

# HOW KEY DIFFERENTIATORS FUELLED A GRADUATE SUCCESS STORY

## NSW Government Graduate Selection Program

PBC has provided the annual NSW Government's Graduate selection program since 2015 in partnership with the NSW Public Service Commission (PSC). This program is a cross agency volume selection program that assesses thousands of candidates for entry into the NSW Government Graduate program. PBC designs and implements the selection program to enable the PSC to select those Graduate candidates who are most aligned with the capabilities and values required of a Graduate (and future leader) within NSW Government.

The NSW Government Graduate Selection program is co-delivered with the NSW Government to ensure that there is a transfer of knowledge in best practice selection approaches.

## Meeting Legislative Requirements and a Positive Candidate Experience

The program is a multiple assessment selection program that is delivered within the requirements of the Government Sector Employment (GSE) Act 2013 and GSE Rules 2014. PBC's approach is supported by a number of pillars that inform and guide both the design and implementation of the selection process:



Provision of a positive candidate experience, acknowledging that the selection process can have significant impact on NSW Government's brand



A capability-based approach that will provide detail on each candidate's capability with regard to the Focus Capabilities. Data can be used to support the development of candidates selected.



Use of a multi-assessment, evidence-based approach that is consistent with the requirements of the GSE Act and Rules



A flexible approach that is inclusive for all candidates and caters to the management of reasonable adjustments as well as minimising adverse impact on any group



Provision of a process that is both predictive of candidate success and descriptive of candidate capability



An efficient, professional selection process that maximises efficiency for candidates, the NSW PSC and NSW Government assessors



## Tailored Assessment Design

This volume selection solution uses a combination of standardised assessments, such as cognitive and personality assessment, as well as tailored work simulation tasks including situational judgement tasks, role play and group activities. PBC codesigns the customised solutions through stakeholder engagement with NSW Government and the work simulation activities are piloted with existing Graduates. PBC also provides the assessments and outcomes through integration with the NSW Government Applicant Tracking System, Taleo.

## Continual Improvement Leads to Program Recognition

PBC's role has been to co-ordinate and deliver all aspects of the assessment solution and we have applied a continuous improvement approach over the past 6 years of delivery of this program. PBC reviews the program to ensure that the assessments are meeting the required objectives and to understand which assessments are most predictive of selection success to streamline the assessment process.

During the course of our involvement with this program we have seen the NSW Government Graduate Program greatly increase in popularity, with the program reaching number 1 in the Australian Financial Review's Top Graduate Employer awards in 2021. It is also one of the top Government and Defence Graduate Programs in Australia for the past 7 years. PBC believes that our ability to identify highly aligned and capable Graduates has been a significant contributor to the success of this program.

## Retention of Graduates

**77.4%**

The average of graduates that remain employed in the sector 2 years post completion of the program.

**52.5%**

More than half of the Program participants had been promoted at least two grades two years after commencing the program

**42%**

By the three-year mark, 42% had been promoted three grades after commencing in the program

For more information on how PBC can help develop your Graduate Program email [info@peterberryconsultancy.com](mailto:info@peterberryconsultancy.com) or call +61 2 8918 0888