



Industry Employment Initiative

ISSUES

Approximately **half a million** people in Australia have been out of work for over a year.

41% of Australian employers report difficulty filling jobs.²¹

Young people are almost **3 times** as likely to be unemployed.²²

20% One in five of 15 to 19 year olds are unemployed.²³

70% of poor children live in jobless families, making joblessness the main cause of childhood poverty.²⁴

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VENTURE MISSION

The Industry Employment Initiative (IEI) aims to effectively bridge the gap between national employers with vacancies and the many disadvantaged job seekers who are willing and able to work.



INTERVENTION MODEL

The IEI prototypes a demand-led employment model to more effectively connect national employers with service providers and job seekers. The IEI works with employers to co-design pathways that are tailored to each employer's needs. For job seekers, the pathway includes work-readiness, holistic support and training with line of sight to a job.

KEY OUTCOMES

Launched in 2014, the IEI:

Works with **9** national employers across **3** states.

Has **100** jobs committed.

Has delivered **40** young people into employment or further training/education.

Has an **83%** retention rate.

MILESTONES

2013	2014	2015
Australian philanthropy commit to backing the IEI.	IEI Youth Pilot launches. Dec: First employer signed.	April: First young person employed.

CASE STUDY

The IEI was established to serve as a 'one stop shop' for national employers. It provides them with a single contact point to manage their recruitment needs across geographies, increase their workforce diversity and support them to effectively recruit and retain young disadvantaged job seekers.

Working with Goodstart Early Learning provided the IEI with the opportunity to prototype, test and improve the 'one stop shop' approach in Victoria and Darwin. In the absence of an IEI approach, Goodstart would have needed to:

- advertise their available positions via standard recruitment tools (online, in newspapers, etc.),
- engage each candidate individually,
- engage separate jobactive agencies across two States.

Additionally, jobactive candidates would not have undertaken pre-vocational training tailored to Goodstart's needs, been provided with the opportunity to participate in a supervised work placement, or received the wrap-around support for non-work barriers.

Ultimately, the 'one stop shop' approach presented Goodstart with an attractive recruitment model and provided them with suitable candidates, increased their workforce diversity and also effectively supported disadvantaged job seekers into roles that would have been out of reach.

'Hey Sophie everything is fantastic!!! I'm working 5 days a week, I have been given the chance to step up by replacing an educator in the morning to greet families as they arrive for a week while she is out of state....All the staff are absolutely amazing and supportive, we had our Christmas party over the weekend, we went on a party boat ☺... I am based in Kinder 1 & 2 and I started my Cert III yesterday via the Goodstart portal.'

BEAU - IEI PARTICIPANT WHO WAS OFFERED A FULL TIME ROLE WITH GOODSTART EARLY LEARNING

'This is an entryway into an industry that I enjoy and get something out of.'

RORY, IEI PARTICIPANT

GOALS OF THE PARTNERSHIP

The IEI was developed to test a demand-led approach and build an evidence base around what works, what is effective and what is efficient to support long-term unemployed job seekers to find work.

Using lessons learned from the IEI SVA will seek to influence the Government funded employment system and improve outcomes for disadvantaged job seekers.

SVA SUPPORT

Since IEI's conception in 2013, SVA has provided financial investment and technical expertise including:



Funding
Secured over \$1million in philanthropic funding for the pilot.



Capacity building
Supported national employers to recruit and train disadvantaged young job seekers.



Networks
Acted as collaborator between consortium members, service providers and employers.



Evidence
Developed a best-practice monitoring and evaluation framework that is peer reviewed to ensure lessons learnt through the pilot are captured and evaluated, in preparation for scaling.

3 years
Years in portfolio

\$519,067
Total distribution

62%
Average annual growth rate - beneficiaries

103%
Average annual growth rate - turnover

2016

Jan: IEI expands to NSW.

WAY FORWARD

The IEI pilot demonstrates the success of a demand-led approach in improving outcomes for disadvantaged job seekers. SVA is seeking funding to continue to iterate and improve the model, extend the youth pilot, expand to other cohorts and ultimately influence policy and Government employment contracts.