

## Annex I (a): Semi Structured Interview Guide - Cadet

Interview Question		Evaluation Question
<b>1.</b>	<b>I'd like to ask you some questions about how you came to apply for the cadetship...</b>	
a)	<p>Can you tell me a bit about your circumstances at the time you applied for the cadetship? For example:</p> <ul style="list-style-type: none"> <li>i. Which university were you attending when you started your cadetship?</li> <li>ii. Where did you attend university? (e.g. on campus? By distance?)</li> <li>iii. What year did you participate (Note: current or past participant)</li> <li>iv. What year of your degree were you in?</li> <li>v. Where you a school-leaver or 'mature-age' student?</li> </ul>	2.4.1
b)	<p>How did you first become aware of the cadetship opportunity?</p> <ul style="list-style-type: none"> <li>i. Did you apply directly to an employer or through a third-party (e.g. CareerTrackers or AFLSportsReady)? (<b>Note:</b> some students in earlier iterations of the program may have applied directly through the Government portal)</li> </ul>	1.1.2 Filter for 2.4.3
c)	<p>What were your main reasons/motivations for applying for the cadetship?</p> <ul style="list-style-type: none"> <li>ii. Did you apply for more than one cadetship before you were successful?</li> <li>iii. What interested you about the cadetship opportunity (not necessarily the company hosting the cadetship)?</li> </ul>	2.1.1
<b>2.</b>	<b>I'd like to ask you some questions about your participation in the cadetship...</b>	
a)	Did you complete your cadetship? If not, what were your reasons for not finishing?	2.1.3
b)	Did you complete your degree? If not, what were your reasons for not finishing?	2.1.2
c)	<p>Can you tell me more about your experience of the financial support provided through the cadetship?</p> <ul style="list-style-type: none"> <li>i. Did you think the amount of study allowance provided by your employer (approx. \$12,000p/a) was adequate, too much or too little?</li> <li>ii. Did you make use of the equipment allowance? If so, what did you buy? Do think the equipment allowance was adequate, too much or too little?</li> </ul>	2.2.2
d)	<p>What other forms of financial support (other than the study allowance) did you receive during your cadetship (e.g. ABSTUDY, scholarships, earned income)?</p> <ul style="list-style-type: none"> <li>i. How did the financial support from the cadetship interact/impact with these other forms of financial support?</li> </ul>	2.2.2 2.3.4
e)	<p>Can you tell me more about your experience of the 12-week work-placement?</p> <ul style="list-style-type: none"> <li>i. How many weeks were you employed in the work placement?</li> <li>ii. Was the time spent in the work placement adequate, or would you have preferred to work more or less? If so, why?</li> <li>iii. What did you like about the work placement?</li> <li>iv. What did you find challenging about it?</li> </ul>	2.2.1 2.1.4

Interview Question		Evaluation Question
	<ul style="list-style-type: none"> <li>v. Were there any issues that affected your participation in the work placement?</li> <li>vi. How important do you think the work placement was in helping you gain employment after your cadetship? Why?</li> </ul>	
<b>3.</b>	<b>I'd like to ask you some more questions about the support you received during your cadetship...</b>	
a)	<p>Can you tell me about what other support you received from <b>your employer</b> during your cadetship (including to complete the cadetship, balance your work/study/life commitments, gain employment and advance your career)?</p> <ul style="list-style-type: none"> <li>i. Who provided the support? What form did it take?</li> <li>ii. How satisfied were you with the support provided by your employer?</li> <li>iii. What more could have been done to increase your level of satisfaction?</li> <li>iv. To what extent did you feel like the support provided by your employer was relevant to your needs and circumstances?</li> <li>v. What more could have been done to make the support more relevant?</li> <li>vi. How important was the support provided by your employer in helping you complete the cadetship?</li> </ul>	<p>2.1.6</p> <p>2.4.1</p> <p>2.4.2</p> <p>2.2.2</p>
b)	<p><b>NOTE: SKIP THIS QUESTION IF THE PERSON DID NOT USE A THIRD-PARTY PROVIDER</b></p> <p>Can you tell me about the support you received from <b>a third-party provider</b> (including to find and successfully apply for the cadetship and/or to complete the cadetship and succeed at gaining employment):</p> <ul style="list-style-type: none"> <li>i. Who provided the support? What form did it take?</li> <li>ii. How satisfied were you with the support provided by your provider?</li> <li>iii. What more could have been done to increase your level of satisfaction?</li> <li>iv. To what extent did you feel like the support provided by your provider was relevant to your needs and circumstances (prompt: culture, gender)?</li> <li>v. How important was the support provided by your university in helping you obtain and complete the cadetship?</li> </ul>	<p>2.1.6</p> <p>1.1.4</p> <p>2.2.2</p>
c)	<p>Can you tell me about the support you received from <b>your university</b> (including to find and successfully apply for the cadetship and/or to complete the cadetship and balance your work and study commitments):</p> <ul style="list-style-type: none"> <li>i. Who provided the support? What form did it take?</li> <li>ii. How satisfied were you with the support provided by your university?</li> <li>iii. What more could have been done to increase your level of satisfaction?</li> <li>iv. To what extent did you feel like the support provided by your university was relevant to your needs and circumstances (prompt: culture, gender)?</li> <li>v. What more could have been done to make the support more relevant?</li> <li>vi. How important was the support provided by your university in helping you obtain and complete the cadetship?</li> </ul>	<p>2.1.6</p> <p>2.4.1</p> <p>2.2.2</p>
d)	<p>Did you receive significant support from anyone else you haven't mentioned during your cadetship? This could be a person or another organisation or program. If so, can you tell me about it?</p>	Attribution

Interview Question		Evaluation Question
e)	Looking back, what kind of support do you think was, or would have been most useful in improving your chances of gaining employment and progressing in your career? Why?	3.1.2
<b>4.</b>	<b>I'd like to know more about what has happened since you completed the cadetship...</b>	
a)	<p><b>SKIP THESE QUESTIONS IF PARTICIPANT ANSWERS NO TO 2A or 2B</b></p> <p>Were you offered a job with your employer (host) at the end of the cadetship? Why/why not?</p> <p>i. If yes, did you accept a job with your employer (host) at the end of the cadetship? Why/why not?</p>	2.1.3
b)	<p>May I ask if you are you currently employed?</p> <p>i. If no, what are your main reasons for being unemployed?</p> <p>ii. If yes, is this with your cadetship host or another employer?</p> <p>iii. Have you changed roles, been promoted or made any other significant progress in your career since you started?</p> <p>iv. If yes, to what extent do you think the support provided by the cadetship (study allowance + work placement) contributed to your success (compared to other factors)? Can you explain how?</p>	2.1.3 2.1.6
<b>5.</b>	<b>Conclusion</b>	
a)	Do you have any other feedback on any aspect of the program, whether it's positive or negative (remind participant that their response is confidential)?	

## Annex I (b): Semi Structured Interview Guide – Employer/Sponsor

Interview Question		Evaluation Question
<b>1.</b>	<b>The following questions are about your organisation’s involvement in the cadetship program(s)</b>	
a)	How was your organisation/company made aware of, or come to be involved in the cadetship program?	1.1.2
b)	How does your organisation/company make Indigenous students aware of cadetship opportunities (mention all of the ways)?	1.1.2
c)	What would you say your organisation/company’s main motivation is for participating in the program? (e.g. do you have any specific targets/strategies/financial benefit for employing indigenous people?)	2.1.1
d)	Does your organisation/company provide ongoing support to cadets once they are employed in the program (but not necessarily on work placement)? Including support to balance their work and study commitments, complete the program or gain employment after the program?	2.4.1
e)	What data, if any, does your organisation/company collect on cadets? (e.g. # of cadets, % employed, by demographic etc.)	3.1.3
f)	Is your organisation/company involved in any other programs with a similar aim of Indigenous employment outcomes? If so, which ones? How do they compare to this program?	3.2.3
<b>2.</b>	<b>The following questions are about cadet’s participation in the 12-week work placement</b>	
a)	<p><b><u>Employer Only</u></b></p> <p>On average, how many weeks per year (of the minimum 12) do cadets work for your organisation in their work placement?</p> <ul style="list-style-type: none"> <li>i. How is the work placement structured and managed?</li> <li>ii. What sort of work do cadets perform (at what level etc.)</li> <li>iii. What strategies do you use to support cadets during their work placement?</li> <li>iv. Is the work placement beneficial to your organisation? What are the pros/cons of hosting cadets on work placement?</li> </ul>	2.1.4 2.2.1 2.4.1
b)	<p><b><u>Third Party Only</u></b></p> <p>In your experience, what factors determine whether a work placement and overall cadetship experience is beneficial to the cadet’s career? Can you provide specific examples?</p>	2.4.1
c)	What issues affect cadet’s participation in the work placement?	2.1.4
<b>3.</b>	<b>The following questions are about cadet’s employment outcomes</b>	
a)	<b><u>Employer Only</u></b>	2.1.4

Interview Question		Evaluation Question
	<p>What proportion of cadets are offered a full-time job with your organisation at the conclusion of the cadetship? Why is that so?</p> <ul style="list-style-type: none"> <li>i. What is the process for applying for a job at the conclusion of the program?</li> <li>ii. Are any cadets placed on graduate employment programs? (if relevant)</li> <li>iii. What determines whether a cadet is or isn't offered a job?</li> </ul>	
b)	<p><b><u>Third Party Only</u></b></p> <p>If you experience, what determines whether a cadet is or isn't offered a job at the end of their cadetship?</p>	<p>2.1.4</p> <p>2.1.3</p>
c)	<p><b><u>Employer Only</u></b></p> <p>What career advancement opportunities does your organisation/company provide Indigenous cadets (limit scope to during the cadetship only)?</p>	2.4.2
<b>2.</b>	<b>The following questions are about your organisation's relationships with other stakeholders</b>	
a)	<p><b><u>Employers Only</u></b></p> <p>Do you work in partnership with any third-party providers (e.g. CareerTrackers)?</p> <ul style="list-style-type: none"> <li>i. If yes, which ones?</li> <li>ii. If yes, how do you work together?</li> <li>iii. If yes, what characterises the third-party providers who are most/least successful at recruiting and retaining cadets?</li> <li>iv. If yes, in your opinion, what is the added value, if any, that third-party providers bring to the program?</li> </ul>	<p>2.1.6</p> <p>1.1.4</p>
b)	<p><b><u>Third Party Only</u></b></p> <p>Do you work in partnership with any specific employers?</p> <ul style="list-style-type: none"> <li>i. If yes, which ones?</li> <li>ii. If yes, how do you work together?</li> <li>iii. If yes, what characterises the employers who are most/least successful at recruiting and retaining cadets?</li> </ul>	2.1.6
c)	<p>Do you work in partnership with any universities?</p> <ul style="list-style-type: none"> <li>i. If yes, which ones?</li> <li>ii. If yes, how do you work together?</li> <li>iii. If yes, what characterises the universities who are most/least successful at finding/mobilising and supporting cadets?</li> </ul>	2.1.6
<b>5.</b>	<b>I'd like to ask you whether you have any feedback about how it could be improved?</b>	
a)	How satisfied are you with the ICS/TAEG (not the cadets personally)? How could your satisfaction be improved?	2.2.3
b)	In your experience, is the program relevant to cadet's needs and circumstances (prompt: culture, gender)?	2.2.2
c)	In your opinion, how can cadet's chances of continued employment and career progression be improved?	3.1.2

Interview Question		Evaluation Question
d)	Do you have any other feedback on any aspect of the program, whether it's positive or negative (remind participant that their response is confidential)?	

## Annex I (c): Semi Structured Interview Guide - University

Interview Question		Evaluation Question
<b>1.</b>	<b>I'd like to ask you some questions about your university's involvement in the cadetship program(s)</b>	
a)	How was your university made aware of, or come to be involved in the program?	1.1.2
b)	How does your university make Indigenous students aware of the program (mention all of the ways)? <ul style="list-style-type: none"> <li>i. At what point does awareness start (e.g. secondary school outreach, during O-Week?)</li> <li>ii. Do you support prospective cadets to apply for the program, if so how?</li> </ul>	1.1.2 2.3.3 2.3.1
c)	Does your university engage cadets to promote the program, or as role models for prospective cadets?	2.3.3
d)	Does your university also employ cadets (as well as promote the program more broadly)?  <b>IF 'YES' – ALSO ASK QUESTIONS FROM THE SSI FOR EMPLOYERS</b>	2.3.2
e)	Does your university provide support to cadets once they are employed in the program? Including support to balance their work and study commitments, complete the program or gain employment after the program.	2.3.1
f)	Are Cadets eligible for other financial support from the university?	2.3.4
g)	What data, if any, does your university collect on cadets? (e.g. can you isolate data on educational and employment outcomes for Indigenous students specifically for cadets?)	3.1.3
h)	From your experience, which Indigenous students are more likely to participate in the program? <ul style="list-style-type: none"> <li>i. Which students are not accessing the program? (e.g. part-time, certain study areas, socio-economic backgrounds etc.)</li> <li>ii. How do variables such as study area, gender, and location effect the extent to which students access the program?</li> </ul>	2.1.5
i)	Is your organisation/company involved in any other programs with a similar aim of Indigenous employment outcomes? If so, which ones? How do they compare to this program?	3.2.3
<b>2.</b>	<b>I'd like to ask you some questions about your university's relationship with third-party providers</b>	
a)	Do you work in partnership with any third-party providers (e.g. CareerTrackers)?	

Interview Question		Evaluation Question
	<ul style="list-style-type: none"> <li>i. If yes, which ones?</li> <li>ii. If yes, how do you work together?</li> <li>iii. If yes, what characterises the third-party providers who are most/least successful at recruiting and retaining cadets?</li> <li>iv. If yes, in your opinion, what is the added value, if any, that third-party providers bring to the program?</li> </ul>	1.1.4
<b>3.</b>	<b>I'd like to ask you some questions about your university's relationship with employers</b>	
a)	<p>Do you work in partnership with any cadetship employers?</p> <ul style="list-style-type: none"> <li>i. If yes, which ones?</li> <li>ii. If yes, how do you work together?</li> <li>iii. If yes, what characterises the employers who are most/least successful at recruiting and retaining cadets?</li> </ul>	
<b>4.</b>	<b>I'd like to ask you about your experience of the program and whether you have any feedback about how it could be improved?</b>	
a)	From you experience, how satisfied have cadets been with the program?	2.2.3
b)	In your experience, is the program relevant to student's needs and circumstances?	2.2.2
c)	In your opinion, how can cadet's chances of continued employment and career progression be improved?	3.1.2
d)	Do you have any other feedback on any aspect of the program, whether it's positive or negative (remind participant that their response is confidential)?	