Australian Government

APS Data Profession
Four-year program report: 2020-24

October 2024

It has been four years since the inception of the Data Profession, and I am thrilled to see its initiatives have continued to progress over the past 12 months. We have continued to build on the initiatives of the first three years and I'm pleased to see several projects delivered in year four.

I am delighted to see continued interest from prospective graduates in having careers in data in the public sector. The 2025 APS Data Graduate recruitment program saw over 1,760 applications and 43 agencies seeking around 300 data graduates.

In the first year of the Data Profession the SES Data Leadership course, which builds foundational skills for the SES, was piloted. It was offered in 2022, 2023 and 2024 and has been attended by 192 SES staff from 26 agencies. Following the SES Data Leadership Course, a similar course for the EL2 cohort commenced this year. There have been two offerings including a pilot so far and the course will run through 2025.

The Data Profession Members' Community Platform, the web-based platform for data professionals to learn about events, job opportunities, communities of interest and resources relevant to their work, continues to grow. Since its establishment in August 2022, it has grown to over 10,800 members. Also on the platform are my *In Conversation* videos in which I interview people for whom data plays a big role in their careers. I encourage all public sector data professionals to sign up to the platform.

I look forward to further development of the Data Profession in the year ahead and thank all our partner agencies for their collaboration.
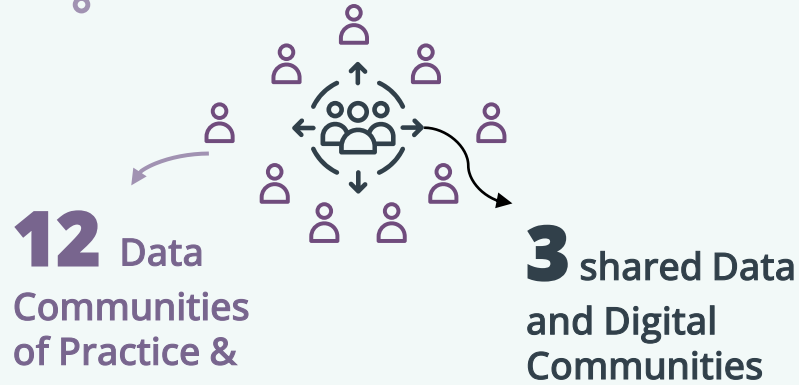
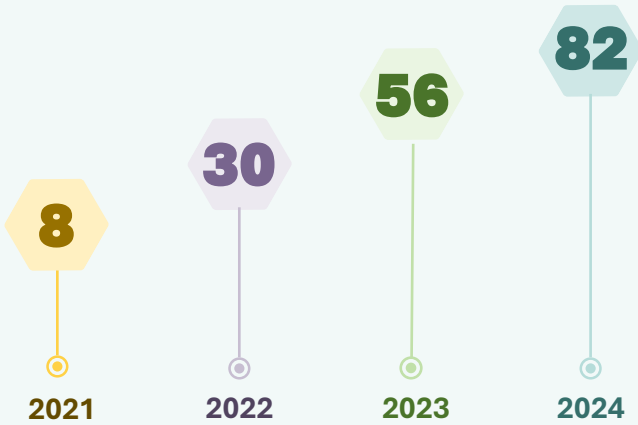Since launching in August 2022, **the MCP has grown significantly.**

2022	2023	2024
1,766	6,717	10,831

Members have networked across:

12 Data Communities of Practice &

3 shared Data and Digital Communities

... and have had discussions through thread posts and found resources in libraries.

39,353 MCP interactions since launching in August 2022

An increasing number of agencies have engaged with the Data Capability Framework Community of Practice.

2021	2022	2023	2024
8	30	56	82

Data Profession Membership – MCP and LinkedIn

15000
10000
5000
0

Aug-22 Nov-22 Feb-23 May-23 Aug-23 Nov-23 Feb-24 May-24 Aug-24

— LinkedIn Membership

— MCP Membership (Launched 22/08/2022)
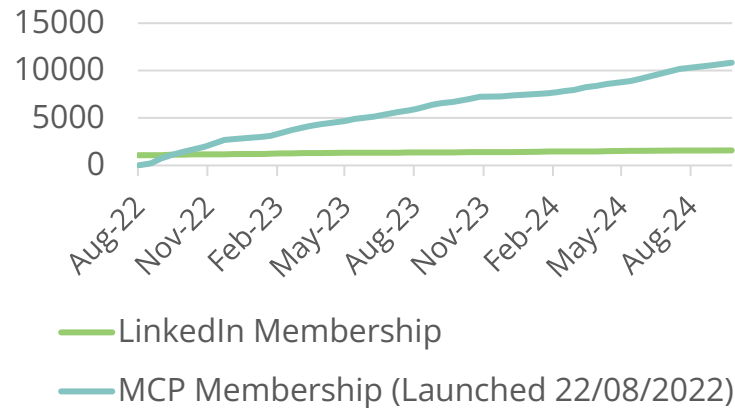
State and territory government membership is also increasing!

- NT **49**
- WA **89**
- QLD **344**
- SA **71**
- NSW **472**
- VIC **399**
- ACT **104**
- TAS **62**
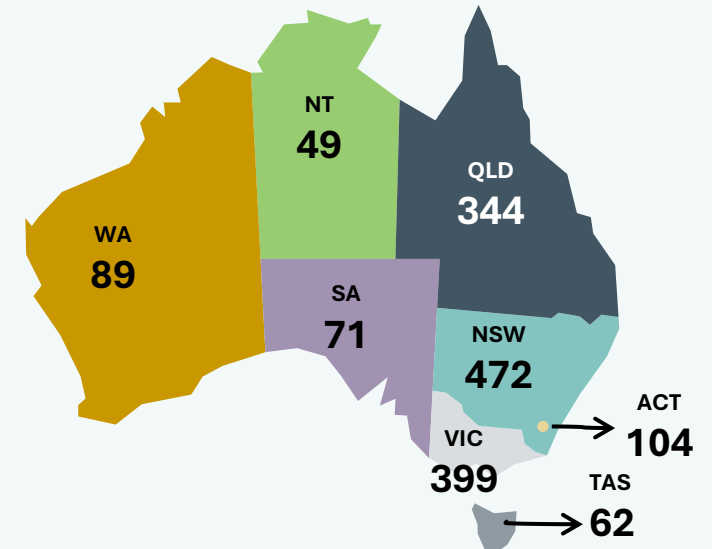
The Data Profession has built data capability through a range of courses...

SES Data Leadership Course

192 participants

82 agencies

EL2 Data Leadership Course

95 participants

19 agencies

Graduate Data Modules

1500+ participants

19 deliveries

Includes data and non-data graduates & modules delivered as subset of APSC Graduate Development Program

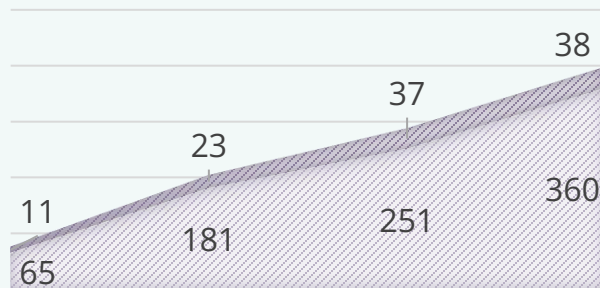... and through the APS Data Capability Seminar Series!

1,275 Viewers across 3 seminars

Data graduate **recruitment** has **continued to grow**...

Graphs: Graduates, Agencies

	2021	2022	2023	2024
Graduates	65	181	251	360
Agencies	11	23	37	38

And in 2025, **the total number of data graduates** placed through the program's **5 years** is set to **exceed**

1,000

The Data Profession achieves these outcomes through cross-agency distributed teams from:

31 Senior Working Group agencies

Strategy theme 1. Establishing the Professional Stream	Strategy theme 2. Getting it right from the start	Strategy theme 4. Embedding a professional data workforce

Facilitating peer-based learning through the Data Profession Members' Community Platform

The Data Profession Members' Community Platform (MCP) offers Data Profession members a platform to discover and connect across Commonwealth, state and territory, and local governments.

The MCP is a key conduit for data capability uplift through peer-based learning across various Communities of Practice (CoPs).

At a glance

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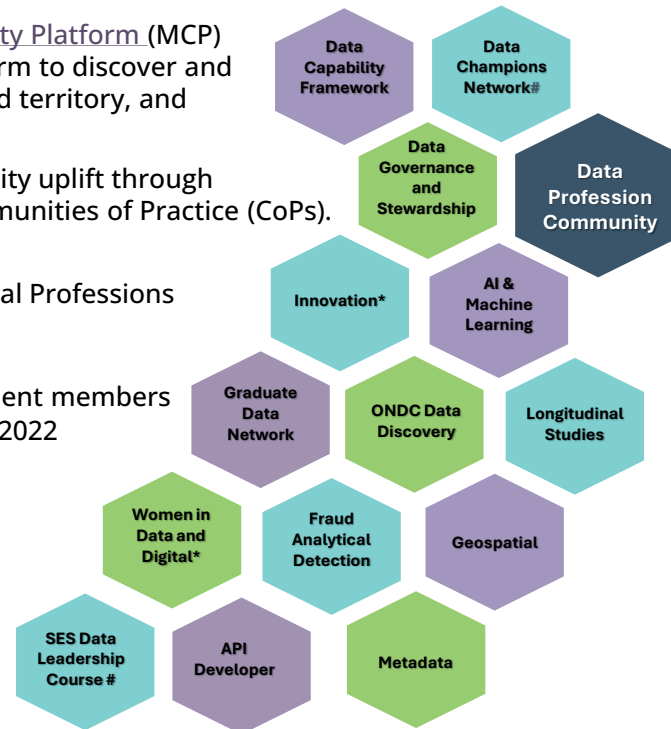
The MCP is a key conduit for data capability uplift through peer-based learning across various Communities of Practice (CoPs).

- ✓ 12 dedicated data CoPs
- ✓ 3 CoPs shared between Data and Digital Professions
- ✓ 10,831 members across 160 entities
- ✓ 94 of 101[1] APS agencies represented
- ✓ 1,590 state, territory, or local government members
- ✓ 39,353 MCP interactions since August 2022

Each CoP features a:

- ➢ Discussion board
- ➢ Blog
- ➢ Resource library
- ➢ Events page

[1]*Source: APSC, APS Agencies – size and function | Australian Public Service Commission (apsc.gov.au),at 30 June 2024.*

Hexagon labels: Data Capability Framework; Data Champions Network#; Data Governance and Stewardship; Data Profession Community; Innovation*; AI & Machine Learning; Graduate Data Network; ONDC Data Discovery; Longitudinal Studies; Women in Data and Digital*; Fraud Analytical Detection; Geospatial; SES Data Leadership Course #; API Developer; Metadata

2025 Australian Government Graduate Program Data Stream

The Data Profession is in its fifth year of streamlining data graduate recruitment across the APS as part of the Australian Government Career Pathways program.

The initiative aims to build data capability in the APS by growing the Data Profession at the entry level. It also provides an opportunity to leverage common talent pools between Data and Evaluation Professions.

At a glance

- ✓ The ABS continues to lead APS data graduate recruitment for the 2025 intake
- ✓ 10 streams through which data graduates can enter the APS
  - ➢ 1 generalist stream
  - ➢ 9 specialist streams, including data
- ✓ 1,761 applications received for the data stream, most of all the specialist streams
- ✓ 300 data graduates forecast to be placed across 43 agencies
- ✓ 583 candidates in the merit pool with approx. 240 confirmed placements so far
- ✓ Established the Evaluation Stream which shares common talent pools

Embedding a professional data workforce

The Data Profession aims to support the data workforce with an up-to-date Data Capability Framework and by providing examples of data professional career pathways.

At a glance

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- ✓ A project team led by the Department of Health and Aged Care completed a Data Capability Framework refresh which will be tested and implemented in 2024-25
- ✓ A project team led by the Australian Institute of Health and Welfare created example Career Pathways for Data Professionals, published to the MCP

Developing sophisticated and specialist data capabilities initiatives

The Data Profession builds data capability across the APS through foundational product offerings, data literacy and leadership courses, and spotlighting data professionals at various stages of their careers.

At a glance

Introduction to data in government course for APS data graduates

- ✓ Course delivered to over 200 data graduates from 38 agencies
- ✓ Selected modules delivered through the APS Graduate Development Program with 314 participants from 24 agencies
- ➢ Following feedback, the course will be transformed into an e-learning package and offered to all APS staff via APSLearn as a refreshed data literacy course from early 2025

Expanded Data Job Role Personas

- ✓ A project team from the Australian Taxation Office updated the suite of Data Job Role Personas, adding 6 personas
- ✓ The new personas are Data Steward, Data Project Manager, Data Governance Officer, Metadata Specialist, Data Architect, and Data Translator
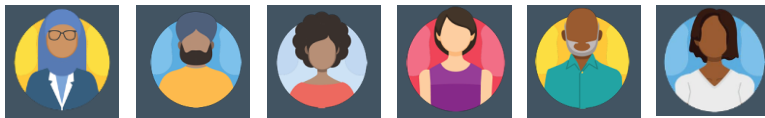
Engaging with data professionals

- ✓ In Conversation with Dr Gruen episodes featuring the 2023 APS Data Award Winners, Gayle Milnes, Pia Andrews, and the Hon. Victor Dominello & Ian Oppermann were published
- ✓ 10 Spotlight articles profiling APS data professionals were published to the MCP

Curated Learning Offerings

- ✓ A project team led by the Department of Home Affairs curated a list of specialist learning offerings aligned to the Data Capability Framework and Data Job Role Personas
- ✓ The Curated Learning Offerings of approx. 60 courses were published to the MCP
- ✓ The list has been accessed 692 times by staff across 58 government entities
- ✓ An expanded list of approx. 150 courses were added to the APS Career Pathfinder tool
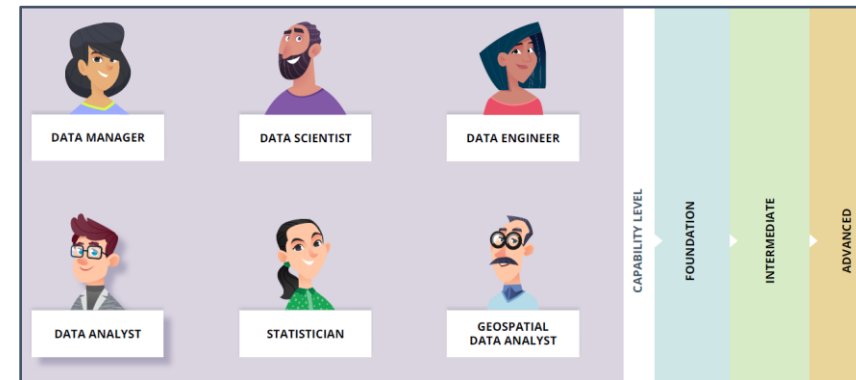
Uplifting data leadership for SES and Executive Level staff

- ✓ The SES Data Leadership Course continued
- ✓ Following from the SES course, an EL2 Data Leadership Course was developed, successfully piloted, and delivered to its first ongoing cohort

Strategy theme 3. Developing sophisticated and specialist data capabilities