# **A visual diagram detailing the Tailored Assistance Employment Grants Program Logic - full description follows in this document**

# **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.

Impact

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%)

End of program outcomes

Students gain permanent employment after graduation \*

* Assumption: there is a high market demand for indigenous graduates
* Assumption: Cadetship is relevance to student’s career goals

Students complete degree within allowable time \*

Short term outcomes

Students gain exposure to work routines and develop employability skills

* Assumption: Providers/employers provide mentoring and capacity development
* Assumption: Students apply workplace insights to degree

Student reduces additional work burdens

* Assumption: Students dedicate more time to study

Student sustains or improves academic performance \*

Program outputs

Students undertake a paid 60-day work placement each year \*

Plus

$12,000 cadetship study allowance paid fortnightly

Plus

$1,000 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 relations with employers.

\* *Denotes priority outcome (for measurement)*