

# CADETSHIP

Sponsors

# DOXA'S CADETSHIP PROGRAM

Our Cadets are tertiary undergraduates who are talented, committed to completing their education and realising their professional career goals. They're smart, highly motivated, equipped with a growth mindset, and ready to be an asset to the workforce. That's why we need organisations and people like you.

## Bring diverse young talent to your team

It's no secret that many employers are moving away from the old model of recruiting based on where you went to school and university. While academic performance remains important, other qualities are now being recognised as vital. Qualities of perseverance, passion and resilience. Gained through rich, and sometimes difficult, experiences.

The young people in our Cadetship program will have overcome significant challenges within their life. That may include financial hardship or living in out-of-home care. Many students come from a Culturally and Linguistically Diverse (CALD) background, including newly arrived and refugee young people. Many will be the first in their family with the opportunity to study at university or pursue a professional career. They embody resilience and are committed to making the very most of this fantastic opportunity.

## How we select Cadets

Application is online and eligible young people are interviewed by Doxa's Cadetship team. We look at:

- academic results
- leadership potential
- community and volunteering experience
- strong communication skills
- career aspirations that fit with opportunities at our Partner companies

### Cadetship statistics:

- 18-22 years
- 65% CALD background
- 62% female: 37% male  
1% other
- 27% Refugee or asylum seeker background
- 18% Regional/Rural
- 10% LGBTIQ

### Top areas of study:

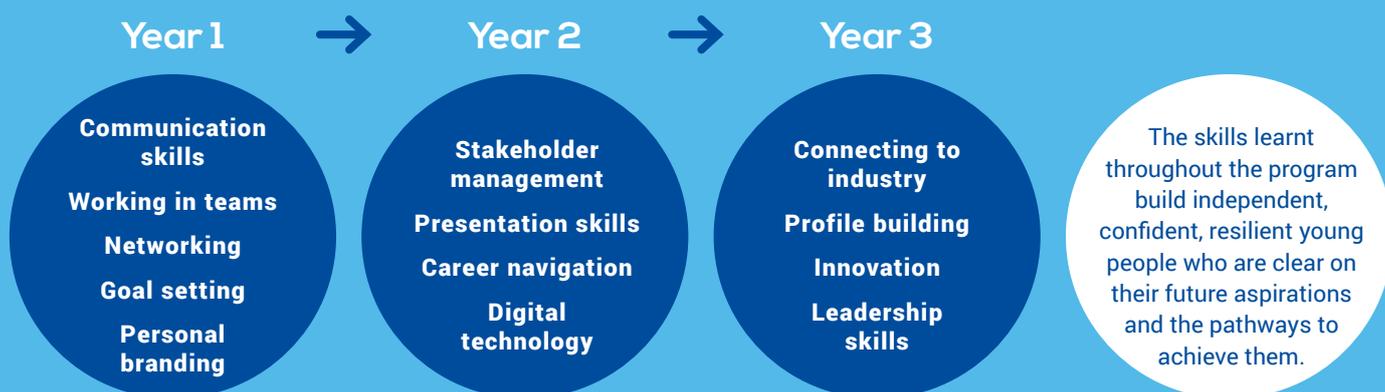
- science
- pharmaceuticals
- biomedical sciences
- commerce, business
- engineering and law.

\*applicant data from 2017 intake

***"Doxa provided me with the foundation and the work experience I needed to get to the position I am in now"***

**Preethi Jeeva**, *Cadetship Alumni and Deloitte graduate employee*

## The Cadets' Professional Development and transferable skills



\* Cadetship program durations vary from three to five years, dependent on the length of the Cadet's degree.



Cadetship Program Participants

### How Cadetship works in your business

Cadetship Program Partners provide up to eight weeks professional experience for each year of the Cadetship. This is a bespoke arrangement negotiated to suit everyone's needs. Companies will also assign a mentor to guide and support the Cadet through their journey.

The Cadet recruited is shortlisted by us and interviewed and selected by you. This process ensures that you have the fit for your team and the type of work available. Consider the Cadetship as an opportunity for a young person to do real work. They can assist on administration tasks, project management tasks, data analysis, stakeholder communication, social media, research and report writing. This illustrative list doesn't cover everything – we'll work with you to identify relevant tasks and meaningful opportunities.

### Support provided to Cadetship Program Partners

- recruitment support including a shortlist of talented applicants relevant to your sector
- advice and tips on interviewing young people from diverse and disadvantaged backgrounds
- a bespoke learning & development framework in line with Partner development goals
- mentoring support and on-boarding advice
- ongoing opportunities for employees to participate in the Cadet's Professional Development Program
- communications and promotion support to demonstrate your commitment to being a socially responsible business

*"This is the first time our team has taken on a Doxa Cadet and it has changed the way we think about recruiting junior staff. The Doxa program plays a vital role in connecting high calibre, highly motivated young people with great professional development opportunities."*

**PwC**, Cadetship Program Partner

### What a Cadet receives



financial assistance for living expenses\*



up to eight weeks work placement each year



professional development and vocational training



skilled mentors to guide and support



annual book and online allowance



community of Cadets and Alumni



industry networking and volunteering opportunities

\* The financial assistance is administered by us directly to the young people, so you don't have to.



## LOOKING FOR DIVERSE HIGH-ACHIEVING YOUNG TALENT FOR YOUR BUSINESS?

*Cadetship Program Participants and Alumni*

Doxa's industry-leading Cadetship Program is the solution for companies seeking to attract and recruit a diverse team of talented staff. All program participants are intelligent, focused undergraduates who have overcome significant disadvantage. They are ready to bring a unique set of skills, agility and fresh thinking to your business today.

### *Partner with us, support us, get involved*

Partnering with Doxa can provide a life-changing experience to a young person experiencing disadvantage. It can also provide a powerful opportunity to engage workplace professionals in an enriching skilled volunteering experience.

**Call** 03 9046 8200 or email Pip Macdonald, Cadetship Program Lead [pmacdonald@doxa.org.au](mailto:pmacdonald@doxa.org.au) or Natarla Reid, Partnerships Manager [nreid@doxa.org.au](mailto:nreid@doxa.org.au).

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We acknowledge the traditional owners of the lands and waters where we work and live

Doxa is committed to the physical, emotional and psychological wellbeing of every child and young person that accesses our programs. Key policies are available at [www.doxa.org.au/childsafestandards](https://www.doxa.org.au/childsafestandards)