



Overview

Indigenous Business Australia (IBA) provides practical work experience for Indigenous university students, particularly those studying accounting, finance, law or business, to complement their tertiary studies.

Are you eligible?

To be eligible for a cadetship with IBA, you must be:

- of Aboriginal and/or Torres Strait Islander descent
- enrolled in full-time university studies
- an Australian resident.

Who is IBA?

IBA is a progressive, commercially focused organisation that promotes and encourages economic independence for Aboriginal and Torres Strait Islander peoples.

IBA employs more than 200 people from diverse cultural backgrounds and demographics. Interest and/or experience in the banking and finance sector, policy development and corporate services is often an advantage while all positions require a strong customer service focus and compliance with IBA's code of conduct.

IBA supports the employment, retention and advancement of Indigenous Australians in its work force. At present, approximately 24 per cent of IBA's employees are Indigenous.

What are some of the benefits of a cadetship with IBA?

IBA cadets are given opportunities to develop their tertiary studies within a work environment, and gain valuable experience for a career in IBA or elsewhere.

Cadetships are individually tailored and provide opportunities for meaningful work that makes a genuine contribution to IBA's objectives.

Cadets are eligible for financial assistance including:

- up to \$1000 each year for books and equipment
- study allowance
- regular payments for your twelve weeks of work experience
- travel and accommodation assistance in certain circumstances.

How do you apply?

To apply for a cadetship with IBA you can either:

- participate in the Australian Public Service Commission (APSC) cadet recruitment activities (www.apsc.gov.au/indigenoucareers/graduatesandcadets) or
- nominate IBA as your preferred employer when you register your details at Indigenous Cadetship Support (ICS) (www.deewr.gov.au/Pages/default.aspx?indigenous) and then email askHR@iba.gov.au to advise us of your registration with ICS
- contact IBA via email with details of your academic studies and career interests.

Indigenous cadet Kelvin Defranciscis

Kelvin was offered a couple of other cadetships that would have required him spending three months a year in Canberra or two days a week at work regardless of his university workload. A cadetship with IBA is more flexible.

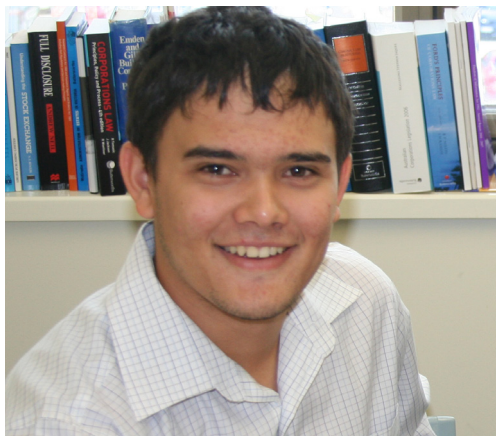
Kelvin joined IBA through the National Indigenous Cadetship program (NICP) in 2006 while he was in his first year of a Bachelor of Laws and Bachelor of Business degree at James Cook University in North Queensland. Cadetships can provide excellent career opportunities and experience and the pay is particularly good for university students.

“When I look at the work I get to do and the experience I gain with IBA, compared with some other university friends who are working during holidays at the newsagent and cinemas, it is obvious to me just how lucky I am.”

IBA’s cadetship experience can offer a wide variety of work and environments, interactions with clients from diverse backgrounds and situations while working across several of IBA’s programs, and the uplifting rewards of being a part of improving the overall standards of living for Indigenous Australians.

“During my cadetship I have spent time working on home and business ownership initiatives for Indigenous Australians. I’ve done a training workshop in business planning and have been out to Mt Isa to see IBA’s enterprise initiatives in action.

“I’ve also made three trips to the national office and learned about IBA’s work in investments, joint ventures and construction, as well as finding out more about HR and IBA’s operations nationally.”



“I’m fortunate to have been exposed to all the different parts of the organisation, and have been able to take this experience and apply it to my day-to-day job.”

“The work experience and skills I am gaining with IBA will assist me in pursuing a career in a variety of industries and this suits me because I am still not sure where I want to when I finish my studies. I would recommend an IBA Cadetship Program to any Indigenous university student interested in a flexible, focused and fun environment.”

For more information:

- visit www.iba.gov.au
- FREECALL™ **1800 107 107*** or (02) 6121 2706
- write to PO Box 38, Woden ACT 2606
- email: askHR@iba.gov.au