



Working for
all Victorians

PARLIAMENT INQUIRY INTO SUSTAINABLE EMPLOYMENT FOR DISADVANTAGED JOBSEEKERS

Department of Jobs, Precincts and
Regions



UNEMPLOYMENT IN VICTORIA

Victoria

Unemployment rate July-19



Young people (15-24)

Unemployment rate July-19



Metropolitan Melbourne

Unemployment rate July-19



Regional

Unemployment rate July-19



6.3% Melb – West | 6.1% Melb- North West
5.4% Melb – South East

5.6% North West | 5.0% Shepparton
4.8% Geelong



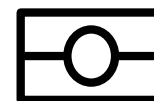
8.9%

People with no qualifications and not at school



9.2%

Single mothers



14%

Aboriginal Australians



15.6%

People with a disability



19.9%

Recent migrants (2014-16)

Source of above data: Census data 2016 – ABS Labour force survey

BARRIERS TO SUSTAINABLE EMPLOYMENT



Individual barriers



Vocational / Work related

- Lack of educational skills
- Lack of work experience
- Language
- Lack of networking
- Lack of understanding the Australian labour market



Non - Vocational / Personal

- Care responsibilities
- Health difficulties (*mental health, disability*)
- Housing issues
- Drug and alcohol abuse
- Criminal records
- Family violence



Business barriers

- Unconscious bias (*names, country of birth, length of unemployed, etc*)
- Entry criteria/recruitment practices that exclude particular cohorts (*e.g. ex-offenders/youth justice clients*)
- Low risk hiring
- Fewer entry level roles
- Lack of resources to support jobseekers
- Discrimination
- Lack of guidance/knowledge to improve recruitment practices
- Lack of awareness of employment programs



Location barriers

- Lack of transport
- Scarce job opportunities
- Lack of community support

The Victorian Government investment in Jobs Victoria services

In 2015, the Victorian Government reviewed employment programs and identified a valuable role for the Victorian Government in assisting disadvantaged jobseekers into employment

Jobs Victoria services have been designed to complement the Commonwealth's jobactive services, targeting support to those who are either ineligible for assistance or who require more tailored, intensive and flexible support

Consolidates all Victorian employment services into a single system, making it easier to access the right support at the right time



Suite of Jobs Victoria programs

| Program | Target cohort/s |
|---|---|
| Jobs Victoria Employment Network (JVEN) | Targeted Jobs Victoria services to long-term jobseekers facing barriers |
| Youth Employment Scheme and Youth Cadetship Scheme | Young people |
| Working and Learning Centres | Public housing tenants |
| Workers in Transition Support | Retrenched workers |
| The Bridge Employment Support & Training | Justice clients |
| Jobs Victoria Support for Jobseekers of African and Pasifika Heritage | Outreach to Victoria's young African and Pasifika-Australian jobseekers and referral to Jobs Victoria services |
| Increasing Employment Inclusion on Victoria's major projects | Connect young people from Aboriginal and migrant communities as well as women into jobs on Victoria's major projects |
| Jobs Victoria Community Traineeships Program | Traineeship opportunities for young people facing barriers to employment |
| Corporate Social Inclusion Partnership | Creating employment opportunities for African Australians and other culturally diverse jobseekers in Victoria who face significant barriers to gaining employment appropriate to their skills |

Flagship program – Jobs Victoria Employment Network (JVEN)

JVEN **commenced in October 2016** and is delivering practical assistance to support and place unemployed Victorians into work.

JVEN is delivered through a **network of around 50 services** across Melbourne and regional Victoria providing personalised support to long-term job seekers and linking them to suitable employers.

Key elements of the Jobs Victoria model

- Voluntary Participation
- Flexible
- Outcome-Focused Support
- Strong Employer Engagement
- Collaborative local delivery
- Place-based services tailored to local labour market needs and opportunities

Jobs Victoria results to date



Nearly **\$100 million invested** into Jobs Victoria suite of programs to help people facing barriers to employment find meaningful work and keep it



Almost **9,700 jobseekers** supported into employment



55 per cent of JVEN participants placed into work have achieved **sustainable employment** of at least 26 weeks



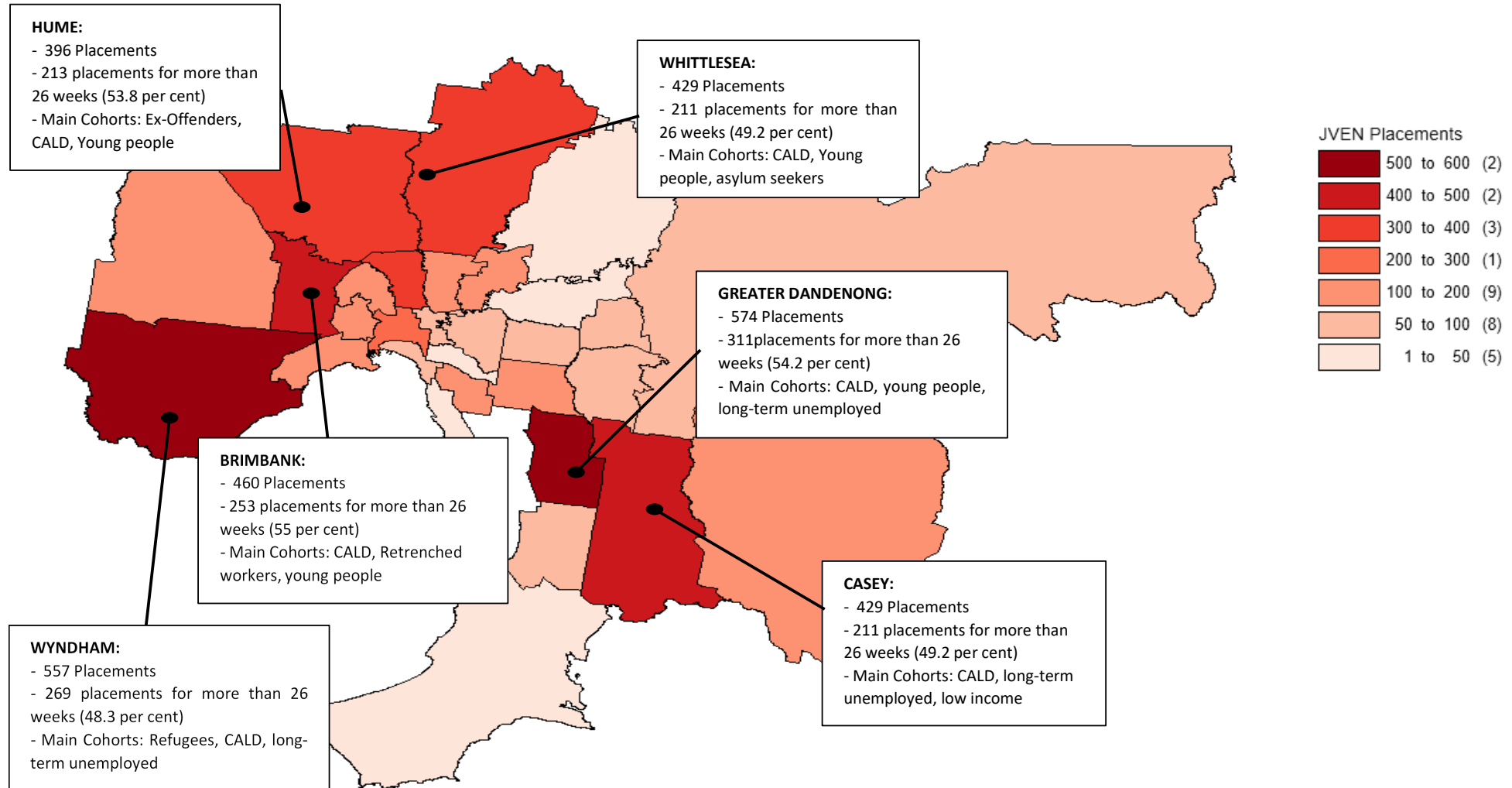
More than **820 young people** have been recruited into the Victorian Public Sector through the Youth Employment Scheme (YES) and Youth Cadetship Scheme (YCS)



Around **2,000 retrenched workers** have been supported each year to transition into new opportunities

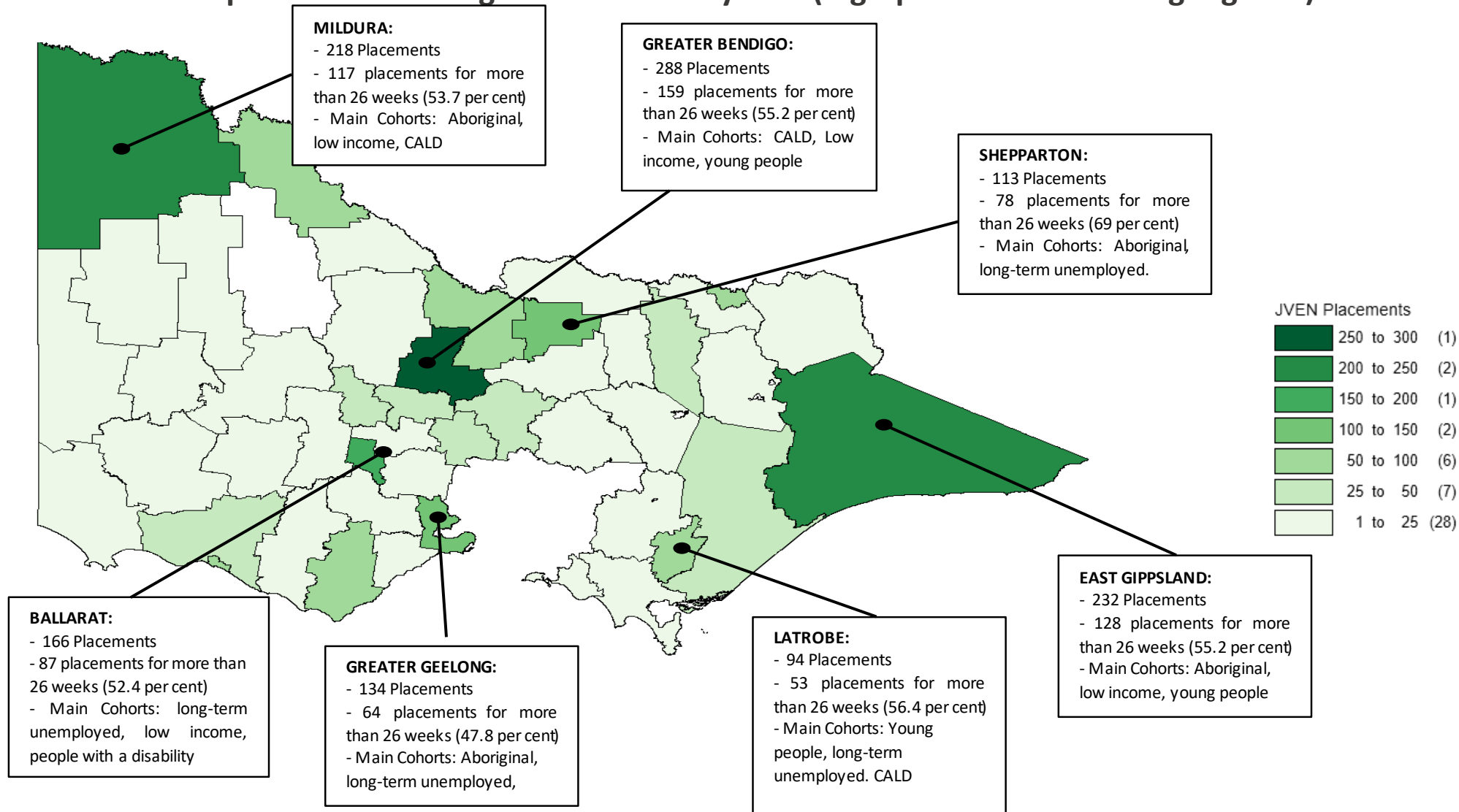
Jobs Victoria results to date

JVEN placements in metropolitan Melbourne by LGA (High placement LGAS highlighted)

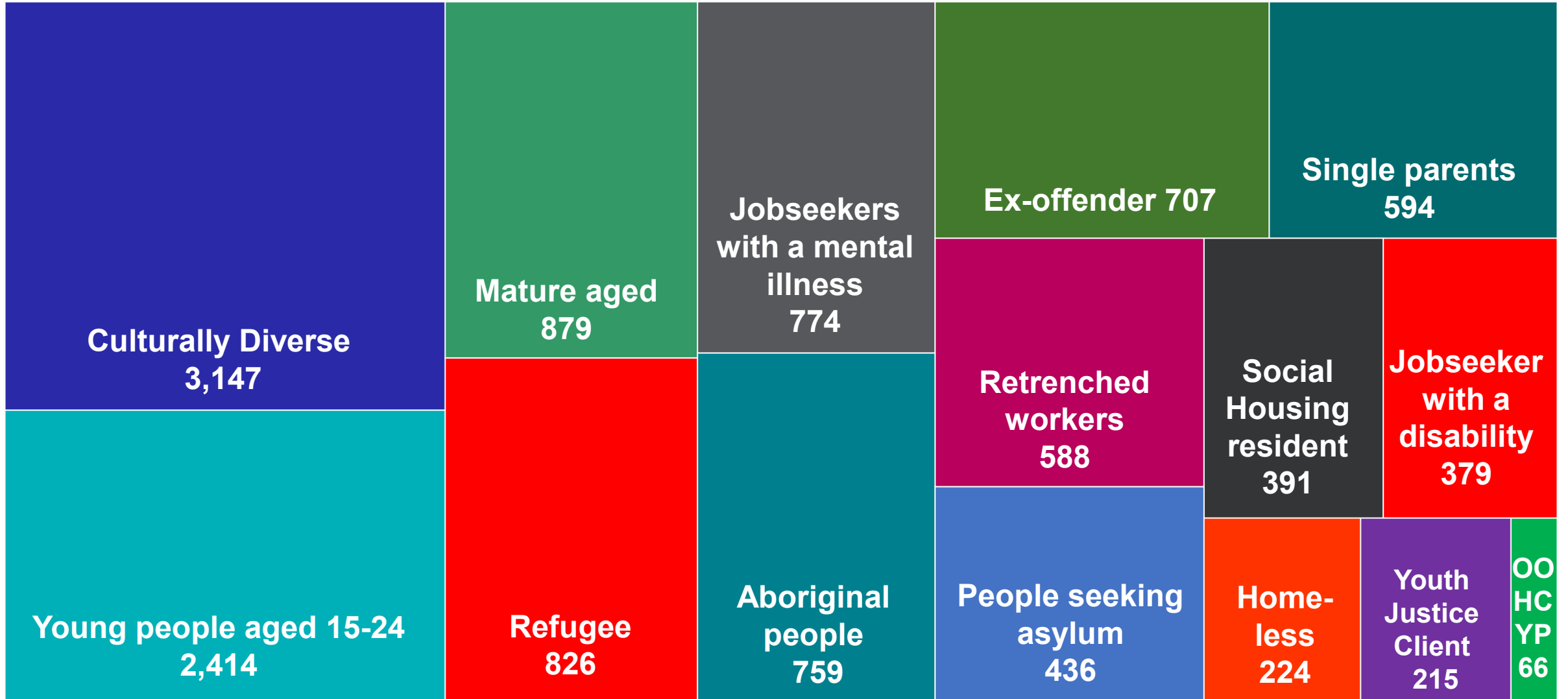


Jobs Victoria results to date

JVEN placements in Regional Victoria by LGA (high placement LGAs highlighted)



Number of JVEN participants supported into employment - by cohort



* **Note:** Most clients are counted against multiple demographic characteristics.

Evaluation of Jobs Victoria

Provides a portfolio of services that **complements and, most likely improves on existing Commonwealth provisions**

- Better quality of service
- More comprehensive ('holistic')
- Greater dedication, commitment and effort

is **appropriately targeting** areas and populations of disadvantage

offers jobseekers a **rare combination** of direct introduction to employers; pre-employment training and job readiness preparation, and access to supports for overcoming person-specific employment barriers, such as health and mental health challenges; and

offers employers an **accessible source of expertise and support** in recruiting, selecting, pre-training, inducting jobseekers and post-placement support.

Elements of a good Program for high need jobseekers

- **Provision of pre-employment support** – there is often a long lead-in time between providing support to jobseekers and their ability to get and keep a job. Vital we do not “burn” willing employers.
- **Holistic approach** – the JVEN model provides ‘wrap around’ services to ensure that key needs of disadvantaged jobseekers (e.g. drug/alcohol support, mental health treatment, housing) are addressed before and during work placements.
- **Provider expertise** – it is important to recognise and draw on the expertise of service providers that specialise in responding to the needs of key cohorts. But it is also vital that providers have expertise in employment services – what employers want and what job readiness looks like.
- **Flexible program delivery** - programs need to be flexible in their delivery. Scope for innovation and tailoring of supports is essential.
- **Post-placement support** – Job placement is not the end – most jobseekers need further support to “stick” at their new jobs.
- **Employer support and engagement** – employers also need support to prepare themselves to employ disadvantaged jobseekers. Even those with a strong commitment to “giving people a go” can struggle with the challenges disadvantaged jobseekers present for their recruitment processes and employment expectations. Cultural competence is a major issue.

Opportunities to strengthen support to long-term and 'at risk' jobseekers in Victoria

VICTORIAN BUSINESSES
ARE STRUGGLING TO
MEET THEIR
WORKFORCE NEEDS
AND FUTURE LABOUR
FORCE NEEDS WILL
EXACERBATE THIS
PROBLEM

Social Procurement Framework (SPF)

- SPF aims to ensure that the billions of dollars the Victorian Government spends each year is distributed more equitably across our community
-

A new entity to partner with business, government and community

Place-based responses

New Commonwealth model for employment services

- A new employment services model that will replace jobactive from July 2022 with majority serviced through digital systems