

Primary Stream Overview

NSW Government Graduate Program

2024

www.psc.nsw.gov.au/graduateprogramresources

**NSW
Government
Graduate
Program**

**One Choice
Endless opportunities**

Contents

- Snapshot 4
- Functional areas..... 5
- Employment..... 6
- Cost to participating agencies..... 6
- Development..... 7
- Success criteria..... 8
- Contact 8

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



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



- Foundations of Government 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.



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, 2024 Program
Annual Salary, Clerk 3/4 (or equivalent)	Approx. \$79,032
Education	\$6,100 (TBC)
Mentoring Program	\$1,409

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



Development

Foundations of Government course

We're continually looking at ways to evolve the graduate program. For graduates in the 2024 primary stream, they will be the first cohort to experience a new, streamlined learning and development program. This puts a lot more focus on building the knowledge and skills graduates need at this point in their career.

Instead of completing the Diploma of Government, graduates will be building their proficiency as a public servant and developing the soft skills needed to thrive via workshop and networking activities.

This new program will be launched in April/ May this year.

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	Completes Foundations of Government program	<ul style="list-style-type: none">○ Education provider
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	<ul style="list-style-type: none">• 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.