

# Jobs Guarantee – Social Services Sector Briefing

Centre for Workforce Excellence

15 December 2022

# What is the Jobs Guarantee?

- The Jobs Guarantee connects Diploma of Community Services (DCS) graduates to jobs in social services organisations
- The Victorian Government has committed to all eligible graduates that register being **offered a 12-month role** in the social services sector

**Graduates who want to work** in the social services sector

Social services **employers looking for qualified workers**

## The Social Services Jobs Guarantee

Home > Looking for work > Recruitment programs > Jobs Guarantee



<https://jobs.vic.gov.au/help-for-jobseekers/recruitment-programs/jobs-guarantee>

# Who is eligible?

## Graduates

- Who graduate between **1 September 2022 and 31 August 2024**
- Register their interest on the Jobs Victoria Online Portal
- Meet program requirements including:
  - completing a Diploma of Community Services
  - being able to work in Victoria
  - passing required employer screening processes

## Employers

- Register their interest on the Jobs Victoria Expression of Interest page
- Meet program requirements including:
  - Being a registered employer with an ABN in the social services sector
- Offer social services jobs based in Victoria for:
  - min. of 19 hrs per week
  - min. of 8 hrs per week for employees with disability or who provide constant care and meet the evidence requirements
  - permanent or fixed term for at least 12 months.

# What jobs are eligible?

## Eligible roles

- ✓ A role in the provision of social services, involving contact with people
- ✓ Appropriate for a Graduate of a Diploma of Community Services - graduate may be asked to complete additional training after commencing
- ✓ Permanent or fixed-term for at least 12 months
- ✓ Minimum 19 hours a week or 8 for employees with a disability
- ✓ Award rate + superannuation to be paid
- ✓ Must not displace other employees

## Ineligible roles

- ✗ Clinical (require clinical training)
- ✗ Supervisory (unless the graduate has prior experience in managing people)
- ✗ Business support roles that do not have any contact with social services clients (such as finance officers, payroll, or fleet officers)
- ✗ Allied health specialisation involving identification, diagnosis and treatment for illnesses or disorders
- ✗ Intensive case management with highly complex clients

# Two ways to participate

## Direct pathway

### What jobs is this pathway for?

- Current or new roles in social services organisations
- Roles that graduates can perform in ordinary course of business (incl. with appropriate training, support and/or supervision)

## Supported pathway

### What jobs is this pathway for?

- Newly created or substantially modified roles to enable more entry-level positions
- Roles that graduates could perform with additional training, support and/or supervision)
- Supported by up to \$20,000 per role

## How to participate?

- Fill out an Expression of Interest form on the Jobs Guarantee website
- You will be contacted by the Jobs Guarantee Employer Engagement Team to discuss the next steps.

# What to expect

## Direct pathway

1. Express interest (online form)
2. Employment Engagement Team will contact you to discuss your participation.
3. Follow-up email with requests for further information to complete:
  - Eligibility documents
  - Provide position description
4. If role/s are eligible they enter the Jobs Guarantee program to be matched with a suitable graduate
5. You will be contacted when a match for your role is identified.

## Supported pathway

1. Express interest (online form)
2. Employment Engagement Team will contact you to discuss your participation and eligibility for supports.
3. Submit application along with eligibility documents and position descriptions via email.
4. A panel will assess your application and inform your organisation of the outcome

# Why participate?

## 1. Access to a vetted pool of graduates who have:

- been confirmed as having successfully completed their Diploma of Community Services
- a demonstrated interest in starting a role in social services, and
- have access to career counselling and supports during their employment

## 2. Assistance from Jobs Victoria to match available graduates to positions, including being able to:

- review applications and contact candidates.

## 3. Be part of consortia arrangements which allow for hiring at scale

- connect with other organisations to share the charge of growing graduates into highly skilled practitioners

## 4. Apply for funding to support taking on graduate employees

- opportunity to apply for additional support to take on graduates which can be used for a range of activities including onboarding, training and supervision

# What graduates are participating in Jobs Guarantee?

## Graduates

- **200+** students have registered to participate in the JG (eligibility verification ongoing)
- **Most students** noted they are **interested in 3 or more types of roles**
- **~85%** live in metro locations

### Top 3 interest areas included:

1. Child Protection
2. Mental Health
3. Housing and Homelessness

- Data from September 2022 shows an expected 3,350 students will be studying a DCS in 2023
- **About 1300 students** graduate each year from the Diploma of Community Services
- Students tend to graduate in waves based on when they complete placements
- About **150** students are expected to graduate in January and February



# Student EOI insights

Note – reference period is August 29 2022 – 26 October 2022. Data is from expressions of interest from students, not individuals eligible for the program currently.

## Interest in the program has been received from students across the state

Location	% of applicants
Inner Metro	21
Northern Metro	18
Southern Metro	17
Western Metro	12
Eastern Metro	7
Central Highlands	5
Barwon	>5
Inner South East Metro	>5
Ovens Murray	>5
Gippsland	>5
Goulburn	>5
Loddon Campaspe	>5
Mallee	>5
Great South Coast	>5

## Many had practical experience in through volunteering, placement or previous roles

I was recently working as a home care worker, and enjoy helping others. I wanted to update my skills, so I left working in residential care and moved to community care

I'm currently working as a residential youth support worker. I collaborate with the team to provide a haven for youth to feel safe and secure.

I worked as a Health Concierge, linking the community to support.

## And others are looking to enter the sector, or change paths

My job is as a harvester of a mushroom vertical farm in Mernda, Victoria.

I am excited to begin my career. I am confident that my unique combination of enthusiasm, lived experience and commitment to working collaboratively makes me an asset

I am a single mum of 8 sons. I have such a passion to help people in the community.

## Some themes emerged around common barriers to finding, applying for, securing and maintaining employment, including ...



Challenges accessing and completing placements



Discrimination and lack of support for people with disability



English skills and confidence



Not having a car and/or drivers license



Vaccination status



Balancing caring responsibilities with role

# About available funding

- **Funding is via a negotiated process** – amounts applied for will be adjusted in light of priorities and total available funding
- **Employers can apply for a package of supports for graduates** – these are the different types of activities the funding can be used for
- **Employers can apply for up to \$20,000 per student** to be used for a range of supports
- **Employers are encouraged to hire at scale** (20+ jobs) for the supported pathway
- **Amount of funding will depend on a mix of factors** (type of role, student need, employer need)

## Funding can be used for:

- Induction and orientation
- Work readiness training
- Supervision and on-the-job support
- Training and backfill costs
- Mentoring for students
- Coordination of recruitment or allocation to take on eligible graduates
- Workforce planning
- IT system upgrades
- Health and safety costs

# Funding priority criteria

## All funding applications will be reviewed by an Assessment Panel

### Priority will be given to employers who:

- can recruit graduates at scale (for example 20 or more roles)
- offer roles in rural or remote geographical locations
- are in sub-sectors where it is hard to recruit
- can employ graduates with higher employment support needs



### Additional considerations:

- creation of sustainable and secure employment pathways leading to an ongoing job and/or development of in-demand vocational skills
- training (formal and informal) and skill development opportunities for employed Graduates
- adequate on-the-job supports to employed Graduates
- value for money with reasonable costs



# Help you can get through Jobs Guarantee

## VCOSS

- Provide information to social services sector
- Deep dives on particular topic areas
- Support organisations to form consortia

## Sector peaks

- Community Housing Industry Association
- Safe and Equal
- Centre for Excellence in Child and Family Welfare
- Council for Homeless Persons

## DFFH

- Work with social and community services organisations to participate
- Fund peaks to provide support to members
- Assess employer and role suitability

## Jobs Victoria

- Matching graduates with employers looking to recruit
- Supporting graduates with career advice, to identify jobs and improve their work readiness
- Administering agreed funded supports, as needed

## More information

For more information and how to:

- **register your interest in the Jobs Guarantee**, please visit: <https://jobs.vic.gov.au/help-for-jobseekers/recruitment-programs/jobs-guarantee>
- **participate as an employer** contact: [Jobsguarantee@dfh.vic.gov.au](mailto:Jobsguarantee@dfh.vic.gov.au)
- **use the Jobs Guarantee website** contact: [recruitmentsupport@ecodev.vic.gov.au](mailto:recruitmentsupport@ecodev.vic.gov.au)
- **develop consortia** contact: **VCOSS** on [vcoss@vcoss.org.au](mailto:vcoss@vcoss.org.au)