To Whom It May Concern,

Seek took the opportunity to partner with Monash University as we were keen to partner with a great teaching institution, a University with a great reputation in the IT community. The main purpose of the enquiry was to find an opportunity for our staff to be active in the community we operate in, in particular helping shape the future IT workforce which is very much a part of SEEK's DNA with our education business. We wanted to give back to the community and have a positive impact on industry based learning opportunities for IT students.

We met with the team from Monash to discuss their new Industry Experience Program for their Masters students, and it was a really good fit for our collaboration strategy.

We started in our first semester at Monash with very senior staff mentoring the students. It was wonderful to see the impact they had not only on the students' learning, but on their rate of learning. After our first semester we evaluated the program and the overwhelming feeling was that all our objectives were met, and we wanted to share the opportunity with staff at different levels of the organisation.

The program has become a way of providing our future leaders the opportunity to build leadership capability – it exposes them to coaching and mentoring opportunities outside their normal roles. This personal development opportunity is not always readily available to staff within the organisation. Our staffs have jumped at the opportunity to push themselves out of their comfort zone; working in a different environment has provided them many varied professional development opportunities.

Our mentors report that sitting on the other side of the IT development fence is an educational eye opener. It gives them an opportunity to view IT development differently, which influences their own work practice. It has really honed their coaching and listening skills. Seeing a team going down a path that is going to be problematic is very interesting. Encouraging the students to evaluate and rethink their decision without giving them the answer has helped develop the students' problem solving and risk management skills, with the added bonus of saving weeks of work going down the wrong path. Sharing their industry experience with the students has been very rewarding.

We feel that the program offers a win/win situation for business and higher education. Students get to experience real industry practice and insights, and we get to give back to our community. Our staffs get professional growth by sharing knowledge and their craft, whilst influencing the next generation of IT professionals.

If you need further information, please do not hesitate to contact me.

Regards,

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