

# VFFF Strategic Review 2021-2024: EMPLOYMENT

Research Brief: Final Report

## Offering young people an enriching experience of work that sets them on the path to independence & future security

### SUMMARY

Young people, as reported in Australian Life Patterns Study 2006-2020, share a desire for many of the same things their parents wanted: job security, permanent employment and pay that they can plan weekly expenses around.<sup>1</sup>

Yet the changing labour market their parents experienced is now entrenched - leaving today's young people to confront a very different world and a road to these benefits that is increasingly difficult to navigate.

Youth employment is at a tipping point where long-term trends and patterns have been pushed further by the impact of the COVID-19 recession.

While there are numerous programs and initiatives already in the field with multiple agencies and funding lines, we consider there's limited scope for further philanthropic investment in effective supply-side youth employment interventions.

The greater opportunity to rebuild stronger pathways for young people and to use the disruption created by the pandemic to positive effect is on the demand side: building partnerships with employers and others – what the Rural Australia Institute calls 'regional learning systems' – that focus on growing work-based entry level job and training opportunities.

We consider there is a unique and timely opportunity for VFFF to help construct a pipeline of initiatives – whether as discrete projects or as suites of complementary initiatives - that would provide tangible benefits for the young people involved, stimulate significant employer change and position VFFF as a thoughtful leader in a field that has often overpromised and underdelivered.

### THE PROBLEM

Youth employment is at a tipping point, thanks in part to the impact of a COVID-19 induced recession. But employment rates are also being affected by long-trends and patterns, indicating that the damage and scarring effects of the past 12 months will be deep and extensive.

The February 2021 ABS Labour Force data figures did bring some good news. The national youth unemployment rate declined over the past month by 1.1 percentage points to 12.9

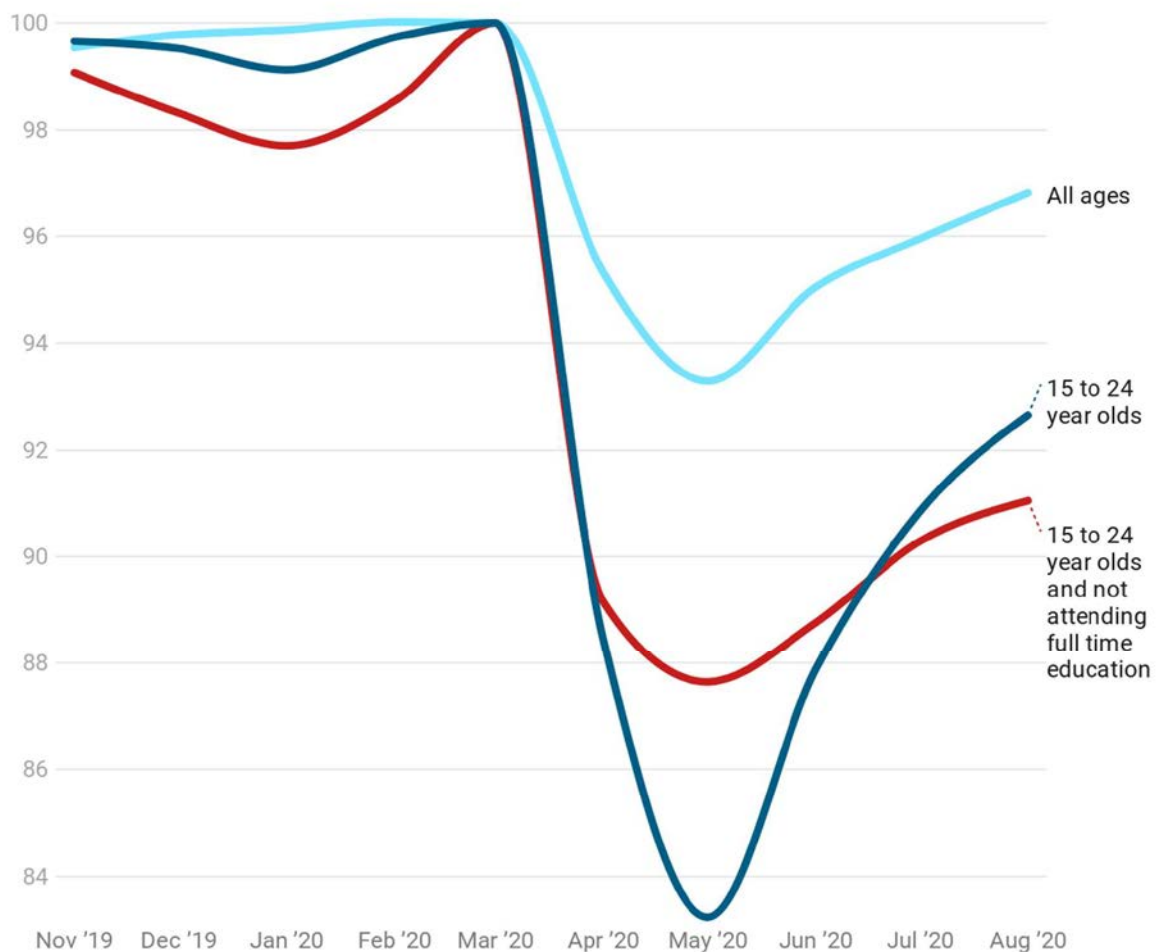
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<sup>1</sup> J Wyn et al., *Learning to make it work: work and wellbeing in young adulthood*, Australian Life Patterns Survey 2006-2020

per cent, underpinned by a strong increase in the number of employed young women, up by 31,000 people. However the overall unemployment rate remained 0.6 percentage points above March 2020 levels, with around 89,000 more unemployed people.<sup>2</sup> Economists are expecting job turbulence in coming months, with a further step down in the JobSeeker payment rate and the termination the JobKeeper program at the end of March 2021.

The Figure below indicates how employment rates for 15-24 year olds have been adversely hit by COVID-19 relative to other age groups.

Figure 1: Index of total employment by age group (March 2020 = 100)



Source: (ABS). Data have been seasonally adjusted. 15 to 24 year old data seasonally adjusted using SEATS method.

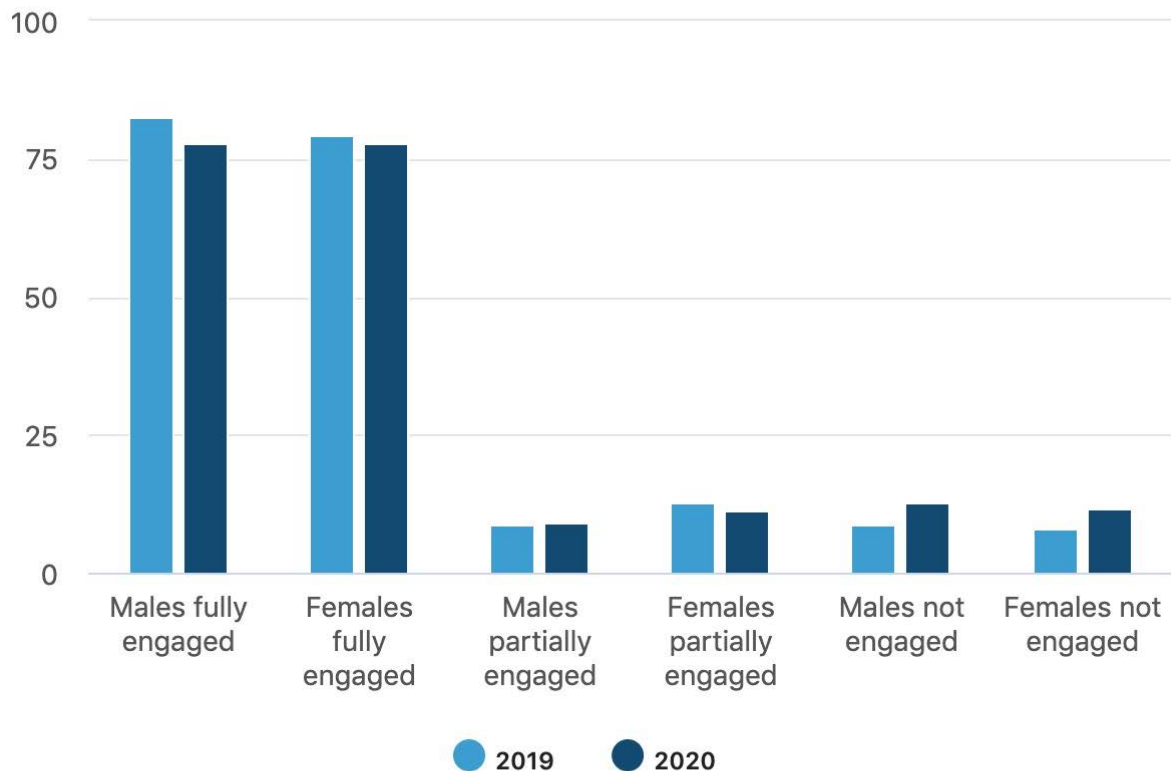
Entry-level jobs in sectors that employ the bulk of young people, including retail, hospitality and tourism, have declined at a faster rate than other sectors of the economy, creating a squeeze point for young people.

As much as this is a problem, it is also an opportunity to rebuild stronger pathways for young people and to use the disruption created by the pandemic to positive effect.

<sup>2</sup> ABS, Labour Force, Feb 2021. The Longitudinal Survey of Australian Youth [LSAY] reports similar trends but slightly different data for 19 year olds in 2019 – see the infographic attachment for more details.

The ABS 2020 Survey of Education and Work provides the most recent overall picture of youth participation. The Figure below shows recent changes in youth employment and/or study by sex.

**2: Engagement of young people in employment and/or study, by sex, 2019-2020(a)**



(a) All persons aged 15-24.

Source: Education and Work, Australia, 2020, Table 34

Source: Australian Bureau of Statistics, Education and Work, Australia May 2020

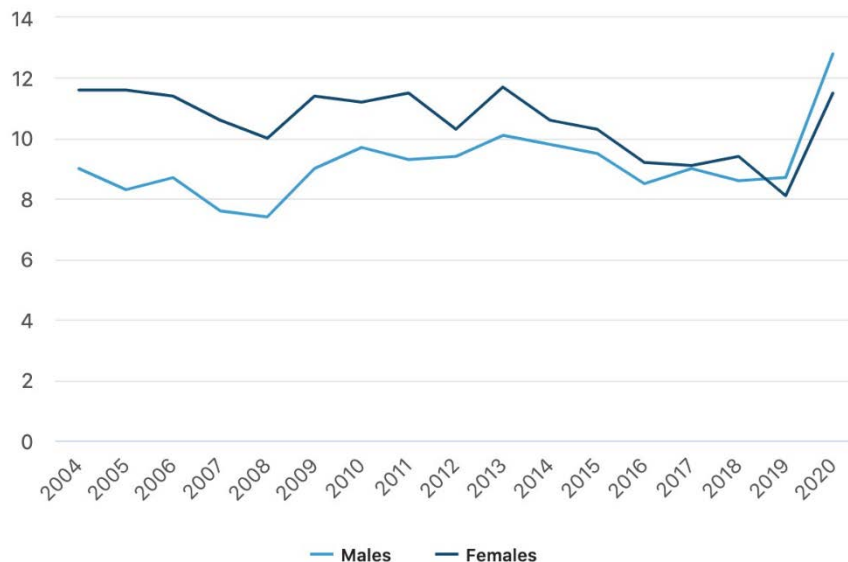
Most young Australians aged 15-24 years are doing at least some work or study, or a combination of both [88 percent or 2.8 million people]. Around 78 percent are fully engaged in work and/or study and a further 10 percent partially engaged [part-time work or study]. In terms of school leavers, around 60 percent enrolled in further study. Of the school leavers who are not studying, 48 percent were not employed in May 2020, 34 percent were employed part-time and 20 percent were employed full-time.<sup>3</sup>

At the start of the pandemic, approximately 120,000 extra young people aged between 15 and 24 years became NEET [not in employment, education or training] than would normally be the case. Australia is likely to emerge from this recession with a higher number of youth NEET. In the 1990s, it took approximately seven years for the number of young people who are NEET to return to pre-recessions levels. More male teenagers and young adults were not

<sup>3</sup> ABS, *Survey of Education & Work*, 2020. The Longitudinal Survey of Australian Youth taps a different data base and its trend findings are similar to the SEW but vary in the detail. See the LSAY infographic attachment to this paper.

working or studying in May 2020 (13%) than at any point since the beginning of the ABS time series in 2004.

3: Proportion of young people not engaged in any employment or study, by sex, 2004-2020(a)



(a) All persons aged 15-24.  
 Source: Education and Work, Australia, 2020, Table 34  
 Source: Australian Bureau of Statistics, Education and Work, Australia May 2020

A key aspect of being NEET as a teenager is that persistently NEET teenagers are between three and five times more likely to experience persistently NEET periods in adulthood.<sup>4</sup>

There has been an accelerated decline in the availability of full-time entry-level jobs, including apprenticeships, for a number of years and especially over the past decade. Enrolments in apprenticeships/traineeships have declined from over 370,000 in 2012 to a little over 130,000 in 2020. Apprenticeship completions continue to be a concern, with more than 40 percent of apprentices not finishing their courses since 2015.<sup>5</sup> This depletion of employer effort and policy focus on work-based learning and workforce development is a crucial issue for young people, especially for those not going onto higher education.

As Peter Dawkins and David Lloyd note, Australia's young people are now facing twin labour market challenges.<sup>6</sup>

One is a reduction in the quantity of employment (total employment) as described above and the other is a reduction in the quality of employment (such as skills underutilisation and underemployment).

A recent Productivity Commission report shows that, since the GFC, young people were increasingly graduating onto lower levels of the 'jobs ladder' - meaning young people end

<sup>4</sup> C Forrest, 'Young people not in education, employment or training (NEET)' in C Forrest & C Scobie (eds), *25 years of LSAY: Research from the Longitudinal Surveys of Australian Youth*, NCVET, 2020

<sup>5</sup> NCVET, *Historical Time Series of Apprenticeships and Traineeships in Australia*, 2020

<sup>6</sup> D Lloyd & P Dawkins, *Averting an Escalating Labour Market Crisis for Young People in Australia: A Proposed National Job Cadet Program*, Victoria University, 2020

up employed in jobs below their skill level, working part-time and experiencing slower wage growth when compared to other age groups. Young people remain in insecure and low paid work much longer than their parents and grandparents did and the problem has intensified in the decade since the GFC.<sup>7</sup>

Underpayment of wages and entitlements is rife – the [Victorian] Young Workers Centre estimates that one in five young workers are not paid the minimum wage and around 40 per cent of young workers have worked ‘off the books’. Indeed, Jim Stanford describes young workers as the shock troops of the precarious labour market.<sup>8</sup>

As a result of the entry-level squeeze and prevalence of insecure work young people have disproportionately drawn on their superannuation savings to protect them from the worst impacts of the pandemic induced recession.

There is considerable difficulty transitioning from part-time & casual work to full-time employment. Not least because entry-level work is increasingly less holistic and subject to a relentless process of Taylorisation: becoming more highly task rather than skills focused, with each element broken into minute units of effort.

This is reflected in a training system turning itself inside out to be sensitive to what policy-makers perceive employers want, without strong empirical evidence, and so is spawning a bewildering array of micro-credentials to try and ready young people for just-in-time work needs - rather than preparing them with the skills, knowledge and attributes that will sustain them across the life course.

In contrast, the university sector is publicly funded for core degrees, base and then specialised qualifications [originating with the ‘Melbourne model’] and combined degrees that develop knowledge and expertise equipping students with more expansive career choices and life prospects. This doesn’t guarantee them a greater degree of employment security but it does mean they will have a better chance of achieving it.

Who your parents are, where they work and where they live now matters more than ever.<sup>9</sup>

All young people confront career pathways that are highly fragmented and difficult to negotiate – and social capital, family attributes and education levels can make a crucial difference. Social mobility is tougher for those without these backgrounds and networks, especially for those that leave school early.

A substantial minority of young people – that we estimate at around 25 percent of those aged 19-24 years – face significant challenges breaking into the labour market and for those who do, there are further barriers to securing decent work. And the longer a young person takes to find work, the harder it becomes.

Unsurprisingly the difficulties are even greater for those Indigenous young people and those with disabilities. For many young Aboriginal young people seeking employment in NSW, as

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<sup>7</sup> C de Fontenay, *Climbing the Jobs Ladder Slower: Young People in a Weak Labour Market*, Productivity Commission, 2020

<sup>8</sup> Senate Education & Employment References Committee, *Corporate Avoidance of the Fair Work Act*, 2017 and J Stanford, *Shock Troops of the Precarious Labour Market: Young Workers in Australia*, National Youth Commission Hearings, 2019

<sup>9</sup> Australian Treasury, *The Career Effects of Labour Market Conditions at Entry*, 2020

elsewhere, experience indicates that they are best served and supported by Aboriginal controlled community organisations.<sup>10</sup> For young people with disabilities it is a very mixed landscape in which the aspirations of young people and their families for a place in open employment struggle for air and the opportunities are few.

Later in this brief we provide some project options that VFFF could pursue focused on Aboriginal young people and youth with disabilities.

## The regional picture

Youth unemployment is close to 13 percent in NSW. This is double the adult rate.

There's considerable regional variation in unemployment rates (eg. 19 percent in Newcastle/6 percent in Riverina) and there are diverse regional stories. The raw number of people in receipt of Newstart Allowance and Youth Allowance (Other) in NSW is consistently highest on the Central Coast, Fairfield-Liverpool, the Hunter Valley/Newcastle, the Mid-North Coast and the Shoallhaven/South Coast.<sup>11</sup>

In addition, underemployment - wanting to work more hours but not being able to get them - is a potent issue along with accessing reliable transport to get to work that is available. Accessing digital technologies and digitally based training and skills development in remote and regional NSW remains patchy.

You can see why regional youth might leave their town and family to enhance their social capital and skills. But this is not as much of a problem as to how and in what circumstances they return. Leaving can exponentially enhance social capital, skills and life experience. Staying, too, can be productive, if it leads to a successful pathway into work.

As Kim Houghton of the Regional Australia Institute [RAI] puts it: *Too often the local perceptions [of young people] stand at odds with the actual needs of employers, and this is a great shame as it creates a climate of low expectations amongst young people which could be remedied by much better communication with employers.*

There may be good work available but too many young people don't have access to a reasonable breadth of post-school learning options to enable them to take advantage of these opportunities without leaving the region. There's a disconnect between what youth think a region offers them in work and what employers are actually looking for. LSAY tells us that young people from lower socioeconomic backgrounds are more likely to downwardly adjust their educational and occupational expectations over time.

Work-based learning, pre-employment and pre-apprenticeship opportunities are crucial in overcoming this gap but are not sufficiently available and those that are offered under-perform in regional NSW.

The Institute's *Big Movers* report looked at the movement of millennials (20-35 year olds) based on the 2016 Census. It found that while 179,000 millennials moved to capital cities from regional Australia, more than 200,000 moved between regions. In particular, Sydney

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<sup>10</sup> This is especially true for the Aboriginal Employment Strategy, which is based in NSW, and which has better outcomes at the 26 week employment point than jobactive providers or VTECs [Vocational Training and Employment Centres] designed to support disadvantaged Aboriginal jobseekers

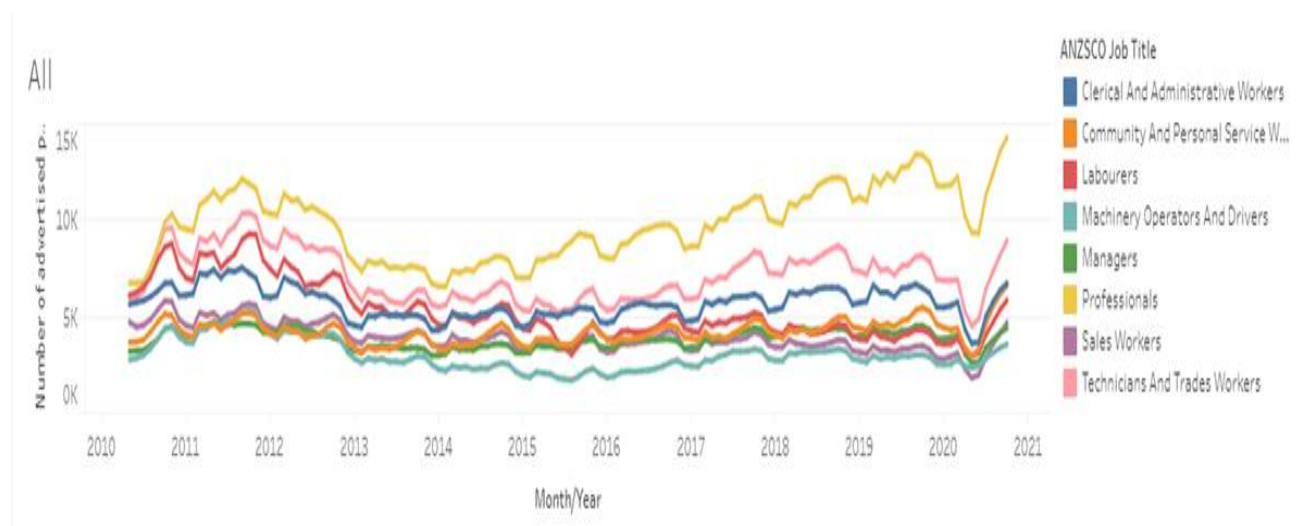
<sup>11</sup> See [https://www.dss.gov.au/sites/default/files/documents/05\\_2020/labour-market-and-related-payments-february-2020.pdf](https://www.dss.gov.au/sites/default/files/documents/05_2020/labour-market-and-related-payments-february-2020.pdf)

saw a net outflow of millennials with around 37,000 millennials moving from Sydney to regions, with 32,500 moving the other way.<sup>12</sup>

They come back to a changing employment landscape.

[This link](#) about regional job vacancies can be neatly compared to data [here](#) about youth unemployment in NSW, especially in the regions. In general, coastal regions in NSW have too few jobs for too many young people and hinterland regions have too many jobs for too few young people.

Regional entry level jobs in construction, manufacturing and admin services appear to be declining relative to demand for professionals. Over the last decade there has been a national decline in advertisements for labourers and the steady rise in advertisements for skilled trades and professionals. This is good for regional incomes, but also points to the disappearance of entry level jobs in regions making it hard for young people to get started on the employment ladder.



Despite this trend both the RAI and the Foundation for Rural and Regional Renewal [FRRR] have told us there's considerable latent demand for new regional jobs in areas as diverse as nature conservation, ag-tech, renewables, social care sectors and, given chronic labour shortages, a growing appetite to think laterally about seasonal workforce demands and career pathways. 'Green jobs' are on the rise. This impression is reinforced by a scan of the Local Jobs Plans developed for regional NSW.<sup>13</sup>

## A key intersection

The International Labour Organisation [ILO] describes Green Jobs as:

*... decent jobs in any economic sector (e.g. agriculture, industry, services, administration) which contribute to preserving, restoring and enhancing environmental quality. Green jobs reduce the environmental impact of enterprises and economic sectors by improving the efficiency of energy, raw materials and water; de-carbonizing the economy and bringing down*

<sup>12</sup> Regional Australia Institute, *The Big Movers: Understanding Population Mobility in Regional Australia*, 2020

<sup>13</sup> See <https://www.dese.gov.au/local-jobs-program/taskforces>

*emissions of greenhouse gases; minimizing or avoiding all forms of waste and pollution; protecting or restoring ecosystems and biodiversity; and supporting adaptation to the effects of climate change.*

The ILO suggests most studies point to green jobs generating 15-60 million jobs globally in coming years.

In Australia the growth in Green Jobs has been tracking strongly with, for example, economist Callam Pickering finding that in there had been a 50% increase in green job demand over the two years 2016-2018. The rate of growth was high by international comparison:

*In the first quarter of 2018, Australia's share of green jobs was 30 per cent higher than the United Kingdom's, 60 per cent greater than that in the United States and 85 per cent higher than Canada's.*<sup>14</sup>

The potential is considerably greater across a number of domains: energy, services, agriculture, adaptation. This extends to the potential rejuvenation of manufacturing as detailed in a recent report by the Centre of Future Work.<sup>15</sup>

### **What young people are saying**

There is an extensive range of research on what young people experience and aspire to in the world of work. Highly reputable series such as HILDA, Australian Life Patterns and LSAY surveys are complemented by the regular Mission Australia youth attitudes surveys and other ad hoc pieces of research.

The conclusions are consistent:

- *At a time where youth unemployment has increased due to COVID-19, young people told us they most need flexible working hours, more jobs in their area, more work experience as well as access to training and skill development programs – Mission Australia Youth Survey 2020*
- *Despite the popular perception, young people share a desire for many of the same things their parents wanted: job security, permanent employment and pay that they can plan weekly expenses around – Australian Life Patterns Study 2006-2020*<sup>16</sup>

In evaluating who to work with and for, young people are increasingly conscious of the values and public reputation of employers:

- *53% of young people think businesses are stuck in the past and not up to date with the modern workforce.... 36% feel overwhelmed, confused or fearful about deciding on a career.... 31% of job seekers claim they would reconsider accepting a job offer because their values didn't resonate with the company's values – Indeed Group Survey 2018*<sup>17</sup>

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<sup>14</sup> <https://thefifthestate.com.au/business/investment-deals/australias-going-through-a-green-jobs-boom-and-victorias-ahead-of-the-pack/>

<sup>15</sup> [https://d3n8a8pro7vhmx.cloudfront.net/theausinstitute/pages/3311/attachments/original/1588894059/Powering-Onwards\\_FINAL.pdf?1588894059](https://d3n8a8pro7vhmx.cloudfront.net/theausinstitute/pages/3311/attachments/original/1588894059/Powering-Onwards_FINAL.pdf?1588894059)

<sup>16</sup> J Wyn et al., *Learning to make it work: work and wellbeing in young adulthood*, Australian Life Patterns Survey 2006-2020

<sup>17</sup> Indeed Group, *How Young Australians Feel About Their Careers and What it Means for Employers*, 2018



Most young people – 53 percent - are positive about their experience of school in terms of preparing them for the world of work but 20 percent are highly critical about whether schooling has prepared adequately them for working life.<sup>18</sup>

In participating in the gig economy or platform work, young people are divided between those taking on precarious as an economic necessity and those who see it as a stepping stone to more secure work or assisting them with the cost of study:

- *48.2% of gig economy workers state that financial necessity was very important or important as a motivation for undertaking the work. In contrast 44.5% said it was only slightly important or not at all important as a motivation for undertaking the work. 53.6% of gig economy workers state that gaining new knowledge or skills, or improving existing skills was very important or important as a motivation for undertaking the work.*<sup>19</sup>

And in regional NSW, a significant number the next generation of farmers see difficulties accessing capital, technology and labour in terms of planning for their future:

- *73% of young farmers in NSW are experiencing barriers entering the business of agriculture – 2017 NSW DPI youth survey*

## RESPONSES

The main public policy response to grow youth employment is the Jobactive network which seeks to better match labour supply with employer needs and demands. The network will cost in excess of \$7Bn over the next four years but unfortunately seriously underperforms. It makes a negligible impact over and above macro-economic settings and is used for recruitment purposes by around four percent of employers.<sup>20</sup> Jobactive soaks up precious public resources but it also has an important collateral effect on civil society, which, by being a major contractor into the program, is prone to compromising mission and values as not for profits undertake the regulatory and compliance oversight of jobseeker behaviour.

The network is a supply side intervention focused on improving quality of the stock of labour available for work rather than creating additional demand in the market. Typical supply side activities in addition to job matching include providing access to institution-based vocational training, mentoring, careers education, career expos and so on which are intended to improve the job readiness of jobseekers.

An example in NSW is the Smart and Skilled initiative which targets cohorts such as early school leavers, Indigenous youth and young people with disabilities. While supply side interventions are useful and can improve the competitiveness and aspirations of vulnerable jobseekers they operate in open labour markets where young people with existing social capital and family networks will be one step ahead of others - government and philanthropy is playing catch up to those already advantaged in accessing the employment ladder.

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<sup>18</sup> *Ibid.*

<sup>19</sup> Foundation for Young Australians, *New Work Standard*, 2020 based on worker surveys conducted for the Report of the Inquiry into the Victorian On Demand Workforce, Industrial Relations Victoria, 2020

<sup>20</sup> See Senate Education and Employment References Committee, *Jobactive: Failing those it is intended to serve*, February 2019

Programs, too, are infested with chronic program instability, incoherence and short-term focus – and a failure to continue funding even in the face of good evidence of impact. Jurisdictional tension between the Commonwealth [with responsibility for employment and higher education] and the States [with responsibility for school education and vocational training] has resulted in fragmentation with numerous gaps and policy failures.<sup>21</sup>

Australia's focus on supply side interventions contrasts with approaches in countries such as Germany, The Netherlands, Canada and Scandinavia that have comparatively higher rates of youth employment. These countries tend to have much stronger focus on employer engagement in the design and delivery of programs – in tailoring interventions to the emerging needs of employers and their role in workforce development. Programs tend to be less top-down and more driven by local community ownership or customization.<sup>22</sup>

There is cause for some optimism about the policy landscape, however.

The Government is responding to the current entry level squeeze through nation-wide initiatives such as the JobMaker Hiring Credit which subsidises employers to create additional employment opportunities.<sup>23</sup>

The Commonwealth has now twice extended apprenticeship subsidies to employers with the goal of staunching the long-term slide in commencements.

Proposals for a Youth Guarantee - ensuring everyone under the age of 25 has a place in employment, education or training no later than three months after being registered as unemployed – are now widely supported including by Business NSW and the Committee for the Economic Development of Australia; think tanks such as Per Capita and the National Youth Commission; and civil society including the Foundation for Young Australians and the Brotherhood of St Laurence. The Brotherhood is also supporting the National Youth Employment Body, which seeks to develop strong communities of practice to improve transitions from school to work.

## **IMPLICATIONS FOR VFFF**

The eminent labour economist, Jeff Borland, argues: *Providing a pathway into work that combines vocational training and a work opportunity (or experience) is a critical element of assistance for jobseekers with high barriers to employment. Job placements offer huge benefits to disadvantaged jobseekers. They motivate the building of job readiness and training. They provide a structure to the type of training delivered to the jobseeker; that is, the training is targeted at what is required to prepare for the job placement rather than being generic.*<sup>24</sup>

We consider there's limited scope for further philanthropic investment in effective supply-side youth employment interventions: there are numerous programs and initiatives already

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<sup>21</sup> An example program failure is the Commonwealth PaTH program. This flagship youth employment program promised 30,000 jobs in its first year of operation. In reality, fewer than 5,000 internships were offered in 18 months and instead of providing career opportunities in diverse fields, 45% of PaTH interns were employed in the hospitality industry.

<sup>22</sup> See OECD, *Education at a Glance* and *From Initial Education to Working Life – Making Transitions Work* series.

<sup>23</sup> Unfortunately the program has had a less than stellar start with only 600 jobs created in the first six weeks of the program or just 0.1 percent of 450,000 jobs expected to be supported over the program's first year. Of these anticipated jobs, only 10 percent are estimated by Treasury to be genuinely additional.

<sup>24</sup> Jeff Borland, *What happens After JobKeeper ends?*, *Pearls and Irritations*, 10 March 2021

in the field with multiple agencies and funding lines. It is difficult to see a niche opportunity that would fulfil VFFF's aspirations.

A more fruitful focus is on the demand side: building partnerships with employers and others – what RAI calls 'regional learning systems' – that focus on growing work-based entry level job and training opportunities. The Foundation for Young Australians' New Work Reality report estimates work based learning can accelerate the transition into full-time employment by 12 months: *Policy makers should consider new models for work integrated learning to ensure young people can gain the critical relevant work experience they need alongside their education.*<sup>25</sup>

It is especially important to model stronger employer investment in workforce planning and development not least to help overcome emerging labour market bottlenecks. This approach is supported by the Aigroup, one of the country's leading employer bodies, which sees scope in the disruption caused by the pandemic to address under-investment in employment-based learning pathways.

We consider there is a unique and timely opportunity for VFFF to help build a pipeline of initiatives and prototypes that would provide tangible benefits for the young people involved, stimulate significant employer change and position VFFF as a thoughtful leader in a field that has often overpromised and underdelivered.

The timing is right because the policy landscape is fertile and we know other funders are keen to work with VFFF on building integrated demonstration, research and practice in this space. The old solutions are tired and won't do.

Responding to the youth employment crisis is not just about creating any jobs, but quality, secure jobs that will serve Australia's young people, and Australia as a nation, well into the future.

We suggest that if a suite of prototypes and initiatives are supported, they could be badged under an umbrella such as the VFFF New Work Laboratories or alternatively, they could be supported as discrete but connected projects.

This suggested approach can be encapsulated in the following statement of focus: Offering young people an enriching experience of work that sets them on the path to independence & future security. This statement indicates where the energy and priorities of VFFF could be placed and also flags where VFFF won't go.

High level outcomes from the initiatives we are putting forward could be measured in terms of:

- Increased employer engagement in work-based learning pathways
- Improved learning and skills development experienced by young people
- Additional entry-level jobs offered to young people
- Smoother transition from entry-level job opportunities to decent, secure work over time.

More specific measures and impacts can be tailored for each project.

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<sup>25</sup> Foundation for Young Australians, *New Work Reality*, 2018

The analysis reveals the scale of the challenges confronting young people in NSW in moving into secure employment that delivers genuine prospects of financial independence and the personal and social benefits that flow from that.

There are clear implications for VFFF's strategy considerations:

- There is ample justification for VFFF engagement given the immediacy, geographic spread and level of need.
- VFFF's commitment to and experience in regional NSW makes it particularly well positioned to weight its support to initiatives in under-served regions/communities outside the metropolis.
- By supporting carefully selected initiatives – backed by a communications strategy for dissemination both to policy makers and other NSW communities – VFFF has the potential to **directly impact** on the lives of those young people involved (and the communities in which they live) and **indirectly influence** policy and practice beyond the selected initiatives.

## IN CONCLUSION

Few areas are more critical to the security and well-being of young people than decent work. It impacts on every aspect of their lives: independence; mental health and well-being; social interaction.

There is no escaping the conclusion that employment landscape is varied and difficult and the systemic changes that are needed are so substantial as to be beyond the scope any one actor outside of government.

Yet there are points of change such that even comparatively modest initiatives can have a catalytic effect well beyond the immediate project outcomes.

## Appendix 1

### A Range of Green Jobs

The World Economic Forum has identified a range of hard skills from marketing and social media through to turbine maintenance that green jobs will demand. This is reflected in a sample of the emerging professional jobs recently advertised in NSW include:

Ranger (Tamworth & North West NSW)  
Senior & General Biosecurity Officer positions (Dubbo, Riverina & Bathurst)  
Natural Resource Management Project Officer (Dubbo)  
Agricultural Advisory Project Officer (Riverina)  
Senior Water Quality Officer (regional positions)  
Environmental Consultant – Contaminated Land (Gosford)  
Graduate Sustainability Consultant (Sydney)  
Environmental Design Undergraduate (not specified)  
Graduate/Trainee Environmental Scientist (Tamworth)  
Environmental Health Officer (Camden)  
Bush Regenerator (Batemans Bay)  
Ecologist (Riverina)  
Investment Banking Associate – Natural Resources & Energy (Sydney)  
Resource Recovery Education Officer (Sydney)  
National Landcare Program Project Officer (Dubbo)  
Junior, Mid and Senior Ecologists (Newcastle)  
Communications Coordinator- Environment (Sydney)  
Senior Environmental Scientist (Orange)  
Director Soil Conservation Services (Goulbourn)  
Data Analyst – Environment (Parramatta)  
Water Treatment Plant Operators (Albury)  
Restoration Ecologist (Newcastle)  
Automation Engineer – Environment (Sydney)  
In-House Environmental Lawyer (Sydney)  
Ecologist/Spatial Analyst (Newcastle)  
Aquatic Ecology Consultant (Wollongong)  
Walking Track Construction (Jindabyne)  
Solar Panel Installers (general)  
Solar Operating Processors (General)  
Draftsperson – New Energy (Sydney)  
Solar Farm Field Electrician (Finley, Wagga Wagga et al)  
Telehandler Solar Farm (Wagga Wagga, Sebastopol et al)  
Safety Manager Wind Turbine Maintenance (Southern Highlands)  
Project Manager Wind Farm Construction (Blue Mountains)  
Wind Farm Service Technicians (Lake Cargelligo et al)