



Legal career started with a cadetship

Lorelei's story

Why have cadetships

Employment programs that increase numbers of Aboriginal and Torres Strait Islander people in the workplace assist cadets to achieve fulfilling careers.

In 2006, Anti-Discrimination Commission Queensland's Townsville office approached James Cook University about employing an Aboriginal or Torres Strait Islander student under an Indigenous cadetship program.

Lorelei was studying law at James Cook University and successfully applied for the cadetship, working with the Commission during semester breaks.

Indigenous Cadetship Support (ICS)

ICS links Aboriginal and Torres Strait Islander tertiary students in cadetship arrangements with employers, who provide them with work placements that complement their course of study, support the cadet through their study and placement, and intend to offer ongoing employment when the cadetship is completed.

Funding is available to employers to support cadets with a living allowance and study-related costs, and to offset employer administration costs during their cadetship.

One Aboriginal cadet's experience

Of her time at the Commission, Lorelei said that she enjoyed the experience of working in a diverse workplace with a variety of work that simply wasn't an office job, and that she was able to use her knowledge of the law to assist others.

In 2010, Lorelei was offered full-time employment as an Assistant Human Rights Officer, which included training clients in-house and off-site throughout North Queensland, including at a remote mining site.

In 2012, Lorelei applied for and was offered an appointment as an Officer Staff Cadet at the Royal Military College, Duntroon, where she trained for 18 months as a General Service Officer in the Australian army. However, Lorelei realised that 'I was simply not cut out for that kind of lifestyle and missed my freedom as a civilian'. She also wanted to return to Townsville to continue her legal studies.

Shortly after returning to Townsville, Lorelei was appointed to an Indigenous 'identified position' as Court Support Officer at the Townsville office of the Aboriginal and Torres Strait Islander Legal Service (Qld) Ltd (ATSILS). As part of a team of five Indigenous support officers, Lorelei was responsible for liaising with clients and providing assistance to lawyers to ensure that cultural concerns or needs were met.

At the same time, Lorelei completed her studies, graduating with a Bachelor of Laws from James Cook University in 2013. She completed the Graduate Diploma in Legal Practice at Queensland University of Technology in 2014, and in 2015 was admitted as a solicitor of the Supreme Court of Queensland at a ceremony in

Takeaway Messages

- Indigenous cadetships provide the cadets with valuable experience, expand their knowledge and confidence, and benefit Aboriginal and Torres Strait Islander communities generally.
- Workplaces benefit from employing Aboriginal or Torres Strait Islander cadets by challenging preconceived stereotypes of Aboriginal or Torres Strait Islander peoples.
- Some journeys need a variety of experiences before settling on one course.



Taking on a cadetship

Access The Indigenous Cadetship Support Handbook for all details about the program (<http://docs.employment.gov.au/documents/indigenous-cadetship-support-handbook>).

Access the Identified positions for Aboriginal and Torres Strait Islander fact sheet. (<http://www.adcq.qld.gov.au/resources/brochures-and-guides/fact-sheets/identified-positions>).

Access Targeted recruitment of Aboriginal and Torres Strait Islander people - a guideline for employers. (<https://www.humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice/publications/targeted-recruitment>).

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