

# DOXA YOUTH FOUNDATION CADETSHIP PROGRAM



## Our Cadetship Program provides:

- an opportunity for organisations to integrate CSR into business in a truly impactful way
- a chance to support the next generation of young people into the workforce
- existing staff with the opportunity to up-skill and mentor students from challenging life circumstances

Our Cadets are tertiary undergraduates who are talented, motivated and committed. Doxa Youth Foundation Cadets come from a range of diverse backgrounds including rural/regional areas, refugee/newly arrived migrant backgrounds, and Aboriginal and/or Torres Strait Islander heritage.

## 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 Program Partner companies

## 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

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

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## Cadetship statistics

17-24

years

57%

female

43%

male

20%

regional/rural

23%

refugee/asylum  
seeker background

21

countries of origin  
(including Australia)

44%

live off an income  
below \$30,000 p.a.

## Top areas of study

- ✓ STEM
- ✓ Finance
- ✓ Business/Commerce
- ✓ Health
- ✓ Arts
- ✓ IT
- ✓ Law
- ✓ Education

*\*applicant data from 2019 intake*

## The Cadets' Professional Development and transferable skills

Year 1



Year 2



Year 3

**Communication skills**  
**Working in teams**  
**Networking**  
**Goal setting**  
**Personal branding**

**Stakeholder management**  
**Presentation skills**  
**Career navigation**  
**Digital technology**

**Connecting to industry**  
**Profile building**  
**Innovation**  
**Leadership skills**

The skills learnt throughout the program build independent, confident, resilient young people who are clear on their future aspirations and the pathways to achieve them.

## 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