

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Supplementary Budget Estimates 2013-2014

#### Cross Portfolio

Department of Education Question No. ED0011\_14

Senator Carr provided in writing.

#### Question

##### Graduate Programme

Can you provide details on how the Department's graduate and cadet programmes work and the intake of graduates and cadets over the last three years? What are the benefits of running this programme? Has there been any change to this programme since the last election? If so, what is the nature of those changes? Are the graduate and cadet programmes exempt for cuts to staffing levels?

#### Answer

The recruitment of graduates and cadets are primary mechanisms for entry-level recruitment. The programmes are vital to maintaining a skilled and engaged workforce for delivering the Government's priorities.

There have been no changes to either programme since the last election.

Recruitment criteria for these programmes have not changed and continue to be commensurate with the size of the department, the staffing needs, and the budget.

##### *Graduates*

The Graduate Programme is a 10 month development programme for university graduates from diverse educational and personal backgrounds. Graduates are engaged at the APS3 classification and upon successful completion of the programme are advanced to the APS4 classification.

Over the last three years, recruitment numbers for the programme have been fairly consistent. In 2011 the former Department of Education, Employment and Workplace Relations (DEEWR) recruited 60 graduates, 70 in 2012 and 60 in 2013.

##### *Cadets*

The Indigenous Australian Cadetship Programme is part of the Australian Public Service Commission's (APSC) Indigenous Pathways Programme. Cadets are engaged as ongoing employees at the APS1 classification at the start of their cadetship.

The cadetship has two components; full-time university study and work placements (minimum 12 week duration each calendar year). On successful completion of the programme, cadets are invited to join the Graduate Programme or commence full-time work in their sponsoring work area at the APS3 classification.

In 2011 the former DEEWR recruited one Indigenous cadet, three in 2012, and one in 2013.