



Social media FAQs – 2025 Australian Government Indigenous Apprenticeships Program

Contents

- 1. Applying and resumes.....2**
 - 1.1 Where do I go to apply for the IAP? 2
 - 1.2 How do I apply for the IAP? 2
 - 1.3. What should I include in my resume? 2
 - 1.4. When do I have to tell you about my referees? 2
 - 1.5. I don't have any work experience, what do I put on my resume? 3
 - 1.6. When do applications close? 3
 - 1.7. If I'm in the merit pool from last year, do I need to reapply?..... 3
- 2. Program eligibility.....3**
 - 2.1. Who is eligible for the IAP? 3
 - 2.2. Am I eligible? 3
 - 2.3. Why are only Australian citizens eligible to apply? 3
 - 2.4. Why can't I apply if I don't have Indigenous heritage?..... 3
 - 2.5. Who is the IAP for? 4
- 3. Other available programs for people not eligible for the IAP.....4**
 - 3.1. Is there another program that I can apply for if I don't have Indigenous heritage? 4
- 4. Other eligibility.....4**
 - 4.1. Is there an age limit? / What are the age restrictions?..... 4
 - 4.2. Do you accept applications from people with disability?..... 4
 - 4.3. Do you accept applications from secondary students?..... 4
- 5. Confirming Indigenous heritage4**
 - 5.1. How do I confirm my Indigenous heritage? 4
 - 5.2. When do I confirm my Indigenous heritage? 5
- 6. More information.....5**
 - 6.1. Where can I find more information? 5
- 7. Choosing jobs, agencies and locations5**
 - 7.1. Where do I have to go to complete an apprenticeship? 5



7.2.	Which departments/agencies can I apply for?.....	5
7.3.	Can I apply for jobs in X location?	5
7.4.	Can I pick the department/agency I want to work with?.....	5
7.5.	Is department X offering positions?	5
8.	The apprenticeship	6
8.1.	What type of jobs are available?.....	6
8.2.	What are the hours and locations?.....	6
8.3.	What APS level am I eligible for?	6
8.4.	What is the pay?	6
8.5.	What happens during the program?	6
8.6.	Why do some apprentices complete a certificate and others complete a diploma?	6
8.7.	Is there any support for me during the program?	6
8.8.	What happens at the end of the program?	6
9.	The IAP design	7
9.1.	What is the meaning of the design? / Does the design have specific meaning?	7
9.2.	Who created the new design?	7
9.3.	As an Aboriginal woman, how did the artist know what Torres Strait Islander symbols to use?	7
9.4.	Why was this artist chosen?	7

1. Applying and resumes

1.1 Where do I go to apply for the 2025 Australian Government Indigenous Apprenticeships Program?

- Go to the [How to apply](#) page on Service Australia's website. There you'll find the link to apply.

1.2 How do I apply for the IAP?

Applications open:

- To apply for the IAP, you need to confirm your eligibility and upload a resume. Go to the [How to apply](#) page on Services Australia's website to find the link to apply. If you can't apply online, you can contact IAP@hudson.com or call 1300 856 993 between 9:00 am and 7:00 pm AEDT, Monday to Friday (except for public holidays).

1.3. What should I include in my resume?

- In your resume, include any work experience you have. This can be paid work, or it can be volunteering, community work or internships. Include your education history, including where you went to school, what year you completed and any certificates you have done.

1.4. When do I have to tell you about my referees?

- You need to include your referees at the application stage. It's a good idea to talk to them now and let them know you are applying. Referees should be your current or past employer, a teacher or supervisor, or someone from your community or volunteer organisation.



1.5. I don't have any work experience, what do I put on my resume?

- Don't worry if you don't have any work experience. The IAP is an entry-level program. Include what you can. We're looking for information that can help us match you with an appropriate apprenticeship. Remember that volunteering and community work are good things to include on a resume.

1.6. When do applications close?

- Applications close at 11:59 pm on Sunday 2 March.

1.7. If I'm in the merit pool from last year, do I need to reapply?

- The 2024 merit pool is valid for 18 months from the original date published. Candidates rated suitable from 2024 are encouraged to reapply as the merit pool for this year may exceed the 18-month timeframe.

2. Program eligibility

2.1. Who is eligible for the IAP?

- To apply for the IAP, you must be an Australian citizen and have Indigenous heritage. Read about [confirming Aboriginal and Torres Strait Islander heritage](#) on Services Australia's website.

2.2. Am I eligible?

- Thanks for your interest in the program. To find out if you're eligible, read [who we're looking for](#) on Services Australia's website. If you have specific questions, you can email IAP@hudson.com or call 1300 856 993 between 9:00 am and 7:00 pm AEDT, Monday to Friday (except for public holidays).

2.3. Why are only Australian citizens eligible to apply?

- The *Public Service Act 1999* and the *Parliamentary Services Act 1999* set out that Australian Public Service and Australian Parliamentary Service employees should be Australian citizens unless decided otherwise by an agency head. Decisions to employ non-citizens are on a case-by-case basis and so don't apply to large recruitment programs like this one.

2.4. Why can't I apply if I don't have Indigenous heritage?

- The purpose of the IAP is to create a pathway for Aboriginal and Torres Strait Islander peoples to join the Australian Public Service. This forms part of Affirmative Measure – Indigenous provisions. You can read about [Indigenous Recruitment Guide](#) on the Australian Public Service Commission website.
- The IAP is an initiative to improve the representation of Aboriginal and Torres Strait Islander peoples within the Australian Public Service.
- We strive to represent the diverse community we serve and the IAP is part of a wider strategy on diversity and inclusion. We are committed to providing an inclusive workplace culture where all of our staff are valued and recognised for their unique qualities, ideas and perspectives.
- The IAP offers Aboriginal and Torres Strait Islander peoples an opportunity to secure a career in the APS and is one way the Australian Government is working towards increased economic independence for Aboriginal and Torres Strait Islander people.
- You can read more about the [IAP](#) on Services Australia's website.
- *(If pressed for more information)* The IAP is an initiative to improve the representation of Aboriginal and Torres Strait Islander peoples within the Australian Public Service. This is outlined in the [APSC employment strategy for Indigenous Australians](#), which you can view on the Australian Public Service Commission website.



2.5. Who is the IAP for?

- The Australian Government Indigenous Apprenticeships Program is an entry-level program for Aboriginal and Torres Strait Islander peoples to join the Australian Public Service.
- The IAP is for new entrants to the Australian Public Service and would not ordinarily suit candidates who are already permanent employees in the APS.

3. Other available programs for people not eligible for the IAP

3.1. Is there another program that I can apply for if I don't have Indigenous heritage?

- There are many [entry-level pathways](#) available for people looking to join the APS, including cadetships, apprenticeships and graduate programs. To view and apply for other vacancies in the APS, including temporary registers, go to [APS Jobs](#).

4. Other eligibility

4.1. Is there an age limit? / What are the age restrictions?

- The IAP has been specifically developed for Aboriginal and Torres Strait Islander peoples, and there is no age limit to apply. You can read about [who we're looking for](#) and who is eligible on Services Australia's website.

4.2. Do you accept applications from people with disability?

- We certainly accept applications from people with disability.
- You may be interested to know that we participate in the Australian Public Service RecruitAbility scheme to support the employment of people with disability. You can read more about [RecruitAbility](#) on Services Australia's website.
- We help with reasonable adjustments throughout the assessment process for candidates with disability.
- If you need any more help, you can email IAP@hudson.com or call 1300 856 993 between 9:00 am and 7:00 pm AEDT, Monday to Friday (except for public holidays).

4.3. Do you accept applications from secondary students?

- You don't need any experience or qualifications, but we prefer if you've completed year 10 at a minimum and ideally year 12. You can read about [who we're looking for](#) and who is eligible on Services Australia's website.

5. Confirming Indigenous heritage

5.1. How do I confirm my Indigenous heritage?

- You can read about [how to confirm your Indigenous heritage](#) on Services Australia's website. You'll need either a letter from an Indigenous organisation or Community Elder, or a statutory declaration.
- If you need any more help, you can email IAP.Support@servicesaustralia.gov.au



5.2. When do I confirm my Indigenous heritage?

- To confirm your eligibility, we'll ask you to confirm your Indigenous heritage when you complete your online application.
- You can upload your confirmation documents when you complete your online application or you can provide it to us at one of the application stages.
- If you need any more help, you can email IAP.Support@servicesaustralia.gov.au

6. More information

6.1. Where can I find more information?

- For more information go to Australian Government [Indigenous Apprenticeships Program](#)..
- You can also email IAP@hudson.com or call 1300 856 993 between 9:00 am and 7:00 pm AEDT, Monday to Friday (except on public holidays).

7. Choosing jobs, agencies and locations

7.1. Where do I have to go to complete an apprenticeship?

- There are jobs in all capital cities, most regional areas and some remote areas across Australia. You can let us know your preferences when you apply. We do our best to match apprentices to jobs where they'd like to work. Head to [Services Australia's website](#) for more information..

7.2. Which departments/agencies can I apply for?

- You can find a list of [the departments and agencies participating in the program](#) on Services Australia's website. This list may change as more agencies join.

7.3. Can I apply for jobs in X location?

- There are jobs in all capital cities, most regional areas and some remote areas across Australia, so we'd encourage you to apply! You can include your preference for location when you apply. We do our best to match applicant preferences with positions, but you won't always get your first pick.

7.4. Can I pick the department/agency I want to work with?

- We offer apprenticeships in many departments and agencies. You can give us your preferences for which departments you would like to work for when you apply. When you get an offer, you can decide if you'd like to accept it. You may get offers from multiple departments and agencies, if this happens you can choose who you would prefer to work with.
- You can find a list of the [departments and agencies participating in the program](#) on Services Australia's website. This list may change as more agencies join.

7.5. Is department X offering positions?

- Yes -
 - Yes! X will be offering positions in the 2025 intake. You can find a current [list of the participating departments](#) on Services Australia's website. This list may change as more agencies join.
- No -
 - At this stage X is not offering any positions as part of this program in 2025. You can find a [list of participating departments](#) on Services Australia's website.



- More departments may join the program in the coming months. Make sure you keep checking this page as we'll update it with new partner departments or agencies as they come on board.

8. The apprenticeship

8.1. What type of jobs are available?

- Positions vary depending on the agency you work for. You might work in areas as diverse as policy and program development, service delivery, administration, information technology, human resources or finance.

8.2. What are the hours and locations?

- The IAP offers full-time jobs. There are jobs in all capital cities, most regional areas and some remote areas across Australia, so we'd encourage you to apply!

8.3. What APS level am I eligible for?

- When you apply, we'll consider you for positions at the APS2 and APS3 levels. Once you complete your apprenticeship, you'll move to the next APS level at your agency in a permanent position.

8.4. What is the pay?

- Apprentices are employed at either the APS2 or APS3 level. Your specific pay depends on which agency or department you work for. You can find specific salary information in agency and department enterprise agreements. These are available on the agency and department websites. We'll tell you more about the departments and agencies at the interview stage.

8.5. What happens during the program?

- During the program, apprentices complete on-the-job training as well as a certificate or diploma qualification. You can read more [about how the program works](#) on Services Australia's website and hear what past apprentices have to say about the program.

8.6. Why do some apprentices complete a certificate and others complete a diploma?

- Apprentices are employed at either the APS2 or APS3 level. APS2 level apprentices will complete a Certificate IV in Government. APS3 level apprentices will complete a Diploma of Government. Both are nationally-recognised qualifications and give apprentices an understanding of how government works.

8.7. Is there any support for me during the program?

- During the program, you'll be teamed up with a buddy and an Indigenous mentor. Your buddy will help you settle in to your new workplace. They'll show you around and introduce you to people. Your mentor is a fellow Indigenous colleague there to support you. Sometimes they're even a past apprentice themselves.
- You can read more [about how the program works](#) on Services Australia's website.

8.8. What happens at the end of the program?

- If you complete the program, you'll get a full-time position and move up to either the APS3 or APS4 classification level, depending on the department or agency you're placed with. You can read more [about the program](#) on Services Australia's website.



9. The IAP design

9.1. What is the meaning of the design? / Does the design have specific meaning?

- The IAP design represents the individual stories of apprentices coming into the APS and going out from the IAP into all of government. You can read all about the [story of our design](#) on Services Australia's website.

9.2. Who created the new design?

- Past apprentice, Shaneiva, created the artwork. You can read all about [the story of our design](#) on Services Australia's website.

9.3. As an Aboriginal woman, how did the artist know what Torres Strait Islander symbols to use?

- Artist Shaneiva consulted with Torres Strait Islander representatives about colours and symbols that represent the concept of story and journey in Torres Strait Islander culture.

9.4. Why was this artist chosen?

- Shaneiva was chosen to create the artwork after an expressions of interest process. She was chosen based on her artistic skill and deep understanding of Indigenous painting techniques and symbolism.

