



JOBS AUSTRALIA
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AUGUST 2014

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Workskil Australia
Work For The Dole –
Practical Tips

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Work Experience 2009 - 2015


- Work Experience not a separate program.
- KPI associated with WEX diluted.
- Employment Services Providers have had to set up their own projects and find their own hosts.
- Less collaboration between providers when setting up projects than under CWC, or at least less projects with shared job seekers.
- WEX Projects funded through Employment Pathway Fund.



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Significant Additions Post July 2015


- Introduction of Work for the Dole Coordinators in all Regions.
- Set payments for Individual and Group Based Placements.
- Interplay between Work for the Dole Coordinators and Employment Services Providers.
- Greater emphasis on Mutual Obligation.
- New technology made available by the department.
- Employment Services providers to play a bigger part in making decisions on job seeker welfare payments including assisting with Social Security appeals.



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Effects of New Model on Providers

- Organizations need to determine what percentage of WFD placements they want to create themselves versus what will be sourced through coordinators.
- Creating pathways to Employment more important than ever before.
- Understand that responsibilities of placing and monitoring job seekers, conducting risk assessments etc. to stay with Employment Services Providers.
- Many of the functions associated with WEX today are still relevant under WFD.
- Larger Regions, Less Providers, Bigger Caseloads.
- Transitional caseloads create huge demand for WFD activities to be up and running immediately.



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New Technology

- Embrace it!
- New technology to include more detailed Labour Market information available through the department's portal.
- Direct referrals to WFD activities through online apps.
- Electronic Time Sheets.
- Better access to Job Seeker AJS Home Page Calendars.
- WFD schedules and available activity placements available via online apps.



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Workskil Australia – WEX

- Over 21,000 job seekers across 9 ESA.
- Current WEX Caseload 7,200 job seekers.
- Currently operating in two WFD Priority areas.
- Currently running over 30 Group Based WEX and WFD Activities.
- Activities Include Hospitality, Retail, Welding, Building Restoration, Mechanical, Horticulture, Call Centre, Food Bank, Furniture Restoration, Textile, Community Car Wash, Community Magazines, Office Skills, PC Restoration.



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Workskil Australia – Learnings


- Group Based activities that Workskil hosts or are run with a contracted host are the easiest to monitor and generally get the best results.
- Group based activities in larger ESA are absolutely necessary.
- Sharing group based activities in smaller ESA with other providers alleviates cost and administrative burdens.
- Sourcing individuals placements is becoming increasingly difficult and this is likely to continue as demand for WFD placements grows.



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Individual Activities

- Start planning now.
- Ascertain how to utilize the \$1000 on offer.
- Utilize existing contacts.
- If successful in new Regions formalize arrangements with hosts that your new job seekers have already been placed with.
- Get in contact with Work for The Dole Coordinator as soon as successful bidders are announced.
- Be aware of the specifics associated with the deed.
- 124.7 If, after using a Work for the Dole Fee for an Individual Hosted Activity as required under clause 124.2(a) or (b), the whole of the relevant Work for the Dole Fee has not been expended, the Provider must use the balance of the Work for the Dole Fee solely for services undertaken by the Provider that are directly related to that Individual Hosted Activity.



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Group Activities

- Evaluate Need, predict how many job seekers will require servicing in what employer regions at future points in time. July 2015, January 2016 and July 2016 appear to be peak times when looking at transitional caseloads.
- Structure internal reports to automate this task. Utilise DE's reports and reports available through third party software to do this. Develop reports that enable you to evaluate that all your organisation's job seekers are commencing WFD in a timely manner and that they are moving into employment.
- Analyse the local Labour Market, prevalent vacancies, skills shortages, employer need. Hopefully new information in LMIP will assist you.



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Group Activities (continued)


- Evaluate caseload with skill sets of job seekers in mind.
- Discuss options with potential hosts and with local employers, make sure you get employer buy in from the start.
- Develop a comprehensive Project Plan, including budget, that outlines the specifics of what needs doing and by whom.
- Once the project plan is complete utilise legal team to develop contracts with external hosts and any other relevant bodies.



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Group Activities (continued)


- Recruit supervisors with relevant knowledge and skills but also with local industry contacts.
- Inspect the premises with WHS in mind, be proactive in addressing issues before projects commence.
- Create a robust incident & complaints reporting procedure.
- Advertise the project internally, ECs and offices are where your clients come from.




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Group Activities (Continued)

- Once location is ready do another comprehensive risk assessment which includes the risks associated with job seekers operating machinery if any is present.
- Develop and provide machinery specific checklists and training for job seekers that they need to undergo before commencing working on the premises. i.e. Safe Operating Procedures, Plant competency assessments etc.
- Recruit job seekers ensuring that they are commenced in activities within prescribed timelines.




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Group Activities (Continued)

- Have marketing staff visiting group based activities and market job seekers.
- Supervisors and marketing staff to meet and discuss individual job seeker pathways to Employment.
- Where possible have Employer Open Days.
- Incorporate accredited training onsite to increase job seeker engagement and value in the activity.
- Monitor activity from a performance perspective, how many job seekers attend, how many get durable jobs to ascertain activity effectiveness.
- Conduct job seeker survey near completion of WFD to obtain learnings.



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Questions?