



What is VetPaths?

VetPaths is a support pathway for veterans new to the Australian Public Service (APS). VetPaths is coordinated by the Department of Veterans' Affairs (DVA) on behalf of the APS. VetPaths highlights employment opportunities to veterans and provides a structured support system once they have secured APS employment. VetPaths supports veterans by ensuring they have access to resources and connections that promote career readiness, personal development, and wellbeing. Veterans employed in the APS contribute to the capability and diversity of the public service through the unique skills, experience and perspectives they bring.

What does the pathway include?

Over a six-month period, assistance is provided to VetPaths participants through the Support Pillars of Development, Connection and Wellness. Participants engage in formal learning and development, career mentoring, and activities for wellness and peer support to ensure they thrive in their APS careers. These supports are delivered by third-party providers, engaged by DVA. Detailed program information will be made available following confirmation of participation, including course specifics, dates and locations. Please note some travel may be required.

Which agencies are offering VetPaths?

Visit the [DVA website](#) to see the list of participating agencies.

How is recruitment run?

The recruitment process is managed by each participating agency. Job advertisements feature an [inclusion statement](#) encouraging veterans to apply and informing them of the VetPaths supports upon joining the APS.

Agencies are encouraged to include a veteran [indicator question](#) in their job advertisements to help identify veteran applications. This data is for statistical purposes only and will not be provided to recruitment panels.

Each agency will appoint an agency coordinator who will liaise with the DVA VetPaths team to coordinate participation.

Are non-ongoing employees considered?

APS staff who are employed in either ongoing or non-ongoing roles may be eligible to participate. Suitability will be determined at the discretion of each participating agency. For non-ongoing employees, consideration will be given on a case-by-case basis depending on the length of engagement. As the program runs for six months, participation may not be suitable in all circumstances.

Can veterans already employed in the APS participate in VetPaths?

While the focus of VetPaths is to support newly employed veterans as they begin their careers in the APS, if it is identified that an existing employee would benefit and meets eligibility criteria, participation may be considered on a case-by-case basis. This would be determined collaboratively between the participating agency and the DVA VetPaths team.

When does the pathway commence?

The VetPaths Support Pillars are intended to begin as soon as practicable after commencement of employment. However, this may occur at scheduled intervals depending on demand and availability. Start dates will be confirmed in collaboration with participating agencies. It is anticipated that multiple pathways will be held each year.



What are the financial implications?

DVA facilitates participation in VetPaths via a Memorandum of Understanding (MOU). Each participating agency is responsible for covering pathway participation fees, and any additional expenses, such as travel, accommodation, allowances, remuneration and any non-pathway costs (e.g. training and development).

Participation is managed on a cost recovery basis. Invoices are issued once agencies confirm final participant numbers. The invoice will be provided before the program commences.

The pricing model outlined in the MOU is based on the total number of participants across all participating agencies.

As a participating agency, what are our roles and responsibilities?

VetPaths is coordinated by DVA, who are responsible for the overall design, development, management, maintenance, and delivery of the program. DVA communicates with each participating agency through an internally appointed contact known as an agency coordinator, who supports VetPaths participants within their agency.

Participating agencies are responsible for managing the recruitment, onboarding, day-to-day operations, and overall experience of VetPaths participants within their agency.

Key responsibilities include (but are not limited to):

- Appointing an agency coordinator
- Managing agency recruitment and onboarding processes, including integration of VetPaths into internal systems
- Overseeing employment and operational matters related to VetPaths participants
- Managing performance and engagement of participants
- Coordinating logistics such as travel, accommodation, and peer support activities
- Supporting participants to complete all pathway requirements
- Paying invoices for pathway participation as per the MOU
- Providing timely and accurate data to the DVA VetPaths team

More information can be found on the [DVA Website](#) or by contacting the [VetPaths team](#).

Additional:

Inclusion statement:

'The Australian Public Service (APS) values the unique skills, perspectives, and experiences that veterans gain during their Australian Defence Force (ADF) employment and encourage veterans to apply. Support may be available to veterans transitioning to meaningful APS careers through participation in VetPaths, which offers veterans an opportunity to participate in a six-month program offering formal learning and development, career mentoring and activities for wellness and peer support. More information can be found on the [DVA Website](#).'

Indicator question:

DVA suggests wording similar to:

'The following voluntary information is gathered for statistical purposes and will not be used in the assessment of your application.'

- *Have you served in the Australian Defence Force?'*