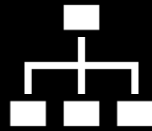# GOALS

Define Pathways

Experience across multiple areas

Develop technical and personal skills

Motivational and Inspirational Learning Experiences

Create strong support channels

PROGRAM OVERVIEW

Overall 1.5-2yr Program

- Formal Training and On the Job Experience
- Motivational Opportunities (Client visits, Front-Line Work)
- Explore Multiple Areas through Rotations
- Defined Technical and Personal Skills

First 1-2 Months
Induction & Fundamentals

- Online LMS Training
- Formal Training
- Presentations from Team Leads – Learning the business

12 - 18 Months
Rotation Across Areas

- Channel, Govt Sales and Pre Sales
- Learn Core Technical Skills and Develop Personal Skills
- Experience different roles and projects

Final 3 Months
Transition

- Review Development Plan and Feedback
- Define Career Paths with Graduate and HR Input
- Formal Celebration
- Potential Transition to the Workplace

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GRADUATE JOURNEY MAP

Induction	Fundamental Training	Develop & Experience	Transition
1 month	1-2 months	12 months	3 months

Welcome to Motorola — **Learn the Basics** — **Channel** + **Govt Sales** + **Operations/Presales** — **Celebrate**

Learning Experiences

- Meet the Team
- Meet your Mentor
- Connect with former Graduates
- Review your development plan

- Learn the basics of sales and networking
- Undertake formal training sessions
- Personal skills training

- Experience 3 different areas at Motorola Solutions
- Regularly catch up with your mentor

- Assignment to a real world project
- Buddy-up with a Solutions Architect

- Experience the front-line with pre-sales / Ops and other customer facing activities
- Work with other Sales reps to understand go to market strategy / tenders

- Review your progress and feedback
- Continue your final rotation
- Discuss your ideal role and career path

Outcomes

- Understand the Graduate Program
- Understand Motorola Solutions
- Complete the Induction Training

- Induction and develop fundamental skills
- Understand our Products & Services
- Prepare for your first role at Motorola Solutions

- Learn and develop core engineering skills
- Excel your learning by specialising in particular products/services

- Develop your personal skills
- Review your development plan with your manager
- Learn more advanced skills on the job and from others

- Experience different areas and roles at Motorola Solutions
- Understand how our products & services contribute to the community

- Graduation Party
- Potential assignment to a role at Motorola Solutions

KEY ROLES & RESPONSIBILITIES

Mentor

- Monthly Catch Up
- Provides insights and experience
- Provides encouragement and support

Buddy

- A former graduate or engineer
- Works closely with you on your rotation / project
- Assigns work and trains you in skills
- Monthly Progress review with you to mark off 2 skills each month on your Development Plan

Graduate Manager

- Reviews your Development Plan each Month
- Assigns your Rotations / Projects
- Monitors your Development
- Monthly Graduate Catch-up sessions
- Works with HR to schedule social events

HR Team

- Onboarding of Graduates
- Works with Leadership and Graduate Manager to define Technical / Personal Skills
- Defines Career Pathways for Graduates
- Manages the Transition of Graduates to employment

Team Leaders

- Identify potential Rotations
- Source motivational experiences
- Work with the Graduate Manager to deploy Graduates in Rotations
- Communicate the Graduate Program to Team Members

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