



GradConnect – Frequently Asked Questions

1. What is a graduate nursing or midwifery program?

Graduate (or transition to practice) programs assist newly qualified enrolled nurses (ENs), registered nurses (RNs) and midwives (MW) transition into the workforce.

Through supported programs, newly qualified nurses and midwives (NQNMs) gain exposure to a variety of clinical settings, while consolidating theoretical learning, clinical skills and professional judgement.

Health services are responsible for setting their own graduate (or transition to practice) programs, which may vary in length, content and clinical rotations/experience.

- You are strongly encouraged to thoroughly research all programs before applying for a graduate program through GradConnect.

2. What is GradConnect?

GradConnect is an online recruitment system, which allows NQNMs to apply for graduate employment in all participating public, private and aged care health providers in Western Australia.

Through the online GradConnect recruitment system, NQNMs have access to a wide choice of graduate employment opportunities, using just one application.

Recruitment through GradConnect is undertaken twice a year, for eligible enrolled nurses, registered nurses and midwives:

- July 2022 GradConnect was for positions starting in January – June 2023
 - This process is now CLOSED
- **February 2023 GradConnect is for positions starting in July – December 2023**
 - **Online applications will be open from 17 February 2023 (9.00am) to 07 March 2023 (1.00pm).**

You will have the choice of **three preference** sites when applying.

- Graduate employment opportunities within the large metropolitan hospitals/health services are very competitive. To increase your chances of employment in a graduate program you are strongly encouraged to select a wide variety of hospitals/sites and health sectors throughout Western Australia.
- We are committed to growing the Aboriginal workforce across WA Health. [Section 51 of the Equal Opportunity Act 1984](#) applies to all GradConnect vacancies. Aboriginal nurse and midwife graduates are strongly encouraged to apply.

GradConnect is centrally coordinated by the [WA Chief Nursing and Midwifery Office](#).

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3. Am I eligible to apply via GradConnect for a graduate nursing or midwifery program in Western Australia?

To apply for a position via the February 2023 GradConnect process (for positions starting Jul-Dec 2023), you must meet the following eligibility criteria:

- Be eligible for registration with the [Nursing and Midwifery Board of Australia \(NMBA\)](#) as a:
 - Registered or enrolled nurse (for nursing positions) or
 - Midwife (for midwifery positions)
 - Be in your final 6 months, or have completed your nursing or midwifery studies.
- Have current registration, or anticipated registration, completed by:
 - **30 June 2023**, or no less than two weeks prior to your employment start date.
 - Start the registration process at least 6 weeks prior to finishing your course – **DO NOT** wait for an offer of employment before starting the registration process.
- Be a newly qualified nurse who has not previously participated in a graduate nursing program.
 - Registered nurses, who have previously undertaken an enrolled nurse or a midwifery graduate program, are eligible to apply for a registered nurse graduate program.
- Be a newly qualified midwife who has not previously participated in a graduate midwifery program.
 - Graduate midwives who have previously undertaken an enrolled or registered nurse graduate program are eligible to apply for a midwifery graduate program.
- Have completed your nursing or midwifery studies in Australia within the last 2 years at the time of application (i.e. no more than 2 years since graduation).
- If your application is successful you will also need to meet the specific employment requirements of the hospital or health service where you will be working.

4. Can I apply for a graduate nursing or midwifery program via GradConnect if I am not an Australian citizen or permanent resident?

- Preference for appointment and interview will be based on merit, with consideration given to Western Australian graduates with Australian or New Zealand citizenship, or Australian permanent residency.
- Nursing and midwifery students of other nationalities (i.e., non-Australian and New Zealand citizens) who have completed their studies in Australia, **AND** are eligible for registration with the Nursing and Midwifery Board of Australia (NMBA), are eligible to apply for employment through GradConnect.
- If your application is successful, you must have your NMBA registration completed by **30 June 2023**, or no less than two weeks prior to your employment start date.
- The NMBA requires all applicants for initial registration to demonstrate English language skills to be suitable for registration. If you are required to meet the NMBA Registration Standard: English Language Skills through Ahpra's English Language Skills Test pathway, you will be required to submit evidence of passing to your employing health service by **01 June 2023**.
- Relocation costs are not normally included for interstate or international applicants.
- For further information, visit:
 - [Information for international health professional applicants](#)



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5. How do I apply for a graduate nursing or midwifery program in Western Australia?

- Applications for graduate nursing and midwifery positions, in participating WA public, private and aged care providers, must be completed online.
- Online applications will be open on the [GradConnect website](#) from **17 February 2023 (9.00am) to 07 March 2023 (1.00pm)**. Applications will only be considered if submitted in this timeframe i.e., **LATE APPLICATIONS WILL NOT BE CONSIDERED.**
- Do not leave your application to the last minute. Allow sufficient time to complete your online application as there are numerous questions to answer, including:
 - A written response to the selection criteria relevant to you (i.e., EN, RN or MW)
 - The names and contact details of two professional referees, of which at least one must be a clinical nursing or midwifery supervisor, or a facilitator with the ability to comment on your performance in a nursing or midwifery clinical setting
 - Evidence of COVID-19 vaccination
 - Where required, proof of current Australian residency (e.g., Australian citizenship certificate or passport, or Australian visa notification) OR your current Australian visa status
 - Your Curriculum Vitae (CV) - Please note uploading a CV is **ONLY** relevant to applicants applying for a **Graduate Midwifery Program**. (Applicants applying for a graduate enrolled nursing or registered nursing program are **NOT** required to submit a CV).
- Ensure you keep the account login details, as you will need this to accept or decline potential offers of employment.

6. What are the important dates for the February 2023 GradConnect process?

It is the responsibility of the applicant (i.e., the newly qualified enrolled nurse, registered nurse or midwife applying for a graduate position) to be aware of the important dates for the GradConnect process.

- Applications to the GradConnect process must be submitted online between **17 February 2023 (9.00am) to 07 March 2023 (1.00pm)**. Late applications will **NOT** be considered.
- Accepting or declining employment offers must be done online and within a specific timeframe.

17 February 2023 (09.00am): GradConnect applications open

- A link to the application site will appear on the [GradConnect website](#) **ONLY** during the opening dates.

07 March (1.00pm): GradConnect applications close

- GradConnect applications close.
- **LATE APPLICATIONS WILL NOT BE CONSIDERED.**



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08 March - 05 April: First preference recruitment process

- During this time your application will be sent to your first preference site only. Health services will review applications and determine if you will be shortlisted for an interview.
- First preference interviews may be conducted (online or in-person):
 - Health services determine their own dates for application assessment and interviews.
 - You will be contacted by your first preference site **ONLY** if you have been shortlisted for an interview. Referee checks also occur during this time.
 - Do not contact the site for an update to your application.
- Most of the large metropolitan health services fill their vacancies during this first round of recruitment.

06 April (12.00pm - noon): First preference offers available to successful applicants (online and email)

- Offers to successful first preference applicants will be made available online and via email on **06 April 2023 at 12.00 pm (noon)** (Perth time):
 - You will need to login to your application.
 - If you have been successful in receiving an offer of employment from your first preference site, you will see the words “**offer made**” on your online application. You will be advised of the same information via email.
 - If you have **NOT** been successful in receiving an offer of employment from your first preference site, you will **NOT** see the words “offer made” on your online application.
- Applicants have 2 days to respond to their offer and this must be completed online.
- Applicants who **ACCEPT** will be offered a contract of employment with their first preference site.
- Applicants who **DECLINE** an offer of employment with their first preference offer will exit the GradConnect application process.
 - Second or third preference offers will not be available for applicants who decline a first preference offer.
 - Opportunities for employment outside the GradConnect process may be available through [NurseWest](#).

11 April (12.00pm - noon): Deadline for successful applicants to accept or decline first preference offer (online only)

- Deadline for successful applicants to accept or decline first preference offer (online only).

GradConnect – Frequently Asked Questions

20 April - 11 May: Second preference recruitment process

- If your application is unsuccessful after the first preference recruitment process, it **MAY** be sent to your second or third site preference sites where vacancies exist.
- During this time health services will review applications and determine if you will be shortlisted for an interview.
- Second preference interviews may be conducted (online or in-person):
 - Health services determine their own dates for application assessment and interview.
 - You will be contacted during this time by your second preference site **ONLY** if you have been shortlisted for an interview. Referee checks also occur during this time.
 - Do not contact the site for an update to your application.

12 May (12.00pm - noon): Second preference offers available to successful applicants (online and email)

- Offers to successful second preference applicants will be made available online and via email on **12 May 2023 at 12.00 pm** (noon) (Perth time):
 - You will need to login to your application.
 - If you have been successful in receiving an offer of employment from your second preference site, you will see the words “**offer made**” on your online application. You will be advised of the same information via email.
 - If you have **NOT** been successful in receiving an offer of employment from your second preference site, you will **NOT** see the words “offer made” on your online application.
- Applicants have 2 days to respond to their offer and this must be completed online.
- Applicants who **ACCEPT** will be offered a contract of employment with their second preference site.
- Applicants who **DECLINE** an offer of employment with their second preference offer will exit the GradConnect application process
 - Third preference offers will not be available for applicants who decline a second preference offer.
 - Opportunities for employment outside the GradConnect process may be available through [NurseWest](#).

15 May (12.00pm - noon): Deadline for successful applicants to accept or decline second preference offer (online only)

- Deadline for successful applicants to accept or decline second preference offer (online only).

GradConnect – Frequently Asked Questions

25 May - 15 June: Third preference recruitment process

- If your application is unsuccessful after the second preference recruitment process, it **MAY** be sent to your third site preference site where vacancies exist.
- During this time health services will review applications and determine if you will be shortlisted for an interview.
- Third preference interviews may be conducted (online or in-person):
 - Health services determine their own dates for application assessment and interviews.
 - You will be contacted by your third preference site **ONLY** if you have been shortlisted for an interview. Referee checks also occur during this time.
 - Do not contact the site for an update to your application.

16 June (12.00pm - noon): Third preference offers available to successful applicants (online and email)

- Offers to successful third preference applicants will be made available online and via email on **16 June 2023 at 12.00 pm** (noon) (Perth time):
 - You will need to login to your application.
 - If you have been successful in receiving an offer of employment from your third preference site, you will see the words “**offer made**” on your online application. You will be advised of the same information via email.
 - If you have **NOT** been successful in receiving an offer of employment from your third preference site, you will **NOT** see the words “offer made” on your online application.
- Applicants have 2 days to respond to their offer and this must be completed online.
- Applicants who **ACCEPT** will be offered a contract of employment with their third preference site.
- Applicants who **DECLINE** an offer of employment with their third preference offer will exit the GradConnect application process
 - There will be no further offers to these applicants via the GradConnect process.
 - Applicants who decline an offer, or do not receive an offer from their third preference site may be offered employment opportunity through [NurseWest](#).

19 June (12.00pm - noon): Deadline for successful applicants to accept or decline third preference offer (online only)

- Deadline for successful applicants to accept or decline third preference offer (online only).

23 June 2023: GradConnect process concludes



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7. What can I do to improve the likelihood of being selected for employment in a graduate nursing or midwifery program in Western Australia?

- Graduate employment opportunities within the large metropolitan hospitals/health services are very competitive, and most of the large metropolitan health services fill their vacancies during the first round of recruitment. To increase your chances of employment in a graduate program you are strongly encouraged to select a wide variety of hospitals/sites and health sectors throughout Western Australia.
- When applying, ensure that you thoroughly check and re-check your responses:
 - Are your contact details correct?
 - Have you read and answered all the required questions?
 - Have you checked for correct spelling and grammar?
- When answering the selection criteria, have you:
 - Addressed all selection criteria relevant to your profession (i.e., EN, RN or MW)?
 - Provided examples from your clinical experience to support each criterion?
 - Logically structured your responses, for example using STAR, iSoBAR or ADPIE?
 - Referred to relevant policies, procedures, and processes to support your answer?
 - Focused on the key words in the questions and addressed each point?
 - Met the required word limit? (Maximum of 300 words per answer for ENs and RNs, maximum of 400 words per answer for MWs).
- If you are selected for an interview, you will be asked questions based on the selection criteria relevant to your profession (i.e., EN, RN or MW). When you are preparing your application, create a bank of answers/examples in advance. This will help you prepare for the interview and give you greater confidence on the day.
- Further information on the process, and tips for your best application can be found:
 - <https://www.jobsandskills.wa.gov.au/>

8. What if my application is unsuccessful?

- It's important to note that participating in a graduate program is **NOT** mandatory for initial or ongoing employment. Once you are registered to practise through the NMBA as an enrolled nurse, registered nurse or midwife, you are able to gain employment in any health facility within Australia.
- Places within graduate programs are capped for a range of reasons. Although it can be disappointing if you have not been successful, it's important that you don't lose confidence or hope in securing future employment as a nurse or midwife.
- You can still gain valuable experience outside of a designated graduate program:
 - All nursing and midwifery positions within WA Health are advertised on the [Jobs WA website](#)
 - The private, aged care and non-government sector may also have positions available for newly qualified nurses and midwives.
- If you have been unsuccessful, seek feedback from your preference sites on areas where you could improve your written application (i.e., selection criteria), or interview technique. These are valuable skills, which you will build on throughout your career.



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- If you are still eligible, consider re-applying for graduate employment opportunities through GradConnect when it next opens. Make sure you apply any feedback you have received, to improve your application or interview technique.

9. Who can I contact for further help or advice?

- For information related to the GradConnect process (such as the online application and key dates), contact the GradConnect Team at the WA Chief Nursing and Midwifery Office: [contact us](#)
- Check the [GradConnect website](#) frequently for updates.