

## Strategic Framework 2021-2023

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### Our Vision

A fairer and more inclusive Victoria where everyone, regardless of background or barriers, has the opportunity to secure stable employment

### Our Purpose

To partner with employers & government to understand and secure the benefits of inclusive employment & create more jobs for priority jobseekers

### What We Do

We make inclusive employment, including the Social Procurement Framework, work for business & government. We advocate for & inspire change

## Our Objectives

### Make employing priority jobseekers work for Victorian businesses & Government

- Establish an Inclusive Employment/Social Procurement Advisory Service, that assists employers to understand and capture the benefits the benefits of inclusion & to navigate the Social Procurement Framework
- Establish an industry and sector engagement program to target key industries, intermediaries & employers to identify opportunities for priority jobseekers
- Establish an Inclusive Employment Demonstration Projects Program

### Establish JobsBank as a recognised & valued partner

- Establish a skilled and influential Board, recruit & support a committed & talented workforce; establish robust administrative & financial management policies & systems and key performance indicators

### Be the thought leader on inclusive employment & the Social Procurement Framework

- Establish a research program to Identify and measure the business & community benefits flowing from employment of priority jobseekers
- Develop a program that promotes innovative approaches to remove systemic barriers
- Establish a research & information portal that provides access to the latest research & information, resources and tools to enable efficient & strategic inclusive employment

### Promote the benefits of inclusive employment & break down negative stereotypes

- Develop an Advocacy and Communications Strategy that promotes the case for inclusive employment and builds support across business, government and community

## Our Value Proposition

### EMPLOYERS

We are THE source of practical, tailored support to make recruitment and retention of priority jobseekers work for you

### GOVERNMENT

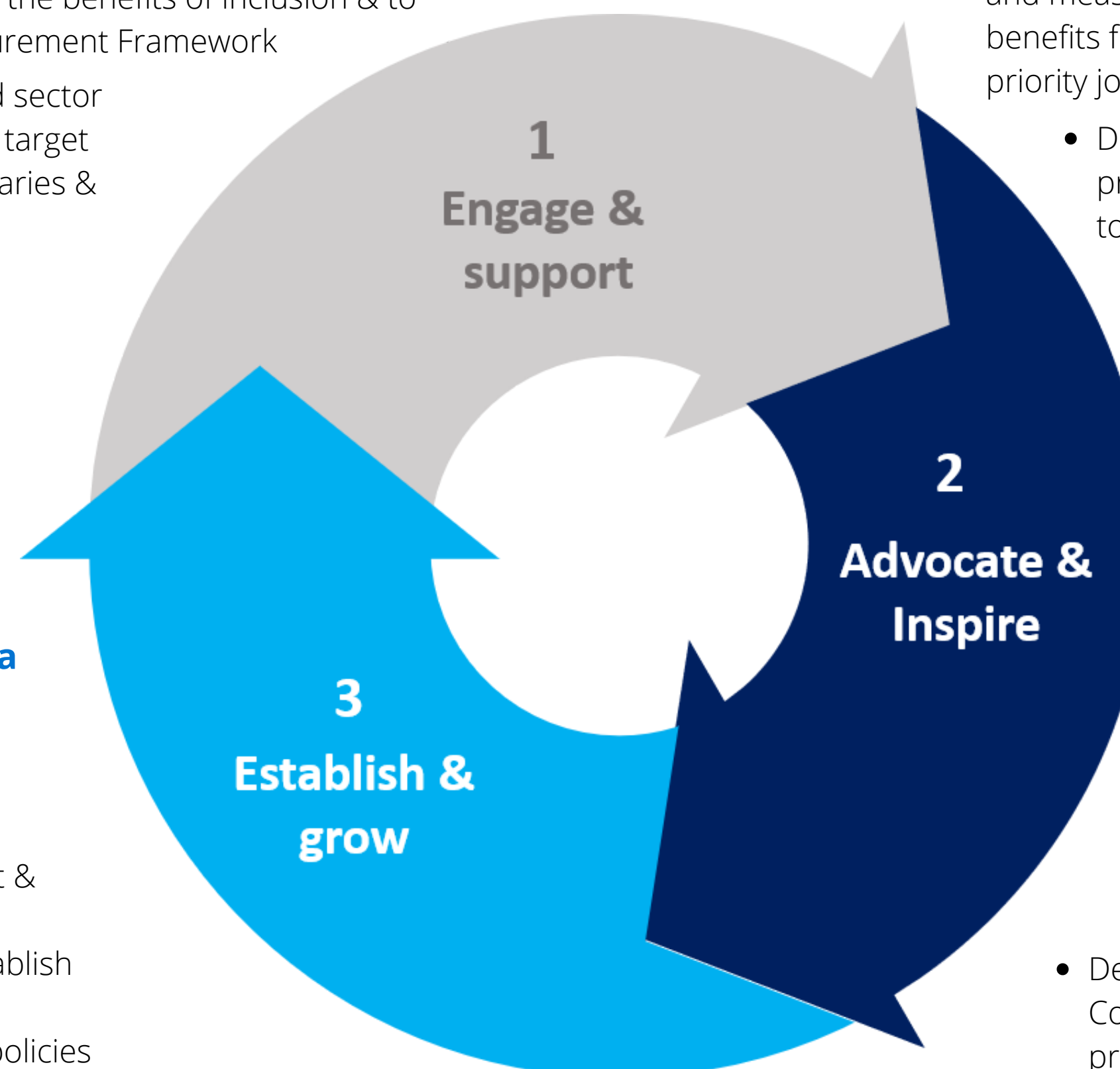
We will help you deliver a fairer, stronger, more inclusive Victoria by maximising the impact of inclusive employment and the Social Procurement Framework

### COMMUNITY SECTOR

We will work with you to amplify and add value to the work you do

### JOBSEEKERS

We will increase the number of employers who practice inclusive employment, understand and respect your needs and the challenges you may face to provide a wider range of meaningful job opportunities

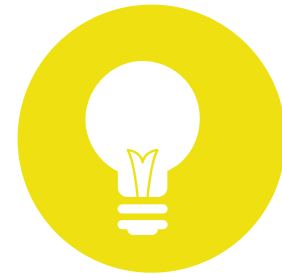


## Our Values



### Collaborative

We form strong partnerships & facilitate connections



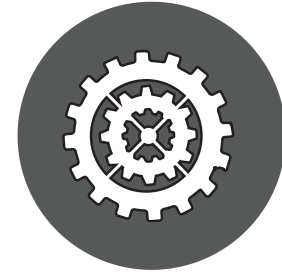
### Innovative

We embed curiosity, testing & learning into everything we do



### Customer-focused

We find evidence-based solutions that work for employers, our partners, & jobseekers



### Strategic

We seize opportunities that play to our strengths & do not duplicate what is already being done well

## The Social Procurement Framework

There are many ways to achieve outcomes under the SPF and create meaningful opportunities for Victorian jobseekers:

- 1 Opportunities for **Victorian Aboriginal people**
- 2 Opportunities for **Victorians with disability**
- 3 **Women's equality** and safety
- 4 Opportunities for **disadvantaged Victorians**
- 5 Supporting **safe & fair workplaces**
- 6 Sustainable Victorian **social enterprise** & **Aboriginal businesses**
- 7 Sustainable Victorian **regions**
- 8 Environmentally **sustainable outputs**
- 9 Environmentally **sustainable business practices**
- 10 Implementation of the **Climate Change Policy objectives**



**66%**

A majority of consumers are willing to spend more on products from ethical brands with sustainable business practices

**35%**

Companies in the top quartile for racial and ethnic diversity are 35% more likely to have above average returns

**33%**

Companies with diverse executive teams are 33% more likely to see better than average profits

**15%**

Companies in the top quartile for gender diversity are 15% more likely to have above average returns

### Business benefits

**x6**

Diverse workplaces are six times more likely to be innovative & to be able to effectively anticipate change

**90%**

90% of people with disabilities rated average or better on performance compared to colleagues without disabilities

**47%**

47% of millennials (who will make up 75% of the workforce by 2025) consider diversity & inclusion in the workplace important while looking for a job

## The Benefits of Inclusive Employment

