



# Indigenous APPRENTICESHIPS PROGRAM

2026 Australian Government  
Indigenous Apprenticeships Program  
Job Pack



Australian Government

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# 2026 Australian Government Indigenous Apprenticeships Program Job Pack

The Australian Government Indigenous Apprenticeships Program (IAP) is an entry-level program for Aboriginal and Torres Strait Islander peoples to join the Australian Public Service (APS).

Since its inception, the IAP has provided over 2,500 Aboriginal and Torres Strait Islander peoples with opportunities to start a career in the APS. These are people with diverse backgrounds including school-leavers, people finishing study and people looking for a new career. The program is a great way for Aboriginal and Torres Strait Islander peoples to join and contribute to the public service.

IAP roles are advertised under Affirmative Measures provisions and are only open to Aboriginal and Torres Strait Islander candidates.

This job pack outlines who we're looking for and how to apply.

| <b>Position details</b> |  |
|-------------------------|--|
| <b>Job number:</b>      | EXT-M-2026-31  |
| <b>Classification</b>   | APS2 / APS3 Indigenous Apprentice  |
| <b>Salary range:</b>    | \$62,091 to \$76,712<br>APS 3 level (or equivalent) / APS 2 level (or equivalent)<br>Salaries will vary depending on the level and APS agency you are engaged with |
| <b>Employment type</b>  | Full-time – Ongoing  |
| <b>Location</b>         | National – All locations: ACT – Various, NSW – Various, Qld – Various, SA – Various, Tas – Various, Vic – Various, NT – Various, WA - Various                      |
| <b>Contact officer</b>  | Scaleup by Hudson<br><a href="mailto:IAP@hudson.com">IAP@hudson.com</a><br>Phone: 1300 856 993   |



## How to apply

Submit your application through the Services Australia careers portal.

We will ask you to provide:

- personal details
- resume
- confirmation of heritage, see page 3.

If you don't have your confirmation of heritage, you can still apply. If successful, you'll need to provide confirmation of heritage by 1 June 2026. We encourage you to start organising your confirmation of heritage information as soon as possible. It can be a lengthy process. If you need support, please email [IAP.Support@servicesaustralia.gov.au](mailto:IAP.Support@servicesaustralia.gov.au)

## Our ideal candidate

We're looking for people from a diverse range of backgrounds and age groups. We want individuals starting their career to those looking to re-enter the workforce or take their career in a new direction by joining the Australian Public Service.

We're looking for people who:

- have sound communication skills and put clients at the centre of everything they do
- have good computer skills and can operate Windows PCs
- listen to, acknowledge, and consider different ideas
- adapt their communication style and approach to the audience
- work well in a team
- demonstrate reliability and resilience
- build and sustain positive relationships with team members and customers
- set priorities, complete allocated tasks, and make decisions within defined parameters in their area of responsibility
- are prepared to study a comprehensive learning and development program.

## Preferred education and work history

The program is all about on-the-job training. While you don't need specific skills or qualifications, it's preferred if you have completed one of the following:



- year 12 (or equivalent) of schooling
- year 10 (or equivalent) of schooling and at least 2 years work experience or further education
- 3 or more years of work experience.

## Confirming your heritage

These positions are only open to Aboriginal and Torres Strait Islander peoples. To be successful you must confirm your heritage.

This means confirming that you:

- are of Aboriginal or Torres Strait Islander descent
- identify as an Aboriginal or Torres Strait Islander person
- are accepted as an Aboriginal or Torres Strait Islander Australian.

For more details on the confirmation of heritage process, read about [confirming your Indigenous heritage for our jobs](#) on the Services Australia website.

## Other requirements

To be eligible for the program, you must:

- have not previously completed the Australian Government Indigenous Apprenticeships Program
  - completion of the certificate (APS2) does not restrict eligibility to apply for APS3 apprenticeships
  - apprentices who withdraw from the IAP forfeit their eligibility for further IAP training or activities and advancement as part of the IAP
- be an Australian Citizen
- identify as Aboriginal or Torres Strait Islander
- be willing to undergo any police, character, health or other checks, as required
- be willing to obtain and maintain a valid Australian Government security clearance.

Successful candidates will need to engage in a pre-employment screening process. This process may include:

- a requirement to undergo and satisfy a national police history check



- referee checks
- an employment history integrity check
- a health clearance
- a Working with Children and Vulnerable People Check.

We will investigate concerns raised in these checks. If you are or have been the subject of any disciplinary or Code of Conduct investigations by an employer, you must declare this in your application.

We will also review any integrity matters you disclose in your application form. If there are matters that may affect your suitability, we will give you the opportunity to respond before making a decision.

You may have to undergo ongoing suitability assessments as part of your employment with your employing agency.

If you have recently received a redundancy benefit, you will have to provide evidence you have served your exclusion period.

For more information about eligibility requirements for roles within IAP, please refer to the candidate engagement pack.

## Potential requirements

Employing agencies may ask you to:

- get and maintain a Baseline or Negative Vetting 1 or 2 security clearance
- travel between agency sites, or community and other government service providers within a geographic footprint. In some locations this may include remote areas, travelling in 4WD vehicles or light planes
- have a driver's licence
- have a COVID-19 vaccination or a relevant exemption.

## Merit pool

Candidates rated as suitable will be placed in a merit pool. Verbal offers are expected to commence in July 2026. Candidates who are not offered a position in the 2026 intake will remain in the merit pool which is valid for 18 months from the date the job was advertised.



## RecruitAbility

RecruitAbility applies to this vacancy, and we encourage people with disability to apply. If you choose to apply under the scheme, you will need to declare you have a disability and that you meet minimum requirements. We'll invite you to participate in further assessment activity for the vacancy. Read more about Recruitability at <https://www.apsc.gov.au/working-aps/diversity-and-inclusion/disability/recruitability>

If you have a disability, you can request reasonable adjustments to help you with your job, applying for positions, and engaging with the recruitment process. This aims to remove barriers for people with disability and provide the tools and equipment to enable them to work in government roles.

If you need reasonable adjustment during the recruitment process, please email [IAP@hudson.com](mailto:IAP@hudson.com).

Some positions offered requires working with material that can be emotionally impactful or challenging. Each agency offers a different range psychological safety supports for individuals and teams.

## Scheduled environments

Some positions require candidates to work in scheduled environments. This refers to the process of organising and planning staffing levels to meet customer demand. It involves creating a structured timetable or plan for assigning shifts to staff so that there's adequate coverage throughout the day to manage customer inquiries, support requests or outbound calls. This ensures enough staff are available at different times to handle the volume of calls effectively.

## Identified roles

Identified roles are open to all Australian citizens but they require people to have:

- understanding of the matters impacting Aboriginal and Torres Strait Islander peoples.
- demonstrated ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander peoples.
- demonstrated capability and commitment to continue to develop cultural competency.

Some positions offered as part of the program are classified as **Identified positions** to signify the strong involvement all roles have relating to Aboriginal and Torres Strait Islander matters. This means that cultural competency is a mandatory selection criteria that will be assessed as part of all formal and informal engagements into the Agency.

## Learning and development

Successful candidates will undertake a variety of learning and development throughout the program, including:

- a formal, accredited qualification at the Diploma or Certificate IV level, which combines on-the-job learning with learning through study



- job-specific learning activities provided by their employing organisation, which can include training activities not related to their role or apprenticeship
- recorded masterclasses and podcasts that can be accessed to further support their learning and development.

