

**engage**

community + industry

## engage community + industry Information Pack

An employment program by Jobbank, in partnership with Youth Activating Youth (YAY), NORTH Link, supported by the Victorian Government through Jobs Victoria

**Jobbank**<sup>®</sup>

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Jobbank acknowledges Aboriginal and Torres Strait Islander people as the Traditional Owners of the land on which we work. We pay our respects to their culture, their connections to Country and community, and to Elders past, present and emerging.

**Jobbank, in partnership with Youth Activating Youth (YAY), NORTH Link, supported by the Victorian Government through Jobs Victoria will provide a wrap-around program of training, job placement and mentorship for people from diverse and disengaged backgrounds in retail, hospitality, and logistics and service sectors.**

From cafes to construction sites, businesses around Melbourne are struggling to keep up with fresh waves of COVID infections and the ongoing shortage of international travelers looking for work.

And yet, while official unemployment statistics remain low, thousands of people in Victoria are still unable to secure as much work as they want or need – particularly those experiencing disadvantage.

These jobseekers often exist in a challenging intersection of barriers to employment. For women over 45, newly arrived migrants, and youth at risk, a range of obstacles can make it difficult to reach that first rung of the career ladder in Australia, including:

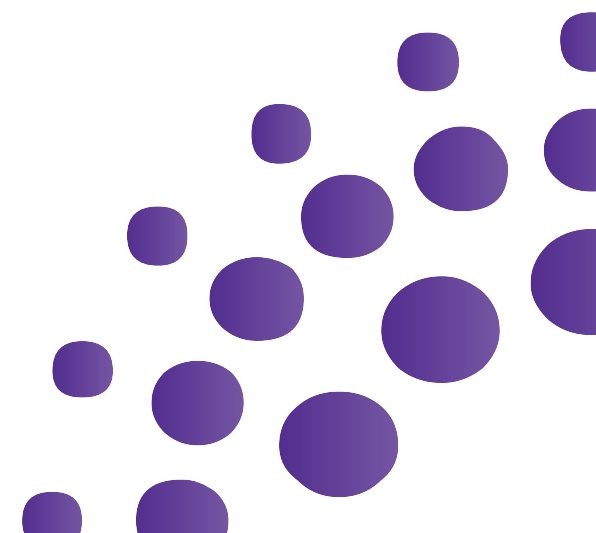
- Lack of access to networks
- No local work experience
- Low digital literacy skills
- Lack of educational opportunities
- Lack of English language
- Lack of transport

Invisible to mainstream recruitment processes, the varied skills of these diverse jobseekers too often go untapped, while businesses are unsure of how to provide the supports that people struggling against barriers need to fulfil their potential.

Focusing on the north-west and south-east of metropolitan Melbourne, the **engage community + industry** project will work to create workplaces in which jobseekers of all backgrounds can thrive.

We will connect with industry and business to transition jobseekers into project site employment opportunities of at least 12 months' duration, and at least 19 hours per week.

*At Jobbank, we are passionate about inclusion and the difference it makes – not just to one person but to teams and whole organisations. We believe in an Australia where everybody belongs. That's why we're helping to build more inclusive workplaces one business at a time.*



- In Victoria, 1% of locations account for 9% of the most disadvantaged communities
- These communities are three times more likely than the Victorian average to be facing joblessness in the family
- Overcoming the barriers to employment in these communities has a significant impact on wellbeing, local economies, and social outcomes



## Studies show that:

### Access to employment offers jobseekers:

- Reduced instances of long-term unemployment
- Improved educational, nutritional and employment outcomes for children
- Improved mental and physical health
- Lower rates of recidivism amongst ex-offenders
- Higher levels of self-esteem, confidence and reported happiness

### Diverse workplaces offer employers:

- 33% likelihood of reporting higher profits
- A workforce that is 6 times more innovative
- A workforce that is twice as likely to exceed financial expectations
- A chance to fill staffing gaps with loyal, hardworking staff

### Economic benefits from stable employment opportunities:

- Lower mental and physical health costs to medical services
- More money returning into local economies
- Greater economic growth
- Reduced wealth disparity, leading to educational equity and better long term outcomes

# How does the project work?

## Step 1: Identification

We identify suitable jobseekers from priority cohorts, and provide wrap-around services to understand needs, skills, and the type of training jobseekers would need to create a career pathway.

## Step 2: Matching

Jobseekers are then matched with a dedicated Case Manager for tailored support.

## Step 3: Pre-employment placement

Before jobseekers are matched to roles, we offer job readiness coaching and skills training tailored to jobseeker's needs and interests (with award wage).

Jobseekers will undertake entry level training specific to their industry of interest, including vocational training through registered GTOs (group training organisations).

## Step 4: Placement

Once jobseekers are job-ready, we match staff to employer and project site.

We provide a comprehensive induction, including personalised mentoring, matching with a workplace buddy, and ongoing Case Manager support.

## Step 5: Monitoring & evaluation

Throughout the project Jobsbank will be looking at processes and outcomes to ensure smooth project delivery.



# How will you support my business?

By becoming part of the engage community + industry project, your business will have access to the partnership's unique expertise in jobseeker matching and supporting of the employer after the placement.

## **Inclusive Employer Readiness Check**

We will conduct a short confidential review to understand if your workplace is ready to hire or the type of adjustments you will need to make to become an inclusive workplace.

Our team will check your business's procedures, review practices, training, recruitment and retention, and guide you on the next steps.

## **Access to the Inclusion Hub**

Jobsbank and the social enterprise, Gateway2Talent, have developed the Inclusion Hub, a secure, closed (invite-only) digital platform accessible only to employers and employment service providers.

Designed to capture candidates' skills, experience, and aspirations, the Inclusion Hub helps employers committed to inclusive employment and specific cohorts who have difficulty accessing employment.

Using automation software and leveraging leading recruitment practices, this marketplace helps match hidden talent to jobs suited to their skills.



## **Ongoing support for the employee after placement**

Once a jobseeker has been placed with you, we will continue to provide support and mentoring to make sure that everything is going smoothly.

## **Business Insights**

Our team offer business insights into programs, such as wage subsidies and other types of available support. We also work with preferred candidates and upskill them to support your business needs.

## Who is included in priority cohorts?

Priority groups include:

- Women over 45 years
- Young people under 25 years
- People who are long-term unemployed
- People seeking asylum and refugees
- Newly arrived migrants from non-English speaking backgrounds
- People who have recently exited the justice system
- People from Culturally and Linguistically Diverse backgrounds, facing additional barriers to employment
- Public and social housing tenants

## What kind of jobs are eligible?

Eligible jobs must be ongoing roles of at least 12-month employment (PT or FT), with a minimum of 19 hours per week.

## Are there wage subsidies available?

Our team will provide advice on employment service supports relevant to your business, including wage subsidies, and guide you through use of the services.

## How can I participate?

Connect with our team! Send an email to [info@jobsbank.org.au](mailto:info@jobsbank.org.au), and we will organise a meeting to understand your current needs and the type of jobs you offer.

All you need to do is be open to working with diverse jobseekers from disadvantaged backgrounds.

## Does my business qualify to participate?

The project is focused on roles in the hospitality, retail, logistics and service sectors.

However, it is important to note that some roles may not be suitable for our candidates – for example, roles in the gaming sector.

## Is there a deadline?

The deadline for participation is early December 2023. Please reach out before then to get involved.

**For more information on whether your business is suitable please email us at [info@jobsbank.org.au](mailto:info@jobsbank.org.au)**



# Partners

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