

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 waived 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) and the Aurora Project 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.