

# Primary Stream Overview

## NSW Government Graduate Program

2025

[www.psc.nsw.gov.au/graduateprogramresources](http://www.psc.nsw.gov.au/graduateprogramresources)

## NSW Government Graduate Program



**One choice,  
endless opportunities**

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Graduates in the Primary Stream rotate across different agencies while gaining skills and experience in project, policy and other program initiatives.

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## 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



- NSW Government Primary Stream Development Program
- Performance and development plans
- 3 x 6-month placements

### Functional areas



- Analytics
- Audit and Risk
- Communications and Marketing
- Finance/Business/Economics
- HR (People)
- Policy
- Procurement
- Project Management
- Service Delivery

### Support



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

## Functional areas

If graduates have a particular career aspiration they wish to pursue, they can nominate up to three functional areas at the application stage of the recruitment process.

Analytics

Human Resources  
(People)

Audit and Risk

Policy

Communications &  
Marketing

Procurement

Project Management

Finance, Business,  
Economics

Service Delivery



## Employment

Primary 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 [Primary stream Success Criteria](#).

Please visit the [NSW Government Graduate Program Resources](#) site for the current Primary Stream 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 formal education and mentoring components.

Commitment	Per Graduate, 2025 Program
Annual Salary, Clerk 3/4 (or equivalent)	Approx. \$79,032
Education	\$7,154.26
Mentoring Program	\$1,409

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



# Development

## Primary Stream Development

Primary stream graduates will complete a development program run by the University of Technology Sydney (UTS). This development program focuses on building the knowledge and skills graduates need at this point in their career.

This program will focus on work integrated learnings, building graduates proficiency as a public servant and developing the soft skills needed to thrive via workshops, group coaching and networking activities.

Workshops covered by UTS over the program will include:

- Self-Leadership
- Working in the government
- Navigating complexity in the public service
- Working with empathy & diverse perspectives
- Building relationships & pathways to impact
- Team communication & influencing
- Innovation strategy
- Storytelling, strategic influence, and impact

All workshops will be in person events. The group coaching sessions will be virtual. Graduates attend the workshops 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 some regional locations, this may not be possible due to the number of agencies participating and graduates should be made aware of this.

## 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	<ul style="list-style-type: none"><li>• Completes primary stream development program</li></ul>	<ul style="list-style-type: none"><li>○ University of Technology Sydney</li></ul>
Performance	<ul style="list-style-type: none"><li>• Meets all 16 capabilities as defined in the stream specific role description</li><li>• Overall, performance is at the 'Achieving' level or higher</li></ul>	<ul style="list-style-type: none"><li>• Home agency:<ul style="list-style-type: none"><li>○ Performance and development plan reviews</li><li>○ Overall progress and performance of the graduate</li><li>○ Exceptions will be managed by the home agency</li></ul></li></ul>

## Contact

Your Agency Coordinator is the first point of contact for queries related to the NSW Government Graduate Program. Graduate Program information is available on the [NSW Government Graduate Program Resources](#) site.