



Australian Government



Induction Project

Presentation to Small Agencies Forum

October 2024





APS Academy plays a central role

Mission

To foster an APS-wide culture of learning that builds core public sector capabilities and drives high performance.

Objectives

- Build public service craft capabilities, and enable APS people and teams to share knowledge, networks and collaborate.
- Maximise the impact of learning and development expertise and investment in the APS.
- Provide access to leading learning and development programs, resources, and experiences across the APS.
- Engage, grow, retain and deploy one-APS talent and capability in a purposeful way.

APS Academy overview

APS Craft APS Craft addresses the need for skills acquisition and learning experiences across a broad spectrum of professions and career paths.

6 Craft Integrity; Working in Government; Engagement & Partnership; Implementation & Services; Strategy, Policy & Evaluation; Leadership & Management

Practitioner-led learning Bringing the experience and expertise of the APS into every stage of learning.

Networked approach Connect the best in learning across the APS, leveraging APS and external partners to ensure greater collaboration and coordination.

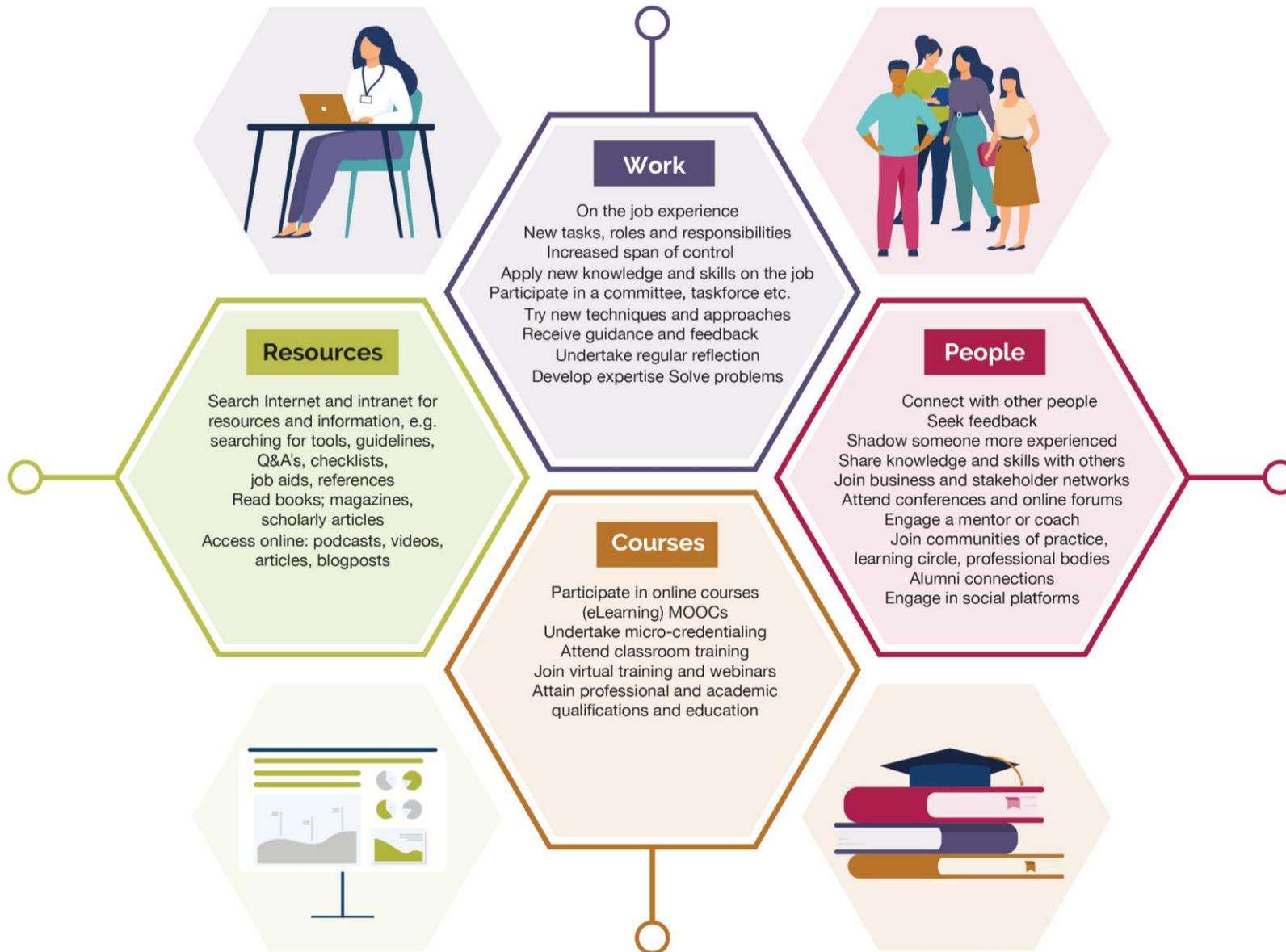


How People Learn – 2020 APS Census



1. Ask others I know	87%
2. Agency Resources	80%
3. Internet search	63%
4. Ask others I don't know	58%
5. Specific external websites	43%
6. Talk with mentor or coach	39%
7. View video tutorials	21%
8. Face to face training	20%
9. Online learning	19%

Continuous Learning Model



The APS Continuous Learning Model enables the APS workforce to learn and adapt at the speed of change. The model brings an extended focus, beyond formal training and development, to learning which occurs most frequently in and through work, and by connecting with other people and resources.

Staff use a broad range of learning methods to build their capability continuously, including learning through **work**, **people**, **resources** and **courses**.

APS Induction Project



Background

The Independent Review of the APS (2019) identified the need for targeted induction and ongoing development of staff as per Recommendation 24; Overhaul recruitment and induction to reflect best practice.

Objective

To improve the APS induction experience to develop and retain a capable APS workforce

Challenges

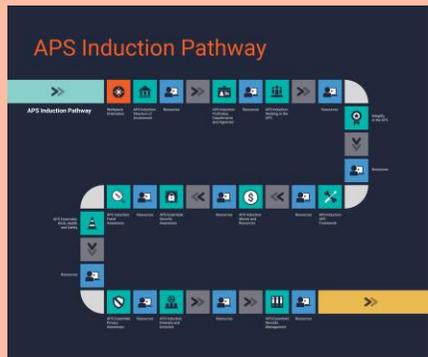
Inconsistency - No standard approach to induction into the APS.

Duplication – 82% of APS agencies develop their own courses on the same induction topics.

Ineffective - Singular focus on the completion of mandatory compliance eLearning modules, with the information being difficult obtain or recall at the point of need.

Narrow – Learning is mainly targeted towards employees new to the APS at lower classifications, when we know over half of employees engaged have previous APS experience.

APS Induction – Design solution



APS Induction Pathway

A range of learning experiences and resources available on the APS Academy website.



APS Companion

A digital magazine providing new starters with the essential information needed to work effectively in the APS.



APS Unlocked

Live learning events, facilitated by experienced APS leaders and practitioners.



Courses

Induction and mandatory eLearning reimagined - recognising users have different capability needs and experience.

APS Induction – website

The screenshot shows the top section of the APS Induction website. At the top left is the Australian Government logo. Next to it is the Australian Public Service Academy logo, which consists of three stylized human figures in blue and orange. To the right of the logo is a search bar with the placeholder text "Search the website ..." and a magnifying glass icon. Further right is an orange button labeled "APSLearn Login" with an external link icon. Below the logo and search bar is a dark blue navigation bar with white text and dropdown arrows for "APS Craft", "APS Professions", "APS People", "APS Induction", "Learning Experiences", "News", "About us", and "Contact". The main content area has a dark blue background. On the left, the text "APS Induction" is written in large white font. Below it, in smaller white font, is the text: "Foundational learning resources for new and returning APS employees through a guided learning pathway to start their APS career." On the right side of this area is a circular diagram titled "APS Induction Pathway" showing a sequence of icons representing different stages of the induction process. At the bottom left of the main content area, there is a breadcrumb trail: "Home > APS Induction". At the bottom right, there are icons for "Share" and "Print".

APS Craft

Integrity

Working in Government

APS Induction

Data and Digital Literacy

Graduate Development

Engagement & Partnership

Implementation & Services

Welcome to the APS!

We hope you experience a rewarding and fulfilling career in the Australian Public Service (APS).

The APS Induction Pathway provides new and returning employees with essential information and guidance to work effectively in the APS.

The Induction pathway is a blended learning program, comprising a range of learning experiences. These include:

- [APS Companion](#) – digital magazine with links to essential information such as APS values, responsibilities, and support for your career.
- [APS Unlocked](#) – online event led by experienced APS leaders and practitioners who will share fundamental advice for working in the APS.
- [APS Foundations](#) – videos and online learning modules – new learning modules coming soon.

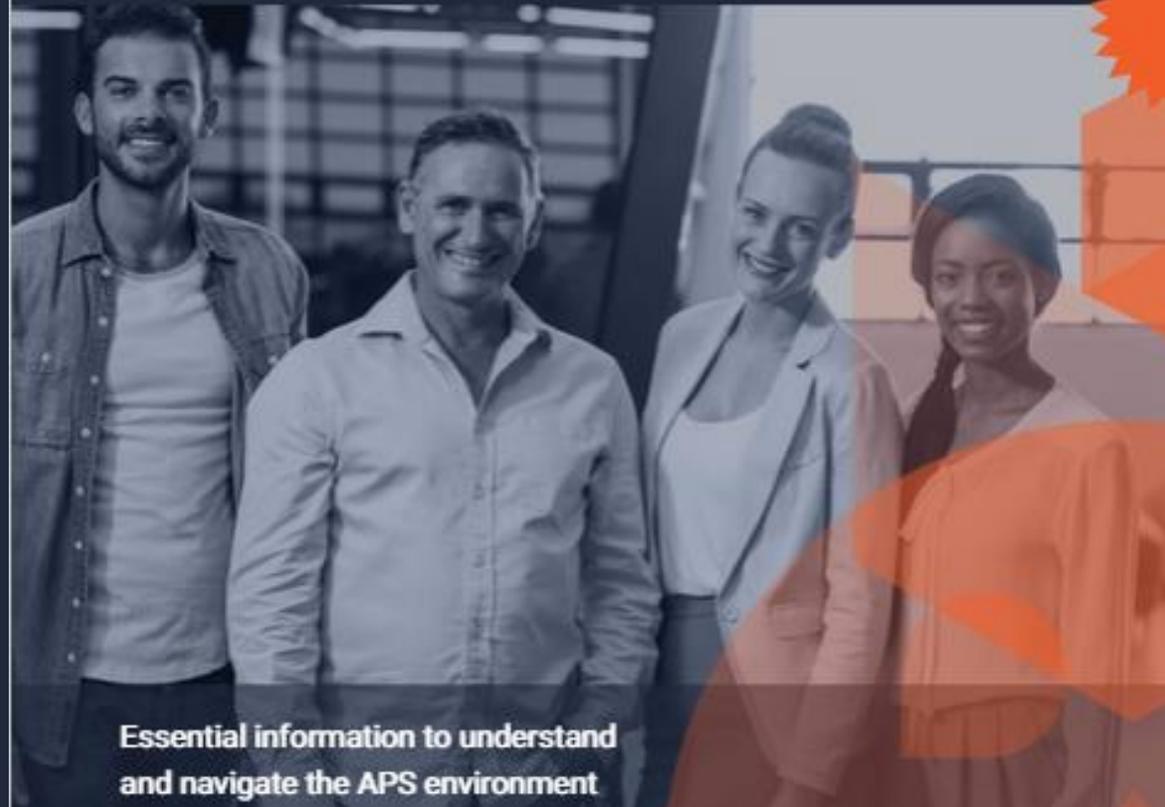
APS Induction Pathway





APS Companion

Australian Public Service Induction Resource



Essential information to understand
and navigate the APS environment

Understanding your responsibilities



Legislation, Policy and Guidance governs how APS employees work and behave. The following comprises the essential resources and information to fulfill your responsibilities as a public servant and work effectively in the APS.

Understanding your responsibilities



Core knowledge **Essential knowledge**

Legal obligations and values are **CORE** to working in the APS.

Read each of the **Core links** now, or bookmark and read later.

Core

Public Service Act 1999

The principal Act governing the operation of the Australian Public Service and the legislative basis for your employment.

APS Values

The Government's expectations of your behaviour and performance, including your commitment to service, ethical behaviour, respect for all people, accountability and impartiality.

APS Code of Conduct

The standards of behavior you must adhere to, in line with APS Values.

Public Governance, Performance and Accountability Act 2013

The rules you must adhere to when using and managing public money and resources.

APS Unlocked: Live learning event

Top tips for
APS success

Alex Lewis

Hickman, Diane

Buckley, Kris

Venardos, Eleni

Ellas L...

Mead,...

Richte...

Catali...

KB
Kip B...

+66

APS Unlocked: Live learning event

Working in Government

How would you describe the core role of an Australian Public Servant?

How do you serve the government of the day and remain apolitical?

How do you ensure the Australian community is at the heart of the decisions you make as a public servant?

What are some things you should focus in on, to make sure you're behaving in accordance with the APS Values and Code of Conduct?

Sokac, Joseph

Alex Lewis

Mead, Deborah

Ellas Ligdopoulos ...

Patrici...

Venar...

Catali...

Hickm...

APS Foundations: Courses



Induction



Essential information which outlay the foundational structure, processes of the APS and how it impacts their day to day work.

Target Audience: New APS employees, returning employees. Completed only once and it not adaptive.

Compliance



Core information employees must know to work lawfully and ethically in the APS. Driven by polices and legislations which

Completed by all APS employees, yearly cadence, adaptive to each learner.

- Integrity
- Fraud
- Records
- Diversity, Equity & Inclusion
- WHS
- Security
- Management
- Privacy
- Money & Resource

APS Foundations: Updated look, functions and content

Menu

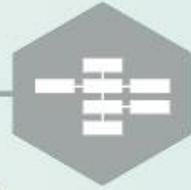
Select a topic from this menu. As you complete each topic, it will be marked with a tick. You can go back and review completed topics in any order at any time.



About the APS



Australia's system of government



Government structures



APS frameworks



APS careers and benefits

BACK

4 of 4

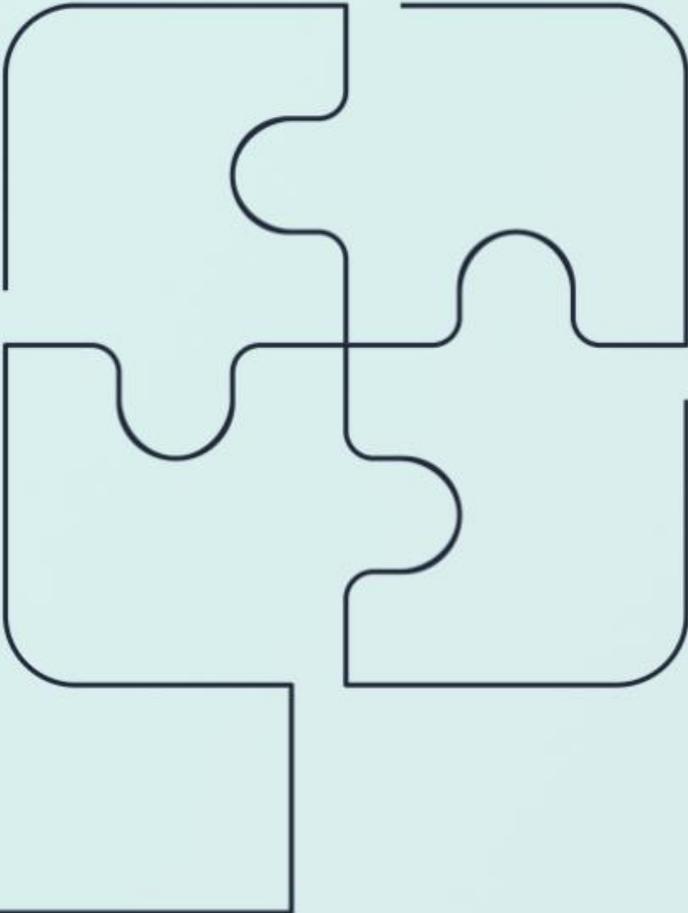
APS Foundations: Adaptive and branched methodology



APS Integrity Framework

The APS integrity framework is designed to help us make good decisions and act in ways that help build and maintain public trust.

To find out more about our integrity framework, **select** each of the following.



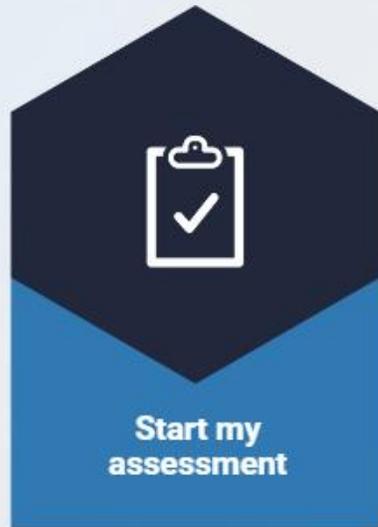
BACK

APS Foundations: Adaptive and branched methodology

How to complete this course

There are two ways you can complete this course and meet your WHS compliance obligations.

Select **each of the following** to learn more.



BACK

4 of 4

APS Foundations: Adaptive and branched methodology



**Start my
assessment**

If you're confident that you know what WHS laws, duties and rights apply to you at the APS, you can choose to complete your assessment without working through all of the information in this course.

If you score 100%, you will be marked as passed. However, if you answer any questions incorrectly, you will be redirected to review the relevant topic area before you can re-try any questions you answered incorrectly on your first attempt.

START MY ASSESSMENT

CLOSE

APS Induction



How to access

- Induction Pathway – apsacademy.gov.au
- APS Companion – apsacademy.gov.au
- APS Unlocked – register through APSLearn (29 October, 25 February)
- APS Foundations
 - Employees through APSLearn
 - Agencies through Learning Bank

Thank you.

Jared Wilkins

Director Craft Learning Curation
and Design

jared.wilkins@apsc.gov.au

