

Media Release

CareerTrackers – All In to empower Indigenous students

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Images for download available [here](#).

For more than 17 years, CareerTrackers, a national not-for-profit organisation, has led a collective approach to supporting Aboriginal and Torres Strait Islander university students through paid internships and professional development opportunities that create pathways for long-term career success.

The impact of this work continues to be significant and far-reaching.

Since its establishment, CareerTrackers has facilitated more than 9,000 internships and built an alumni network of more than 1,600 First Nations professionals. Each year, the organisation engages with around 700 students nationwide, helping to bridge the gap between university education and meaningful employment opportunities.

CareerTrackers' outcomes demonstrate the value of sustained investment in Indigenous talent. Approximately 90% of CareerTrackers alumni graduate from university within six years, while between 80% and 95% secure full-time employment shortly after graduation.

This year's National Reconciliation Week theme, *All In*, highlights the importance of collective action in advancing reconciliation across Australia.

CareerTrackers is demonstrating what "All In" looks like in practice: a shared commitment across all sectors of the Australian economy, including corporate Australia, government, universities, and communities, to advance Indigenous employment, leadership, and economic participation.

While the commitment and determination of students remain central to success, strategic collaboration between employers and university partners creates the opportunities needed for students to build real-world experience, confidence, and professional networks.

CareerTrackers offers far more than internships. The organisation is committed to promoting academic excellence and equipping students with the skills, experience, and leadership capabilities needed to influence change and serve as role models for future generations.

Creating pathways for the next generation of Indigenous entrepreneurs, business owners, academics, and professionals directly supports reconciliation objectives by strengthening university participation, increasing workforce representation, and building stronger connections between Indigenous students and corporate and government environments.

As Australia reflects on the meaning of reconciliation during National Reconciliation Week, CareerTrackers continues to show that lasting change is possible when organisations and communities commit to walking together – and go all in.

CareerTrackers, Chief Executive Officer, Adam Davids said:

“Our flagship program engages students and requires them to commit to their studies. They’re paid a salary through multi-year internships where, for every year of their university degree, they are engaging in a workplace and a professional focus aligned to their long-term career aspirations.

“The students are gaining real, hands-on experience. They also engage in professional development and leadership training and benefit from connections between other like-minded Indigenous students from across Australia, not just in their city or at their university, but across the whole country.

“To succeed in our ambition, CareerTrackers needs a lot of buy-in from many different stakeholders, from private sector organisations, publicly listed companies, government agencies and departments, and not-for-profits. Our partners span everything from architecture firms to hospitals, and they need to be committed, they need to be all in.”

Supply Nation CEO Kate Russell said:

“Reconciliation is not only about acknowledging and confronting the past; it is about building a shared future grounded in understanding, opportunity and collaboration.

“One of the most powerful ways to achieve this is by investing in people and creating pathways for individuals to excel, lead and make a meaningful impact on the world.

“CareerTrackers and its partners are helping to empower the next generation of First Nations scientists, academics, entrepreneurs, astronauts, lawyers and professionals. Their work is not only advancing Reconciliation, but also helping to shape a stronger, more inclusive Australia for the future.”

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