

# BEING A GRADUATE AT LEIDOS



All of our graduates are employed on a permanent basis and work on real projects as an embedded and productive team member right from the start. The graduate program runs from Late January 2025-February 2026

We make sure our graduates are fully set up for success, by providing extra support, training and development. All graduates complete professional skill development training and have access to over 100,000 online courses through the Technical Training portal. Leidos also offer technical training sessions including tech for non-tech and tech talks.

There are a number of networking opportunities during the first year including monthly graduate catch-ups. Leidos also has a Young Professionals Advocacy group that assists with personal development, creates uplift and has a variety of social functions.

All of our graduates are assigned a buddy and a mentor to help you navigate around our organisation. At the end of the year, our graduates typically continue to work in the area they started in and further develop their strengths and capabilities. Some may wish to explore other opportunities based on their aspirations and the needs of the business.

After that, they often progress into technical or managerial positions. We invest heavily in our graduates ensuring they are set up for success. They are, after all, the future talent at Leidos.

### **LEAVE:**

All staff and graduates are entitled to one day a year of volunteer leave to support a cause they are passionate about. In addition, Leidos also offer Defence, Personal, Disaster and Compassionate Leave and paid Parental and Partner leave that is above industry norm.

### **FAMILY FRIENDLY:**

Leidos has been recognised as a 'Family Friendly' certified organisation, and through this process, is applying best practice guidelines to ensure it is making the biggest possible difference in areas such as flexible work, wellbeing, family care and parental leave.

### **FLEXIBLE WORK ARRANGEMENTS:**

Leidos provide flexible work arrangements that are outcomes focused and may consist of flexible work hours, part time or compressed working week. All staff are eligible to apply for the RDO (Rostered Day Off) Program where you work a little bit extra each day (about 30 mins) to accrue a full day off once a month.

### **SOCIAL CONTRIBUTION:**

Leidos gives back and has practical partnerships with two key organisations in Australia. Bravery Trust provides financial support to veterans, current and former members of the Australian Defence Force and their families. Since 2017, Leidos has also partnered with the Australian War Memorial in Canberra to create 'On Closer Inspection', a series of augmented reality experiences bringing to life the stories of Australians at war.

### **ENVIRONMENTAL SUSTAINABILITY:**

Leidos is committed to reducing our environmental impact and work every day to advance environmental sustainability for our customers and our own operations. On a global level, three of our Next Level Leidos goals are focused on environmental stewardship and at a local level, Leidos Australia has a number of green initiatives.