



2020 Graduate Program

Human Resources (HR) Career Pathway

If you have a mind for human resources and want to help our leaders develop the cultural and business intelligence necessary for the Department of Education to be a world-class policy agency, then we would love to hear from you.

As part of the Human Resources Career Pathway, you will work with HR professionals to help our leaders to continue building our workforce to be a world-class policy agency. The Human Resources Career Pathway is broken up into three disciplines each focussing on important organisational behaviour and organisational development characteristics.

The Department's Graduate Program commences in early 2020 for ten months, with two placements. As a HR Pathway Graduate you will undertake your two placements in the below disciplines to gain the skills and experience necessary to pursue a career in human resources management in the Australian Government. There will be two placements in any of the three disciplines below, all within the departments People, Culture and Capability Branch.

The HR Pathway Graduate will also have access to a blended learning program offering a combination of structured training, networking opportunities and on the job experience. Graduates will be offered the opportunity post the graduate program, to complete an Australian Human Resources Institute (AHRI) accreditation course paid for by the department.

Discipline 1: Health and Wellbeing	Discipline 2: Culture and Diversity	Discipline 3: HR Metrics and Workforce Planning
Implementing mental health and wellbeing strategies in the workforce	Understanding how cultural differences align to an organisation's values and traits	Ability to align present and future talent with the organisational goals (people analytics)
Understanding return-to-work and workers' compensation arrangements that support ill or injured employees back to work	Understanding how cultural differences improve the effectiveness of an organisation	Participate in strategic business planning and workforce evaluation