



Australian Government

APS Data Profession Fifth Year Program Report, 2024-25



Foreword



This year marks the **fifth anniversary of the Data Profession**—a significant milestone built on the strong foundations of our first four years. Reflecting on our progress, I'm pleased to report that several critical activities were delivered during the past year.

Securing data expertise has been supported through the 2025 APS Data Graduate recruitment

program with 38 participating agencies. The new Data Profession Employee Value Proposition outlines the attributes, experience and contributions of those working in APS data roles, helping to attract and retain great talent.

Data capability building has been strengthened. The EL2 Data Leadership course, which began in 2024 and focuses on building foundational skills, has been attended by 156 staff from 25 agencies this year. Our new eLearning course Introduction to Data in Government reinforces the Data Profession's commitment to addressing data skill gaps at all levels within the APS.

The **Data Capability Framework**, which serves as the cornerstone for a suite of capability-building initiatives led by the Data Profession, has been revised to incorporate references to additional resources and now aligns with SFIA 9, the new version of the global skills and competency framework for the digital world.

Cohort engagement has expanded through the Data Profession Members' Community Platform, our web-based platform for members to learn about events, job opportunities, communities of interest, and resources relevant to their work. The Platform now hosts over 15,000 members.

We have exciting work planned for 2026.

In our sixth year, we're **embracing a renewed focus.** As Head of Profession, I remain dedicated to embedding data stewardship throughout the public service and ensuring we meet the evolving capability needs of our growing community. The Data Profession has reset with fresh energy and will continue to provide tailored support to all our members from data graduates and generalist staff to senior leaders.

We will actively support the successful implementation of the APS Data, Digital and Cyber Workforce Plan by expanding

EL2 capability development, updating our **SES Data Leadership course** and championing the **APS SES Data Accountabilities.**

The **2026 Data Awards** will be held in March, once again celebrating and showcasing data-driven initiatives across the APS and recognising the power of data to improve services and policy development.

The Data Profession will **iterate several existing resources**, including the Foundational Data Literacy Pathway, the Curated Learning Offering, data roles within the Career Pathfinder Tool, and Job Role Personas.

I would like to acknowledge that the success of past achievements and ongoing work rests with the continued collaboration of our partner agencies.

I look forward to greater successes in the Data Profession in the coming years.

Dr David Gruen AO
Head of the APS Data Profession

APS Data Profession Fifth Year Highlights



31
Partner
agencies

have supported the Data Profession's governance and contributed to projects

19 SES
completed the **SES Data Leadership course**

156 ELs
completed the **EL2 Data Leadership course**

656 staff
are undertaking or have completed the **Introduction to Data in Government course**



3,751 staff watched data seminars

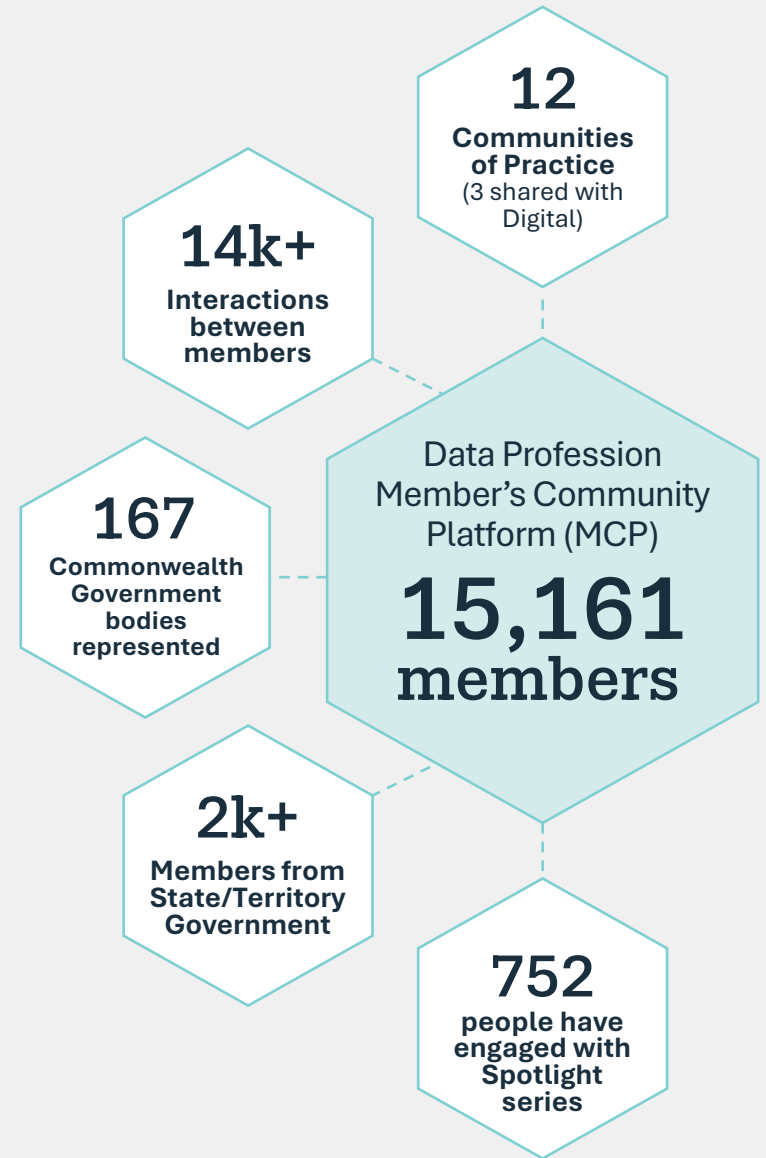
- APS Data Ethics Framework
- AI in the Australian Government
- Governance of Indigenous Data Framework
- Discovering Valuable Insight Through *Socio-Economic Indexes for Areas* and *Index of Household Advantage and Disadvantage*
- Realising the Value of Data



1,761 applications
for the **2025 APS Data Graduate Recruitment program**

38 participating agencies

270 graduate positions



At a glance: 2024-25 initiatives

Theme 1: Establishing the Professional Stream

Peer-to-peer learning

The **Member's Community Platform** provides a place for over 15,000 data professionals to connect, share resources, access training, events and mobility opportunities, and solve common problems.

There are 12 data communities of practice;

- Data Profession Community
- AI & Machine Learning*
- Data Capability Framework
- Data Champion Network
- Data Governance & Stewardship
- Graduate Data Network
- Data Sharing & Integration
- Geospatial
- Longitudinal Studies
- Metadata
- Innovation*
- Women in Data & Digital*

* Community shared with Digital Profession

Theme 2: Getting it right from the start

Australian Government Graduate Program Data Stream

The ABS continues to lead the streamlining of data graduate recruitment across the APS through the Australian Government Career Pathways program.

Now in its fifth year, the initiative is fostering the growth of the data profession at the entry level.

In February 2025, **270 data graduates commenced their careers** in the APS with 38 participating agencies. The ABS received 1,761 applications for the program.

Data graduates can enter via 3 data streams, as a **data generalist, data scientist, or mathematician/statistician.**

Theme 3: Developing sophisticated data capabilities

Data Capability Framework (DCF 2)

The DCF 2, released in August 2025, aligns to the Skills Framework for the Information Age (SFIA) to encourage greater collaboration across the APS, industry and academia.

Introduction to Data in Government course

This course provides participants with an understanding of data's role within government—including principles of data security, ethical data use, and the importance of evidence-based decision-making and data storytelling to inform policy and service delivery.

The course is available in an online, self-paced format via the APS Academy. It's suitable for anyone new to using data in government, from APS1 to EL2.

Theme 4: Embedding a professional data workforce

2024 Data Awards

The APS Data Awards celebrate outstanding data-driven initiatives across the APS. Held in November 2024, there were 8 winners across the categories;

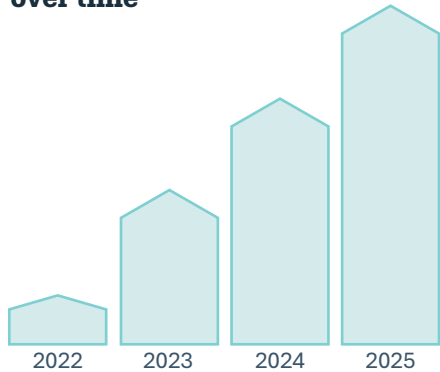
- Data Leadership
- Data Sharing & Partnerships
- Data Science & Analytics
- Data Visualisation & Storytelling
- Data Engineering
- Early Data Career
- Diversity & Inclusion in Data
- Innovative, Ethical & Responsible Use of AI

Data Profession EVP

The Data Profession EVP recognises that working in data is not just a skillset but a distinct professional experience with its own challenges and rewards.

Reflecting on 5 years of the APS Data Profession

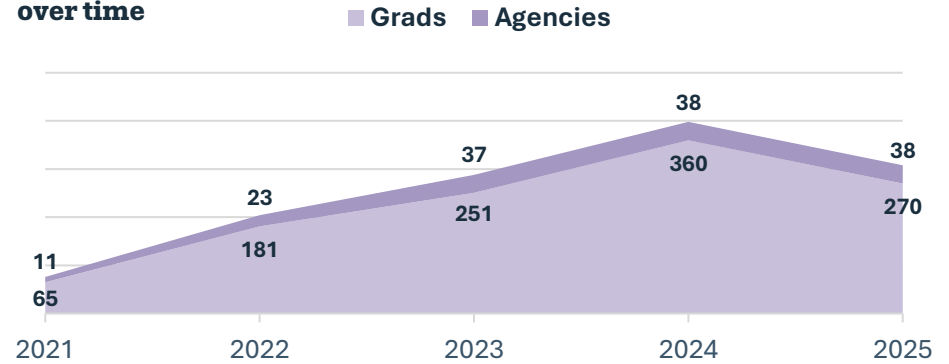
MCP membership over time



APS Data Graduates placed to date



APS Data Graduates over time



MCP interactions

49,035

interactions since launch in 2022



In Conversation series

3,882

views across 20 In Conversation episodes



Spotlight series

19

Spotlight articles published



Seminars

6,657

views across Data Capability seminars



Data Capability Framework

2x

iterations of the DCF released (2022 and 2025)



17,143

views and downloads online

Data Job Role Personas

2x

iterations of the Job Personas released (2022 and 2024)



9,799

views and downloads online

APS Foundational Data Literacy Pathway

2022

Pathway released—and is currently undergoing a refresh for release in 2026



3,479

views and downloads online

SES and EL2 Data Leadership training

211

have undertaken the SES Data Leadership course

251

have undertaken the EL2 Data Leadership course



APS Data Awards

58

nominations received for the 2023 Awards

84

nominations received for the 2024 Awards



SES data experts on SES recruitment panels

13

SES recruitment panels requiring an SES Data Professional

