

# ergo

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Number 92 September 2003

## Profile: GCCA Director Alan Bevan



**G**CCA Director Alan Bevan is currently the Assistant Chief Executive Officer of *education.au limited*, a national ICT agency for education and training owned by the Commonwealth, State and Territory Education and Training Ministers (MCEETYA).

Experienced in business planning and project management, Alan has overseen the management and development of several significant IT projects and initiatives within the Australian education and training environment, including *sa.edu* – the provision of Internet services in South Australian schools.

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*Views expressed are not necessarily those of the Council, its Board or individual members.*

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## Students in Free Enterprise (SIFE) 2003

**S**tudents In Free Enterprise (SIFE) is an international non-profit, non-government organisation with teams in more than 1000 tertiary campuses around the world. SIFE's vision is to help young people achieve their goals through enterprise education, and its mission is to provide university students with the best opportunities to make a difference in business and the community. This is achieved through developing leadership, teamwork and communications skills, through learning, practicing and teaching innovation and responsible enterprise. In 2003, SIFE Australia sponsors include Arnott's, Heinz, KPMG, Qantas, The Reject Shop, Woolworths Limited, Ernst & Young, Cadbury Schweppes and Dick Smith.

### The National Competition

Each year, SIFE Australia teams travel to the SIFE Australia National Competition to present their projects to a panel of distinguished business judges, and to compete for the title of SIFE Australia National Champion as well as thousands of dollars in prize money. The 2003 competition was held on the weekend of 18-20 July at the Hilton Hotel in Melbourne.

The outcome of this competition is that a team of nine University of Melbourne students will travel to Mainz, Germany in October to represent Australia at the SIFE 2003 World Cup. Against a field of 22 Australian universities, The University of Melbourne's SIFE team competed and won to become the SIFE Australia National Champions. The team's members were drawn from various degree programs, including Arts, Economics/Commerce, Business information Systems, International Business, Law and Medicine.

To win the national championship, the students made an oral presentation and submitted their SIFE Annual Report to a panel of judges from the business community. They described two continuing projects on which they have been working in their own time.



*From l-r: Mr Walter Bugno – Asia-Pacific President of Campbells/Arnotts; Jeannine Thwaite; Anthony Goh; Emma O'Connell – SIFE Fellow; Vanessa Vincent; Ruth Snelleman-Smith; Roger Corbett – CEO and Group Managing Director of Woolworths; Christopher Kong; John Doumani – President, International of Campbell Soup Company; Mr Ken Ryan – Regional General Manager of Qantas VIC/TAS*

### Two Business Plans Submitted

The first of these was the development of a plan for tenants to run a refurbished café/milk bar in a high-rise block of public housing flats in the Melbourne suburb of Richmond. The second was a program which involved teaching disadvantaged young people to create websites for local merchants in a shopping strip in West Heidelberg, also in Melbourne.

Students joined the University of Melbourne SIFE team in one of two ways. One source of team members is the credit subject *Managing Work and Projects*, a third year subject developed specially for humanities and social sciences students, who do not normally have a chance to

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## Diversity in the 2003 NAGCAS Employer Visits

Every year, the National Association of Graduate Careers Advisory Services (NAGCAS) holds a series of visits, designed to help attendees learn more about the operation of the huge range of workplaces which university graduates can enter upon graduation. The program is open to and was attended by NAGCAS members from all states, whether working as careers staff or in related organisations. In June 2003 the visits included the Royal Children's and Royal Women's Hospitals, ANZ, the Department of Immigration, LifeCare Sports Medicine, the Herald and Weekly Times and our own Graduate Careers Council of Australia offices during the three-day program. Four of these of particular interest to me, are detailed below.



### Bureau of Meteorology

Several of these employers I found of particular interest, among them the Bureau of Meteorology. While perhaps not the first organisation to spring to mind when considering where graduates may be employed, the Bureau of Meteorology (BOM) has considerable variety in the placements it offers recent graduates, both geographically and in terms of the work performed. The BOM had its first recorded intake of equal numbers of male and female graduates in 2003, who went on to work in roles as diverse as forecasting, administration, IT, research (including computer modelling), public relations and knowledge management. The BOM has 50 regional locations around the country, from Hobart to Port Hedland, and has over 1400 staff working in centres operating 24 hours per day. The Bureau of Meteorology's website can be viewed at [www.bom.gov.au](http://www.bom.gov.au)

### Baker's Delight

A contrasting organisation which nevertheless has much to offer the determined employee is Baker's Delight, which has a team of 17 staff providing training and development to the yearly graduate intake. Operating in the private sector, there is necessarily an emphasis on sales and turnover, yet the organisation can also claim the distinction of being a Registered Training Organisation. Baker's Delight offers a slightly unusual two year graduate program, wherein the first year is spent working in production and sales – on the shop floor – and the second putting this newly acquired knowledge to good use in the corporate office; this first year also provides training to a Certificate 3 level. Three



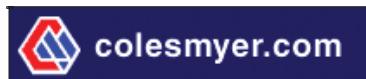
mentors operate in the corporate headquarters of the organisation, and Baker's Delight also offers Industry Based Learning, which so far has resulted in a 100% retention rate for participating students on graduation. The Baker's Delight website is at [www.bakersdelight.com.au](http://www.bakersdelight.com.au)



### Municipal Association of Victoria

Back in the public sector, the Municipal Association of Victoria (MAV) is the peak body for recruiting in the "third tier of government" in Victoria, representing to various degrees the 79 local councils in operation around the state. The state local government sector has an annual turnover of \$3 billion per year and employs 40,000 people in almost 100 different categories of employment; MAV exists to lobby state and federal government on various issues concerning local councils, conduct research into related topics, provide legal and planning advice and more. Naturally one of MAV's key priorities is to address shortages of staff in key areas, and it provides statistical research and recommendations in this as well as the implementation of graduate and induction programs.

[www.mav.asn.au](http://www.mav.asn.au)



### Coles Myer Limited

Finally, I was also pleased to be able to visit the corporate HQ for one of the largest companies in Australia – Coles Myer Limited. Coles Myer (CML) is the largest non-government employer in the country and, with 165,000 employees in total, has a gigantic intake of graduates each year. The newly-developed, two-year graduate program will see new recruits work in four separate areas of the business over blocks of six months, and offers both general and specific modes of training. The size of the program means that a social club and activities can be offered, and the size of the company itself means that extensive opportunities for networking, "partnering with stores" and mentoring are available to new inductees.

[www.colesmyer.com](http://www.colesmyer.com)

My thanks to the organising committee for an interesting and varied program – I look forward to the next one with great anticipation.

*Dugald McNaughtan*  
*Communications Coordinator, GCCA*

## What is the Future for Postgraduate Students?

This question will be discussed in detail at the **Postgraduate Futures Symposium**, organised by NAGCAS Victoria (the National Association of Graduate Careers Advisory Services Victoria), to be held in October this year.

Postgraduate students make a significant contribution to the Australian community, and the skills and knowledge developed by postgraduate students benefits the Australian economy and broader society when postgraduates use them in their future employment

### Increased Postgraduate Study

Postgraduate study is becoming increasingly popular due to an interest in lifelong learning and modern labour market requirements. In 2002, almost one in four new graduates continued in full-time study after their first degree, a slight increase on the previous year.

Students take on postgraduate study for a range of reasons. Young graduates who have minimal experience in the workforce can use postgraduate coursework programs to develop skills and knowledge in a field they have already studied or in a new area, or can add a vocational focus to a more generalist undergraduate qualification. Workers who are already established in their chosen field can use postgraduate study to augment their professional practice and to open up other career opportunities. Others use postgraduate studies as a pathway to changing their career.

### Clarifying Future Career Choices

All of these postgraduate students will at some point focus on career choices after postgraduate study. For some postgraduate students, their career path is straightforward. However, the employment options for others may not be so clear, and they may require some assistance in not only identifying suitable career choices, but also in identifying their skills, taking advantage of networking opportunities and in marketing themselves.

Many postgraduate students also want to know where their chosen qualification can take them, and may not be aware of the full range of career opportunities available to them. One of the key sources of information and support for postgraduate students in exploring their career and employment choices is their peers. Hearing from and networking with those who have gone before them can be enormously beneficial.



*Attendees at last year's event*

### Symposium A Success In 2002

The aim of the Postgraduate Futures Symposium is to provide postgraduate students from universities across Victoria with information and resources to assist in planning their career choices. The Symposium was held for the first time in October 2002 and was sponsored by *gradlink*. It was a great success, with over 700 postgraduate students from all Victorian universities registering to attend.

This year's Symposium will feature keynote speakers on academic careers and careers in government, non-government sectors, corporate and entrepreneurial sectors. It will also provide students with an overview of global employment trends and practical advice on how to tap into the employment market. These speakers come from the corporate, academic, entrepreneurial and consulting sectors.

### Forum And Graduate Panels

The Symposium will also provide a forum for current postgraduate students to hear from recent postgraduates who have successfully found work in their chosen field. Graduate panels across the major study areas will provide students with an insight into what is required in successfully obtaining employment, as well as helpful tips. Best of all are the networking opportunities arising from these discussions.

This year's Symposium, sponsored by *gradlink*, will be held on Friday 10 October, from 5.30pm - 9.00pm, at the University of Melbourne's Economics and Commerce Building. The cost to attend is \$15 (including GST). Registration via the *gradlink* website [www.gradlink.edu.au](http://www.gradlink.edu.au) will open in early September, and postgraduate students from all universities are encouraged to attend.

**Sarah Milne**  
*Career and Academic Development Unit,*  
*Deakin University*

## New Online GDS System Goes Live

The Online Graduate Destination Survey (OGDS) questionnaire is a new initiative from the Graduate Careers Council of Australia's (GCCA) survey team being trialled for the October 2003 survey round. It is not intended to replace the existing hard copy *Graduate Destination Survey* forms, but provides an alternative method of submitting survey responses which will hopefully encourage an increase in overall response rates.

Macquarie University, Deakin University and the University of Adelaide are involved in the pilot project, and several other universities have already expressed interest in using the online form in the future depending on the outcome.

A screenshot of the online Graduate Destination Survey form. The header includes the Macquarie University logo and the text 'GRADUATE DESTINATION SURVEY in association with the Graduate Careers Council of Australia'. Below the header, it says 'Macquarie University' and 'Graduate Destination Survey April 2003'. The form is titled '1. Your Course' and contains two questions: '1: Title in full of the award for which you qualified in 2002 (e.g., Bachelor of Science, Diploma of Education):' and '2: What were your major fields of study (e.g., initial teacher education, civil engineering, drama, pure maths, French anthropology, medicine, law)'. There are input fields for both questions.

### Authenticating Responses

In order to make the authentication of student respondents water-tight with only one response received per student, as well as to ensure that no sensitive or private student information needed to be stored by the GCCA, a new identification system needed to be implemented.

This issue was resolved by the provision to all participating universities of set groups of unique ID character strings, which they would then match to the individual students. This method not only ensures that the GCCA does not hold any confidential student data, but also that there is no need to develop several solutions for student authentication which accommodate inconsistency between the various university systems.

Recently the GCCA has undertaken a significant amount of face-to-face work with the university survey managers and their web development staff to implement the proposed system. Now, providing that the pilot is successful, the GCCA aims to have the system ready for several other universities to use later in the year.

**Dugald McNaughtan**  
Communications Coordinator, GCCA

## Graduate Destination Survey Report Roundup

The 2002 *Graduate Starting Salaries* report, the first in the latest series of reports derived from the *Graduate Destination Survey*, was released in July this year. The Graduate Careers Council of Australia's (GCCA) annual report on the earnings of new university graduates shows that, in 2002, bachelor degree graduates aged less than 25 and in their first full-time employment started work on a median salary of \$35,500 per year. This is 82.7 per cent of male average earnings (all ages), which were \$42,900 at the time of the survey.

*Graduate Starting Salaries 2002* is based on data gathered from almost 96,000 respondents to the GCCA's *Graduate Destination Survey*. These benchmark salary figures are based on information from over 12,000 new bachelor degree graduates aged less than 25 and in their first full-time employment in Australia.

You can order *Graduate Starting Salaries* now by contacting the *gradlink* Helpdesk on (03) 9349 4300 or [info@gradlink.edu.au](mailto:info@gradlink.edu.au).

### The 2002 Report Series

The remaining reports in the 2002 series, including the *Graduate Destination Survey*, *Postgraduate Destination Survey*, the *Postgraduate Research Experience Questionnaire* and the *Course Experience Questionnaire* reports, are all due to be released over the coming months, and their release will be publicised through the *gradlink* website - [www.gradlink.edu.au](http://www.gradlink.edu.au).

In 2003, the first two editions of a new report, entitled *Grads, Jobs and Dollars*, are to be made available as **web-only** documents. These two editions of the new report, which consists of the institutional and field of study data included in the *Graduate Destination Survey* report in previous years, will be available to download from the *gradlink* website - [www.gradlink.edu.au](http://www.gradlink.edu.au) - as PDF files.

For more information about the *Graduate Destination Survey* and other GCCA products please go to [www.gradlink.edu.au](http://www.gradlink.edu.au) and click on "About Gradlink/Products and Services". You can also download *Grad Stats* and *The Grad Files*, executive summaries of the main findings of the *Graduate Destination Survey*, which are found in the "What Job For You" section of the *gradlink* website.

**Dugald McNaughtan**  
Communications Coordinator, GCCA

## Careers and Work at Macquarie University

It is a well-documented fact that career education for university students enhances their ability to manage their study and job-searching so that satisfactory career and employment outcomes are achieved. In 2002 Macquarie University's Career Development Office (CDO) offered its students the opportunity to undertake a formal unit of study in career planning and development. ECDO 200, *Careers and Work*, was offered as a two-credit point elective unit to students in their second or equivalent year of undergraduate study.

Careers and Work was developed by staff of the CDO to equip students with a lifelong process which would enable them to plan and build their careers. The unit provides them with a broad base of critical knowledge and the skills, attitudes and behaviours required to make effective career and educational decisions.

The first offering through the university's summer program attracted forty-five students, ranging from humanities, sciences and commerce disciplines. The 24% increase in enrolments in 2003 indicates that students recognise the need to know more about themselves and about developing their careers in an increasingly complex workplace, whilst simultaneously being able to accelerate their degree.

ECDO 200 is hosted by the Division for the Australian Centre for Educational Studies. This division is the most appropriate academic location for the unit in view of the synergy between the unit and the mission of the Division. The CDO's Training Officer, Head of Service and Career Information Officer are responsible for teaching and assessing the unit.

The unit examines concepts in understanding career theories that underpin career exploration and development, self and occupational awareness, getting to grips with contemporary practices in human resources, career decision making styles and career management and lifelong learning.

This year, 98% of students believed the subject was of relevance to their career with 92% stating they had learned to feel responsible for their own career. An interactive, discursive and group-based approach to teaching is used by the CDO's teaching staff, a fact much appreciated by the enrollees.

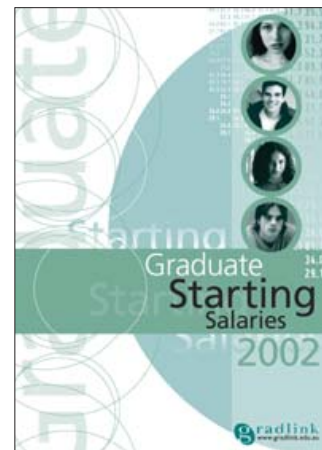
Three pieces of graded assessment are to be submitted in order to be eligible for the award. 92% of students in fact noted that completing a career portfolio was a useful activity.

The following quotation from a student provides a ringing endorsement: *"This has been one of the best courses I have completed at Macquarie University (4 years part time). This course has polarized the importance of self analysis, monitoring and the importance of developing a career plan."*

In line with Macquarie University's Flexible Teaching and Learning plan, ECDO 200 is currently being redeveloped for online delivery in 2004 as a HECS-based elective offering. The CDO was awarded a Vice Chancellor's Development Fund grant for this project. The CDO is currently engaged in redesigning the unit using WebCT.

**Sheila Mylvaganam**  
**Head, Career Development Office**  
**Macquarie University**

### Graduate Starting Salaries 2003



The first title in the latest series of reports derived from the *Graduate Destination Survey* is *Graduate Starting Salaries 2002* – and it's available now! Find out what graduates are earning in every Australian state and territory, as well as postgraduate salaries, the effects of age and experience on salaries and more.

Order your copy now from the *gradlink* Helpdesk by phoning **(03) 9349 4300** or sending an email to **info@gradlink.edu.au**. For a full list of *gradlink* products, hit the **Shop** button on our website – **www.gradlink.edu.au**

## Advertising Open For Graduate Opportunities



2003 Edition Cover

*Graduate Opportunities* is the Graduate Careers Council of Australia's (GCCA) official guide to graduate employers – produced each year by our publishing partners The Good Guides Group. It is available both in print and online at [www.gradlink.edu.au](http://www.gradlink.edu.au).

*Graduate Opportunities* is a comprehensive guide to graduate recruitment in Australia and New Zealand. It is specifically designed to target tertiary students at university and is the essential reference tool for students considering their career options. *Graduate Opportunities* is an efficient vehicle for the promotion of graduate recruitment opportunities at a key decision-making time for graduates and undergraduates alike. Through a combination of on-campus and ongoing web marketing activity, The Good Guides Group manage a database of candidates from campuses across Australia. This database facilitates direct communication to a selection of screened candidates, allowing employers to easily identify and attract high quality graduates. Advertisers in *Graduate Opportunities* are also able to communicate directly to students through quarterly e-zines and targeted, one-off direct mailouts.

30,000 copies of the publication are printed, of which 20,000 will be distributed in March 2004 to Careers Centres at all universities in Australia and New Zealand. This includes distribution to students at university careers fairs throughout the months of March and April. The remaining 10,000 copies are reprinted under the 'Graduate Futures' brand, for use by pre-final year students and will be distributed in July to university Careers Services.

**For further information about how to advertise in *Graduate Opportunities 2004*, please contact Nick Haslam on 03 9627 4874 or Tracey Haley on 03 9627 4896**

## Getting That Grad – A New GCCA Event!

In October 2003, the Graduate Careers Council of Australia (GCCA) is to hold a new event for organisations looking to recruit graduates. *Getting That Grad – Strategies to secure the right graduate for your organisation* is a full-day event, designed for new and experienced graduate recruiters, which will cover all aspects of recruiting a graduate, including:

- What graduates are looking for
- What services exist on university campuses
- Making the most of networks (including careers services, faculties, student organisations and professional associations)
- Planning, implementing and following up a graduate recruitment process
- Sharing best practice and winning strategies

Attendees will also receive:

- A Resource Kit
- A copy of the Graduate Recruitment Handbook
- A copy of the Guide to Campus Recruiting

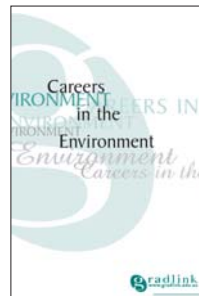
The event is set to be staged in:

- 1 Melbourne – Wednesday 29 October
- 2 Sydney – Friday 31 October

For more information and program details, contact the *gradlink* Helpdesk on [info@gradlink.edu.au](mailto:info@gradlink.edu.au) or (03) 9349 4300

### Careers in the Environment Careers in Law

The latest title in the **career information booklet** series, *Careers in the Environment*, is available now! This booklet has been developed for graduates and students, and retails for only **A\$5.50** (incl. GST).



*Careers in the Environment* is also available as a free PDF download from the *gradlink* website: go to [www.gradlink.edu.au](http://www.gradlink.edu.au) and browse to "Industry Career Profiles" under "What Job For You?".

COMING SOON: *Careers for Law Graduates*

To order print copies of *Careers in the Environment* and *Careers for Law Graduates*, please contact the *gradlink* helpdesk on **03 9349 4300** or email us on [info@gradlink.edu.au](mailto:info@gradlink.edu.au)

## Conference Call

### 2003 AAGE National Conference

*What:* Learn, Share, Grow...

*Where:* Swiss Grand Hotel, Bondi Beach, Sydney

*When:* 27 – 28 November

*Cost:* \$770/\$880 for Members/Non-Members; discounts available for multiple registrations

The focus of this event will be on Graduate Recruitment as a profession. The program will highlight the value of Graduate Recruitment within organisations and the need to ensure professional development of Graduate Recruitment personnel. The organisers seek to showcase companies who have strong and successful emphasis on Graduate Recruitment, as well as ways to develop the careers of graduate recruiters and the profile of Graduate Recruitment within any organisation.

Sessions will include:

- Keynote speakers from organisations who believe Graduate Recruitment is fundamental to their business
- Panel discussions about adding value within your organisation
- Sharing best practice
- Various workshops on topics such as analysing success, coping with stress and developing new skills.

For more information visit [www.aage.com.au](http://www.aage.com.au).

### 2003 NAGCAS National Conference

*What:* My place, your place – sharing practice

*Where:* Southern Cross University, Lismore NSW

*When:* Sun 30 November – Wed 3 December

*Cost:* Members \$550 (incl GST), Non-Members \$616 (incl GST)

This conference will provide NAGCAS members and other graduate recruitment and tertiary careers stakeholders with interesting, relevant and informative sessions on various aspects of recruiting and career education.

The conference will also provide an excellent opportunity to meet other members, employers and suppliers with the opportunity to build contacts and share information. The program will feature workshops, a panel examining hypothetical issues, a gala dinner and more.

For more information visit the “What’s On” section of the *gradlink* website – [www.gradlink.edu.au](http://www.gradlink.edu.au)

## GCCA Director Alan Bevan (cont.)

More recently, Alan was the Project Director for the build of *myfuture.edu.au*, Australia’s career information service. This service has strong synergies with the GCCA as *myfuture* is a major referring site for graduate destination information.

Alan’s current role with *education.au* includes leadership of the Career Services team which provides maintenance and enhancement services for *myfuture*. He is also responsible for business planning and coordination across a range of the ICT services provided by the company. He says that he loves working in a role that calls for strategic thinking about the opportunities ICT presents to the Australian education and training community. He hopes that insights he gains through this national role will also be of benefit to the GCCA.

*The Graduate Careers Council of Australia warmly welcomes Alan to his new role on the GCCA Board in 2003.*

## gradlink Site Updates Coming In September

The *gradlink* team is set to launch the new **Professional Resources** section of the *gradlink* website in September 2003, comprising two important additional minisites.

The **Employer Resource Centre** will detail the resources offered by the GCCA for graduate employers, including various publications and upcoming seminars and services. The Centre will also feature extensive editorial adapted from the *Graduate Recruitment Handbook*, covering the various stages of a graduate recruitment program. In addition, the Employer Resource Centre will include current industry research as well as key contacts and external resources.

The **Research Centre**, designed for educational researchers, will feature reports, tables and datafiles derived from the *Graduate Destination Survey*, the annual survey of the salary and employment outcomes of graduates of Australian Universities. The Centre will also include information and downloads from the entire research suite which includes *Graduate Starting Salaries*, the *Postgraduate Destination Survey*, the *Course Experience Questionnaire* and the *Postgraduate Research Experience Questionnaire*. View them in “Professional Resources” on [www.gradlink.edu.au](http://www.gradlink.edu.au)

## Australian Universities Quality Forum (AUQF)

The Graduate Careers Council of Australia (GCCA) recently presented a paper at the Australian Universities Quality Forum (AUQF), held in Melbourne on the 11-13 June 2003. The Forum was based on the theme *'National Quality in a Global Context'* and followed on from the success of the inaugural event held in Brisbane in 2002.

The Forum attracted an audience of senior executives with the primary responsibility for quality assurance, chairpersons of Academic Boards, university staff working in the area of quality assurance and improvement, and interested government agencies.

The GCCA's Research Manager Bruce Guthrie's presentation focused on national issues with a paper entitled *'Communicating with Recent Graduates: Making Sense of the Graduate Destination Survey'* which summarised the process and issues involved in gathering graduate destination data.

The *Graduate Destination Survey* (GDS), with the *Course Experience Questionnaire* (CEQ) or *Postgraduate Research Experience Questionnaire* (PREQ), is sent to all new Australian university graduates every year. The purpose of the survey is to take a snapshot of what recent graduates are doing in terms of their post-graduation activities and to gather information from them about their higher education experience.

The Graduate Careers Council of Australia coordinates the collection, processing and return of data to institutions prior to national reporting. The data files are used within institutions for course and careers advice, institutional planning and quality assessment. Many people, beyond those who originally collected the data, are making use of the information gathered.

Data from the most recent survey is available free from GradsOnline, accessible from [www.gradsonline.edu.au](http://www.gradsonline.edu.au). For further information contact the *gradlink* Helpdesk on (03) 9349 4300 or [info@gradlink.edu.au](mailto:info@gradlink.edu.au).

**Linda Bencic**  
Research Coordinator, GCCA

## Students In Free Enterprise (cont.)

learn much about the business world. Four of the current SIFE team have studied this subject.

### The Industry Consultants Program

The other way for University of Melbourne students to join SIFE is through the non-credit *Industry Consultants* program which is coordinated by the University's Careers & Employment Unit in Student Programs. Students involved in both of these programs carry out projects for host employers, giving them a solid background for joining SIFE. The other way for University of Melbourne students to join SIFE is through the non-credit *Industry Consultants* program. Students involved in both of these programs carry out projects for host employers, giving them a solid background for joining SIFE.

The team's SIFE Fellow Ms Emma O'Connell, and Dr. Joanna Tapper from the winning team's Advisors Board, are coordinators for the subject *Managing Work and Projects*. The Industry Consultants program is also coordinated by Emma O'Connell.

### Two Awards Won

The judges indicated in their summary that both projects from The University of Melbourne's team were impressive due to their focus on teaching others about free enterprise, helping disadvantaged communities and their business acumen. In addition to the National Championship Trophy, the team won 5 airfares and \$5,000 to enable them to compete in the SIFE World Cup. The team also won another major award, the Dick Smith Best Entrepreneurial Project, which was worth \$2,000.

The students will continue to work on their projects, and will be coached by their Business Advisory Board in preparation for Germany.

**Emma O'Connell**  
Careers & Employment  
The University of Melbourne

The next edition of *ergo*, the Christmas edition, will be the final one for 2003. All *ergo* readers are invited to contribute any material which you believe will be of interest to the wider employment/careers sector - please contact the Editor, Dugald McNaughtan, on 03 9349 4300 or [info@gradlink.edu.au](mailto:info@gradlink.edu.au)