Rights, Leadership, Respect, Impartiality, Responsiveness and Accountability

Solution

- Developed a unique and consistent Keep Warm Strategy, that launched from date of offer keeping incoming graduates engaged and renegees to a minimum. The Keep Warm Strategy utilised Graduate Passport as a learning and support platform.
- Leveraged available behavioural data from the recruitment process to identify the unique development needs of the cohort and specific individuals. This behavioural data used in conjunction with programme strategy, Learning Value Proposition (LVP) and competency framework enabled data driven decision to support the design and delivery of a the customised programme.
- Designed and delivered a blended approach to learning with timely, customised touchpoints that aligned to the SRL strategy and competency framework. Learning is linked throughout the development journey and participants have a clear understanding of the importance of each workshop and its context in the workplace.
- Delivered regular Manager and Mentor Training to better support the leaders and provided information packs following each touchpoint.
- Included relevant guest speakers and SRLA leaders at all workshops to allow networking and help provide internal context (with Guest Speaker Briefs provided).
- Implemented an innovation challenge that provides graduates the opportunity to deliver innovative solutions to real business challenges.
- Implemented Action learning Buddies to keep graduates committed to their learning and development.
- Facilitated regular graduate reflection and feedback sessions during each rotation.

Impact

- Highly engaged cohort, that are committed to their learning and opportunities.
- No renegees from offer date to start date – 100% retention.
- Extremely high manager commitment to program and involvement.

Quotes

- “Fusion facilitators were brilliant and really engaging. The topics covered were very relevant and helpful, with heaps of practical tips offered throughout the session.”
- “It’s been an exciting journey, thank you so much for everything over the last year and a half!”