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| Community and Social Services Graduate Program |
| Information for employers  |
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# What is the Community and Social Services Graduate Program

The Community and Social Services Graduate Program is a new whole-of-sector graduate program, investing in early-career professionals to build their job readiness and skills.

Developing and retaining new starters is essential to building a skilled and experienced workforce. But it can be difficult to support new starters to develop their skills and experience. Especially with high demand for services and workforce shortages.

That is why the Victorian Government is working with the sector to build the workforce of the future.

# Who we are looking for

We are looking for Victorian community and social services employers who want to develop the future community and social services workforce. The program is looking for employers who will:

* invest in the skills and experience of new graduates
* support new graduates to thrive in challenging and rewarding roles, and
* develop their capacity to recruit and support early career professionals.

To participate, organisations must

* have a current service agreement with the department or deliver services that are in scope of the Victorian Department of Families, Fairness and Housing (the department) and monitored in other ways (e.g. Victorian Housing Registrar).

# Why participate as an employer

## Investing in graduates is important to building a sustainable workforce

A great early-career experience can set people up for a long and rewarding career. Investing in a rich and rewarding graduate experience will help us keep more new workers in the sector. It will also grow the skilled workforce that community and social services need to meet current and future demand.

The graduate program will provide employers with:

* funding of $8,000 per graduate to share in the investment in supporting early career professionals
* the opportunity for their staff to participate in a professional learning and development program, including professional learning, peer networks and other support available to graduates
* access to a new pool of qualified and motivated graduates in regular application rounds, supported by a centralised recruitment platform.

The program will also attract more people to the community services sector by providing them with a clear pathway from study to work and improved learning and development to build their skills and confidence.

# How to participate

There are 2 ways for organisations to participate:

* **Hire a new graduate**
You can employ a new graduate through the Graduate Resource Centre (GRC). The GRC will support you with a centralised and streamlined recruitment process. If you are looking to take on a new qualified graduate, the GRC will provide your organisation with a new pool of motivated graduates with the right qualifications and a genuine interest in working in the sector.
* **Nominate an existing employee**

The program is also open to community services professionals who are recently employed (within the last 12 months) and have graduated within the past 2 years. Participating in the program will provide new starters with a rich and supported early career experience, and build their skills, confidence and job-readiness.

# Find out more

For more information about the program’s requirements and opportunities, visit [Community and Social Services Graduate Program Information for Employers](https://www.vic.gov.au/community-and-social-services-graduate-program-information-employers) https://www.vic.gov.au/community-and-social-services-graduate-program-information-employers.

To receive this information in another format email cassgraduateprogram@dffh.vic.gov.au.

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Available at [Community and Social Services Graduate Program Information for Employers](https://www.vic.gov.au/community-and-social-services-graduate-program-information-employers) <https://www.vic.gov.au/community-and-social-services-graduate-program-information-employers>.