JCU JAMES COOK UNIVERSITY AUSTRALIA

Australian Government

Australian Public Service Academy Campus

THE UNIVERSITY OF NEWCASTLE AUSTRALIA

APS Academy Campuses

Building APS data and digital capability in regional Australia

What we do …

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Partner with **regional universities** to establish new pipelines of data and digital talent into the APS - addressing **critical skills shortages**, improving the ability of the APS to deliver digitally enabled and data-informed services to the Australian community*

Support digital and data training and **employment opportunities** for people living in **regional** areas.

Key features …

- Remote work with agency from Newcastle or Townville Academy Campuses
- Dedicated onsite APSC staff for general and pastoral support
- Webinars focussing on APS skilling and the application of data/digital in the APS context
- Providing agencies with direct access to the latest university degree content via their cadet
- Membership to data and digital professional associations (networking, mentorship)
- Technical specialist knowledge in digital or data
- Work part time while studying, many advancing classification upon completion, and
- permanent employment without relocation.

Key facts:

2 Campuses

15 Agencies

60 Participants

** Data and digital are identified as the top 2 critical skills gaps reported by agencies (State of the Service, 2024)*

A review of the first 18 months …

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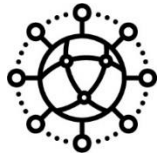
For Participants:

- ✓ 93% successfully completed programs at campuses.
- ✓ 89% of participants have been retained in the APS.
- ✓ 81% of evaluated participants highly value being part of the APS Academy Campus.
- ✓ 91% of evaluated participants feel confident about working in the APS.

For Agency Supervisors:

- ✓ 100% of evaluated supervisors indicated they would employ again through the model and would recommend to other agencies.
- ✓ 78% evaluated respondents (supervisors and participants) feel strongly supported by Campus Supervisors.

For APS Workforce:



- ✓ **High retention rates:** 91% of participants have been retained in the APS, in comparison to 30% for other similar programs after 9 years.
- ✓ **Attracted untapped talent**: 41% of participants said they would not have considered a career with the APS if the campus wasn't available.

Benefits for small agencies

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Applicants already assessed and available in merit pools

Opportunity to build agency reputation in regional areas… become known as employer of choice

Tap into an established and proven system

Technical skilling is part of the deal

Become known as employer of choice

High retention rates

Tailored Data and Digital Programs

91% v 30% (compared to similar programs)

Campuses in action

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sure what to initially expect

Alf Cirino
Business Manager
Digital Data & Technology
Australian Securities & Investments Commission

"Newcastle campus is a really good environment, cadets are able to go straight from uni to work all in the one location."

"Our cadets have been contributing positively to their teams, they are delivering what they have been asked to do and in some cases over delivering, they are great participants, and it has been a very positive experience for the agency."

"Remote working has been working well. Cadets manage with weekly stand ups, and they have regular catch ups with their supervisors to ensure everyone is managing with the arrangements.

"I would recommend the program to other teams as one of the options for accessing available talent."

Ke Zhang
Director
Data Analytics & Modelling
Australian Research Council

"Our data cadets have different backgrounds, skills and experience, but we are able to use their existing skillsets across our data services. Considering that they have joined the organisation at an APS2 level, they have supported the team with work at higher levels."

"One of our cadets was very effective and by the end of his placement we offered them an APS5 position to stay in our team, which he accepted."

"[Remote work requirements] will be different for each team, but our team is very diverse with different technical backgrounds, locations and flexible working arrangements to suit all team members. We have a mature check in and check out system and so hosting remote staff makes no difference to us or our work."

Jacob
2023 Data Cadet
Newcastle Campus
Australian Bureau of Statistics

"Joining the ABS's Statistical Infrastructure Division in June 2023 Jacob became involved in work with more questions than answers. As a team we were unfamiliar with the road ahead as we were still finding our footing in a new working environment and didn't have all the technical capabilities required. Being new to the APS and the data environment, we were initially unsure what Jacob's contribution would be to the team.

Jump forward 18 months…. Jacob achieved above and beyond his role expectations and he quickly became a critical part of our transition to cloud infrastructure. He lifted the capabilities of those around him and the ABS with his technical capability, dedication and professionalism….. We couldn't be happier with our experience with the APS Academy Campus and Data Cadet Programs.." - Jess White (ABS) -

Emily
2023 Data Cadet
Townsville Campus
Australian Bureau of Statistics

"I wasn't sure what to expect when I heard Emily would be joining our Government Finance Statistics (GFS) section and working remotely as GFS is difficult to comprehend when learning face-to-face. I was pleasantly surprised when Emily quickly acquired the necessary skills and showed a keen interest in GFS concepts and methodologies. I greatly appreciated the relevant data training, personal support and team environment facilitated by the APS Academy staff working on-site at the Campus alongside Emily.

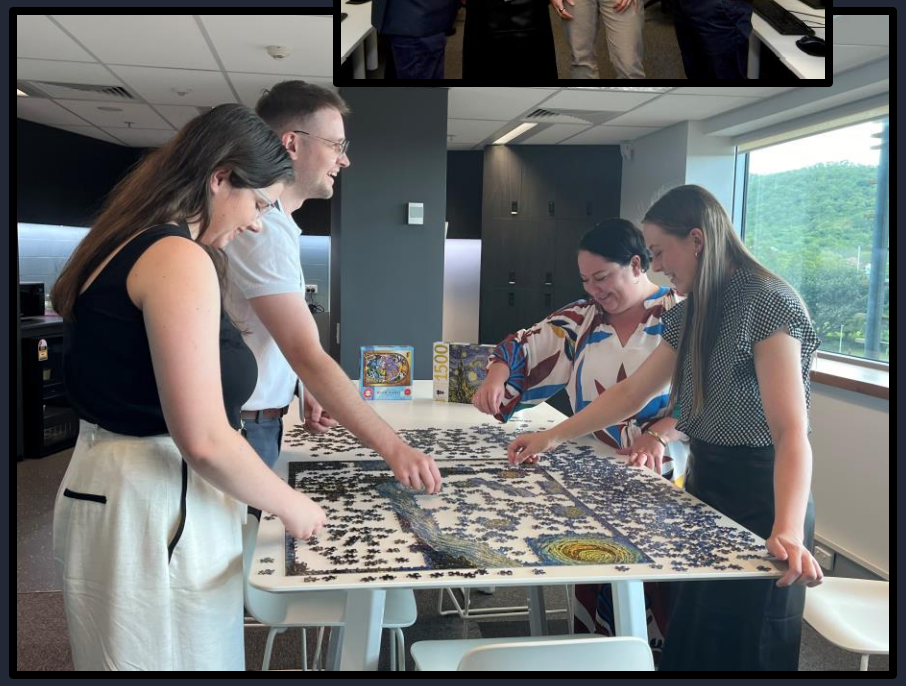
After completing the APS Cadetship Emily has seamlessly integrated into the team as an aspiring leader who plays a crucial part in team outcomes. The APS Cadetship alongside a strong work ethic has set Emily up well for an exciting and rewarding career in the ABS/APS. I highly recommend the APS Cadetship for any future candidates thinking about engaging in the opportunity."
– Brad Austin (ABS) -

Campus life

Shareback and Confidence Vote
Shareback and Confidence Vote

Support

We access data and digital talent in regional Australia to target skills shortages.
We provide a diverse, inclusive



Next steps for agencies ….

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1 **Contact** us at: **apsacademycampus@apsc.gov.au**

For details of applicants in Campus merit pools

You'll be supported to make your best match

2 **Review** details of those in merit pools

Agency to make contact with one or more to ensure best fit for them before making verbal offer

Letter of offer to follow

3 Keep APS Academy Campus team **informed** of onboarding progress

Signing of MOU between APSC and agency to occur around this time

4 **Data or digital cadet** commences work with agency, working remotely from Townsville or Newcastle Campus

And commences Data Cadet or Digital Cadet program

Contact us …

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Australian Public Service Academy Campus

apsacademycampus@apsc.gov.au	To access details of Newcastle and Townsville Data and Digital merit pools
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Amelia.macaskill@apsc.gov.au	Assistant Director Campus Supervisor – Townsville Campus
Donna.regan@apsc.gov.au	Assistant Director Campus Supervisor – Newcastle Campus