

Senate Standing Committee on Education and Employment

**QUESTIONS ON NOTICE
Additional Estimates 2013-2014**

Cross Portfolio

Department of Employment Question No. EM0452_14

Senator Cameron provided in writing.

Question

Graduate employment programs

1. Does the department run a graduate recruitment program? 2. Can you provide detail on how that works and what has been the program intake and the positions filled through the program over the last three years? 3. What are the benefits of running this program? 4. Has there been any change to the intake under the graduate employment program since the last election? 5. If so, what is the nature of those changes? 6. What are the implications of the changes for the department? 7. What would be the consequences of stopping or reducing the intake of bright young talent into the department?

Answer

The department was created in September 2013 and its first graduate intake in 2014 consists of 23 employees. The department's Graduate Programme runs for ten months with graduates working in two different areas of the department and completing a range of learning and development opportunities over that time. The Programme brings a new cohort of employees into the department each year with relevant qualifications and new ways of looking at our business. The Programme also supports succession planning in the specialist areas of ICT, legal, economics and applied statistics. The Australian Public Service Commission recruitment guidelines enable the continued recruitment of graduates.