

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry Portfolio  
Supplementary Budget Estimates 2014-15  
23 October 2014

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**AGENCY/DEPARTMENT:** DEPARTMENT OF INDUSTRY

**TOPIC:** Reconciliation Action Plan

**REFERENCE:** Written Question – Senator Lundy

**QUESTION No.:** SI-85

In relation to Aboriginal and Torres Strait Islander traineeship programme proposed in Item 3.10;

1. Has the programme commenced?
2. If no, when is it expected to commence?
3. How many people have been recruited to the programme?
4. If none, why have no people been recruited?
5. Over what time period will/did the programme run?
6. How was/will the programme be advertised?
7. What support networks and assistance will be provided to the participants?

**ANSWER**

- 1-2. The traineeship programme will formally commence 2 March 2015. Special Measures recruitment and selection action commenced in early November 2014.
3. The Department intends to engage up to five state based Indigenous trainees for 2015.
4. Not applicable.
5. The traineeship will run from March 2015 to March 2016. Subject to satisfactory performance and the completion of a Certificate III in Government, the trainees will be permanently engaged and advanced at the end of the programme.
6. The programme was advertised in APS Jobs, Our Mob and the Koori Mail. The traineeship advertisement details were also provided to some departmental Indigenous consultants and members of the Indigenous Employees Network to share through their networks.
7. Trainees will be supported through their Certificate III and by supervisors through two work rotations. Trainees will also be supported by a trainee coordinator located in our Human Resources branch, through a workspace community, fortnightly catch-ups via phone and/or video conferences, the assignment of two buddies (a member of the Indigenous Employee Network and a staff member based locally in their office) and a mentor (a senior officer with cultural competence and strong interpersonal and leadership skills).