

Decent Work

Decent Work Funding Goal

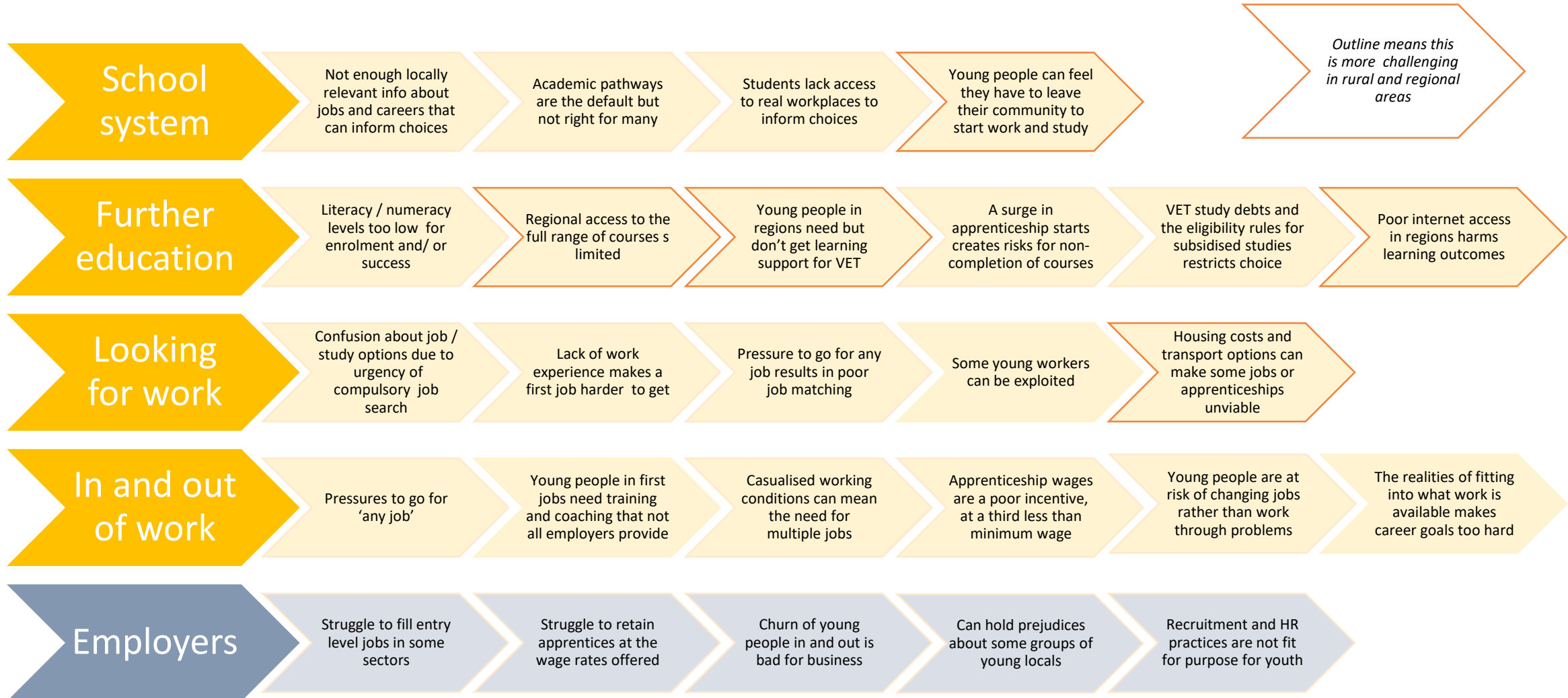
Employer driven, innovative models for work that integrate learning to ensure young people gain the work and experience they need and value

Decent Work Funding Outcomes

- Increased employer engagement in work-based learning relevant to the needs of local industry
- Increased entry-level jobs for young people
- Smoother transitions to decent secure work from entry level jobs



Learning from stakeholder consultations



Summary conclusion from stakeholder consultations

Employment programs can be characterised as having a focus on:

- the labour **supply-side** of the labour market, which means ensuring that candidates meet the requirements and expectations of employers
- the labour **demand-side**, which means working with employers and industries to create and/or offer roles that can attract, recruit, retain, and improve skills and progression prospects for young people

VFFF focuses on the demand side of employment.

Analysis of social enterprises in scope

- Though the social enterprise sector is growing, the pipeline of prospects for Decent Work funding is narrow.
- Work Integrated Social Enterprises (WISEs) are scarce in regional and rural areas and there are fewer of them in NSW/Qld compared with Victoria.
- Youth-specific WISEs are rarer too.
- Another challenge is aligning the kinds of skills and jobs typically found in social enterprises with future workforce skills in demand, and relevant training/qualifications.
- White Box Enterprises, a VFFF grantee, is developing WISEs across diverse job types in NSW/Qld, but more development work is needed to achieve for workers the minimum 20 hours required for the WBE outcomes-based funding trial in progress, and/or to establish employment progression beyond the WISE.

Analysis of skills in demand

- Youth unemployment (ABS Jan 2022) is still high at 9%, while skills shortages are becoming more obvious, with significant jobs growth and entry level opportunities in health care and social assistance, construction, and some IT/technical work.
- Region-focused industries such as mining, manufacturing, and agriculture, forestry and fishing have ageing workforces and need staff too.
- Where skills shortages are acute, employers need to take new approaches to job design and better work conditions and progression pathways, informed by youth perspectives.
- Innovation thinking and new partnerships are needed with employers and industry.

Analysis of not for profit sector capacity to propose Decent Work projects

1. Many not-for-profit and employment services organisations face **resource constraints** and **a lack of staff expertise** to adopt new youth employment solutions, which might call for things like: the data to demonstrate needs, evidence of what works or could work; consulting and co-design with young people and/or employers; new service models or practices, new partnerships and business models.
3. **Competition between providers** for funding combines with limited time and resources, meaning **dampened collaboration capacity**. Yet there are many examples of complementary skills, strengths and resources in the community, social enterprise, and employment services sectors.
4. A **newly reformed and contracted employment services system** is starting in July 2022, meaning some changes in providers and services to be delivered.
5. There is a **need to work more closely with industry sector peaks/employers**. The mining, digital skills, or human services care are obvious examples, and the agribusiness industry is looking at its image and appeal to workers.