



Australian Government



Services
Australia

Start your career with Services Australia

Entry Level Pathways





Services Australia

We touch the lives of almost every Australian.

We make government services simple so people can get on with their lives. Our work spans social security and healthcare, in addition to disaster relief, assistance to farmers and specialised services for vulnerable communities.

We rise to challenges fuelled by the knowledge that what we do matters. Our work can be challenging but is also rewarding, and suits people who are resilient and embrace innovation and change.

We help customers at key moments in their lives. Whether helping customers, supporting strategic policy, leading whole-of-government initiatives, or excelling in various roles, everyone in the agency makes a real difference to Australians.

Join us in making government services simple so people can get on with their lives.

Go to **servicesaustralia.gov.au/entrylevelpathways** or scan the QR code to learn more.



WORKPLACE INCLUSION AND DIVERSITY

Services Australia supports you to bring your whole self to work. We are at our best when we reflect the communities we serve.

We celebrate people with different cultural backgrounds and disabilities. We are also a leading employer of First Nations Australians and an LGBTI+ gold employer.

We strive to have a culture where you will be supported, respected and valued by your colleagues and leaders.

You will work in an environment that is safe and secure and where you are encouraged to participate, collaborate, share ideas and grow to reach your full potential.

Our entry level pathways are open to Australian citizens. Our pathways are a great start to your career with us and the Australian Public Service (APS).

Digital Cadetship Program

Our Digital Cadetship Program is an opportunity for university students to work part-time while completing an undergraduate or postgraduate degree.

To be eligible you must:

- be enrolled in an Australian university
- have completed one year towards an undergraduate bachelor degree or equivalent
- be an Australian citizen.

You'll work a minimum of 2 days a week around your university classes while you complete your degree.

You'll be employed as an ongoing employee at the APS2 level. On successful completion of the program and your university studies, you'll advance to the APS4 level.

As a digital cadet you earn an attractive and competitive salary package which includes leave and superannuation. You also receive a generous study allowance to help with your university costs.

Go to **servicesaustralia.gov.au/entrylevelpathways** for more information.

Digital Traineeship Program

This program will help you build your skills through study and on-the-job experience. Employment opportunities will be flexible so you can balance work and study. You'll also receive mentoring support to help you succeed.

You need to be an Australian citizen to apply for this program. You can apply throughout the year. We have roles available in locations across Australia.

When you complete this program, you'll receive a Certificate IV, Diploma qualification (or equivalent) in a digital or technology-related field.

We offer permanent roles between the APS1 to APS6 classifications.

Go to **servicesaustralia.gov.au/entrylevelpathways** for more information.

National Graduate Program

Our National Graduate Program is an opportunity for recent university graduates to start their career in the APS.

We're looking for forward thinking graduates who have fresh innovative customer centric ideas to help transform the way we work.

We'll give you a range of training and development opportunities to help you grow and shape your career. During our 10-month program, we offer on-the-job learning, formal training and a range of specialist events.

We offer generalist and specialist streams to suit every degree. The generalist stream is open to all degrees. The specialist streams let you focus your career in a particular area.

We'll partner with you to make sure you have all the support you need to complete the program. We'll match you with a buddy before you start. This will be a graduate from a previous year. They'll help you settle into our agency and the APS. We'll also team you up with a Senior Executive Service mentor. They'll support and guide you with your career and personal objectives.

You'll experience our service delivery environment firsthand. This experience is unique to our graduate program and you'll get insight into how Australians access government services.

You need to be an Australian citizen to apply. You'll also need to have recently completed a recognised university degree.

We recruit at the APS3 and APS4 levels. The pay point you're eligible for depends on your qualification level. When you successfully complete the program, you'll move up to an APS5 level.

Go to **servicesaustralia.gov.au/graduates** for more information.



Aurora Neuroinclusion Program

The Aurora Neuroinclusion Program (Aurora) helps people with autism or Attention Deficit/Hyperactivity Disorder (ADHD) start their career in the APS.

Aurora recognises the strengths, skills and talents people who are neurodivergent can bring to work. As part of our program, we offer professional development and support as you progress on your APS journey.

Aurora is an award-winning program recognised by the Australian HR Institute as the 2023 winner of Best Attraction, Recruitment and Retention Strategy in the organisation category.

Successful candidates will be offered ongoing employment, a competitive salary and opportunities for career progression.

Depending on the role and the skills required, roles will be offered between the APS3 to APS6 classifications.

Aurora offers all of these:

- a tailored and flexible assessment phase
- ongoing roles with attractive leave entitlements and working conditions
- job security with a competitive salary
- a dedicated neurodiversity coach to develop the skills to progress your career.

To be eligible, you must have a diagnosis of Autism Spectrum Disorder/Condition or ADHD.

You must also be:

- 18 or older
- an Australian citizen
- able to participate in an assessment centre process
- able to pass an Australian Government Security Clearance.

Go to **servicesaustralia.gov.au/aurora** for more information.

Indigenous Apprenticeships Program

The Australian Government Indigenous Apprenticeships Program is a pathway for Aboriginal and Torres Strait Islander peoples to start their career in the APS.

The 12-month program offers:

- a permanent, full-time, entry-level job in government
- job security with a competitive salary
- opportunities to progress your career, including a nationally recognised certificate or diploma qualification.

It also offers a range of roles across a number of departments and agencies. You could work in:

- administration
- policy and program development
- service delivery
- finance
- human resources
- information technology.

We recruit at the APS2 and APS3 levels. You'll be considered for both levels in our recruitment process.

The level you're eligible for depends on your skills, abilities and experience. When you successfully complete the program, you'll advance to the next higher APS level.

Go to **servicesaustralia.gov.au/IAP** for more information.

servicesaustralia.gov.au