

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

14 February 2013

QUESTION: AET 893

Topic: Graduate Training (ATO)

Hansard Page: Written

Senator BUSHBY asked:

893. How much was spent on 2013 Graduate Training? Provide details of what training was provided, why and the estimated cost for each.

Answer:

893. All graduates undertake the following ATO formal program, which qualifies the participants for the Certificate IV in Government (Project Management):

- corporate induction training, including topics such as privacy, secrecy and fraud
- learning and development in core competencies such as presentation skills, managing conflict, risk and project management
- a range of job specific work experiences relevant to their workplace rotations.

In addition, graduates complete training specific to their stream:

- law, finance and accounting and business management stream graduates complete an in-house training program consisting of approximately 50 tax technical topics
- people management graduates undertake an external Certificate IV in HR (Foundations of HR)
- marketing communications graduates undertake an in-house training program consisting of topics such as media, brand and communications framework
- business design stream graduates undertake an in-house program consisting of topics such as user-centred design, blueprinting and process mapping
- information technology stream graduates complete a series of in-house courses to introduce them to the different systems and technology roles in the ATO.

The cost of external training for the graduates to undertake the Certificate IV in HR is \$7,550.

Graduates, other than those in the business design and information technology streams, also undertook a short placement in an ATO call centre for client contact experience. They complete an in-house training program prior to undertaking this work.

The in-house training is part of the overall learning and development budget. The in-house training is designed and delivered by ATO staff and is utilised by other ATO staff in addition to the graduates.