

2019-2020

ANNUAL REPORT

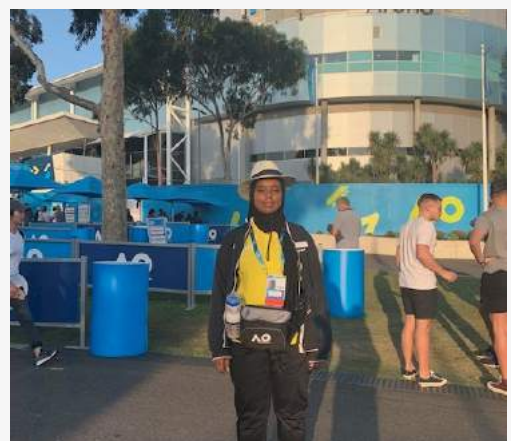


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JobsBank operates on the traditional lands of Wurundjeri People of the Kulin Nation and we wish to acknowledge them as Traditional Owners.

We would also like to pay our respects to their Elders past, present and future.

Front cover images: Rahma Jama, Jamie Shaw and Amal Hassan Ali, in their roles at the 2020 Australian Open.

A LIFE CHANGER

A Message From Our Chair



Wade Noonan,
Chair

In September 2019, JobsBank was launched to create and facilitate partnerships to generate more job opportunities for the jobseekers who need it most – those who experience barriers to secure, stable employment

With record investment in Victorian infrastructure, transport, and education projects over the preceding years, and with the launch of the Victorian Government's Social Procurement Framework in 2018, we saw a significant opportunity to make employing jobseekers facing obstacles to employment really work for business.

The Social Procurement Framework is a truly life-changing policy which creates social value for every dollar spent by the Victorian Government. From filling major infrastructure jobs with people from marginalised communities, to hiring Aboriginal-owned consultancies for expert advice, the Framework supports the embedding of inclusive employment and many other socially valuable practices into business-as-usual.

And JobsBank's goal is to make access to, and implementation of, the Framework simple and streamlined. To ensure that it is not only easy but beneficial to do the right thing by our community.

Of course, like so many other organisations and individuals, the last year has looked very different to what we had anticipated, marked first by the unprecedented destruction of bushfires and then by the global crisis of the coronavirus (COVID-19) pandemic.

As a young organisation, these crises have demanded enormous passion, resilience, and adaptability from our team, our Board and our partners – and I am proud of the way in which JobsBank has pivoted to provide support and employment opportunities wherever they have been needed most.

Over the past few months, this commitment has been seen most notably in the speed at which our inaugural CEO, Lisa Buckingham and Kirsten Campbell, and the whole JobsBank team moved to support the implementation of Working for Victoria, the Victorian Government's emergency initiative to provide employment support and the creation of new roles for Victorians during the pandemic.

Even with this operational pause, we have achieved a huge amount since our launch last year.

From placing young Victorians into roles at the iconic Australian Open, to launching our first demonstration project Out for Good in collaboration with Victoria's biggest construction companies.

From the Australian Open, to the Australian Grand Prix, to STREAT, to the Department of Justice and Community Safety, we've brought together business and community to find new ways to solve old problems.

We know that the coming year brings with unknown challenges – but with that comes never-before-seen opportunity to create a new and inclusive Victoria.

A Victoria in which everyone, regardless of background or barriers, has the opportunity to find secure employment. We look forward to working with you to do so.

BACK IN BUSINESS

A message from our CEOs



Lisa Buckingham

CEO, July 2019-March 2020

The pandemic, with its vast impacts on all types of workers and businesses across Victoria, has made it even harder for those already struggling to get the fair go they deserve.

It is with this changed and changing world in mind that JobsBank enters its second year, having spent the last few months supporting the Victorian Government's Working for Victoria initiative.

We know that the economic recovery of our state depends on agile solutions, strong collaborations and innovative partnerships and a commitment to an economic and social recovery.

We know that that a continued focus on inclusive employment including the comprehensive, systematic implementation of the Social Procurement Framework represents a crucial opportunity to ensure that recovery is inclusive of all Victorians.

To ready ourselves for the challenge we have reset and refined our strategic priorities and developed a strong service offering. By the time this report is published, our team will be back at JobsBank, and we are eager to continue the important work of making inclusive employment work for business, government, jobseekers and the community.

Although neither of us are currently active with JobsBank, having both deployed to support the Victorian Government's Working for Victoria initiative, we know that Interim CEO Mark Madden (from Sept. 2020) will be looking to collaborate with you over the coming months to work together, for better.



Kirsten Campbell

Acting CEO, March 2019-Sept 2020

We know that employment matters – and that inclusive employment matters even more.

A pay-check puts food on tables, pays rent and mortgages, provides opportunities. Having a job raises self-esteem, boosts confidence, builds skills, and strengthens whole communities. For those who face systemic barriers to accessing secure, stable employment, these benefits are even greater.

JobsBank aims to make inclusive employment, including the Social Procurement Framework, work for business and government. We partner with employers and government to create more job opportunities for those who face systemic barriers and secure the benefits of inclusive employment.

We share a vision of a fairer and more inclusive Victoria where everyone, regardless of background or barriers, has the opportunity to secure stable employment.

OUR VISION AND PURPOSE

OUR VISION

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

OUR PURPOSE

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

WHAT WE DO

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

OUR VALUE PROPOSITION

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

Community Sector - We will work with you to 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.

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



OUR OBJECTIVES

THE SOCIAL PROCUREMENT FRAMEWORK

There are ten core objectives embedded within the Social Procurement Framework, each with specific social value goals.

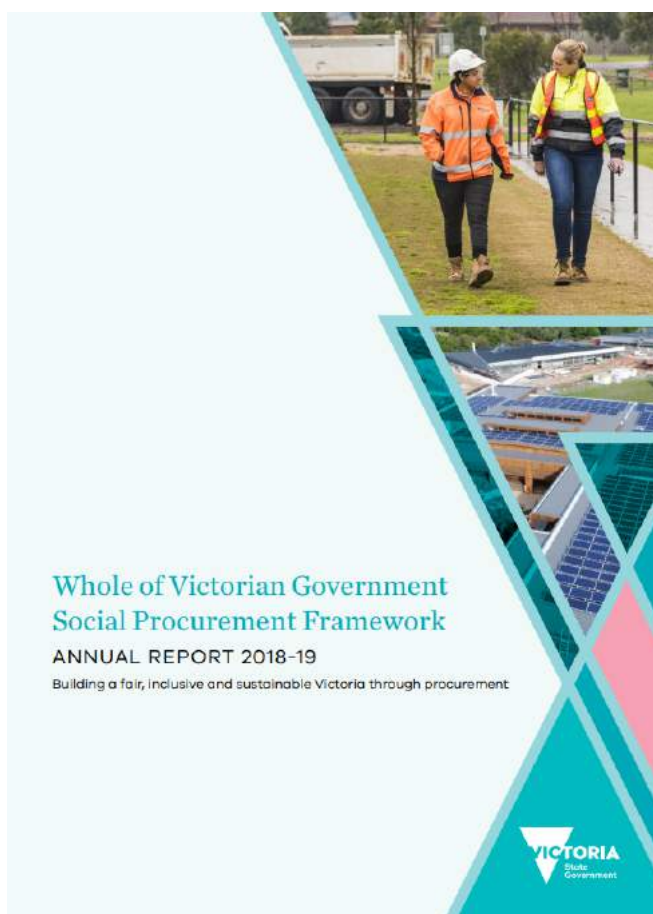
Victorian Government's social procurement objectives

- 1 Opportunities for Victorian Aboriginal people**
 - Purchasing from Victorian Aboriginal Businesses
 - Employment of Victorian Aboriginal people by suppliers to the Victorian Government
- 2 Opportunities for Victorians with disability**
 - Purchasing from Victorian social enterprises and Australian Disability Enterprises
 - Employment of Victorians with disability by suppliers to the Victorian Government
- 3 Women's equality and safety**
 - Adoption of family violence leave by Victorian Government Suppliers
 - Gender equality within Victorian Government suppliers
- 4 Opportunities for disadvantaged Victorians**
 - Purchasing from Victorian social enterprises
 - Job readiness and employment for: long term unemployed; disengaged youth; single parents; migrants and refugees; and workers in transition
- 5 Supporting safe and fair workplaces**
 - Purchasing from suppliers that comply with industrial relations laws and promote secure employment
- 6 Sustainable Victorian social enterprise & Aboriginal business sectors**
 - Purchasing from Victorian social enterprises and Aboriginal businesses
- 7 Sustainable Victorian regions**
 - Job readiness and employment for people in regions of entrenched disadvantage

THE SOCIAL PROCUREMENT FRAMEWORK

Victorian Government's sustainable procurement objectives

- 8 Environmentally sustainable outputs
 - Project-specific requirements to use sustainable resources and to manage waste and pollution
 - Use of recycled content in construction
- 9 Environmentally sustainable business practices
 - Adoption of sustainable business practices by suppliers to the Victorian Government
- 10 Implementation of the Climate Change Policy objectives
 - Project specific requirements to minimise greenhouse gas emissions
 - Procurement of outputs that are resilient against the impacts of climate change



"Social procurement (has) emerged as a game changer. Using the Government's purchasing power...has given the private sector a push to take a chance on jobseekers they otherwise would have passed on"

[Parliamentary Inquiry into Sustainable Employment for Disadvantaged Jobseekers](#)

To access the 2018-2019 Social Procurement Framework Annual Report, visit:
www.buyingfor.vic.gov.au/social-procurement-annual-report-2018-19

SOCIAL PROCUREMENT FRAMEWORK ANNUAL REPORT LAUNCH

In November, we hosted the launch of the **Victorian Government's first Social Procurement Framework Annual Report**, at RMIT, in conjunction with Assistant Treasurer, the Hon. Robin Scott MP, and Minister for Jobs, Innovation and Trade, the Hon. Martin Pakula MP.

With catering by STREAT and entertainment from Jesuit Social Services' Artful Dodgers program, it was an opportunity to highlight the ground-breaking nature of the opportunities provided by the Social Procurement Framework.

A panel bringing together expertise from community, social enterprise and corporate sectors, highlight the efforts being made across Victoria to break down systemic barriers and create new opportunities for priority jobseekers.



TENNIS AUSTRALIA

In collaboration with **Tennis Australia**, **Jesuit Social Services** and the **Brotherhood of St Laurence**, we placed 14 young people from across Melbourne into customer service and hospitality roles at the 2020 Australian Open.

Rahma and Julio share their experiences:



"I'm originally from Somalia, and came to Australia as a refugee when I was 13. I didn't speak English when I arrived.

I studied HR management at LaTrobe University, and graduated with a high distinction in December. While at LaTrobe, I was part of the Excellence Program, and through that I was chosen to represent the university with Humanitarian Affairs at the Peace Summit of Emerging Leaders in Bangkok, in 2018.

I have personal experience of struggling to find work, like many in the Somali community. Diverse workplaces are so important and I am happy that Tennis Australia is working to become a leading inclusive employer.

I'm so excited to be part of the Australian Open - it's a dream come true! I've never been before, so it'll be amazing to be part of it."

– *Rahma*

"I've always been the talkative type – people open up to me. In doing youth work, I'd like to use that to my advantage to help people.

At the moment, I just need work. I want to go back to Chile, my family's home country, and I need to save up for that. But it's been hard to find work given that I am not really sure what I want to do.

I've been looking for retail work but as I don't have much of a background in retail it's been hard.

I have references, but I'm up against people who started working in high school.

I like to talk and I like to work with my hands – so it's hard to pinpoint what I want to do for the rest of my life. It'll be exciting to work in such a big event – I like the face to face element, and it'll be an experience I can take with me when looking for more work afterwards."

– *Julio*





WORKING FOR VICTORIA

In response to the pandemic, the JobsBank team was deployed to support the Victorian Government's **Working for Victoria** initiative, a \$500 million fund supporting employers and jobseekers to respond to the crisis.

From employer engagement to project management, to strategy and communications, JobsBank staff have made a significant contribution to the standing up of major emergency supply chain workforces and to the establishment of a robust, effective taskforce.

JobsBank staff are also continuing the Victorian Government's pandemic response through an ongoing partnership with Working for Victoria to support the sourcing and recruitment for **Building Works**, a **\$2.7bn commitment** from the Victorian Government to deliver shovel-ready projects to get thousands of Victorians back to work.

This package is a crucial component of Victoria's roadmap to recovery, and with more Victorians than ever seeking work, **it's critical that those who are facing systemic barriers to employment are not left out or left behind.**

We will be working with businesses across the state to help them embed the Social Procurement Framework objectives into every Building Works project, and ensure that all Victorians are included in our road to economic and social recovery.

OUT FOR GOOD

Our first demonstration project, Out for Good, is a partnership between JobsBank, the **Department of Justice and Community Safety**, **Jesuit Social Services**, and industry partners John Holland, Coleman Rail, CPB, Lendlease and McConnell Dowell

We know that young people are less likely to reoffend if they are able to secure employment - in fact, less than 5% of young offenders who find work upon release go on to re-offend. The project aims to provide young people in contact with the criminal justice system with opportunities in construction and other industries.

For Lewis, the structured and support of the program helped him build the confidence he needed to perform well at interview and to thrive in his new role:

LEWIS' STORY

"After spending 20 months within the criminal justice system, Lewis, aged 21, was referred to the Out for Good Program. Due to his criminal history, interrupted education and lack of work experience, Lewis face a range of barriers to employment - and his time in prison had eroded his self-confidence.*

But Lewis was keen to turn his life around, actively engaging in the Out for Good program. He was soon connecting with pre-employment support, resume and interview coaching, and setting achievable goals for himself.

Although he was concerned about his criminal record affecting his prospects, his preparation, transparency and attitude impressed in interview, and he was offered the job.

Despite the ongoing pandemic, Lewis is still working in his role and is thriving - he has upskilled and is making steps towards the next stage of his career."

*not his real name



L-R: Lex Cran, AGPC, Andrew Westacott, CEO AGPC, Toa Viane, Jamie Shaw, Maristela Spitadaki

THE AUSTRALIAN GRAND PRIX

"Since my time working at the Grand Prix was cut short due to COVID-19, I didn't get to fully experience everything about the event. However, from the start of my induction I was already aware of how helpful and welcoming the team was, and within a short period of time I saw what it was like to be part of an incredible team, and I'm grateful for every part of it."
 - Toa

The JobsBank partnership with the Australian Grand Prix Corporation (AGPC) was an exciting opportunity to create CV-boosting jobs for young people who struggle with barriers to employment.

While this year's Formula® Rolex Australian Grand Prix could not go ahead, the AGPC gave three talented young people the chance to work at this year's race and provided them with world-class training, helping to ensure that staff at this iconic Melbourne event reflect our diverse city.

OUR YEAR IN SOCIAL MEDIA

651

NEW FOLLOWERS

Through LinkedIn we have grown our audience, publicised our work, told our stories and showcased our Board and staff.

6.6K

LINKEDIN USERS REACHED

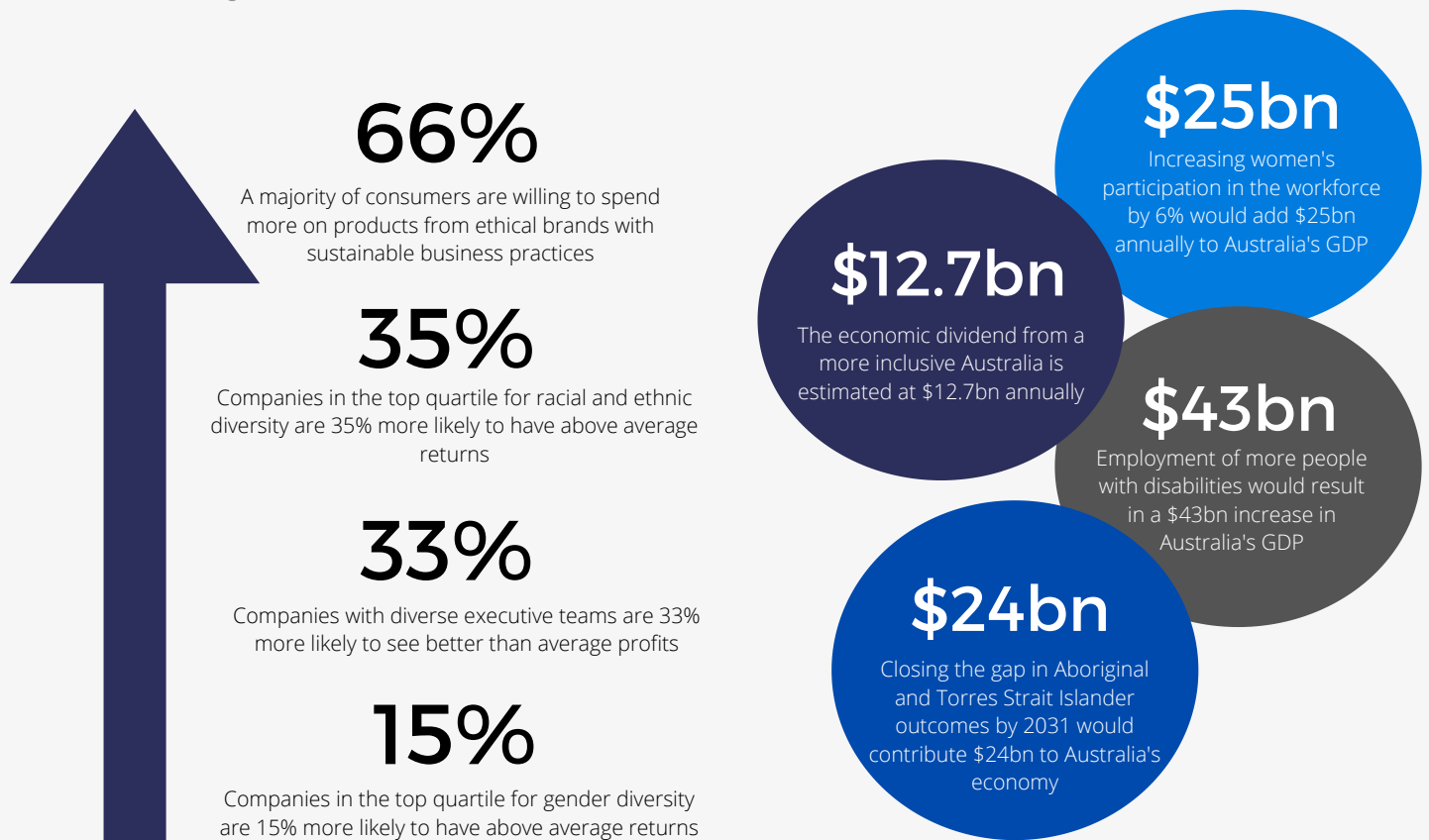
Over the next year, we will be doing more to reach new audiences, engage with new employers, and highlight the benefits of social inclusion for businesses, jobseekers and the community.

41K

POST IMPRESSIONS

WHY SOCIALLY INCLUSIVE EMPLOYMENT IS GOOD FOR BUSINESS

Studies show that from increased profits to greater productivity, a diverse and inclusive workplace is better for business returns, the workforce, and for the Australian economy.



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 and inclusion in the workplace important while job searching

70%

The majority of employers hiring people with disabilities find that the benefits outweigh the costs

6x

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

To find out more about how JobsBank can help your business reach its goals, visit our website at www.jobsbank.org.au



FINANCIAL REPORT SUMMARY


JOBSBANK LIMITED (FORMERLY JOBSUNITE LIMITED)
ABN:376 335 086 75

DIRECTORS' DECLARATION

The Directors declare that:

1. there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
2. the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Director: 
Wade Noonan

Director: 
Briar Stevens

Dated this: 6th Day of: November 2020

The full audited report is available on our website

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE
INCOME FOR THE PERIOD ENDED 30 JUNE 2020**

Revenue and other income	2020 \$
Grant revenue	4,673,000
Other revenue	82
Government subsidies received	62,500
Total revenue	<u>4,735,582</u>
Less: expenses	
Advertising expense	(17,756)
Depreciation and amortisation expense	(2,688)
Employee benefits expense	(652,195)
Occupancy expense	(51,162)
Program expense	(134,359)
Other expenses	(73,118)
Total expenses	<u>(931,278)</u>
	<u>3,804,304</u>
Surplus before income tax expense	3,804,304
Other comprehensive income for the period	-
Total comprehensive income	<u>3,804,304</u>

STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED 30 JUNE 2020

Cash flow from operating activities	2020 \$
Receipts from customers	5,184,403
Payments to suppliers and employees	(1,229,060)
Interest received	82
Net cash provided by operating activities	<u>3,955,425</u>
Cash flow from investing activities	
Payment for property, plant and equipment	(16,349)
Net cash provided by / (used in) investing activities	<u>(16,349)</u>
Reconciliation of cash	
Net increase of cash held	3,939,076
Cash at end of period	<u>3,939,076</u>

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

Current assets	2020 \$
Cash and cash equivalents	3,939,076
Receivables	18,397
Other assets	7,200
Total current assets	3,964,673
Non-current assets	
Property, plant and equipment	13,661
Total non-current assets	13,661
Total assets	<u>3,978,334</u>
Current liabilities	
Payables	95,151
Provisions	16,879
Other liabilities	62,000
Total current liabilities	174,030
Total liabilities	174,030
Net assets	3,804,304
Retained earnings	3,804,304
Total equity	<u>3,804,304</u>

STATEMENT OF CHANGES IN EQUITY FOR THE PERIOD ENDED 30 JUNE 2020

Balance as at 16 May 2019	Retained earnings \$	Total equity \$
Surplus for the year	3,804,304	3,804,304
Total comprehensive income for the period	3,804,304	3,804,304
Balance as at 30 June 2020	<u>3,804,304</u>	<u>3,804,304</u>

JOBSBANK LIMITED (FORMERLY JOBSUNITE LIMITED)
ABN:376 335 086 75

**INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF JOBSBANK LIMITED**

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of JobsBank Limited, "the Company", which comprises the statement of financial positions as at 30 June 2020, the statement of profit or loss and other comprehensive income, statement of financial changes in equity and statement of cash flows for the period then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of JobsBank Limited, is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

1. giving a fair and true view of the Company's financial position as as 30 June 2020 and of its financial performance for the period then ended; and
2. complying with Australian Accounting Standards - Reduced Disclosures Requirements and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.



D A KNOWLES

Partner



PITCHER PARTNERS

Melbourne

Date: 10 November 2020

The full audited report is available on our website

THANKS

OUR PEOPLE

JobsBank has been skilfully led through the last eventful year by our dedicated, talented Board, and by CEOs Lisa Buckingham and Kirsten Campbell.

Lisa guided JobsBank through its first crucial months, with Kirsten stepping in as acting CEO when Lisa was seconded to lead Working for Victoria. Their leadership, passion and skill has been critical to JobsBank's establishment.

Our thanks to our diverse and skilled Board: Wade Noonan, Simon Phemister, Gill Callister*, Briar Stevens, Dean Rioli and Sam Sondhi.

Their commitment and guidance has enabled JobsBank to remain true to its vision and mission throughout the pandemic, and to establish itself as crucial to the urgent work of supporting employment for those who need it most.

And of course, thank you to the JobsBank team, who have worked with passion, enthusiasm, and flexibility as part of both JobsBank and Working for Victoria.

****Gill Callister has since left the JobsBank board to become CEO of the national mental health care provider, MIND Australia.***

Mark Madden took over as Interim CEO in September 2020

JobsBank would like to extend our thanks to all those who have supported our vision and our work to promote and practice inclusive employment.

GOVERNMENT DEPARTMENTS & AGENCIES

- Department of Jobs, Precincts & Regions
- Department of Justice & Community Safety
- Department of Health & Human Services
- Department of Premier & Cabinet
- Department of Treasury & Finance
- Department of Education & Training
- Working for Victoria
- Victorian Chamber of Commerce
- Victorian Council of Social Services

BUSINESSES & COMMUNITY ORGANISATIONS

- John Holland
- Coleman Rail
- McConnell Dowell
- CPB Contractors
- Lendlease
- Social Ventures Australia
- Tennis Australia
- PricewaterhouseCoopers
- Australian Grand Prix Corporation
- Brotherhood of St Laurence
- Jesuit Social Services
- GOAL Indigenous
- RMIT University
- SPA
- Workways
- Outlook Victoria
- Jobs Australia
- Beon Energy Solutions
- Chisholm TAFE
- Orygen
- Wyndham Community Centre
- Chandler McLeod
- Melbourne Polytechnic
- George Weston Foods
- WPA
- Australian Unity
- YMCA
- Apprenticeship Employment Network
- Adecco
- Bunji Energy
- Good Cycles
- Leeds University
- McAuley Community Services for Women
- WCIG
- Impact 21
- NWPA
- National Employment Services Association
- People Plus

JOBSBANK 2019-2020

BOARD

Wade Noonan



Simon Phemister



Gill Callister*



Briar Stevens



Dean Rioli



Sam Sondhi



**Gill Callister has since left the JobsBank board to become CEO of the national mental health care provider, MIND Australia.*

STAFF



Lisa Buckingham, CEO

Kirsten Campbell, COO

Mark Madden, Interim CEO

Cecily Jones, Manager, Strategy

Madaleine Bruniges, Executive Assistant

Suzanne Hewitt, Manager, Business Engagement

Matt Farrow, Employer Engagement Specialist

Tyron Bravo, Employer Engagement Specialist

Marian Chalon, Project Manager

Rebecca Mackinnon, Manager, Advocacy and Strategic Communications

Daniel Dickson, Employer Engagement Specialist

Peter Ewer, Executive Officer, Out for Good