

QUESTION TAKEN ON NOTICE

SUPPLEMENTARY BUDGET ESTIMATES – 20 OCTOBER 2014

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

(SE14/087) PROGRAMME – Internal Product

Senator Carr (Written) asked:

Does the Department run a graduate program/?

- a. Can you give the committee some details on how that works and what has been the intake over the last three years?
- b. What are the benefits of running this program – it is obviously important for renewal within the department.
- c. Has there been any change to this program since the last election.
- d. If so, what is the nature of those changes?
- e. Will that mean for the department in the medium term?
- f. That is, what are the consequences of stopping what would be a stream of bright young talent into the department?

Answer:

- a. Yes both the Department of Immigration and Border Protection (DIBP) and the Australian Customs Border Protection Service (ACBPS) run a graduate development program. The graduate intake for the last three years for the respective agencies has been:

Year	Agency	Number
2012	DIBP	49
	ACBPS	31
2013	DIBP	42
	ACBPS	12
2014	DIBP	58
	ACBPS	8

DIBP's graduate program spans ten months where graduates undertake three rotations in either State/Territory or National Office business areas. Graduates also attend structured training sessions each quarter which provide an overview of DIBP and the APS. ACBPS graduates attend an induction, complete three rotations during the year, participate in the APSC Graduate Development Program and complete a Diploma of Government. Both graduate cohorts attend other development opportunities throughout the year.

- b. Both programs provide graduates with:
 - the opportunity to establish networks with fellow graduates across the APS;

- a sound understanding of the public sector including the legislative frameworks, operational environment and issues and challenges facing the contemporary APS;
- the foundation skills and knowledge to operate effectively in the APS; and
- a foundation for development as future APS managers and leaders.

- c. No
- d. N/a
- e. N/a
- f. N/a