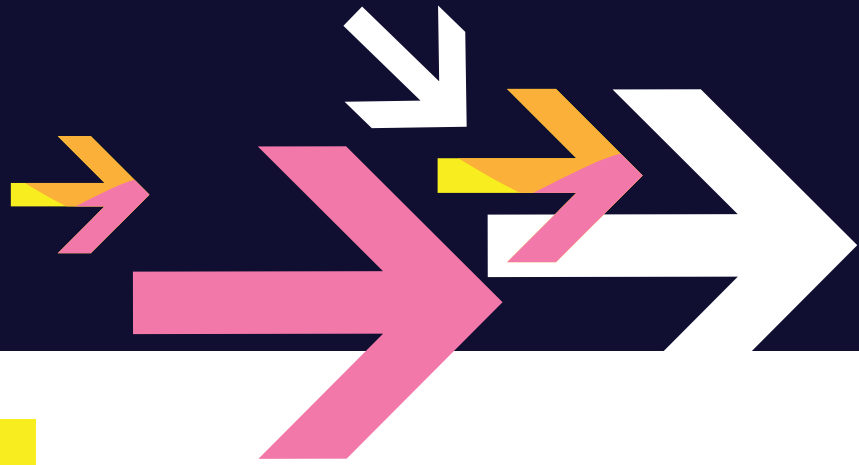




Australian Government

2027 Career Starter Program



Applications open Monday 3 August 2026

In Year 12 or a recent school leaver?

The Australian Government Career Starter Program is a 12-month career development program that offers school leavers a full-time, permanent role in the Australian Public Service – with a competitive salary, paid holidays and superannuation – while building skills on the job.

When applying, you can express a preference for a role in one of the two streams - Government (generalist) or Human Resources. Your preference will help match you to a role that suits you in one of the 10 participating Australian Government departments.

You'll also receive a nationally-recognised qualification – a **Certificate IV in Government** or a **Certificate IV in Human Resource Management**.

Working closely with your supervisors, you will build your collaboration and time-management skills as you support your team to achieve the government's priorities.

The APS offers a safe and inclusive environment. Our workforce is diverse, which reflects the Australian community, and we value differences that enable everyone to perform at their best.

We encourage and welcome applications from people with disability, Aboriginal and Torres Strait Islander peoples, LGBTQI+ people and people from culturally and linguistically diverse backgrounds.

Looking to start your career or develop new skills?

Meet Yaroslava

2026 Career Starter

When I first found out about the program, it seemed like a great opportunity to learn new skills, meet new people and have new experiences and it definitely delivered! I started in an operations section in the COMCAR and Programs Branch, where I worked across different locations and met the drivers responsible for transporting our clients. It was exciting to see first-hand the real impact this work has.



A major highlight was meeting the Governor-General of Australia while helping organise and set up the opening of a brand-new location for cars, drivers and operational activities. Holding the ribbon as the Governor-General cut it was a memorable moment and showed me the scale and importance of the work we do at Finance.

About halfway through the program, I moved to the Client Liaison team within the branch to gain exposure to another area. My operations experience helped me understand how the teams work together, and my new team has been incredibly supportive and welcoming. They created an environment where I felt valued, encouraged to learn and excited to come to work.

Overall, the program has helped me grow professionally and personally. I have strengthened my communication skills, built meaningful connections and gained a greater appreciation for the important work we do. I am grateful for the opportunities, experiences and support I have received. I can't wait to see what the future brings.

For anyone thinking about applying for next year: this is a fantastic opportunity, and I highly recommend it.



finance.gov.au/careerstarter

What's involved in the roles?

The Career Starter roles are entry-level, beginning at APS Level 1. Examples of work listed below will give you an idea of the types of tasks you may be involved in.

Stream 1: Government (generalist)

The Government stream gives insights into how government policies and programs are delivered and the general processes, mechanics and skills of government.

Programs, projects and policy

- managing calendars
- records management and filing
- handling correspondence
- coordinating ministerial briefs
- providing executive support.

Customer service and delivery

- respond to customer enquiries in call centres or concierge desks
- support property maintenance functions
- managing emails and databases.

Professional and technical functions

- hands-on support in specialist areas like finance, communications, legal, data governance, procurement or IT.

This stream offers the Certificate IV in Government.

Stream 2: Human Resources

The Human Resources (HR) stream focuses on essential HR functions, deepening your understanding of HR principles, recruitment, performance management, employee relations, wellbeing and workplace legislation.

Roles may involve:

- assisting with recruitment such as preparing documentation or coordinating interviews.
- routine tasks like data entry, filing and maintaining records.
- assisting with the implementation and improvement of HR procedures and processes.
- answering straightforward queries and providing information to stakeholders about HR policies and procedures.
- implementation of HR programs and initiatives, such as learning and development activities or employee wellbeing programs.

This stream offers the Certificate IV in Human Resource Management.



Meet Nauman

2026 Career Starter

The Career Starter Program gave me the opportunity to step into the Australian Public Service, build practical skills and see first-hand how government work makes a difference. I was drawn to the program because it offered a clear pathway to gain

real experience, contribute to meaningful work and start building a career in government.

When I joined, I wanted to grow my confidence in a professional workplace, strengthen my administrative and communication skills, and better understand where my strengths and interests could take me within the APS.

A highlight of my placement was supporting the delivery of procurement training across government in the Procurement Capability Branch. I coordinated courses, managed registrations, tracked attendance and responded to enquiries. These responsibilities gave me

a real sense of ownership and showed me how accurate, organised and timely support helps programs run smoothly for participants and stakeholders.

Throughout the program, I developed strong administrative, time-management and stakeholder communication skills. I also gained a deeper understanding of APS processes, compliance and teamwork. Balancing competing tasks and deadlines challenged me in the best way, helping me become more confident, adaptable and proactive.

Most importantly, this program helped shape my direction within the APS. It gave me clearer insight into my strengths, the areas I want to keep developing and the contribution I can make in a government environment.

My advice to anyone considering the program is to say yes to opportunities, ask questions and stay curious. The Career Starter Program is a great way to gain real-world experience, grow professionally and build a strong foundation for a rewarding career in the APS.



Applications close Monday 31 August 2026

Contact



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Australian Government

Career
Pathways

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