

# Digital Stream Overview

## NSW Government Graduate Program

2024

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

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Graduate  
Program

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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.

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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



- Tailored digital development program
- Australian Computer Society membership
- 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.

<b>Commitment</b>	<b>Per Graduate, 2024 Program</b>
Annual Salary, Clerk 3/4 (or equivalent)	Approx. \$79,032
Education	\$3,800 (TBC)
Mentoring Program	\$1,409

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



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# Development

## Tailored Digital Development Program

Digital stream graduates will undertake a tailored development program. This includes virtual workshops and in-person events. 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.

## 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	<ul style="list-style-type: none"><li>• Completes all components of the digital development program</li></ul>	<ul style="list-style-type: none"><li>• Education provider</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. Contact information is available on the [NSW Government Graduate Program Resources](#) site.