

Social Work Stream Overview

NSW Government Graduate Program

2025

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NSW Government Graduate Program



**One choice,
endless opportunities**

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The Social Work Stream is designed to provide a pathway for recent graduates to become a Case Worker with the Department of Communities and Justice. Graduates will apply their knowledge and skills to improve the lives of children, adults, families, and communities who often experience disadvantage and live in varied and challenging circumstances.



Snapshot

Employment



- 18-months temporary employment with the home agency
- Clerk Grade 3/7
- Ongoing role upon successful completion of the program

Development



- Case Worker Development Training
- Working in Government workshop
- Performance and development plans
- 2 x 9-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

Social work stream graduates are employed by the Department of Communities and Justice for the 18-month program in a temporary Clerk Grade 3/7 level role.

Graduates must be offered an ongoing Case Worker level role upon successful completion of the program. See the [Social Work stream Success Criteria](#).

Please visit the [NSW Government Graduate Program Resources](#) site for the current Social Work Stream Graduate Role Description.

Cost to participating agencies

The home agency will fund the graduate's salary (plus on-costs) at the Clerk Grade 3/7 level and pay the cost of the education and mentoring components.

| Commitment | Per Graduate, 2025 Program |
|--------------------------------|--|
| Annual Salary, Clerk Grade 3/7 | Approx. \$79,032 |
| Education | DCJ \$450 (TBC) UTS \$65 (Working in the Government workshop) |
| Mentoring Program | \$1,490 |

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

Development

Case Worker Development Training

The Social Work stream provides a pathway to becoming a Case Worker with tailored Case Worker Development Training delivered by the Department of Communities and Justice. Graduates will learn about how child protection works across systems, policies and practice, and undertake group supervision to make the best possible decisions about children and their families.

Graduate attendance and participation in all formal learning is mandatory.

Managers should check in with the graduate on a regular basis regarding progress toward their formal learning and how they can assist the graduate with their studies. The PSC will keep in contact with managers regarding the graduate's progress.

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

Graduates will complete two x nine-month placements in different Client Service Centres.

- In placement one, graduates will build essential knowledge, values and skills for the Caseworker role. This includes 17 weeks undertaking the Caseworker Development Training, followed by experience in a Client Service Centre to apply and build on the learnings, knowledge and capability developed through the case worker training.
- In placement two, graduates will gain broader experience and exposure to the issues facing children. They will be placed in a different Client Service Centre and gain further field experience and build on their job capability.

Performance and Development Plans (PDP)

Graduates complete one PDP with each 9-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">• Successfully completes the Case Worker Development Training• Working in Government workshop | Department of Communities and Justice: <ul style="list-style-type: none">• Formal assessments as part of the Case Worker Development Training• University of Technology Sydney |
| Performance | <ul style="list-style-type: none">• Meets all 16 capabilities as defined in the stream specific role description• Overall, performance is at the 'Achieving' level or higher | Home agency: <ul style="list-style-type: none">• Performance and development plan reviews• Overall progress and performance of the graduate• Exceptions will be managed by the home agency |

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.