



Agency Communication

Promotional Information

## Agency communication

The APS Academy is sharing knowledge across the APS to assist with improving workforce capability. Working with L&D teams, we have created a package of information that can be used to communicate what is available to your staff. The package of information can be selectively used to promote the Academy and its offerings.

* April 2024 events
* Courses
* Intranet Tiles

## April 2024 events

**For use by L&D teams to share with their agency’s staff**

Dear Colleague,

The APS Academy theme for this month is ‘*Managing People and Projects: an APS that has capability to do its job well’* and may be of interest for you to attend as part of your career learning and development plans.



**MasterCraft Series**

[Good work design in practice](https://apslearn.apsacademy.gov.au/view_facetoface/537) - Thursday 18 April 1.30-2.30pm

Good work is good for you. We all want work that uses our strengths, aligns to our values, supports our health and wellbeing and enables us to learn and develop. Tamara Wakeman from Comcare presents this session that explores how to use good work design to create thriving workplaces.

‘[Our changing demographics’ - Impacts and considerations for good public policy, now and into the future](https://apslearn.apsacademy.gov.au/view_facetoface/536)- Tuesday 23 April 1-3pm

In partnership with the Australian Council of Learned Academies (ACOLA), hear from Dennis Trewin AO, previously the Australian Statistician from 2000 to 2007 on this vital aspect of policy development. This seminar will explore the impacts of shifting demographics on contemporary society, and what it means for public policy going forward.

Check out other [free events that the APS Academy hosts](https://www.apsacademy.gov.au/news-events/events).

The APS Academy 2024 course calendar is where you will find course delivery dates. To register for a program you’ll need to log into [APSLearn – the Academy’s learning management system](https://apslearn.apsacademy.gov.au/user_login) (LMS) using your account details. If you don’t have an account then [create one](https://apslearn.apsacademy.gov.au/register) to access the offerings available.

**MyAcademy**

One other way to stay current is to [subscribe to the MyAcademy newsletter](https://www.apsacademy.gov.au/news-and-events/myacademy#stay-up-to-date-with-whats-happening-at-the-academy). Subscribers are the first to hear about new things happening at the Academy and across the APS!

If you have any questions, reach out to the Academy at:

APS Academy Team  
e. APSAcademy@apsc.gov.au   
p. 02 6202 3933  
w. apsacademy.gov.au



## Courses

There are a number courses that maybe of interest to your agencies and their staff.

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| **Course** | **Date** |
| [Leading Hybrid Teams - EL Levels](https://www.apsacademy.gov.au/leading-hybrid-teams-el-levels) | 8 April / 2 May |
| [EL2 Leadership program](https://apslearn.apsacademy.gov.au/view_facetoface/442) | 9 April |
| [APS Unlocked](https://www.apsacademy.gov.au/aps-unlocked) | 11 April / 4 June |
| [Getting that Selection Right](https://www.apsacademy.gov.au/getting-selection-right) | 16 April |
| [Engaging Stakeholders](https://www.apsacademy.gov.au/engaging-stakeholders) | 17 April |
| [Presentation Skills](https://www.apsacademy.gov.au/presentation-skills) | 18 April |
| [Strengthening Partnerships with Ministerial Offices](https://www.apsacademy.gov.au/strengthening-partnerships-ministerial-offices) | 19 April / 7 June |
| [Leading Hybrid Teams - SES](https://www.apsacademy.gov.au/leading-hybrid-teams-ses) | 22 April / 13 May |
| [Understanding Government](https://www.apsacademy.gov.au/understanding-government) | 22 April |
| [Building and Leading High Performing Teams](https://www.apsacademy.gov.au/news-events/events/building-and-leading-high-performing-teams-may-1) | 1 May |
| [Dealing with Change](https://www.apsacademy.gov.au/dealing-change) | 2 May |
| [Procurement Essentials and Contract Management](https://www.apsacademy.gov.au/procurement-essentials-and-contract-management) | 2 May |
| [Conflict Resolution](https://www.apsacademy.gov.au/conflict-resolution) | 2 May |
| [Building Relationships and Engagement](https://www.apsacademy.gov.au/building-relationships-and-engagement) | 2 May |
| [Essential Writing for APS 1-4 Levels](https://www.apsacademy.gov.au/essential-writing-aps-1-4-levels) | 8 May |
| [Developing Project Management Expertise](https://www.apsacademy.gov.au/developing-project-management-expertise) | 9 May |
| [Coaching and Developing Others](https://www.apsacademy.gov.au/coaching-and-developing-others) | 14 May |
| [Regulatory Practice Essentials program](https://www.apsacademy.gov.au/regulatory-practice-essentials-program) | 21 May |
| [SES Data Leadership Program](https://www.apsacademy.gov.au/ses-data-leadership) | 24 May |
| [Developing Great Policy (DGP) Foundations](https://www.apsacademy.gov.au/delivering-great-policy-package-foundations) | 28 May / 27 June |
| [SES Integrity Masterclass](https://www.apsacademy.gov.au/ses-integrity-masterclass-series) | 19 June |
| [Gender Awareness Foundations](https://www.apsacademy.gov.au/gender-awareness-foundations) | eLearning |

**Senior Executive Leadership Programs, Scholarships and Secondments**

The Executive Programs Team have started 2024 with a big bang! – they have taken their commitment to business improvement to a whole other level by not only engaging new suppliers for their SES Leadership programs, but in some instances, updating the format, structure and content of their programs!  It really doesn’t get any better than that.  New dates have been released for all programs so if you have an executive that needs to tick the professional development box, which also gives them the added benefit of **becoming a better leader**, then don’t forget you can register them for the [SES Orientation](https://www.apsacademy.gov.au/ses-orientation-program), [SES Band 1](https://www.apsacademy.gov.au/ses-band-1-leadership-development-program) and [SES Band 2](https://www.apsacademy.gov.au/ses-band-2-leadership-development-program) programs via [APSLearn](https://apslearn.apsacademy.gov.au/).

But folks, the Executive Programs team didn’t stop there! They’re also hosting a hybrid - live and in-person event at the Museum of Australian Democracy (MoAD)… The *Academy Leadership Capability Connect* (ALCC) *2.0* will take place on 9 May at MoAD.  The team are offering a fun and informative morning that includes morning tea and a tour of MoAD at the end.  If you work in L&D and coordinate capability development for the SES in your agency, then the Leadership team would love you to come along and say hi and walk away with a better understanding of what we have to offer.  The spotlight will be on the [JAWUN](https://www.apsacademy.gov.au/aps-craft/leadership-management/jawun-aps-secondment-program) program, SES Band 3 and the redesigned *Empowering Conversations* program.

Speaking of [*Empowering Conversations*](https://www.apsacademy.gov.au/empowering-conversations)– this has just launched, so find out how this will assist your agency’s people. But to summarise, this program is designed to build on existing leadership capabilities to support EL2 staff conversations across a range of relevant contexts.

As always, if you have any questions about any aspect of SES Leadership development, you can contact the [Executive Programs Team](mailto:leadership@apsc.gov.au).

***APS EL2 Leadership Program***

The EL2 Leadership Program supports leaders to move beyond their technical expertise and develop essential management and leadership capabilities. EL2 Leaders will develop the mindset, capabilities and competencies required to lead others through the challenge of complex environment, through change, and towards the achievement of ambitious objectives to foster a culture that steps boldly into the future. [Find out more and register through APSLearn](https://apslearn.apsacademy.gov.au/view_facetoface/442).

***EL2 First Nations Talent Development Program***

This program is for First Nations EL2s who have been identified as high-performing and high potential by their agency. The program supports participants’ to understand their strengths and gaps to prepare to compete for more senior APS roles. The APSC are in the process of seeking nominations from Secretaries. Nominations will open in April.

The program’s cohort-based delivery model supports participants to build their self-awareness, capability and networks. The program includes a two-day leadership gathering and an individual assessment. Participants will need to commit 12-15 hours in total over 6 months from June 2024. Participants will need to travel to the leadership gathering, the individual program elements will be run virtually and scheduled based on participants’ availability.

Participation is funded through the Boosting First Nations Employment initiative. Agencies will only be responsible for costs related to travel and accommodation. For questions, please contact [Talent Management](mailto:talentmanagement@apsc.gov.au).

***SES Integrity – Mixed and Single Agency deliveries***

The APS Academy offers both ‘mixed’ and ‘single’ agency SES Integrity course sessions. To register for a [‘mixed agency’ session, view availability here](https://www.apsacademy.gov.au/ses-integrity-masterclass-series). Single Agency deliveries of this course can be requested by an agency specifically delivered to your staff at a designated location or virtually via MS Teams. The Single Agency delivery option is particularly valuable when, as an agency, you wish to address an agency-wide identified capability gap. [Find out how to arrange one for your agency](https://www.apsacademy.gov.au/about-us/aps-academy-course-offerings-agencies).

***An exciting new update to the SES integrity Masterclass Series content***

The APS Academy SES Integrity Masterclass series has been updated with a new version of Masterclass 1, that was recorded this year.

This engaging panel discussion features APS Commissioner Dr Gordon de Brouwer, Department of the Prime Minister and Cabinet Secretary Professor Glyn Davis, National Anti-Corruption Commission (NACC) Deputy Commissioner Nicole Rose and Department of Industry, Science and Resources Business Grants Hub and Integrity Head of Division Sam Chard.

The discussion covers contemporary topics in the Integrity space such as the the release of the "[Louder Than Words: An APS Integrity Action Plan](https://www.pmc.gov.au/sites/default/files/resource/download/integrity-good-practice-action-plan.pdf)"; lessons from Robodebt; insights from the establishment of the NACC; the important stewardship role of SES; how to build a pro-integrity culture within agencies (including psychologically safe workplaces discussions) and includes personal insights from a panel with extensive personal experience in the Integrity space.

For those currently enrolled in the SES Integrity Masterclass series, you will automatically see the new version as you access the learning activities. For those who have completed the SES Integrity Masterclass series in the past but are keen to stay across updates in the Integrity space (which we highly encourage), please log into your APSLearn account, find your learning history, open the course back up and click on the Masterclass 1 activity again. This will open up the new version for you.

***Stengthening Partnerships with Ministerial Offices***

How can SES and EL2s support the minister’s office to achieve their objectives? Through strong partnerships. Now is the time to enrich your capability to confidently engage with ministers and their advisors through strong, respectful relationships. [Find out more](https://www.apsacademy.gov.au/strengthening-partnerships-ministerial-offices).

***Delivering Great Policy***

Does your Agency have passionate Policy officers who could help uplift Policy capability across the APS? We think you do! Please share the below message within your Agency and encourage any potential candidates to express their interest:

Are you an EL1–EL2 officer with policy experience? Are you passionate about the APS and eager to lift policy capability across the APS? If so, we invite you to express your interest in the Policy Masters Pilot Program.

This professional development program is designed to equip highly skilled policy officers with the tools to craft their policy stories and share them across the APS. As a Policy Master, you’ll co-facilitate the delivery of at least one Delivering Great Policy (DGP) training session over a 12-month period, helping to strengthen policy capability across the APS.

Benefits include connecting, networking, and building relationships with peers, broadening your understanding of policy implementation in agencies, and feeling part of a broader community within the APS.

If you’re an enthusiastic and dynamic champion for the APS Academy Policy Craft – DGP, and you’re available to participate in a two-day peer learning professional development program, we’d love to hear from you.

[Register your interest](https://forms.office.com/r/GjmsMff4fm). We look forward to your participation in shaping the future of policy in the APS.

***APS Employee Value Proposition***

The APS Employee Value Proposition (EVP) assists the APS to attract and retain talent by providing a clear statement of what the APS offers its employees and encouraging positives perception of the APS as an employer.

The APS EVP was released in November 2023 under the sponsorship of the [Secretaries Board Future of Work Sub-committee](https://www.apsc.gov.au/initiatives-and-programs/future-of-work-sub-committee). It has been developed through extensive research and analysis, co-design and testing and will be reviewed regularly to ensure it continues to reflect the strengths of the APS employee offer and remains current in the employment market over time.

The release of the EVP does not necessitate changes to the way an agency approaches recruitment. For the APS EVP to be successful, however, agencies are encouraged to consider how they can deliver a great employee experience (as promised in the APS EVP) starting from recruitment. Agencies can support and promote the APS EVP by incorporating it into attraction and recruitment efforts.

More information available on [APS Jobs](https://content.apsjobs.gov.au/work-with-us) and the [Australian Public Service Commission](https://www.apsc.gov.au/working-aps/joining-aps/aps-employee-value-proposition) website.

***Gender Awareness Foundations***

This foundational eLearning course was developed to increase gender awareness capability across the Australian Public Service (APS). This training provides a basic introduction to the concepts of gender and equality which underpin gender analysis, such as understanding gender as a social construct and identifying ways in which gender norms contribute to inequality. This course contains live case studies and tailored content for the APS context, and is an excellent introduction to considering gender equality in policy development.

This content has been created by [The Equality Institute (EQI](https://www.equalityinstitute.org/)) in consultation with the [Office for Women (OfW](https://www.pmc.gov.au/office-women)). Check out the [Academy website to register or for more details](https://www.apsacademy.gov.au/gender-awareness-foundations).

**Intranet / TV monitors version** - 1920 x 1080 pixel (16:9) image



(copy – The APS Academy’s theme this month is ‘*Managing People and Projects: an APS that has capability to do its job well’.* Check out the courses, resources and people networks that you can connect with on your learning pathway. Find out more. (use this link with tile <https://www.apsacademy.gov.au/courses/>)