



Recruitment pathways and previous experience

Results of the 2023 APS New Starters Survey

Workforce Insights Group
Research Note 02-23



New starters were asked about their recruitment pathway into the APS and work experience prior to their current position

Those who had commenced as an ongoing APS employee over the previous 12 months were invited to participate in the 2023 New Starters Survey.

7,910 respondents (41%) shared their experiences of joining the APS.

This report explores new starters' attributes and activities for:



Experience prior to joining to APS



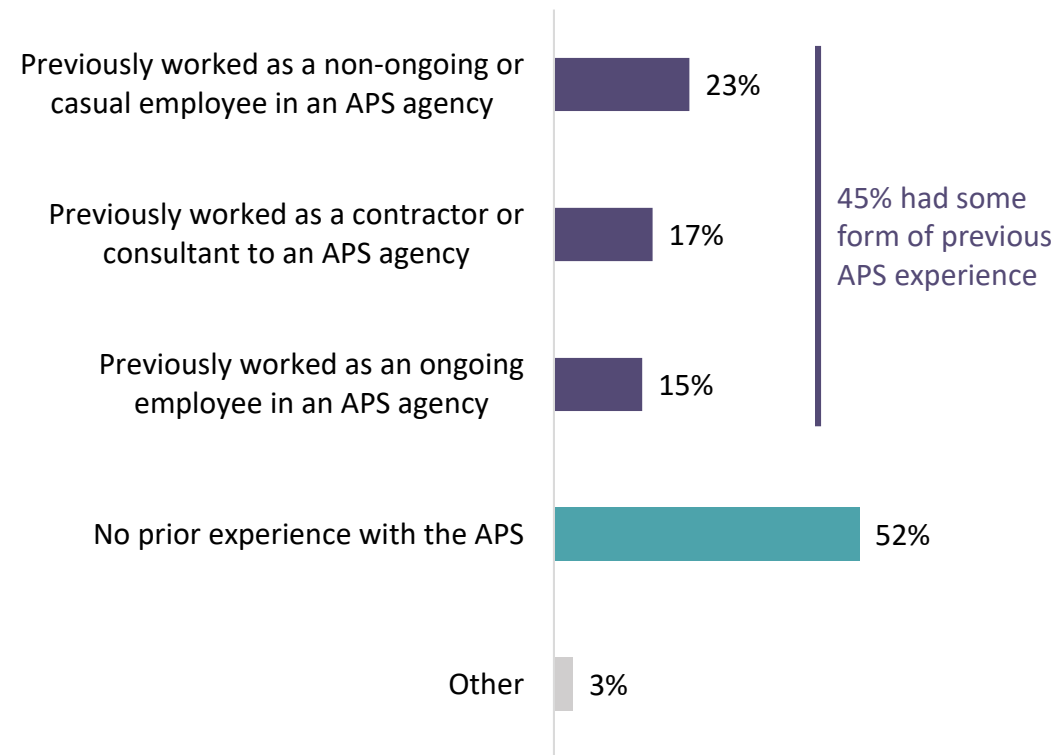
Relocation to take up their new position

Just under half of new starters indicated that they had some form of prior experience with the APS

45% of respondents had some form of previous experience with the APS prior to commencing in their new role.

A quarter (23%) had previously worked as a non-ongoing or casual employee within an APS agency.

New starters' experience with the APS prior to their new role



Note: As respondents could select more than one response, totals may not sum to 100%.

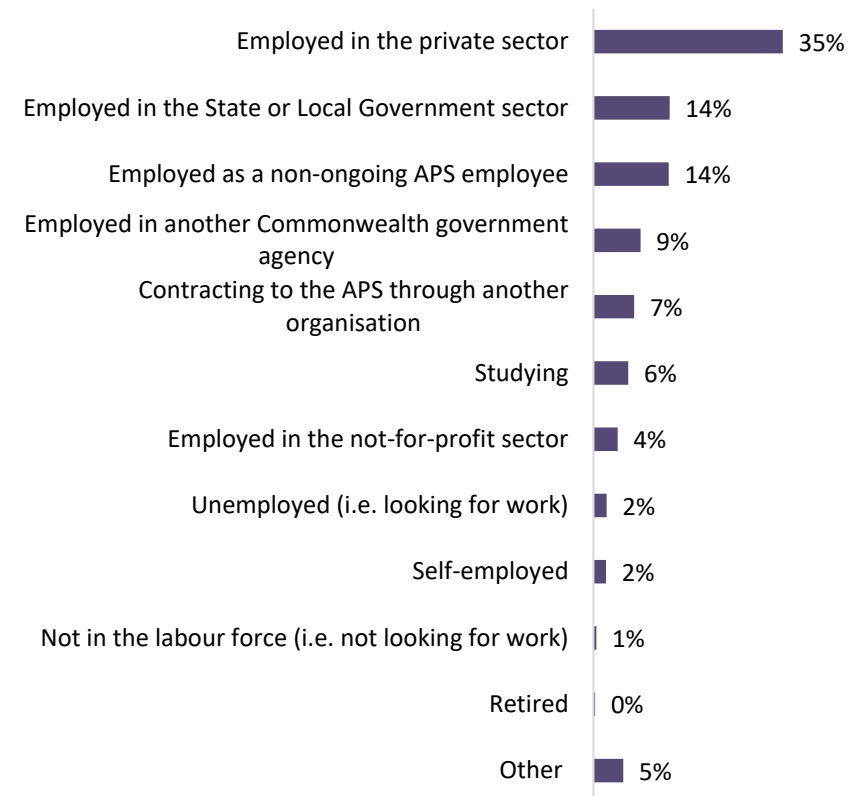


A third of new starters joined the APS from the private sector

Responding new starters joined the APS from a variety of other employment and activities.

Most common was recruitment from the private sector, with just over one-third (35%) of respondents saying they had been most recently employed in this sector.

New starters' activity prior to current ongoing employment in the APS

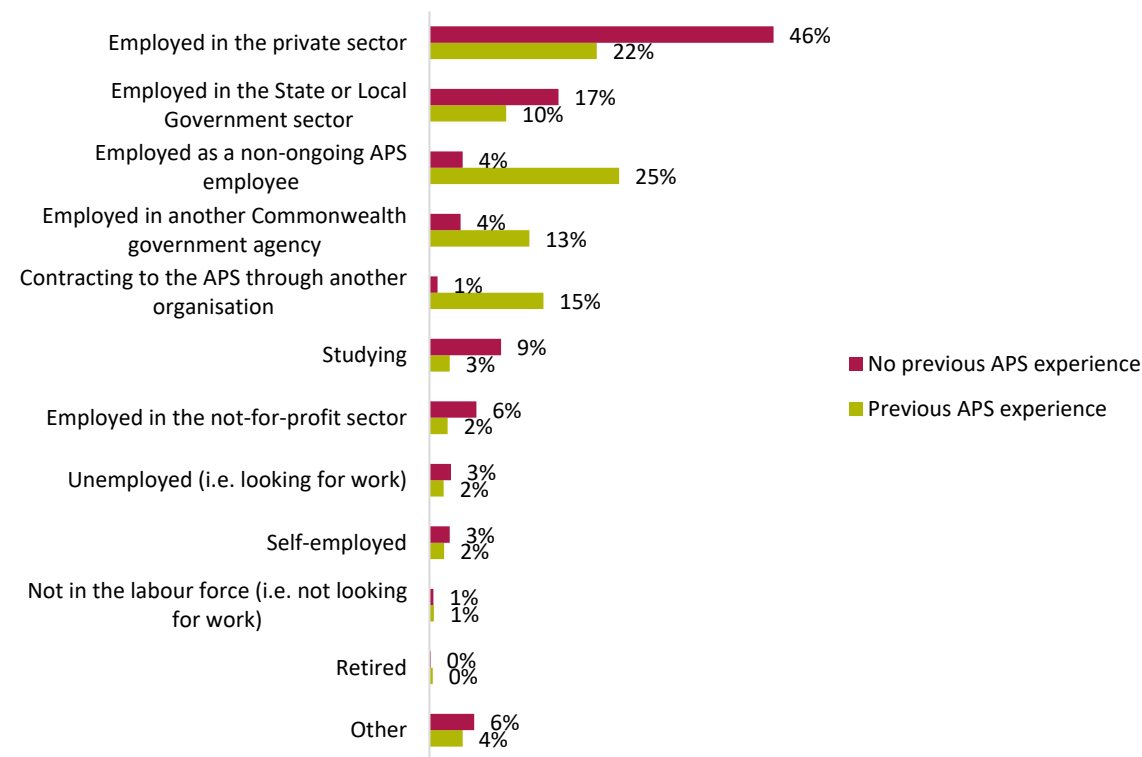


New starters with and without previous experience in the APS had generally joined the APS from different forms of employment

Almost half of respondents (46%) with no previous APS experience were employed in the private sector prior to starting in their APS role.

In contrast, those with previous APS experience had more commonly been employed as a non-ongoing APS employee (25%).

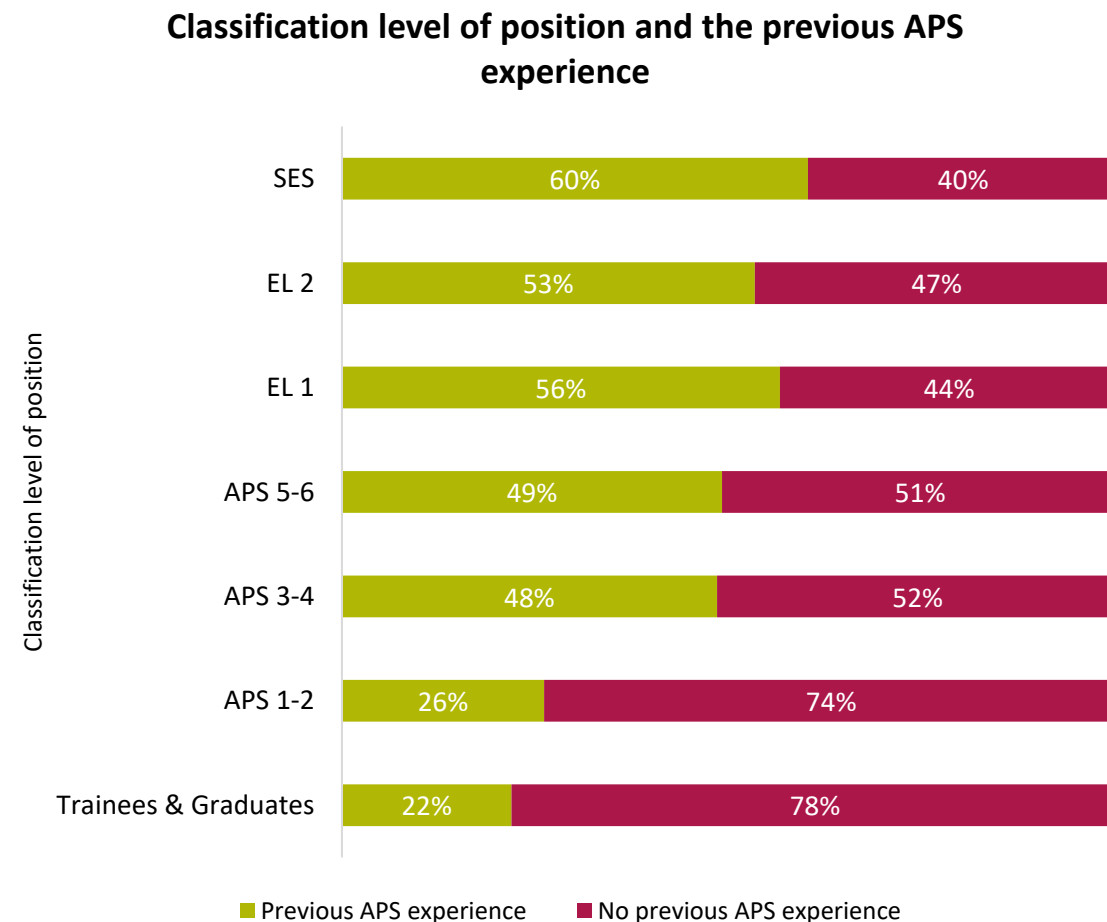
New starters' previous experience in the APS and activity prior to current ongoing employment in the APS



Note: Despite indicating they had no previous experience in the APS at a later question, some indicated they were previously employed as a non-ongoing APS employee or contractor to an APS agency.

Larger proportions of new starters in positions with higher classifications had previous APS experience

The proportion of new starters with some form of previous APS experience tended to increase as the classification level of the position increased. 60% of respondents filling SES positions had previous APS experience. This is compared to less than half of those filling APS 1-6 roles.

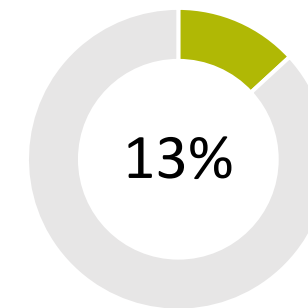


Only a small proportion of new starters relocated to take up their new APS position

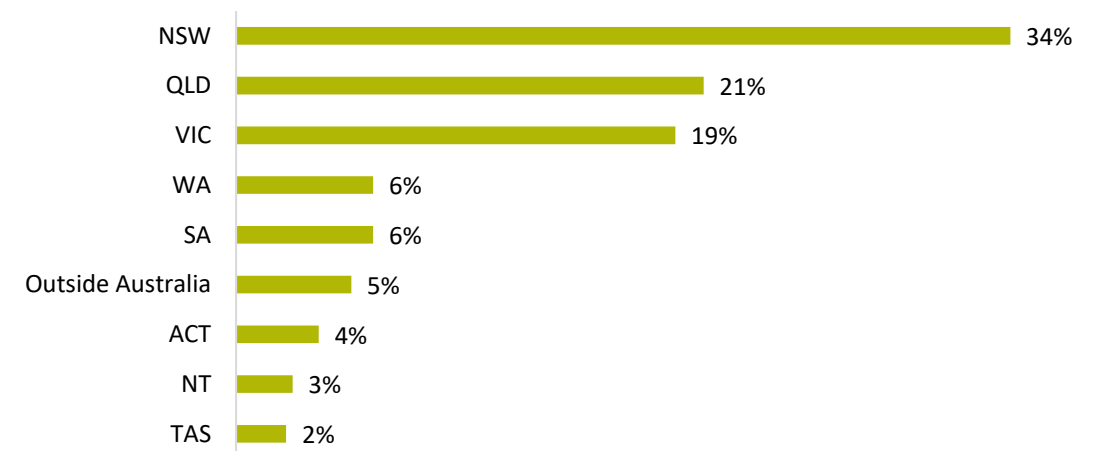
Overall, only 13% of respondents indicated they had relocated to take up their new position in the APS. 42% of those who relocated were part of an APS program (e.g. graduate and cadetship).

Of those who relocated for their new APS position, a third relocated from New South Wales (34%) and one-fifth from Queensland (21%) and Victoria (19%).

New starters who relocated to take up their APS position



Where new starters relocated from



The survey findings suggest the APS has challenges engaging talent from outside its core base and geographic location

The proportion of new starters commencing with some form of previous APS experience suggests that:

- the attraction and appeal of APS roles are not being effectively conveyed to a broad audience; and/or
- those without APS experience are not being found suitable during APS recruitment processes.

While the APS engaged a large proportion of new starters from the private sector, a large proportion of these had previous APS experience.

Any challenge in attracting and recruiting talent from outside the APS is only further exacerbated by the small proportion who relocated to take up an APS role, particularly if they were not a new starter through a formal APS program (e.g. graduate program).

For further information please
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