



DISAM Summary

Overview

In 2022, the Department of Industry, Science and Resources (DISR) conducted a Disability Affirmative Measures (DISAM) recruitment round.

Positions

We advertised 20 positions + 5 EOIs at APS3-EL1 classifications.

Classifications

APS3 - 2

APS4 - 5

APS5 - 3

APS6 - 7

EL1 - 3

Plus an EOI at each classification.

Location

Anywhere in Australia – 4

Canberra only - 8

Melbourne only – 1

Perth only – 1

Various - 6

Applications

APS3 – 117 (incl. 56 EOI)

APS4 – 231 (incl. 39 EOI)

APS5 – 98 (incl. 26 EOI)

APS6 – 128 (incl. 27 EOI)

EL1 – 89 (incl. 20 EOI)

Role type

ICT Admin/Support - 3

Policy - 11

Finance - 2

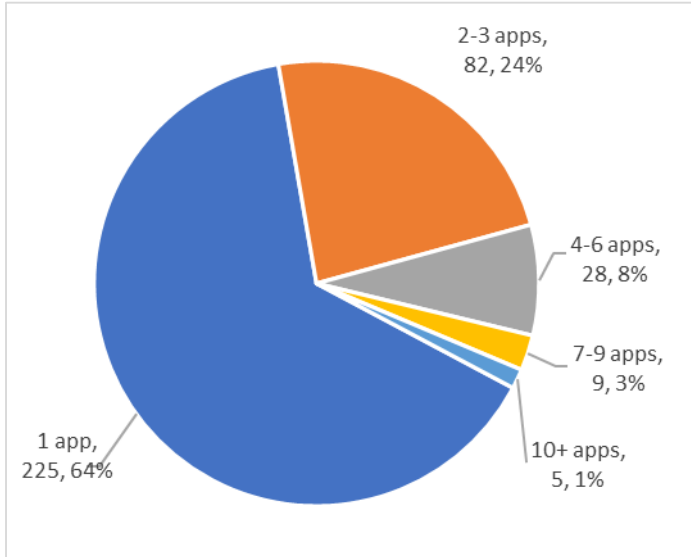
Data - 3

Program – 1

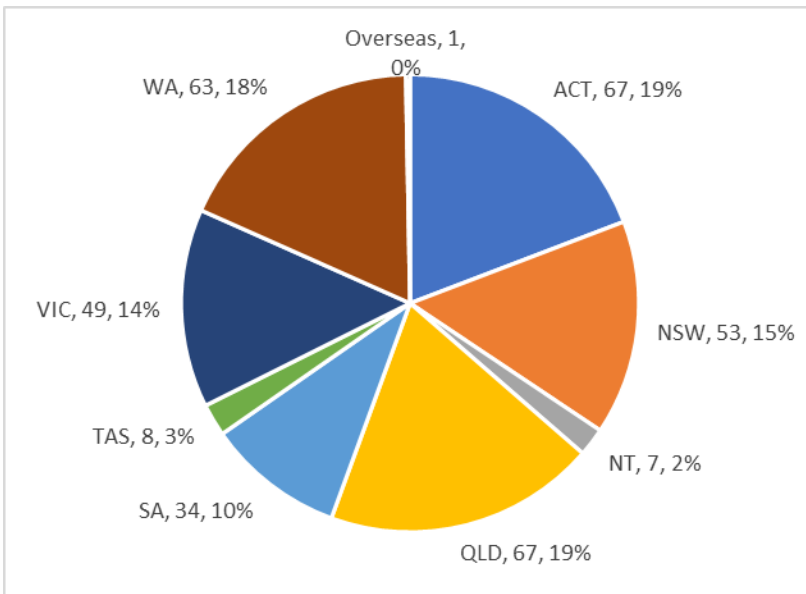
Candidates

We received 663 applications from 349 unique candidates.

No. of applications per candidate

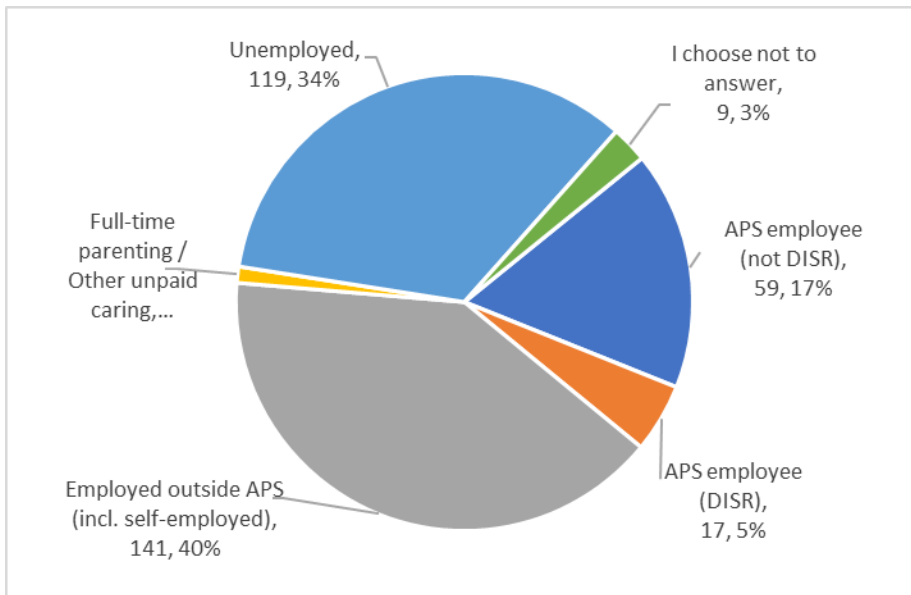


Location

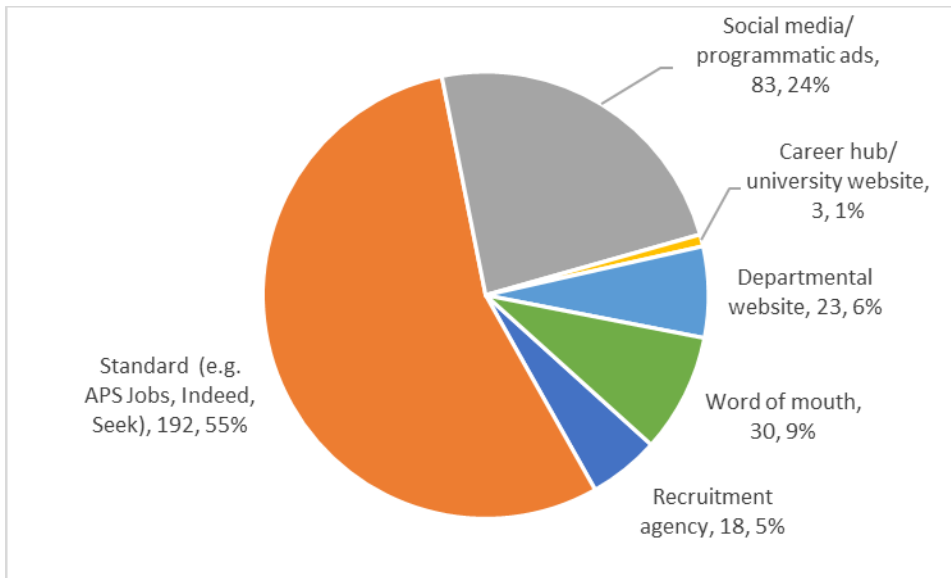


CLASSIFICATION

Employment status



How did you find out about...

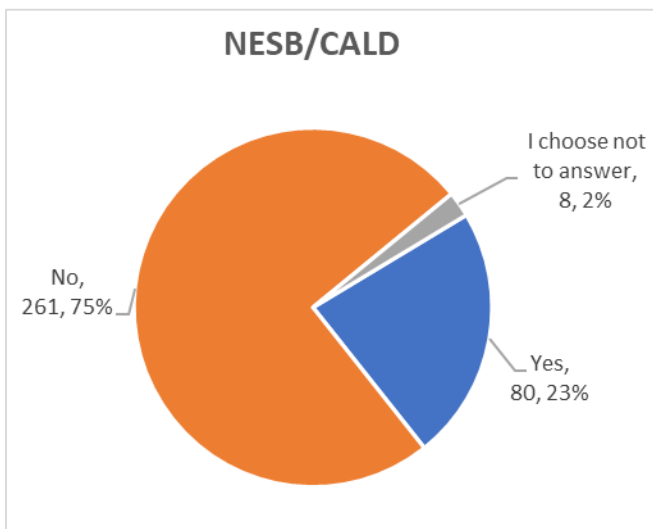
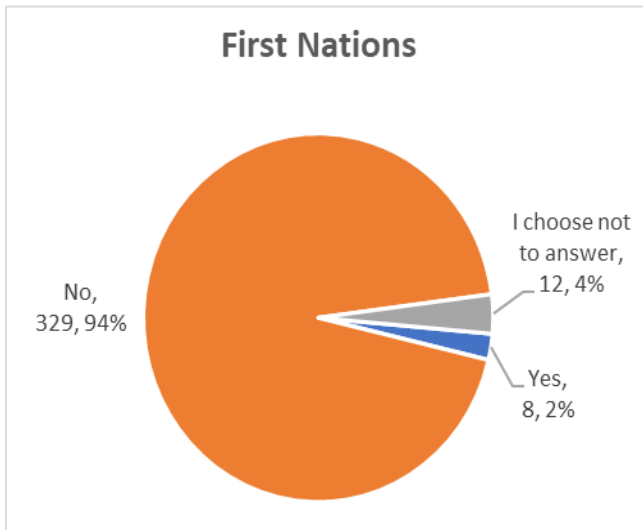
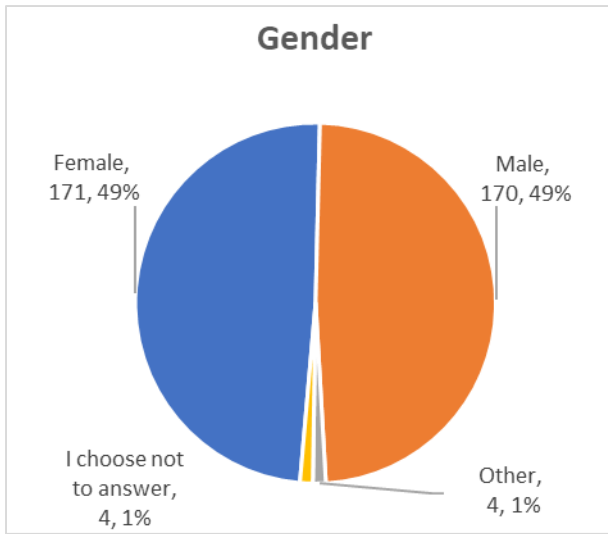


Note: While the interest and ‘hit rate’ for our social media and programmatic ads was higher than other avenues, the data above reflects how actual candidates found out about DISAM.

301 of the 349 candidates (or 86%) identified an online source.

CLASSIFICATION

Diversity markers



Process

General

Applications longlisted – 334 of 663 (50.4%)

These people were invited to complete the ModernHire online mini-interview (video/audio/written).

Applications shortlisted – 203 of 663 (30.6%)

93 candidates were invited to interview and asked to complete a work sample.

Applications withdrawn – 158 of 663 (23.8%)

Candidates either formally withdrew or did not respond to invitations to progress.

Candidates interviewed – 94 of 349 (26.6%)

203 applications were shortlisted for interview with candidates attending between 1 and 3 interviews.

Interview outcome

Assessed as suitable – 94 of 173 (54.3%)

Initial offers made – 8 of 20 positions (40.0%)

For more information

Email inclusion@industry.gov.au