



# Graduate Program Q&A

## How is the Housing and Works Graduate program structured?

The Program runs for 12 months and offers graduates the opportunity to experience three rotations across different areas of the Department.

Each rotation provides exposure to a variety of projects, some directly related to your field of study, and others that help broaden your understanding of how we plan, build, and maintain housing and infrastructure for Western Australians.

The aim of the program is to give you a diverse and practical experience, helping you see how your work contributes to our department's purpose and to deliver better outcomes for our communities across the state.

## What makes the Graduate Program Unique?

At Housing and Works we are committed to creating a supportive, flexible, and values-driven workplace where graduates can grow and make a difference.

During the program, you will:

- gain hands-on experience in housing delivery, infrastructure planning, procurement, and property management
- have opportunities to shadow senior leaders and gain insight into strategic decision-making
- take part in development activities, including volunteering, networking events, and graduate committees
- complete a structured training program designed to build your skills, confidence, and career readiness

We value empathy, clarity, accountability and respect and we encourage you bring your ideas, curiosity, and creativity to everything you do.

## Do I need to have studied a specific degree to apply?

Not at all. We encourage applications from graduates across all disciplines.

Our graduates come from diverse fields such as construction management, engineering, architecture, urban planning, commerce, environmental science, law, data analytics, and the social sciences — among many others.

What matters most is that you share our values and are motivated to help create places and spaces where Western Australians can live, learn, work, and belong.

We value diversity and our Graduate Program personifies this.

## What happens after the Graduate Program?

At the end of the program, you may have the opportunity to secure a permanent placement or an extension of your contract. If this isn't possible, we will support you by offering training and guidance on job application preparation and interview skills.

## What divisions could I work in?

Graduates have the opportunity to rotate through a range of areas within the department, including:

**Buildings and Contracts** – Support client agencies in delivering services through the facilitation of agency goods and services procurement over \$250,000, maintenance of existing assets and the delivery of new or improved non-residential buildings.

**Customer Experience and Strategy** – Provide sector-wide office accommodation, statutory planning and asset policy services. This division also delivers a range of internal functions such as strategy, governance, internal audit, integrity, ministerial liaison, freedom of information and strategic communications.

**Housing Policy and Development** – Lead the policy development, planning, delivery and maintenance of social housing across Western Australia, including Government Regional Officer Housing (GROH) and remote Aboriginal Housing across more than 100 communities.

**Housing Services** – Manage government housing tenancies throughout the State, supported by teams specialising in Housing Practice and Support, Asset Practice and Business Improvement, Public Housing Reporting and Priority Initiatives in Housing Projects. Service delivery is facilitated through 30 client facing centers across Western Australia, ensuring accessible support for tenants statewide.

**Service and Invest** – Facilitate and optimise delivery of corporate services, using insights and leading technologies to continuously innovate and improve.

## What is it really like being a graduate at Housing and Works?

Our graduates describe the program as diverse, supportive, and rewarding. You will be part of a team that values collaboration, learning, and community impact, and you will see the difference your work makes every day in the lives of Western Australians.

## Graduate Testimonials

- The Housing and Works Graduate Program provided opportunities to do meaningful work that genuinely improves the lives of Western Australians. From site visits to major infrastructure projects to inspecting commercial offices, I never imagined coming from a commerce and law background that I'd have so many hands-on experiences or the chance to see the real-world outcomes of my contributions.*

— **Sarah Harris, 2025 Graduate**
- Being a graduate at Housing and Works was the perfect launchpad for my career. The supportive environment allowed me to bring my full, authentic self to work and contribute fresh ideas and perspectives, even as a graduate. The ongoing support from the graduate coordinator, rotation supervisors, and buddies created countless opportunities for growth and*

*development. I felt respected and valued, and there was always someone willing to offer advice or lend a hand.*

**— Connor MacBean, 2024 Graduate**

- *The graduate program provided exposure and experience across multiple business units. Prior to entering the public sector, I had not fully appreciated the breadth of portfolios within a single government entity. The insights and experience I gained through my various rotations established a strong foundational understanding of the department's functions and how its interconnected workflows collaborate to deliver meaningful outcomes for the community.*

**— Nicoline Ierino, 2024 Graduate**

- *Being a graduate at Housing and Works opens doors to opportunities not typically available to regular employees, including one-on-one sessions with executive leaders, advanced training courses, and valuable networking events. The program is intentionally designed to build your capability and set you up as a future leader within the department and the wider public sector.*

**— Luke Manera, 2025 Graduate**

- *The graduate program provided an excellent transition from university into full-time employment. It offered comprehensive training, ongoing support, and valuable development opportunities in the workplace. Throughout the three rotations, I gained diverse experience across different teams and business areas, which helped broaden my skills and deepen my understanding of where my interests lie within the Department.*

**— Christian Dethlefsen, 2024 Graduate**