



Reinforce your workforce.

Manufacturing Skills Queensland (MSQ) Engineering Cadetship Bursaries.

60 000

**new engineers
needed by 2035.**¹

20.3%

**civil engineering
growth.**²

18.6%

**mining engineering
growth.**²

9.9%

**aircraft maintenance
engineers growth.**²

¹ Engineers Australia, Engineering Tomorrow: Strengthening the engineering workforce for Australia's future prosperity Report, April 2025.

² Victoria University (on behalf of Jobs and Skills Australia), Employment Projections May 2024 – May 2034.

CQUniversity and MSQ have partnered to offer Tuition Bursaries that cover up to 50% of tuition fees (up to \$10 000) for new Associate Degree of Engineering (CC02) students undertaking an Engineering Cadetship.

Together, we recognise the challenges of recruiting graduates across all engineering disciplines, particularly in regional Queensland.

Through Cadetships, we can retain talent in the regions with incentives to study and work locally, attract talent early into the workforce to rapidly develop skills meeting industry needs and upskill the existing workforce.

With up to 30 MSQ Bursaries available, now is the time to consider upskilling your staff to the Engineering Associate level.



WHAT IS AN ENGINEERING ASSOCIATE?

An Engineering Associate is a skilled professional that provides technical support to engineers in designing and maintaining critical infrastructure and systems. They typically hold an Associate Degree of Engineering and work across various disciplines, including civil, mechanical, electrical and manufacturing engineering. At CQU, our associate degree is fully accredited by Engineers Australia and can be completed online in four years with a part-time study plan.

ENGINEERING CADETSHIPS

Cadetships enable employers to play a direct and significant role in the development of their own engineering workforce. Applying and extending the engineering curriculum for students in workplace scenarios creates rich, practical learning experiences that rapidly enhance skills and capabilities. This approach ensures cadets are highly desirable employees who seamlessly integrate into your engineering workforce.

Why students choose to study engineering at CQU.

¹ QILT Employer Satisfaction Survey 2024.

² The Good Universities Guide 2025.

³ QILT ComparED 2024.



#3 in Queensland for employer satisfaction.¹



#8 in Australia for graduates' collaborative skills.¹



#7 in Australia for new postgraduate teaching quality; and 5-STAR rating (top 20% nationally).²



5-STAR rating in Australia for student support.²



4 out of 5 CQU undergraduate students rate their skills development positively.³

HOW IT WORKS

- › **Flexible options:** An online study mode and tailored course planner enable cadets to undertake casual, part-time, full-time or varied employment to suit your workplace opportunities and their circumstances.
- › **Reduce training costs:** Save up to \$10,000 per cadet on training costs, thanks to an MSQ Bursary, with the option to co-contribute to further support students and staff.
- › **Targeted recruitment:** Opportunity to upskill your current workforce, or seek new cadets by region or current skill set. This allows you to attract well-suited talent and develop long-lasting relationships leading to productive home-grown graduates.
- › **Rapid deployment:** Cadetships may commence at any time and existing staff can benefit from two annual intakes, allowing agile human resource management.
- › **Simple and effective:** Contact our team to create cadetship packages. We'll guide you through the process, ensuring you have an attractive offer that balances study and work priorities so you can focus on the benefits of partnering with CQUniversity.

MSQ BURSARY ELIGIBILITY

To offer an Engineering Cadetship via the MSQ program, your organisation must:

- › Be a small or medium engineering or manufacturing business, with 200 employees or less; and
- › Offer an Engineering Cadetship to a first-year CQU Associate Degree of Engineering (CC02) student at a regional Queensland location; and
- › Agree to an Information Sharing agreement with MSQ for Bursary processing.

CONSIDERATIONS FOR EMPLOYERS

A cadetship partnership can help grow your workforce while supporting the future of engineering education.

For long-term success, we recommend:

- › **Workplace support:** Cadets need to feel part of your team. Provide an employment agreement and a supportive environment that accommodates study commitments. We generally recommend 0.5 days per week and one week per term for study leave.
- › **Aligned learning:** Cadets benefit when their work connects with what they're learning. CQU will share relevant course information to guide project planning and workload.
- › **On-the-job guidance:** Regular coaching and feedback helps cadets build capability and confidence – both at work and in their studies.
- › **Financial incentives:** To attract and retain talent, consider offering scholarships, laptops, course fee support, living allowances or other relevant incentives.

CONTACT US

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FIND OUT MORE

The information in this publication was correct at the time of printing (October 2025), however is subject to change. Check the CQUniversity website for the latest information.