

## **QUESTION TAKEN ON NOTICE**

**SUPPLEMENTARY BUDGET ESTIMATES HEARING: 19 November 2013**

**IMMIGRATION AND BORDER PROTECTION PORTFOLIO**

**(SE13/0277) PROGRAMME – Internal Product**

Senator Carr (Written) asked:

Does the department run a graduate recruitment program? How does the graduate recruitment program work and what has the intake been over the last three years? Have there been any changes to this program since the last election? If so, what is the nature of those changes?

*Answer:*

1. Does the department run a graduate recruitment program?

*Answer:*

Yes

2. How does the graduate recruitment program work and what has the intake been over the last three years?

*Answer:*

The roles were advertised in APS Jobs, several university web-sites and other online job sites in May 2012. A total of 1 300 applications were received.

Applications were assessed to ensure they comply with the mandatory requirements being: the applicant is an Australian citizen; and that the applicant has completed the equivalent of a minimum of an Australian three year undergraduate degree within the last five years.

The department then undertook face-to-face interviews, a written assessment and referee checks to create a further shortlist.

An Order of Merit was created and letters of offer were made to applicants who met the department's long-term workforce planning requirements.

A total of 43 new employees began the department's graduate development programme in February 2013 and 42 completed the programme in December 2013.

The intake over the last three years is:

2011 – 48

2012 – 52

2013 – 43

3. Have there been any changes to this program since the last election? If so, what is the nature of those changes?

*Answer:*

No. There have been no changes to the graduate program since the election.