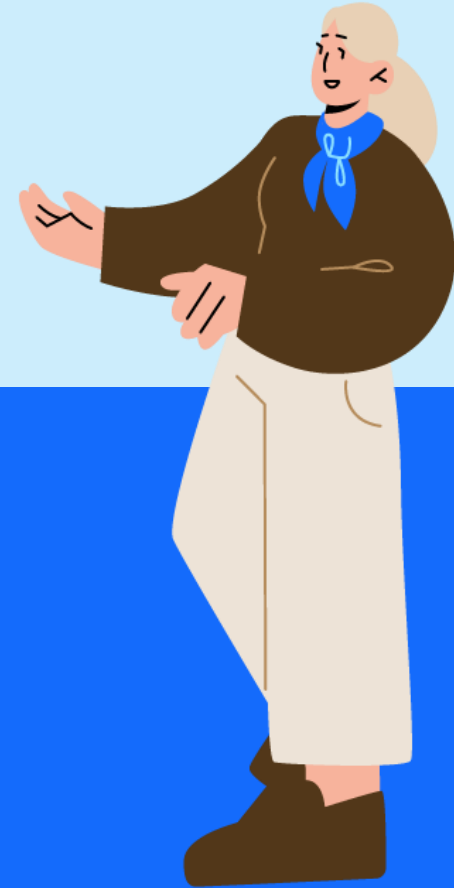


NSW Government Graduate Program

Tips for applicants

A guide to the 2026 recruitment process



You've decided to apply for the NSW Government Graduate Program.

That's great!

This information will help you prepare your application and be ready for the assessment process.

Supporting you through the process

People with disability or neurodivergence

If you are a person with disability or neurodivergence, we encourage you to talk to us about adjustments.

We can provide options for modifications or alternative assessments to the recruitment process. Some examples include:

- Providing alternative formats to apply, for example, application submission other than online.
- Adjusting assessments, for example, phone assessments, online and paper-based tasks, alternative assessments.
- Offering support during assessment centres, for example, extra reading time, longer breaks, interview questions in advance.

We'll work with you to fit your individual needs.

Please contact Akanksha Joshi at Peter Berry Consultancy. Phone: 02 8918 0835 or email: adjustments@peterberry.com.au.

General enquiries

For general enquiries please email:

nswgraduateprogram@premiersdepartment.nsw.gov.au.

For more information about the program, including accessing role descriptions and eligibility criteria for each stream, visit:

<https://iworkfor.nsw.gov.au/graduate-program>.

Technical support

For concerns about your device or internet connectivity, contact Peter Berry Consultancy. Email: assessments@peterberry.com.au.

For technical support when completing your application or booking into an assessment centre, contact I Work for NSW Support. Email: support@iworkfor.nsw.gov.au or phone: 1800 562 679.

Timeline

Use this timeline as a guide for when you can expect to hear from us about each step of the recruitment process.

11 June	9 July	July/August	August/September	October/November
<ul style="list-style-type: none">• Applications open	<ul style="list-style-type: none">• Applications close	<ul style="list-style-type: none">• Raven's• Individual Task• Hogan Personality Inventory	<ul style="list-style-type: none">• Assessment centres	<ul style="list-style-type: none">• Graduate pool• Offers of employment

A one-page guide to the application form

Personal details	<ul style="list-style-type: none"> • Ensure you correctly fill out all your personal details. • Use your personal email address. Using your university email may mean we can't contact you once you've finished uni.
Eligibility	<ul style="list-style-type: none"> • You must have completed a bachelor's degree (or above) between 1 June 2023 and 31 December 2025. This is the degree that makes you eligible for the program, even if it is not your first degree.
Working rights	<ul style="list-style-type: none"> • If you are in Australia on a visa, you must have fulltime working rights during the whole program (until 8 August 2027). • Answer this question honestly with regard to your visa status at the time of application.
Education	<ul style="list-style-type: none"> • Start with the degree that makes you eligible for the program. This will be the same as the degree under Eligibility. • You can add additional, relevant education experiences if required.
Location	<ul style="list-style-type: none"> • You only need to select one location from the list. • Only select a second location preference if you have a genuine interest in working in that location.
Situational questions	<p>Your responses in this task are assessed.</p> <ul style="list-style-type: none"> • Select the best response for each situation to assess your problem-solving and judgement.
Relevant experience and motivation	<p>Your responses are not assessed. They are used for matching you to a role if you gain a place in the graduate pool.</p> <ul style="list-style-type: none"> • Tell us more about yourself and your interests to add context to your application. Focus on things that haven't been captured elsewhere in the application. • We want to understand your experience that is relevant to the program but not captured by other questions in this form. Work experience is not a prerequisite for this program.

Application form

We have different application forms for each stream. Choose the right one and apply for one stream only.

Situational questions

You will be asked to respond to a series of situations that you may encounter in a NSW Government graduate role. These questions assess your problem-solving and judgement. You need to select the most effective and appropriate response from the options provided.

Relevant experience

Describe your experience at work. Include examples like your work experiences, volunteer experiences, or experience you have at home like caring for a relative or managing finances.

An example might be:

Title: *Caregiver for my younger brother*

Description: *I have been a caregiver for my younger brother for the last 6 years. Some of my responsibilities include getting him to and from school safely and on time, scheduling and taking him to appointments, and tending to other daily tasks like cooking, shopping, and emotional support. As a carer, I look after household finances, communicate well with people in my brother's life, solve problems frequently, and display a lot of resilience.*

Motivational question

You need to respond to the following question. It's not an assessment and it won't impact your application. It will only be used for matching you with roles if you are successful in the recruitment process. Your response should be between 150 and 300 words.

- Tell us more about yourself, including your motivations, interests, and values, and any other information that may be useful for a potential hiring manager.

How do I prepare?

- Think about why you're interested in the NSW Government Graduate Program and what motivates you to work in NSW Government.
- Reflect on what drives you in your decision-making experiences. Feel free to explain an example of how you apply your values in your life in your response.

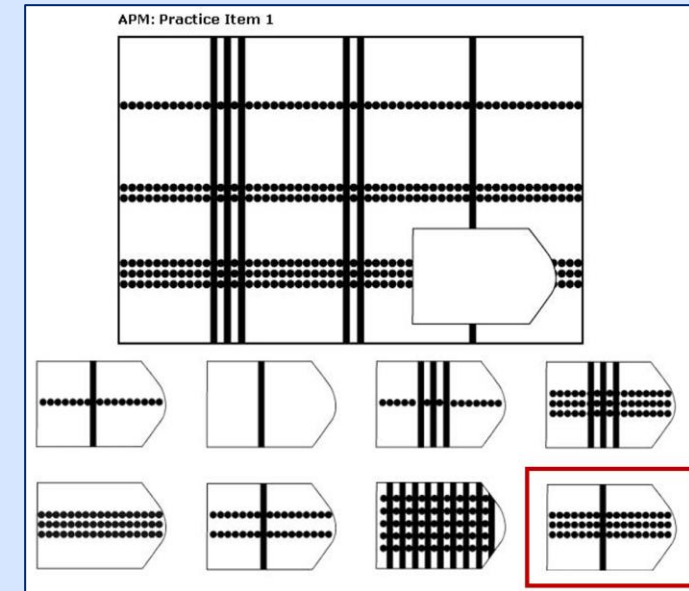
Raven's Advanced Progressive Matrices (Raven's)

- Raven's is a timed non-verbal assessment.
- It involves the presentation of visual matrices comprising different geometric patterns. For each item, you need to figure out the underlying logic and rule behind the patterns and select the option that completes the pattern.
- You must complete Raven's within 72 hours of receiving the email invitation.

How do I prepare?

- Have the latest version of a supported browser: Chrome, Firefox or Safari.
- Do not use mobile devices such as phones, tablets or notebooks/laptops with track pads only.
- Plan to be in a setting or quiet location where you can think clearly and will not be disturbed.
- Familiarise yourself with the assessment requirements before you commence.

Here is a sample:



The correct response is the one outlined in the bottom-right corner. The logic to this pattern is the decreasing number of vertical lines from 3 to 2 to 1. The 3 horizontal lines in the pattern area do not change.

If you are successful, you will be invited to book an assessment centre session and complete some further tasks before that session.

Individual task

You must complete this task before your assessment centre.



- This is a 60-minute work sample activity where you will put your practical skills to the test.
- You will review scenarios and respond to different types of questions, for example, multiple choice and ranked items. You may also need to explain your reasoning or summarise your choices.

How do I prepare?

- Review the graduate role description to understand how the required capabilities might be demonstrated in the context of an individual task.
- Practise reviewing, analysing, and summarising a NSW Government project. Set yourself a time limit for maximum benefits.

Hogan Personality Inventory

You must complete this task before your assessment centre.

- This personality assessment has no right or wrong answers.
- It is untimed but typically takes around 15-20 minutes to do.
- You will be asked to indicate your agreement to statements on a 4-point scale (from strongly disagree to strongly agree).
- Try to respond naturally and avoid overthinking or overanalysing the items.
- An example statement is: “I like a lot of variety in my life.”

How do I prepare?

- Set aside time so that you are not rushed, are thinking clearly and are in a quiet location where you will not be disturbed.



Assessment centre activities

Complete 2 activities through the TopScore virtual platform:

- Structured behavioural interview
- Group activity.

Each activity lasts around 40 minutes with a short break in between.

On the day, there will be:

- A welcome address at the start of the session.
- A briefing to explain the requirements before each activity.
- Opportunities to ask questions.

How do I prepare?

- Join the assessment on time
- Be in an environment where you can concentrate and will not be interrupted for the duration of the assessment centre
- Have tested your system beforehand. You will receive a test link when you progress to the assessment centre stage.

Technology requirements

You need to have:

- Reliable internet access that can support video conferencing
- A laptop/PC.

If you have any concerns about your device or internet connectivity, please contact Peter Berry Consultancy on assessments@peterberry.com.au.

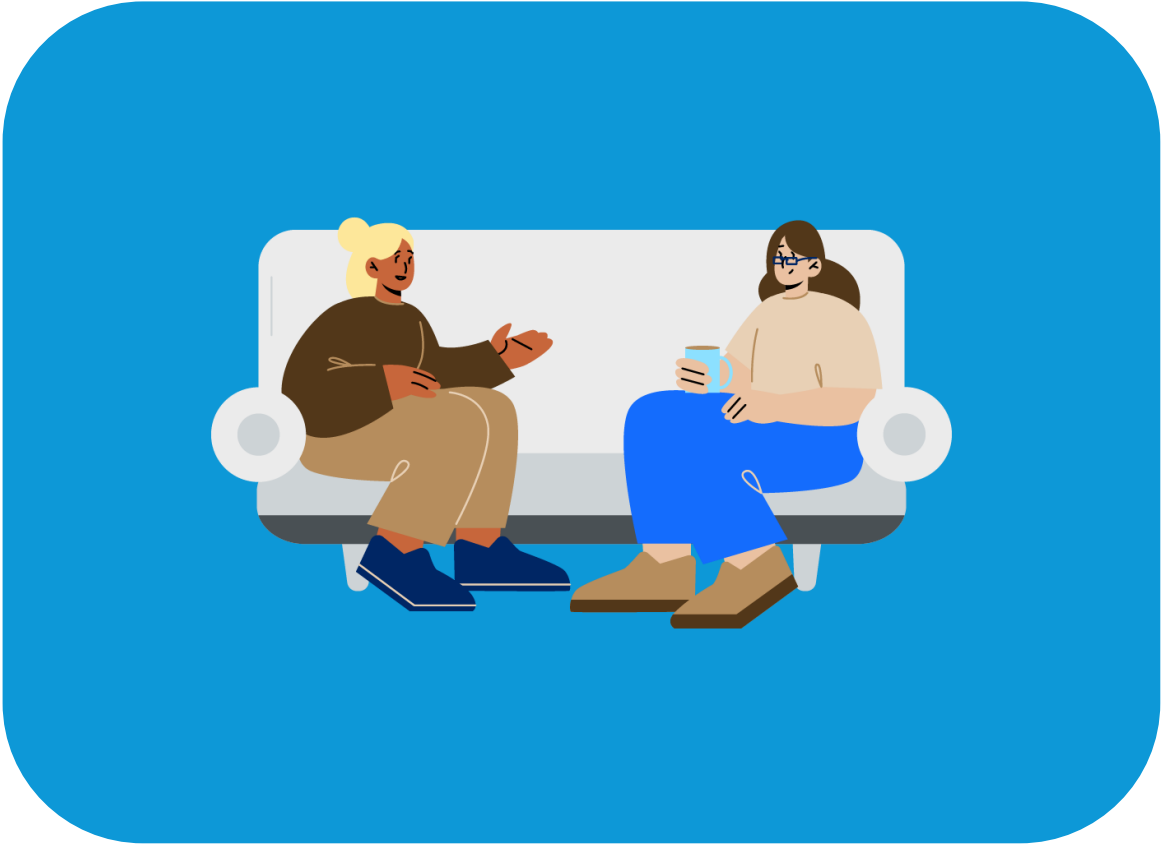
You can find information about TopScore, including hardware and browser requirements in the [TopScore FAQs](#). TopScore has a range of accessibility options which we can talk to you about. Please contact Akanksha Joshi at Peter Berry Consultancy. Phone: 02 8918 0835 or email: adjustments@peterberry.com.au.

Behavioural interview

- The structured behavioural interview has 2 assessors.
- It includes a set of questions asked of all candidates.
- The questions are designed to gather evidence about how you have demonstrated your capabilities in the past.
- The questions are related to the capabilities set out in the role description.

How do I prepare?

- Review the role description to refresh yourself on the capabilities. Think about how you apply these in different situations.
- Prepare some examples of when you have demonstrated the capabilities. You may consider your study, volunteer, work, and other relevant experiences.
- Practise your interview skills with a friend, family member or colleague. Focus on giving specific and clear responses that explain the situation, task, actions, and result (STAR).



Group activity



- Work as part of a group to address a case study scenario.
- You will have time to review a scenario before working as a group to formulate and discuss your approach.
- Working virtually with a team can be challenging and this assessment is designed to look at how you develop solutions and how you interact with your peers.

How do I prepare?

- Look into some of the projects that NSW Government agencies are doing so you can be better prepared to respond to a range of different case studies and scenarios.
- Practise being part of a group scenario – ask family members, friends, or colleagues to join in. Have instructions and set time limit. Ask them for constructive feedback.
- Review the role description and think about how you can show the capabilities in a group setting.

Graduate pool

- We will let you know if you are successful in gaining a place in the graduate pool.
- Making it to the graduate pool is a great achievement! It means you can be considered for the roles we have available, although there is no guarantee of an offer.
- You will be subject to employment checks (eligibility to work in Australia, qualification verification and criminal history).
- One or more agencies may approach you if they are considering you for a role.
- If you are unsuccessful, you will be able to ask for feedback.

How do I prepare?

- Think of any questions you might like to ask if an agency contacts you about a role with them.
- Be aware that calls from agencies may come from unfamiliar or private numbers during this time.



Offer of employment



- If you receive a verbal offer you, will get an email asking for confirmation of the details of your 2 referees.
- If your referee reports are satisfactory, the agency may then proceed with a formal offer of employment.
- If you do not receive an offer, we will ask you to join a talent pool in case any additional graduate or other employment opportunities come up.

Now for the exciting part –
starting your career in NSW Government!