



What is VetPaths?

VetPaths is a support pathway for veterans new to the Australian Public Service (APS). VetPaths is coordinated by the Department of Veteran's 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.

What are the Support Pillars?

Development focuses on equipping participants with skills and knowledge to succeed in the APS, including:

- Access to learning programs that deepen understanding of government operations
- Career planning and progression support

Connection focuses on building a strong support network, and includes:

- A structured mentoring program with experienced APS mentors
- In-agency coordinators to facilitate program engagement and provide on-the-ground peer support.

Wellness recognises the importance of health and wellbeing, by providing:

- Wellness workshops focused on supporting participants with the shift associated with career transition and supports to manage change, ambiguity and coping with stress

Which agencies are offering VetPaths?

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

How do I find vacancies eligible for VetPaths?

Participating agencies will advertise vacancies online. These will feature on their website and on the [APSJobs](#) careers search page. In addition to appearing in the main job listings, they will also be featured under the 'Programs and Initiatives'. To view all roles available through VetPaths search via the 'Programs and Initiatives' section.

Applicants are encouraged to set up alerts specific to their role interest, i.e. classification, location, job type. When setting up APS Job alerts, applicants can also elect to receive alerts VetPaths roles. When a role advertised by a participating agency offering 'VetPaths' is advertised they are notified.

When a position of interest is found, selecting 'Apply Now' redirects to the advertising agency's website to begin the application process. Each role will be applied for and managed through the employing agency's website – not APSJobs itself.

Find step-by-step instructions on how to set up alerts and search for roles on the [DVA Website](#).

**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 offered each year.

Who is eligible?

Participating agencies are encouraged to offer VetPaths to all veterans engaged through their recruitment processes. Participation is voluntary but highly encouraged. For the purposes of VetPaths, a veteran is defined as anyone who has served at least one day in the Australian Defence Force (ADF). Applications from all members of the ADF, including reservists are welcomed.

Where do I find specifics about pay, flexible work, and working conditions?

Applicants are subject to the terms and conditions of employment of their employing agency including salary, behaviour requirements, working hours, leave and flexible working arrangements. Review the employing agencies website for further information.

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 a case-by-case basis. This would be determined collaboratively between the participating agency and the DVA VetPaths team.

Will I receive a formal qualification?

The VetPaths program does not provide a formal qualification. Instead, participants will engage in a range of learning and development opportunities, including courses, career mentoring, wellness activities and peer support. A certificate of participation will be issued upon program completion.

Will I have to travel?

Participants are encouraged to fully engage in the Support Pillars, which may include attending courses, meetings, workshops or sessions. Where in-person attendance is required, participants who are located outside the area are encouraged to travel.

We understand that in some cases, travel may not be possible. In these instances, virtual attendance options may be considered. Participants unable to attend in person should advise their agency coordinator ahead of time, they will consult with the DVA VetPaths team to explore suitable arrangements.

For more information refer to the [DVA Website](#).