# Annex K: Operating Models of Third-Party Providers

|  | **CareerTrackers** | **AFLSportsReady** |
| --- | --- | --- |
| Mission | Increase the number of Indigenous Australians attending and graduating from university. | Provide young people with a great platform for their future, while helping partners to develop their workforces. |
| Cadet placements | 275 cadetship placements. | 100 cadetship placements, but less are in operation. |
| Operational income | TAEG provides $1,100 administrative fee per cadet. A sponsorship fee is provided by host employers per cadet This fee can be waivered if the employer is genuinely unable to pay the fee. | TAEG provides $3,000 administrative fee per cadet. |
| Timing of internship | Primarily in summer university holidays.Cadets in later years of their degree can opt to work more regularly for their employer. | Can occur as a ‘block’ in the summer holidays, or more regularly during semester. |
| Supports provided to cadet and employer | Intensive support, including 1-1 weekly contact from an ‘advisor’ (managing a caseloads of approximately 30 cadets).Networking opportunities and celebratory events for cadet and employer. | Supports employers to recruit cadets and offers some support to cadets.Overall supports are less intensive than CareerTrackers, due to the smaller size of the program. |
| Employers | Primarily large corporations, smaller number of government agencies and not-for-profits. | Diverse range of employers, including organisations in the private, public and not-for-profit sector. |
| Early intervention | Works with [Australian Indigenous Mentoring Experience (AIME)](https://aimementoring.com/) and the [Aurora Project](https://auroraproject.com.au/) to target secondary school students aspiring to attend university, so they can start cadetships in their first year of study. | AFLSportsReady have a long history of supporting young Indigenous Australians through school-based traineeships and apprenticeships. |
| Additional programs/work | TAEG Cadetships account for 20-25% of CareerTracker’s Australian Indigenous internships.CareerTracker’s also provide cadetship program for newly arrived refugees and Indigenous people in other countries. | AFLSportsReady also provide traineeships, including one-on-one supports and networking opportunities for Aboriginal and Torres Strait Islanders trainees, and employment services for Aboriginal and Torres Strait Islander job seekers. |