Australian Government
Department of Employment and Workplace Relations

First Nations Entry Level Programs

What we offer





Our Programs

Indigenous Apprenticeship Program

Overview: The Indigenous Apprenticeship Program (IAP) is a pathway for Aboriginal and Torres Strait Islander peoples to start their career in the Australian Public Service (APS).

- Ability to gain a nationally recognised qualification (Certificate or Diploma of Government)
- Whole-of-government networking opportunities
- Job security and career progression, with the opportunity to be promoted to an APS 4 upon successful completion of the program.

Classification: APS level 3
Employment status: Ongoing, part time, flexible
Specified eligibility: Nil.
More information: Visit our IAP webpage

Indigenous Graduate Pathway

Overview: The Indigenous Graduate Pathway (IGP) provides a rewarding career in the APS for Aboriginal and Torres Strait Islander tertiary graduates.

- Work rotations designed to expose graduates to different areas across the Department
- Formal and on-the-job training
- Job security and career progression.

Classification: APS level 4
Employment status: Ongoing, full-time
Specified eligibility: have completed an undergraduate degree or higher.
More information: Visit our IGP webpage

Murra Program

Overview: The Murra Program offers Aboriginal and Torres Strait Islander university students, flexible, non-ongoing roles, creating a meaningful pathway of discovering opportunity in the APS.

- Flexible working arrangements
- Opportunity to build professional networks and core workplace skills

Classification: APS level 3
Employment status: Non-ongoing, flexible/part-time
Specified eligibility: be currently studying an undergraduate degree or higher at a partnered university.
More information: Visit our Murra Program webpage

What we offer

Inclusive Work Environment

- Commitment to creating a workplace that reflects and respects the diversity of Australia and values culture, community, and connection.

Culturally safe networks & initiatives

- Access to First Nations Staff Network , Yarning Circles and First Nations Stewards
- Opportunity to participate in, influence and contribute to First Nations initiatives

Community Connection and Impact

- Employees have the chance to connect deeply with communities and engage in work that directly benefits Aboriginal and Torres Strait Islander people and communities, aligning with Closing the Gap Priority Reforms.
- Diverse opportunities across the department enabling meaningful work and career development.

Flexible working arrangements

- Flexible working arrangements to support cultural and personal commitments, such as working on Country
- Access to Cultural and Ceremonial Leave, including NAIDOC Leave

Embedded support systems

- First Nations Champions to advocate for matters important to First Nations staff
- Buddy and mentors to support you and share their professional skills, perspectives and experiences
- Indigenous Liaison Officer to provide culturally safe support
- Ongoing pastoral care and support from Entry Level Programs team

Visit our First Nations Recruitment page to hear First Nations employees share their lived experiences at the department.

Our Commitment

Reconciliation Action Plan

Designed to provide tangible and substantive benefits for Aboriginal and Torres Strait Islander people through the strengthening of relationships and empowerment of communities, our Reconciliation Action Plan (RAP) joins over 2,700 other organisations to demonstrate our commitment to supporting the reconciliation journey throughout Australia.

The Department of Employment and Workplace Relations has proudly committed to publishing an Innovate RAP, which will include actions for all employees and business areas to implement in their daily work, not just in their interactions with First Nations employees and customers.

The Department has an overarching purpose in supporting people to have safe, secure and well-paid work with the skills for a sustainable future. As such, we recognise the unique skills, experience and contributions of our First Nations employees and we support them to reach their full potential. Each of us work to strengthen our understanding and appreciation of First Nations peoples, culture, history and diversity.

The Department is committed to helping improve outcomes for First Nations people through an active commitment to reconciliation. We recognise that by engaging with diverse perspectives and lived experiences, it helps us to achieve better outcomes that are fit for purpose. We will model this by acting on our commitment to reconciliation through our integrated strategies and development of our Reconciliation Action Plan.

Closing the Gap

The Department of Employment and Workplace Relations is committed to improving opportunities and outcomes for First Nations people through our strategic objective to Embed Closing the Gap. We recognise that lasting change is achieved by listening, learning and working alongside First Nations people, communities and organisations to support social and economic wellbeing and create pathways to meaningful employment and career development.

As a department, we are committed to creating an environment where First Nations employees feel respected, supported and empowered to succeed. Through our programs, policies and partnerships, we work to reduce barriers to employment, strengthen workforce participation and contribute to the national effort to close the gap in outcomes between First Nations people and non-Indigenous Australians.

Our commitment is guided by our value of Inclusive. We create space for different voices, value lived experience and seek to ensure our decisions are informed by the people they affect. By embracing diverse perspectives and fostering culturally safe and inclusive workplaces, we strengthen our ability to deliver better outcomes for First Nations peoples, employees and communities.

