



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2024-2025**

Ms Nicole Lawder MLA (Chair), Ms Suzanne Orr MLA (Deputy Chair),  
Miss Laura Nuttall MLA

**ANSWER TO QUESTION ON NOTICE**

Asked By: Mr Andrew Braddock MLA

Addressed to: Chief Minister

Reference: ACT Public Services

Hearing Date: 23/07/2024

In relation to: CMTEDD and ACTPS Graduate Program

QON lodgement Date: 25/07/2024

Answer Due date: 02/08/2024

With respect to the ACTPS Graduate program:

- (1) Can you please provide information on the proportion of scheme participants who remain in the ACTPS after one, two and three years?
- (2) What is the Government's plan for development and retention of scheme participants once their year in the scheme has elapsed?
- (3) How do graduates figure into the ACTPS' overall talent management strategy?

**Andrew Barr MLA:** The answer to the Member's question is as follows:

(1) The information requested is in the following table:

<b>Graduate Year</b>	<b>With ACTPS after one year</b>	<b>With ACTPS after two years</b>	<b>With ACTPS after three years</b>
<b>2020</b>	98%	86%	79%
<b>2021</b>	88%	67%	51%
<b>2022</b>	90%	76%	n/a
<b>2023</b>	92%	n/a	n/a

(2) The ACTPS runs a successful graduate scheme which involves:

- professional development
- rotations across the service
- networking and exposure to support future career mobility.

Graduates are promoted from ASO4 to ASO5 upon successful completion of the ACTPS Graduate Program. Graduates are provided with stretch targets and development opportunities as they progress through the program, particularly in their final graduate rotation (August – November).

Following promotion to ASO5, graduates and their supervisors set and regularly review a personal development plan which supports the next phases of their career in the ACTPS. This period continues to focus on learning, development, building on the knowledge foundation, connections and networks developed during the graduate program.

Graduates are also invited to become members of the ACTPS Graduate Alumni. Graduate Alumni are included in a range of events which present development and networking opportunities for themselves and current graduate program participants.

(3) The ACTPS Graduate Program is the primary whole of government program for attracting and acquiring entry level talent. Graduates qualified in a wide range of disciplines are recruited for key entry level roles across the ACTPS. Statutory agencies also participate in the program when recruiting entry talent.

Additional entry level programs are run by individual directorates, to target specific talent or inclusion groups. For example, the CHS Graduate Program recruits and develops health professionals and the Education Directorate Graduate Program similarly attracts teachers and teaching assistants.

Approved for circulation to the Select Committee on Estimates 2024-2025

Signature: 

Date: 7.8.24

By the Chief Minister, Andrew Barr MLA