

# Employment White Paper

## – yourtown's advocacy submission



### What is it about?

The Employment White Paper (the White Paper) builds on the outcomes of the Jobs and Skills Summit and will have an overarching focus on the objectives of full employment and productivity growth for the benefit of all Australians, along with women's economic participation and equality. It will explore issues, frameworks and policy approaches relevant to the future of Australia's labour market over the medium and long term.

### Why is it important?

The White Paper represents a significant opportunity to set the national agenda for employment related issues in the 21st Century. Development of a consistent, comprehensive, and actionable plan should support all Australians, especially young people equipped with the skills and knowledge needed for a 21st Century workforce.

### Some of yourtown's key messages:

#### **1. That the Australian Government commit to developing a fairer contracting model, to balance risk and reward**

The current contracting model fosters ongoing instability within the employment services sector. The White Paper should set out a national plan for ensuring and maintaining long term stability within the employment services industry, with a focus on building and retaining expertise within the industry and building knowledge and capability to ensure long term continuity of service provision within the sector.

#### **2. That the Australian Government commit to not applying quotas for eligibility to access Transition to Work (TtW) services**

While under the New Employment Services Model young people (15-24) can access TtW services, the restrictive eligibility criteria means that not all young people seeking employment support are able to get help from a service designed to meet their needs. Rather they fall into 'generalist' services or through the gaps in the system and do not receive the tailored help and support they need.

#### **3. That the Australian Government incorporate strategies to address mental health and wellbeing barriers to employment; and address flaws in the existing job readiness assessment process for young people, and review the current model to ensure job seekers spend no longer than three months in digital services**

A key issue is that the current assessment process is flawed. Young people who are assessed as being job ready are automatically referred to Workforce Australia Online; however, the model does not account for job seekers who are not job ready. Further, employment service models should also include a strong focus on mental health and wellbeing.

#### **4. That the Australian Government commit to an ongoing and broad-based incentives scheme for employers to support the uptake of apprenticeships/traineeships**

The Australian Apprenticeships Incentive System (from 1 July 2022 to 30 June 2024) is too narrow in scope, prioritising occupations in aged care, childcare, disability care, and nursing only.

#### **5. That education strategies align with and complement employment strategies**

To focus solely on creating employment participation rates through the lens of employment strategies fails to address pathway barriers to employment, in particular the need to strengthen the participation rate of young people in education.



**READ YOURTOWN'S FULL SUBMISSION**

