

# Engineering Stream Overview

NSW Government Graduate Program

January 2023

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

NSW  
Government  
Graduate  
Program

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Graduates in the Engineering stream will contribute to critical high-profile initiatives that impact the citizens of NSW. They will analyse and address problems and come up with practical ways to change things so they perform better in areas from health, infrastructure, to 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 engineering development program delivered by Engineering Education Australia
- Engineers Australia membership
- Select modules from the Diploma of Government
- 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

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## Employment

Engineering 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 Engineering stream Success Criteria.

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

<b>Commitment</b>	<b>Per Graduate, 2023 Program</b>
Annual Salary, Clerk 3/4 (or equivalent)	Approx. \$ 75,992
Education	From \$4,715 to \$5,180*
Mentoring Program	\$1,295

\* The cost of the Education component will depend on the final number of graduates in the Engineering stream.

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



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# Development

## Tailored Engineering Development Program

Graduates complete an engineering development program designed and delivered by Engineering Education Australia (EEA). The 12-month blended learning program combines self-paced online learning, collaborative digital learning and workplace projects. Topic areas covered by the modules include:

- personal empowerment
- project management and procurement
- professional skills

## Engineers Australia Membership

Graduates receive a membership of Engineers Australia, giving them access to networking and training events, volunteer opportunities, online short courses and other benefits. The graduate membership is tailored to support early-career engineers as they transition to professional work.

## Foundational government knowledge

To build foundational knowledge of government and understand how government works, graduates will attend 1 workshop in April as part of the Diploma of Government course with the University of New England Partnerships. This face-to-face workshop will cover the units:

- Apply government processes
- Promote the values and ethos of Public Service

Graduate attendance and participation in all formal learning is mandatory.

Graduates are entitled to one study day per month to undertake any formal development offered by EEA and to complete assessments during working hours, if required. The timing of these is to be coordinated with the manager. 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 on the graduate's progress.

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## Rotations

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.

## 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 engineering development program</li></ul>	<ul style="list-style-type: none"><li>• Engineering Education Australia:<ul style="list-style-type: none"><li>○ formal assessments as part of the engineering development program</li></ul></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>

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## 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.