Program Logic

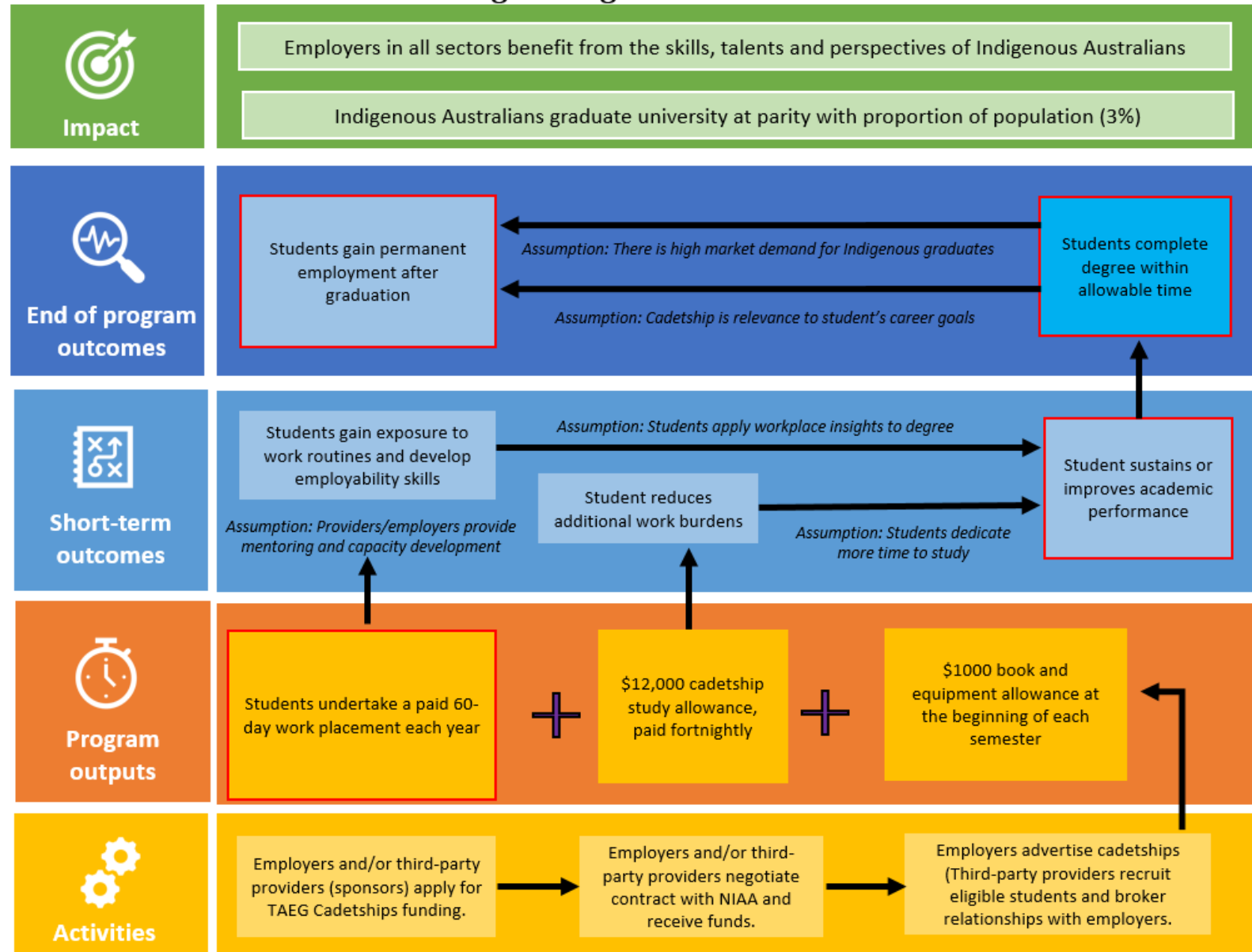**Problem Statement:**
Despite significant growth in University enrollment and completion rates for Indigenous Australians, they remain below population parity. Less than 30% Indigenous undergraduates complete their degree within 4 years. 1 in 6 do not return to study after the first year and Indigenous Australians are half as likely to graduate with a university degree than non-Indigenous Australians.

Contextual Analysis:
- Policy progress towards reconciliation and constitution recognition. NIAA recently established. First Indigenous Minister for Indigenous Australians.
- High demand for Indigenous graduates, driven by corporate social responsibility (private sector) and improved service delivery for Indigenous Australians (public sector). Many large employers have Reconciliation Action Plans.
- Growing role of social enterprise in addressing Indigenous employment.
- Changes to university education including flexible, online blended and fast-tracked degrees.
- Rapidly changing nature of work: Three main influences: automation, flexible working, outsourcing of lower skilled jobs. Need for a 'portfolio' career.

Denotes priority outcome (for measurement)

Impact
Employers in all sectors benefit from the skills, talents and perspectives of Indigenous Australians

Indigenous Australians graduate university at parity with proportion of population (3%)

End of program outcomes
Students gain permanent employment after graduation

Students complete degree within allowable time

Assumption: There is high market demand for Indigenous graduates

Assumption: Cadetship is relevance to student's career goals

Short-term outcomes
Students gain exposure to work routines and develop employability skills

Assumption: Students apply workplace insights to degree

Student reduces additional work burdens

Student sustains or improves academic performance

Assumption: Providers/employers provide mentoring and capacity development

Assumption: Students dedicate more time to study

Program outputs
Students undertake a paid 60-day work placement each year

\+

$12,000 cadetship study allowance, paid fortnightly

\+

$1000 book and equipment allowance at the beginning of each semester

Activities
Employers and/or third-party providers (sponsors) apply for TAEG Cadetships funding.

Employers and/or third-party providers negotiate contract with NIAA and receive funds.

Employers advertise cadetships (Third-party providers recruit eligible students and broker relationships with employers.

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1st Line - Employers in all sectors benefit from the skills, talents and perspectives of Indigenous Australians

2nd Line - Indigenous Australians graduate university at parity with proportion of population (3%)

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