

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry Portfolio  
Supplementary Budget Estimates Hearing 2013-14  
21 November 2013

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**AGENCY/DEPARTMENT:** COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION (CSIRO)

**TOPIC:** Graduate program and cadetships program

**REFERENCE:** Written Question - Senator Carr

**QUESTION No.:** SI-30

1. Can you provide details on how CSIRO's graduate program and cadetship program works and the intake of graduates and cadets over the last three years.
2. What are the benefits of running this program?
3. Has there been any change to this program since the last election? If so, what is the nature of those changes?
4. Are the graduate and cadet programs exempt for cuts to staffing levels?

**ANSWER**

1. CSIRO does not run an organisation-wide recruitment program for degree level graduates, although there are several programs that recruit Post Doctoral Research Fellows. In recent years, CSIRO has developed a recruitment program for Indigenous Cadets across a range of disciplines and geographical centres. Run in partnership with the Federal Government's National Indigenous Cadetship Program, the program has led to recruitment of the following numbers of cadets:

2011	1
2012	8
2013	8

As at 1 December 2013, CSIRO is in the process of recruiting a further 16 Indigenous cadets to commence in 2014.

2. The cadetship program provides opportunities for Indigenous tertiary students to receive financial support, mentoring and paid work experience whilst completing a professional qualification. They gain insights into the benefits of pursuing a graduate career with CSIRO, which over time will help to increase the number of Indigenous Australians in CSIRO's workforce. Many cadets work in research areas that have connections with Indigenous communities, helping strengthen CSIRO's links with those communities.
3. No.
4. Yes.