

CADET PROGRAMME

**ASHA IS
A CONSTRUCTION
MANAGEMENT
UNDERGRADUATE
WORKING IN
MELBOURNE**

PEOPLE WHO BUILD

GAIN HANDS ON EXPERIENCE DURING YOUR STUDIES WITH A CADETSHIP AT ADCO

► AT ADCO CONSTRUCTIONS, WE INVEST IN OUR PEOPLE AND WATCH THEM GROW.

We have developed an industry-leading Cadet programme that equips candidates with the skills to build a successful, ongoing career in construction while completing their studies. We employ cadets in the following disciplines: Contracts Administration, Design Management, and Estimating.



What we offer in our Cadet programme:

- / The opportunity to develop your skills on high-profile projects
- / Exposure to all elements of the business, and structured development in your discipline
- / A personal mentor who will be with you throughout the programme for guidance and support
- / Flexible work-study arrangements that suit you
- / Access to life-skills support such as financial planning
- / Great opportunities for ongoing employment with ADCO after the completion of your studies

About ADCO Constructions

ADCO has been at the forefront of Australia's construction industry for nearly 50 years, and we remain family-owned to this day. We work across the whole of Australia and are one of Australia's top 100 private companies, with annual revenue approaching \$1 billion.

Our people are our driving force and what makes us different. It's because of the quality and calibre of our staff that we are regarded as **Builder of Choice** by major clients across many sectors.



“ Doing a cadetship while you're at uni is a great entrance into the workforce, without being thrown into the deep end. I think it's great to have the option to come in part time and start to learn the job, as well as studying the theory in school – and then you can gradually move into spending more time at work.

- Asha DeMaria, Cadet

Why join ADCO as a cadet?

Our Cadet programme will give you the opportunity to apply the skills you are learning in your degree to a diverse range of projects, and will equip you to maximise the development of your skills and competencies.

The programme is focused on personal mentorship from an experienced ADCO manager, who will be responsible for guiding you through the programme, providing the support you need and making sure you have access to the experience required to complete the assessment modules.

The programme is divided into two stages that will expose you to different aspects of the business and help you progress rapidly in your career.



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You will also benefit from:

- / Being a valuable member of the team – our cadets are given hands-on experience from day one.
- / A National Cadet Forum, where you will visit a high-profile project in one of our States, network with other cadets from across the country, and meet with the national leadership team.
- / Quarterly cadet events held on different project sites in each state.
- / The opportunity for full time employment at the completion of your programme with pathways to internal promotion and the chance to work interstate.

STAGE 1

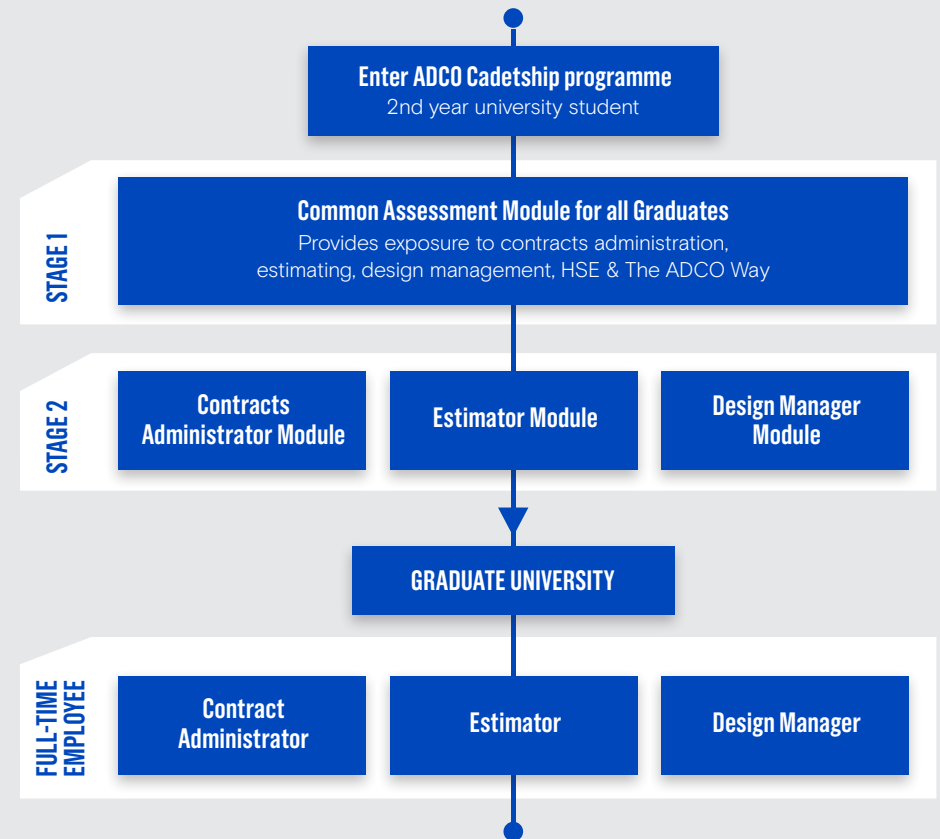
Stage 1 is primarily focused on your chosen discipline but will also provide exposure to the other critical areas of our business, giving you an excellent grounding in all the key areas of the industry.

The content covers Contracts Administration, Design Management, Estimating, HSE and The ADCO Way.

STAGE 2

Stage 2 offers targeted development in your discipline to hone and refine your skills as an industry-leading professional.

OUR TRAINING STRUCTURE



Completing the Cadet programme is just the first step on an exciting career pathway at ADCO. We support the ongoing development of our staff to become industry leaders.

About you

We're inviting applications from individuals who are switched on, who are capable problem solvers, who can work effectively with others and who enjoy a challenge.

You're an attentive listener and a quick learner who can take initiative. You take pride in your work and safety is your number one priority.

If this is you, and you're a university student undertaking a degree in Construction Management, Project Management, Engineering, Design, Quantity Surveying/ Cost Planning, or similar, we'd love to hear from you.



NEXT STEPS

Head to our website to hear from our current graduates and for information on how to apply:

www.adcoconstruct.com.au/our-cadets-and-apprentices