

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

---

**AGENCY/DEPARTMENT:** DEPARTMENT OF INDUSTRY

**TOPIC:** Graduate program

**REFERENCE:** Written Question – Senator Carr

**QUESTION No.:** SI-51

1. Can you provide some details on how the departments 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?

**ANSWER**

1. The department conducts a graduate program every year and recruits up to 40 graduates. The graduates complete a 10-month development program and undertake a range of training and development activities culminating in a Certificate IV in Government. The intake of graduates over the last three years is:-
  - 2011 – 37 graduates
  - 2012 – 49 graduates (this includes 15 from the former DEEWR)
  - 2013 – 66 graduates (this includes 16 from the former DCCEE and 13 from the former DRET)

The department does not conduct any stand-alone cadetship programs. We participate in the Australian Public Service (APS) Indigenous Cadetship Program and the intake of cadets over past three years is 2011 (two), 2012 (one) and 2013 (one).

2. The graduate program is the department's primary entry-level recruitment and succession planning strategy. It is designed to provide graduates with the skills, capability and knowledge to prepare them for a career within the department and the broader APS.

The Indigenous Cadetship Program run by the Australian Public Service Commission (APSC) enables Aboriginal and Torres Strait Islander students to gain professional work experience in government while undertaking university studies.

3. The department will be piloting a new two-year graduate program commencing in 2014. In the first year of the new program, graduates will be provided with a range of internal/external development opportunities to gain and enhance their skills, capability and knowledge essential to good public administration and the ongoing business of the department and government.

In the second year (2015) of the program, graduates will undertake a Graduate Certificate in either Management or Economics as part of their capability development. Having a formal post-graduate qualification in the second year will enable our graduates to develop further skills, knowledge as well as the capability to perform at higher levels once they are promoted to leadership roles within the department. The new graduate program was agreed to prior to the election.