

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Resources, Energy and Tourism Portfolio
Supplementary Budget Estimates
18 October 2012

Question: SR32
Topic: Graduate Recruitment and Training
Proof Hansard Page: Written

Senator Bushby asked:

1. How much has been spent on 2013 Graduate Recruitment? Please itemise and detail costs.
2. Has any travel been incurred for 2013 Graduate Recruitment? Please itemise and detail costs.
3. How much is estimated to be spent on 2013 Graduate Training? Provide details of what training is to be provided, why and the estimated cost for each.

Answer:

The Department

1. A total of \$13,241.69 has been spent on 2013 Graduate Recruitment:
 - Advertising costs \$338.60.
 - Psychometric testing costs \$9,000.00.
 - Candidate flights costs \$3,643.49.
 - Candidate taxi costs \$259.60.
2. Travel costs for candidates incurred:
 - Candidate flights costs \$3,643.49.
 - Candidate taxi costs \$259.60.
3. It is estimated that \$63,000 will be spent on Graduate Training in 2013. This is based on seven Graduates at an estimated cost of \$9,000 per graduate.

The Australian Public Service Commission's (APSC) 'Whole of Government' Graduate Development Program will be used by the Department for graduate development in 2013. The program been previously utilised by the Department in 2010, 2011 and 2012. The APSC Graduate Development Program was awarded the 'Best Graduate Development Program' at the Australian Graduate Recruitment Industry Awards in 2011; therefore the APSC Graduate Development Program continues to provide quality and value for money in the delivery of Graduate development.

The Australian Public Service Commission's whole of Government Development Program (APSC GDP) is specifically designed to support:

- Confident and high quality APS Graduates;
- A strong emphasis on working effectively in the APS environment;
- Performance, growth and career progression;

- A sound understanding of the public sector including legislative frameworks, operational environment and the issues and challenges faced in the APS;
- Relevant skills and knowledge to graduates;
- A foundation for graduates to become future APS managers and leaders; and
- An innovative, cost effective, flexible, accredited and fully administered graduate program to other Commonwealth agencies.

An estimated training cost for each graduate in 2013 is \$9,000.

Australian Renewable Energy Agency

Under the Australian Renewable Energy Agency's (ARENA's) enabling legislation, all other staff necessary to assist ARENA are employed in the Department. Only the Chief Executive Officer (CEO) and Chief Financial Officer (CFO) are employed by ARENA.

Geoscience Australia

1. A total of \$23,380 has been spent on 2013 Graduate Recruitment.
 - University visits & student interview attendance \$7,357.
 - Psychometric testing \$11,598.
 - Scribing services \$4,425.
2. The total cost of travel for the 2012 Graduate recruitment is \$7,357. This includes airfares for staff to attend university presentations and for students interview attendance at Geoscience Australia (GA).
3. It is estimated that training and development costs for graduates in the 2012-13 budget will be approximately \$6,000 per graduate.

Training will include attendance and participation at APSC run workshops to develop their knowledge of the APS (for example – A Taste of Government, Leadership skills, financial skills, strategic thinking, APS job applications and interview skills, understanding APS work level standards, Legislations and APS decision making, Influencing skills), science and technical workshops (for example, Geographic Information Systems (GIS)), conference attendance, group projects, in house training courses (such as presentation skills, project management and team management systems) to assist with their development.

Tourism Australia

1. Tourism Australia will soon implement a Graduate Program. No cost has been spent to date, however it is estimated that the cost of recruitment will be less than \$1,000
2. No.
3. At this stage it is anticipated that all training will be delivered using internal resources.

National Offshore Petroleum Safety & Environmental Management Authority

The National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA) does not conduct graduate recruitment and training.

Australian Solar Institute

The Australian Solar Institute (ASI) did not conduct graduate recruitment and training.