

A photograph of three women in an office environment. One woman is standing and leaning over a desk, pointing at a laptop screen. Two other women are seated at the desk, looking at the screen with interest. The scene is brightly lit, suggesting a modern, collaborative workspace.

Gradability

Host Company
Case Study

—
De Stefano
& Co

De Stefano & Co

DEFENCE AND SECURITY EXPERTS™

De Stefano & Co

ADELAIDE



De Stefano & Co is a defence-focused management and security consultancy that assists businesses from across Australia and the globe in navigating the complex Australian defence industry environment.

“ The process of hosting a graduate through Performance Education was very simple and easy to arrange, with little to no costs to your business. A small amount of paperwork that helps Performance Education match the best graduates to your company, and then you can interview the shortlisted candidates in order to make a decision.

Our first experience of hosting a graduate was a very positive one. Our intern was able to immediately fit in well with the team, and provide valuable support to projects that had been sitting on the backburner for some time. Having an additional resource as part of our team, who was qualified and knowledgeable, was very beneficial.

Our intern definitely exceeded our expectations on several occasions. She was very impressive in the interview, as she had done thorough research on our business, and, as part of one of her projects, she put together a presentation to explain the changeover from one messaging software to another, and it was done extremely well.





Additionally, part of our company's vision is to support the next generation of defence industry professionals by providing work experience opportunities for students and graduates. This gives them first-hand experience in the sector, aiming to inspire them to consider it as a fulfilling career path.

By hosting and mentoring an intern, you are helping to prepare and develop graduates for the next step in their career – and we all know what it's like to be looking for a job and be told that you don't have enough experience!




If we, as established businesses, can play a small part in helping graduates achieve their goals, and build a stronger local workforce as a result, then it's our responsibility to do what we can.

Additionally, there's the potential that businesses will want to employ the graduate at the end of the internship, and creating new jobs in South Australia is always a positive. It's good for the economy and our local communities. ”

De Stefano & Co have found that Performance Education interns:

-  Come equipped with knowledge of the latest technologies and systems
-  Possess an eagerness to learn more
-  Provide the current team valuable additional support
-  Potentially improve the current systems and processes being used by the business

Hosting an intern in your business would be a great way to:

-  Determine exactly what you want a new employee to bring to your team
-  Be matched to graduate interns who have the correct skillset and experience
-  Skip the recruitment process and make your intern an offer