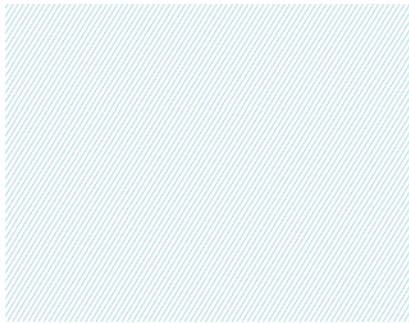


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# Undercover Graduates: Clients vs. Consultants

Luke Reeves (NZTA) and Chris Morahan (Opus)



New Zealand Government

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## Outline

- History
- Our secondment
- Risks
- Was it worth it? Would we do it again?



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## History

Ministry of Works was a big player until 1988. Training of graduates included rotations.

Since 1988 more smaller, specialised organisations have emerged.

Internal rotations not possible in these organisations.

External secondments can fill this hole.



Courtesy of Alexander Turnbull Library



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## Where we are now...



## The Facts

- NZ Transport Agency ↔ Opus (Christchurch)
- Direct swap (first direct swap in Christchurch)
- 1 year duration (2013)
- Main purpose was for graduate development – different to project specific secondments



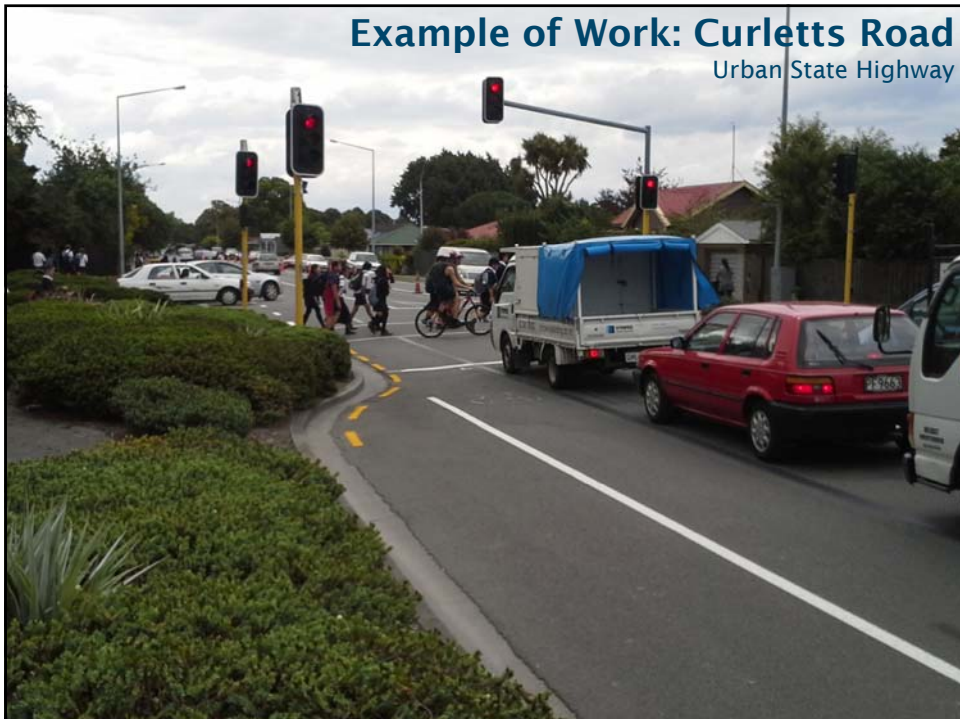
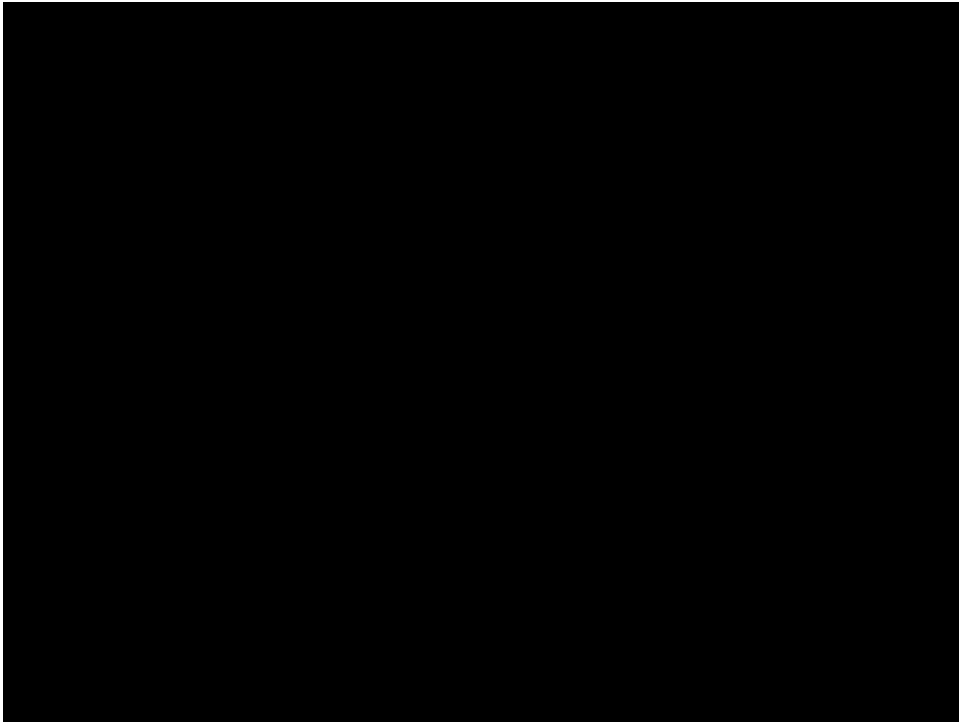
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## Benefits

- To Graduates
- To Client Organisation
- To Consultant Organisation
- To Wider Engineering Profession



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## How it affects you

- Graduate secondments currently under-utilised
- 97% saw benefits in graduate secondments and only 44% of organisations participated in them



## Was it worth it? Would we do it again?

Yes

Invaluable learning for us, employee development for NZTA, exposure to a key client for Opus.

Yes

Great experience, learnt new skills, met new people, good for career. Lots of fun.

## Questions?

