

DOXA cadetship Program



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We know that financial and social disadvantage is the cause of many issues for young people, including isolation, bullying, health issues, literacy and numeracy issues and homelessness which prevent access to a full educational experience.

Our programs focus on long term outcomes for young people and their families.



Cadet Yasein Yassin with Stephen Silk at Victoria Racing Club.

Doxa Cadetship Program

The Doxa Cadetship Program is one of Doxa Youth Foundation's most innovative programs.

For the past 17 years the Doxa Cadetship Program has provided financial and emotional assistance to school leavers looking to commence tertiary studies while gaining practical work experience at a company relevant to their degree.

How the Program Works

The Doxa Cadetship Program is unique. Unlike other cadetship programs, the Doxa Cadetship Program supports only young people from disadvantaged backgrounds; allows cadets the freedom to choose which university they will attend; and covers a broad range of degrees, including law, business, engineering or arts. Within the program cadets are exposed to a highly structured professional development program in addition to eight weeks industry work experience.

Sponsors

Corporate Partners are integral to the program. With the support of Doxa, companies interview prospective cadets and decide who they wish to select. It is these cadets that enter into the program. Corporate Partners provide:

- \$6,000 per year per cadet to assist with living expenses. The donation is made to Doxa who is responsible for the weekly payments. All of this donation goes to the cadet.
- Eight weeks unpaid work experience annually for the duration of the cadet's degree. The specific arrangement for the eight week program are arranged between the cadet and sponsor company.
- A mentor to guide the cadet through their work placement and university experiences.

By supporting a Doxa Cadet, companies:

- Make a community contribution by participating in a proven and cost effective program to assist young people to develop to their full potential;
- Provide practical leadership development and experience for company staff participating in the program as mentors;
- Can potentially gain a talented and motivated employee who is already familiar with the organisation and the way it functions;
- Can integrate the program with the company's general and graduate recruitment process;
- Can incorporate the program into the organisational Corporate Social Responsibility (CSR) strategy, building reputation, people and the business;
- Increase their staff skills and commitment;
- Have a unique opportunity to make a positive difference in the life of a disadvantaged young person.

Our Corporate Partners know that the student is not the only beneficiary of the Cadetship Program. The company's staff and particularly those involved in the mentoring program, derive enormous satisfaction from guiding their cadets' personal and professional development and ultimately witnessing their graduation.

The Mentor

Mentors can experience enormous feelings of satisfaction from making a difference. Being involved in mentoring builds new skills and experiences including:

- Practical leadership skill development through the mentoring of a young person;
- Strengthened interpersonal and problem solving skills;
- Insight in to the day to day lives of young people;
- Increased opportunities to build networks with other mentors, Doxa Youth Foundation staff and other participants;
- The opportunity to participate in a disadvantaged young person's development.

DOXA Cadetship Program



**Frank
Robertson,
Business Sales
Manager, RACV.**

Young People

The Cadetship Program offers a fantastic opportunity for disadvantaged young people who are seeking financial study assistance at the same time as gaining practical work experience and invaluable insight into the operations of their sponsor company.

- Cadets receive a weekly living allowance;
- Cadets receive a work place mentor for the duration of their degree at the company;
- The program encourages career progression through training and personal development;
- Doxa will offer access to tutoring and professional counselling;
- Cadets can fast-track their career in their chosen field by getting industry experience while studying with the support of a corporate partner;
- Doxa cadets are given the opportunity to gain an extensive experience in the business community. Through the program cadets will develop their skills and be in a position to apply what they learn at university to work. On graduation, Doxa cadets have a competitive edge;
- Doxa cadets become part of their sponsor company's team. They are encouraged to participate in the workplace, and take responsibility for contributions and projects.



**Michelle
Nguyen,
Cadet at her
sponsor company RACV.**

Outcome Based

Sometimes it is difficult for people to understand the range of issues our young people have faced in their very short lives. This includes:

- Abuse and trauma and significant bereavement issues;
- Drug and alcohol affected parents;
- Homelessness;
- Poverty;
- Generational unemployment.

Can you imagine facing these challenges and still achieving VCE success and gaining a university place?

Our program success rate is high. Over 90% of our young people graduate from university and go on to employment or further education.

Doxa's Commitment

While Doxa supports the young people throughout the program, we are committed to working collaboratively with partner companies to ensure benefits for mentors and staff. The program has been remarkably successful with mentors indicating they believe the program to be worthwhile and feel like they are able to make a positive contribution to their mentee.

When setting up a Cadetship Doxa provides support and training for company staff, provides reports twice yearly and meets with the mentor and mentee regularly. Over the life of the program this process has become very rigorous.



**Kristy
Hornby at
her Induction
as a Cadet.**



**Monica
Huynh
chooses her suit.
Suits are provided courtesy
of Sires Menswear and
Country Road.**

DOXA Cadetship Program

Success Stories Graduate Cadet, Martin Phillips

Martin graduated in 2008 from his Bachelor of Engineering-Aerospace/ Bachelor of Technology degrees and is now employed by his sponsor company BAE Systems as an Algorithmic Engineer.

"My time as a cadet has been an opportunity that cannot have a value put on it. In my five years I have learned so many important lessons that cannot be taught at university. During my work placement I was given projects to complete that were of importance to BAE and this instilled confidence in my ability. One particular project was the design of a towing device for one of their unmanned aircrafts. I designed the rig and had it built and three years on, it is still used."

"There are plenty of highlights of the Doxa Cadetship program, the camp at Malmsbury, the professional development sessions and of course working at BAE - in particular spending two weeks in Sale on flight trials of an unmanned aircraft."

"I believe that companies gain much from taking on a Doxa cadet."



Graduate Cadet and Current Mentor Chris Gatt

My name is Chris and I have been working for my sponsor company Foster's Group since commencing my engineering degree studies and my cadetship in 1994.

I was very fortunate to be accepted for a Doxa Cadetship supported by Foster's Group. The four years to follow under the guidance of Doxa and Foster's provided me with career direction, a good connection between my technical education and the practical working environment, and general experience in my industry ahead of starting my full time career outside of studies. The extra support and training provided by Doxa along with my mentors within Foster's kept me focused and motivated to excel at my studies and move me into the corporate world.

Now 15 years after I first started studies I am still working for this great company and have been lucky enough to give back what has been given to me. I am currently the mentor for several cadets that Foster's now support through Doxa. I have great confidence in the professionalism and value of the Doxa program. I am an active advocate for continuing to support students through their tertiary education. I think both the student and the company benefit a great deal from this relationship and I would encourage any other businesses to participate and be a part of this great program.

Chris Gatt, Procurement Manager, Foster's Group

Mentor Naish Peterson

I have been involved in the Doxa program now for over eight years, with the last six years being in the role as mentor. During this time I have met some wonderful cadets; people that I still stay in touch with now, years after they have graduated and moved on. To be able to witness a young person come into your work environment and see them grow and develop to their full potential over the course of their cadetship is an amazing experience. It can also be very humbling. For these young people to tell you how much your support and advice has meant to them and how it helped them to reach their goals is one of the most rewarding experiences you could hope for.

It is wonderful to be involved in the Doxa Cadetship Program. For our firm to sponsor these cadets and for me to have the opportunity to be involved as their mentor is something that I will always treasure.

Naish Peterson, Mentor at Arnold Bloch Leibler

**For further information and to express your
interest in becoming a sponsor please contact:**

Doxa Youth Foundation

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