Digital Stream Overview

NSW Government Graduate Program

2025

www.psc.nsw.gov.au/graduateprogramresources

NSW Government
Graduate Program

One choice,
endless opportunities

Contents

Graduates in the Digital stream can work on a range of digital government services from identifying cyber security risks or designing and delivering products and services across critical areas including health, housing, customer service and transport.

Snapshot

Employment

- 18-months temporary employment with the home agency
- Clerk Grade 3/4 (or equivalent)
- Ongoing role upon successful completion of the program

Development

- Tailored digital development program
- Australian Computer Society membership
- Working in Government workshop
- Performance and development plans
- 3 x 6-month placements

Support

- Welcome event and program induction
- Agency Coordinators
- Structured mentoring
- Executive Sponsor
- Placement Managers
- Networking events
- Virtual Graduate Hub
- LinkedIn Graduate Program alumni group

Employment

Digital stream graduates are employed and paid by their home agency for the 18-month program in a temporary Clerk Grade 3/4 (or equivalent) level role. The secondment mechanism is used when graduates rotate to a host agency for external placements.

Graduates must be offered an ongoing role at level in the home agency on successful completion of the program. See the Digital stream Success Criteria.

Please visit the NSW Government Graduate Program Resources site for the current Digital Graduate Role Description.

Cost to participating agencies

The home agency will fund the graduate's salary (plus on-costs) at the Clerk Grade 3/4 (or equivalent) level and pay the cost of the education and mentoring components.

Commitment	Per Graduate, 2025 Program
Annual Salary, Clerk 3/4 (or equivalent)	Approx. $79,032
Education	ACS $2,910 UTS $65 (Working in the Government workshop)
Mentoring Program	$1,409

Agencies will be invoiced directly by the provider for the education and mentoring components. *

Development

Tailored Digital Development Program

Graduates complete a digital development program designed and delivered by the Australian Computer Society (ACS) over a 12-month period commencing in June. This development includes 2 ½ day networking events and 8 ½ day face-to-face and/or virtual interactive workshops. These workshops will provide graduates with professional development that will enhance their digital skills and knowledge. Topic areas covered by the workshops include:

- Digital and Project Management
- Change Management
- Complex Stakeholder Management
- Ethics in Technology
- Digital Product Management
- Data Analytics and Decision-making
- Building a Sustainable Future

There will also be individual coaching sessions as part of the program.

Communications about each module will be issued to managers prior to each workshop. Managers of digital graduates will be invited to attend a 1hr virtual briefing prior to the commencement of this program.

Graduates attend the workshops during work time and attendance and participation in all formal learning is mandatory.

Australian Computer Society Membership

Graduates receive a membership in the ACS Professional Partnership Program, providing them with access to the ACS Learning Accelerator, training modules, a digital library of exclusive training videos, recorded webinars, and insights from tech leaders to further develop digital capability and work towards a particular career journey. Graduates can select and undertake training modules that are best suited to their career aspirations at their own pace and in their own time. The ACS membership also provides access to virtual and face to face tech and industry networking events across NSW.

Working in Government workshop

To build foundational knowledge of government and understand how government works, graduates will attend a one-day whole of cohort workshop as part of the development program with the University of Technology. This face-to-face workshop will cover:

- Understanding NSW public sector context
- Promote the values and ethics of the NSW public service
- Teamwork and collaboration skills
- Ethical, sustainable and socially responsible practice

Graduates attend the workshop during work time and attendance and participation in all formal learning is mandatory.

Placements

As part of the program's exposure component, graduates complete 3x 6-month placements.

Graduates are expected to rotate out to a different agency for placement 2 and return for placement 3. Working in different agencies helps to broaden a graduate's understanding of how NSW Government works in a variety of different contexts, an important component of their career development and progression. In circumstances where this is not possible, for e.g., in a regional location, it is expected that the graduate will undertake work that provides the opportunity to develop different digital skills.

Performance and Development Plans (PDP)

Graduates complete one PDP with each 6- month placement in consultation with their manager. A dedicated online platform has been developed to facilitate a consistent and accessible process across the sector. For more information, please see the Program Guide and other resources available on the NSW Government Graduate Program Resources site.

Success Criteria

Component	Criteria	As assessed by
Development	• Completes all components of the digital development program • Working in Government workshop	• Australian Computer Society • University of Technology Sydney
Performance	• Meets all 16 capabilities as defined in the stream specific role description • Overall, performance is at the 'Achieving' level or higher	• Home agency: o Performance and development plan reviews o Overall progress and performance of the graduate

Contact

Your Agency Coordinator is the first point of contact for queries related to the NSW Government Graduate Program. Contact information is available on the NSW Government Graduate Program Resources site.