

# Learning, working and living. Together.

AECOM's Indigenous Blooming Program for new graduates



## What is AECOM Indigenous Blooming New Graduate Program and what will I gain from it?

### The question is: what do you want from it?

We recognize the importance of mentorship, experience, and inspiration as crucial factors in the future success of our business and that of our next generation. Within an ever-changing industry workforce, we also recognize that the opportunity for experience is essential to exploring professions and connecting passion to a desirable career.

Bridging understanding within First Nation, Métis and Inuit communities in two-way knowledge exchange, AECOM steers a strong focus of STEM learning at school and outreach initiatives in communities which we live and work. We do this through mentorship, internships, career awareness, work experience and relationships with community education departments, schools, and institutions. We capture student interest into post-secondary fields of interest and track student progress and succession built on trust-based partnerships with educational community departments and institutions. Students are identified and tracked based on their

interest within fields of Engineering, Science, Business and Economic Development and Environment - all AECOM umbrella professions. These designated areas complement our company's efforts in retaining, sustaining and fulfilling career paths for our employees and also highlights our core values of enhancing and promising alignment with employees' future long-term career goals at AECOM.

In spirit, the Indigenous Blooming Program is shaped to help youth reach their full potential through personal and professional support and guidance. Those who start the program begin by filling out the Blooming Plan. The Blooming Plan assists advisors, mentors and AECOM staff to understand participant goals, values and 5-year plans in gaining the 500-year sustainability for local opportunities. Depending on fields of interest, the plan's timeline will be developed together.

## The Seed

### 4 Phase Blooming Plan



**Spiritual**  
AECOM New Grad

**Mental**  
Job Work Experience

**Physical**  
Job Shadowing

**Emotional**  
Mentoring

# From Blooming Succession to AECOM New Grad

The 7 step process is continuous and supported by AECOM based on the student's needs. Progress is worked on together and shared with the participant's home community and institution.



## Verify

A student is verified from either community, institution or career outreach organizations that AECOM partners with - within the participant's geographical area.



## Intern

The student begins their summer internship at AECOM, gaining work experience within their field of interest.



## Interview

AECOM's talent acquisition team and Indigenous engagement advisor conducts a Blooming Plan interview with the student. Understanding future goals, careers and aspirations, AECOM captures and enters information into the database to begin the Blooming tracker.



## Repeat

Step 4 is repeated in the subsequent years of study.



## Explore

The team explores funding opportunities internally and externally and provides the AECOM - New Grad/Intern letter of commitment.



## Welcome

The student then graduates into the AECOM role and is welcomed as a full-time employee.



## Mentor

The school year begins with ongoing communication, support, and mentorship reflecting the student's Blooming Plan.

Upon completion of the program, AECOM New Grad students act as stewards for youth and other community members interested in the AECOM Indigenous Blooming experience. This is considered a volunteer opportunity to gain experience, empowerment, exposure to events and networking and also provide guidance and inspiration for future youth who could benefit from the Blooming Program.

