



Australian Government
**Department of Education,
Skills and Employment**

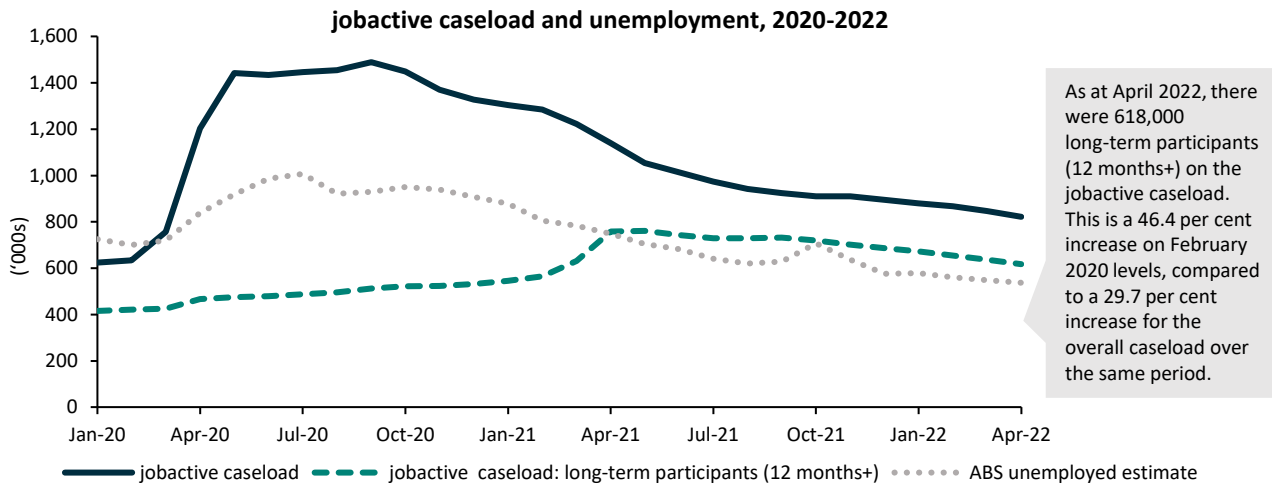


Incoming Government Brief

2022

Despite strong labour market conditions, some people are still struggling to find work, with the jobactive caseload remaining above pre-COVID levels.

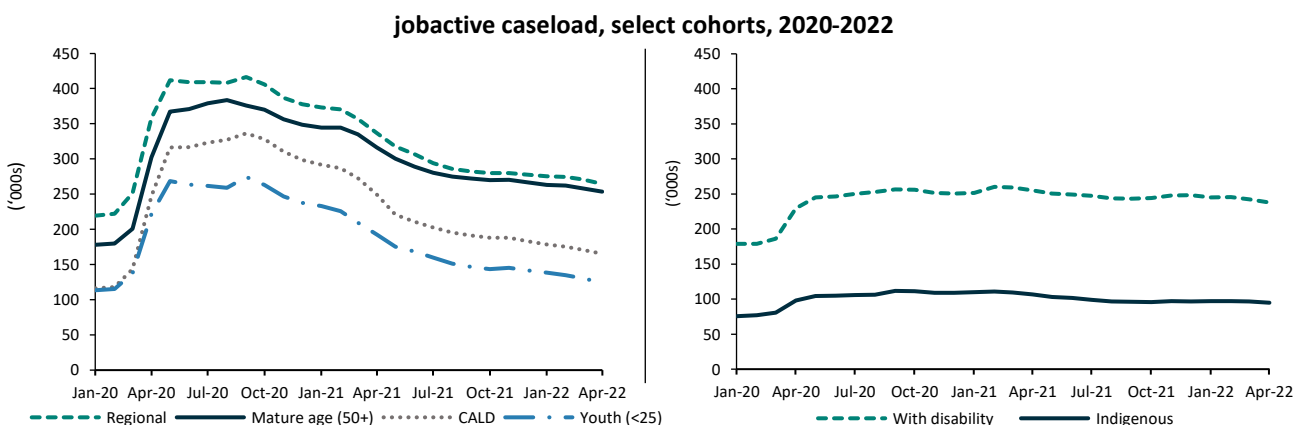
5. The jobactive caseload is elevated. Three in four participants have been on caseload for a year or more.



Source: jobactive data, April 2022 and ABS Labour Force, Australia, Seasonally adjusted, April 2022

While the jobactive caseload has declined since peaking at 1.49 million in September 2020, it remains above pre-COVID levels (821,000 as at April 2022). This is despite high vacancy rates. 75.2 per cent of participants are long-term participants, having been on caseload for 12 months or more, an increase from the 66.6 per cent in February 2020. Many job seekers face multiple barriers to work and there is a mismatch between the skills and qualifications of participants and available jobs. The jobactive caseload is higher than the ABS estimate of unemployment, in part due to some participants working, but not earning enough to exit income support (27.5 per cent of the caseload).

6. Some cohorts in jobactive have fared better in the recovery than others.



Source: jobactive data, April 2022. Note: participants can belong to multiple cohorts (e.g. be regional and young)

The jobactive caseload increased significantly in 2020, but the increase was sharper for some cohorts than others. As the labour market has recovered, the total jobactive caseload has declined over 2021 and 2022. The regional, mature age, culturally and linguistically diverse (CALD) and youth caseloads have fallen broadly in line with the overall caseload (although the youth and CALD caseloads have fallen more quickly, while the regional and mature age caseloads have been slower to decline). Despite this, the CALD and mature age caseloads are 40.0 per cent and 41.0 per cent higher than pre-COVID respectively, compared to 29.7 per cent for the overall caseload (as at April 2022). While increasing less sharply in 2020, the people with disability and Indigenous caseloads have not fallen nearly as much as other cohorts.

Table of Contents – Your Agenda

2. Your agenda

Commitment roadmap

Commitments

Employment

s22

Review employment services procurement decision process
Abolishing Youth Jobs PaTH Internships

s22

Department approach to implementation

Commitment roadmap – employment

This roadmap highlights the major milestones in the delivery of your commitments

These milestones are not exhaustive.

See commitment briefs for more detailed implementation information.

MAY

JUN

JUL

s22



Commonwealth Implementation

- **Workforce Australia:**
legislative instruments finalised

s22

s22

- **Workforce Australia**
commences

s22

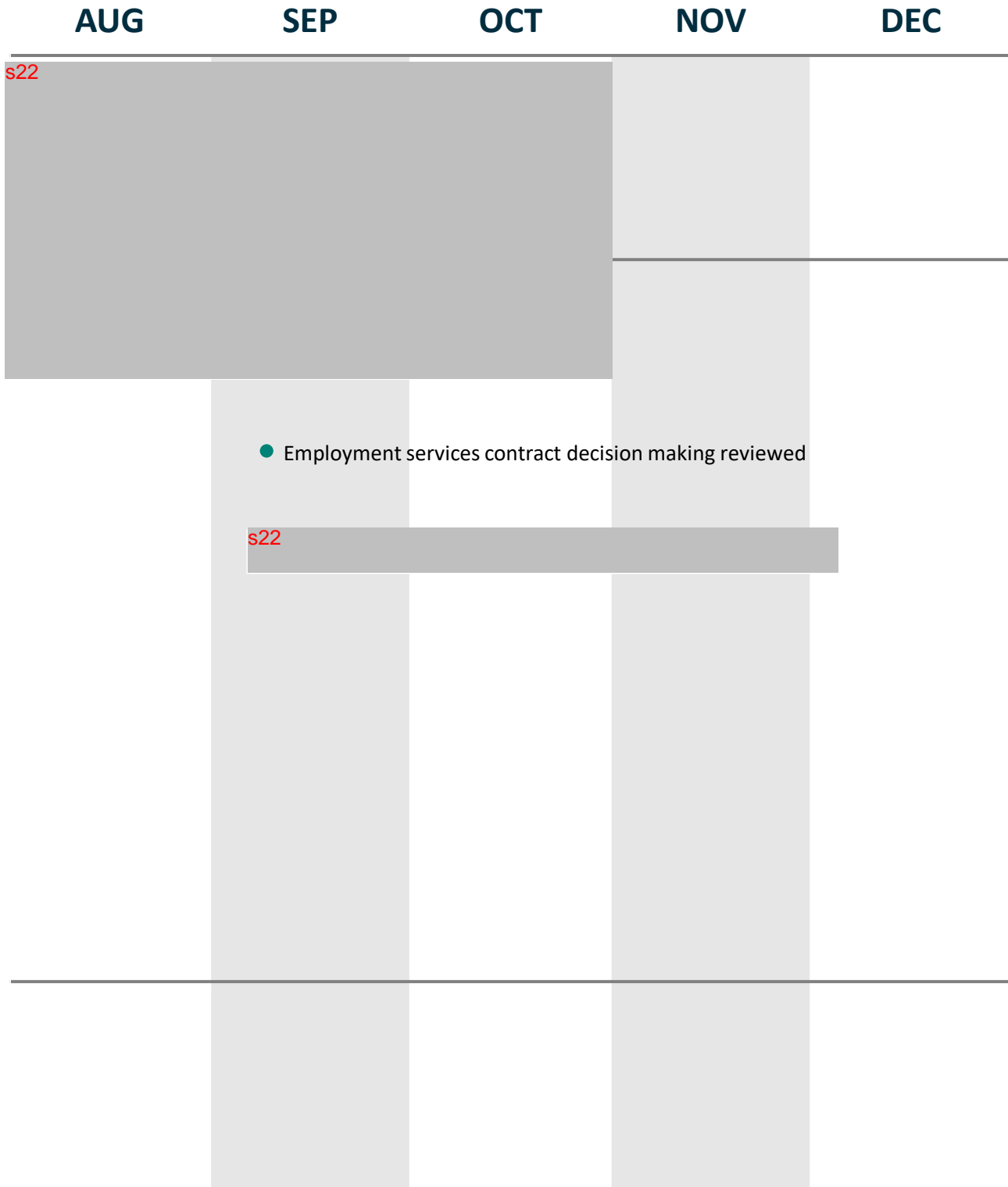
- **Jobs Fairs** – possible attendance
(see Early events)

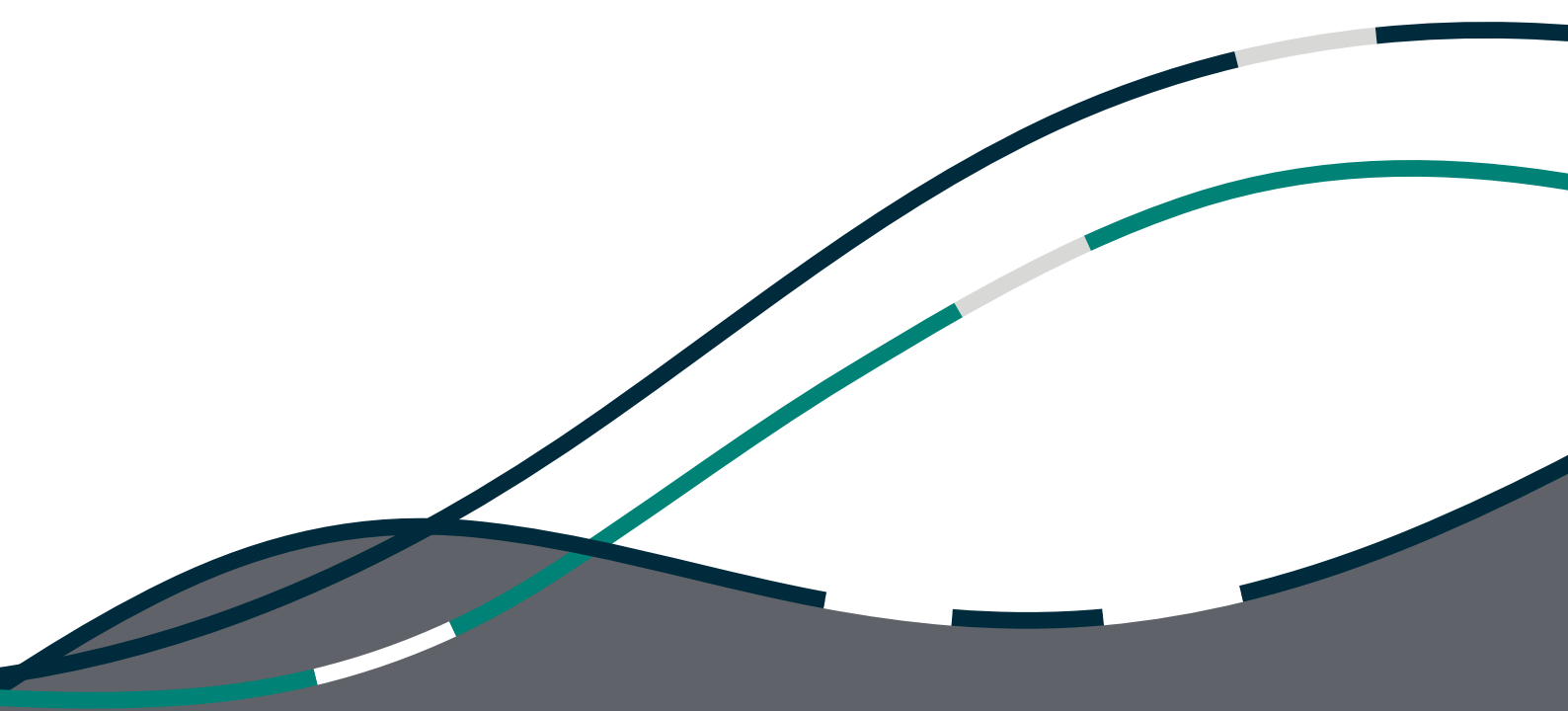
s22

s22

Commitment roadmap – employment

This roadmap highlights the major milestones in the delivery of your commitments. These milestones are not exhaustive. See commitment briefs for more detailed implementation information.





Employment

Commitment brief summary

Employment

Summary

This section includes **three** briefs which provide advice on the implementation of your commitments in the Employment sector.

Commitment	Announcement date	Funding	Action required	Implementation risk rating
s22				
Review Employment Services procurement decision process	4 April 2022	Costs not available	Immediate	s47C
Abolish Youth Jobs PaTH internships	19 May 2022	Save of \$22.5 million 2022-23 to 2025-26	In the next six months	s47

Review Employment Services procurement decision process

Announcement	Funding	Priority
4 April 2022 The Hon. Richard Marles MP	Costs not available	s47C
https://richardmarles.com.au/news/local-jobs-chopped-by-scott-morrison-and-stuart-robert-2022-04-05		

Description

This commitment is to review how procurement decisions are made for the delivery of employment services.

The outcomes of the procurement process to secure providers to deliver employment services under Workforce Australia were announced in late March 2022.

- s47C
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

s47C

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Legislation

N/A

s47C

[Redacted]

Cost

Costs not available

Media and stakeholders

The outcomes of the Workforce Australia procurement have received media attention. Some providers and the National Employment Services Association have called for a review of the procurement outcomes and/or an extension of current jobactive contracts due to the significant disruption to the sector and potential job losses.

Summary of 2022 action

To be included in next economic update (Budget or MYEFO)	Requires new or amended legislation, regulation, or guideline	Requires inclusion in Education Ministers meeting	Requires inclusion in Skills Ministers meeting
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Department contacts:

Mr Nathan Smyth
Deputy Secretary

Employment and Workforce Group

s22

Ms Robyn Shannon
First Assistant Secretary

Procurement, Quality and Deeds Division

s22

Abolishing Youth Jobs PaTH Internships

Announcement	Funding	Priority
19 May The Hon. Jim Chalmers MP, Shadow Treasurer	Save of \$22.5 million 2022-23 to 2025-26	s47C
https://www.alp.org.au/policies/labors-election-costings		

Description

Labor costings released on 19 May 2022 included the proposal to abolish Youth Jobs PaTH (PaTH) Internships with an indicative saving of \$22.5 million over four years (2022-23 to 2025-26). These figures would be subject to agreement by the Department of Finance.

Youth Jobs PaTH (Prepare-Trial-Hire) consists of three elements: Employability Skills Training (EST), Internships, and the Youth Bonus Wage Subsidy (YBWS).

s47C

Legislation

- There are no legislative impacts associated with abolishing PaTH Internships.

s47C

Cost

Financial impact over the forward estimates (\$ millions): \$22.5 (save)				
	2022-23	2023-24	2024-25	2025-26
Total Impact on Underlying Cash Balance (\$millions)	+3.1	+\$6.7	+\$6.3	+\$6.4

Source: Labor's Plan for a Better Future. Better Budget, Better Economy.

s47C

Media and Stakeholders

N/A

Summary of 2022 action

To be included in next economic update (Budget or MYEFO)	Requires new or amended legislation, regulation, or guideline	Requires inclusion in Education Minister’s meeting	Requires inclusion in Skills Minister’s meeting
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

s47C

Department contacts:	
Mr Nathan Smyth Deputy Secretary Employment and Workforce Group s22	Ms Benedikte Jensen First Assistant Secretary Labour Market Policy Division s22

New Jobs Program for remote Australians

This commitment will deliver a *'new remote Jobs Program, developed in partnership with First Nations People, to provide real jobs, proper wages and decent conditions'*. This intersects with your responsibility for mutual obligation requirements for job seekers.

s22



Early Briefs

s22



EMPLOYMENT

Contact: **Nathan Smyth**
Deputy Secretary, Employment and Workforce

Election commitment

**Review employment services
procurement decision process**

To brief you on options for the scope and delivery of the review, including draft terms of reference.

First month briefs

s22

EMPLOYMENT

s22

Contact: **Nathan Smyth**, Deputy Secretary, Employment and Workforce

Workforce Australia – readiness to implement: Briefing to outline the transition and implementation arrangements for Workforce Australia.

Workforce Australia – policy authority issues: Briefing to seek policy authority to resolve issues relating to the National Work Experience Program and eligibility for Disability Support Pension recipients aged under 35.

Legislative instruments required for implementation of Workforce Australia: To inform you of various legislative instruments that the Secretary needs to make before 1 July 2022.

Jobs Fairs – future arrangements: Briefing to seek agreement on future arrangements and funding for Jobs Fairs.

s22

Workforce Specialists – procurement outcomes: Briefing to provide details on the Workforce Specialists initiative and outcomes of the procurement process.

New employment program developed in partnership with First Nations people: To seek advice on the parameters and implications of the new program to replace the Community Development Program, including for mutual obligations and the department's IT system.

First Contacts

Contact		
PEAK BODIES		
s22		
<p><u>Australian Council of Social Service (ACOSS)</u></p> <p>s47F</p>	<p>s47F</p> <p>Locked Bag 4777 STRAWBERRY HILLS NSW 2012</p>	<p>ACOSS is a national advocate supporting people affected by poverty, disadvantage and inequality, and the peak council for community services nationally.</p>
<p><u>National NEIS Association (NNA)</u></p> <p>s47F</p>	<p>1300 636 473</p> <p>s47F</p> <p>s47F</p> <p>PO Box 2343 TAYLORS LAKES VIC 3038</p>	<p>NNA represents organisations providing New Business Assistance with NEIS (Self-Employment Assistance from July 2022). The NNA assists members to maintain quality of the NEIS program through professional development activities and acts as a conduit between providers and government decision-makers.</p>

Contact		
s22		
EMPLOYMENT		
Jobs Australia s47F	s47F Level 4, 100 Dorcas Street SOUTH MELBOURNE VIC 3205	Jobs Australia represents the interests of non-profit employment service organisations that assist unemployed people to get and keep jobs.
National Employment Services Association (NESA) s47F	s47F Level 8, 20-22 Albert Road SOUTH MELBOURNE VIC 3205	NESA represents not-for-profit and for-profit organisations to deliver jobactive, Disability Employment Services, the Community Development Program and the Transition to Work program.

Early Events

Event Title	Location/Date	Role of the Minister	Rationale
Jobs Fairs	<p>Toowoomba, QLD 7 June 2022</p> <p>Bunbury, WA 8 June 2022</p> <p>Bendigo, VIC TBC</p> <p>Orange, NSW 15 June 2022</p> <p>Melbourne, VIC 17 June 2022</p> <p>Werribee, VIC 21 June 2022</p> <p>Ballina, NSW 24 June 2022</p> <p>Sydney CBD, NSW 28 June 2022</p>	Attend or open the Jobs Fairs.	Jobs Fairs provide the opportunity to meet job seekers, employers and employment services providers from across Australia.
s22			
Workforce Australia Provider CEO Forum	Virtual event, 17 June 2022	Present a short speech on the Government's priorities in employment services (up to 10 min).	The forum provides the opportunity to address providers on strategic intent/importance of Australian Government employment services before commencement in July 2022, and to set expectations for providers going forward.
s22			

Table of Contents – Overviews

4. Overviews

Employment services

s22 [Redacted]

s22 [Redacted]

s22 [Redacted]

s22 [Redacted]

s22 [Redacted]

s22 [Redacted]

Employment services

Overview

Current system and caseload

The Australian Government delivers services that help job seekers on income support overcome barriers and develop the skills they need to gain employment. These services are delivered through a network of not-for-profit and for-profit employment services providers.

jobactive, which commenced on 1 July 2015, is currently the mainstream employment service, delivered by 39 providers in more than 1,700 non-remote locations across Australia. The overall jobactive caseload had been trending down from 2015 to March 2020. However, the onset of the COVID-19 pandemic more than doubled the jobactive caseload, peaking at 1.49 million in September 2020. As of 30 April 2022, there were 821,487 job seekers on the jobactive caseload.

Changing the way employment services are delivered

Over recent years, the recruitment and workforce landscape has changed significantly underpinned by increased digital innovation. COVID-19 provided the impetus to bring forward and scale up online services recommended by the Employment Services Advisory Panel's *I Want To Work* report. The department now provides a digital platform to allow job-ready job seekers to self-manage their job search with support from a Digital Services Contact Centre. Workforce Australia will replace jobactive when current contracts end and commences from 1 July 2022. Workforce Australia will offer two types of service - Workforce Australia Online and Workforce Australia Employment Services. Job seekers referred to Workforce Australia Online will be able to self-manage their search for work to gain employment.

Job seekers who need more assistance or choose to receive services offered by a provider will receive individualised and intensive case management delivered by Workforce Australia Employment Services providers. Job ready job seekers who self-manage their search for employment online through Workforce Australia Online. This allows for investment to more appropriately target job seekers, including disadvantaged Australians, who need the most help to find sustainable employment in order to decrease their risk of long-term and very long-term unemployment.

Programs offered through Workforce Australia are expected to cost \$7.0 billion from 2022-23 to 2025-26. The department is supporting providers in the transition to Workforce Australia with the objective of maintaining service continuity while ensuring a smooth transfer to future contracting arrangements. At the same time, disruption for job seekers, employers and providers is minimised.

The department also manages a range of complementary programs to help support job seekers into work, such as the youth specialist service Transition to Work, and a pre-employment service called ParentsNext for parents with children aged under 6 years.

The department's programs are complemented by Disability Employment Services delivered by the Department of Social Services and remote employment programs delivered by the National Indigenous Australians Agency. Both services are being renamed, with new arrangements intended to take effect in 2023 and 2024 respectively.

COVID and employment services

The initial COVID outbreak more than doubled the number of Australians on the jobactive caseload from 633,000 in February 2020 to a record high of 1.49 million in September 2020. Though the caseload has gradually decreased, as of 30 April 2022 it remains 30 per cent higher than pre-COVID levels.

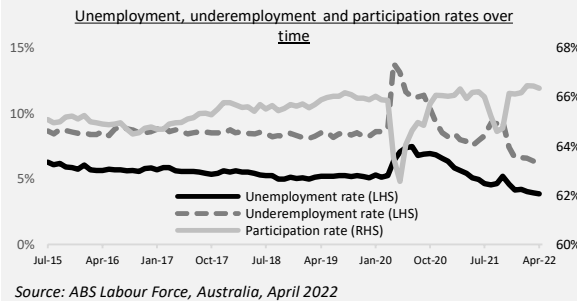
Three-quarters of the jobactive participants have been on the caseload for more than 12 months, a significantly higher proportion than pre-COVID times. Addressing longer-term disengagement for mature age, young workers and other disadvantaged cohorts is essential.

For mature aged workers, long-term disengagement significantly reduces the likelihood of re-entry into the workforce. For young Australians, spells of unemployment or disengagement early in life can have a significant and long-lasting impact on employability and participation in the workforce.

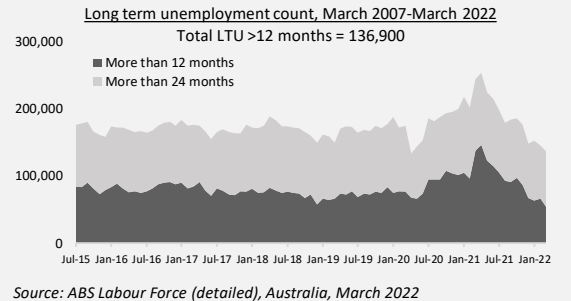
Snapshot of employment services

At end of April 2022, 821,000 job seekers were on the jobactive caseload

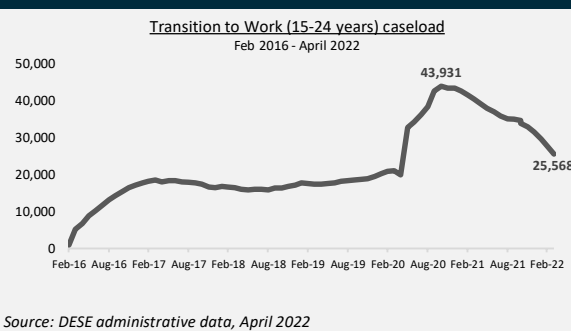
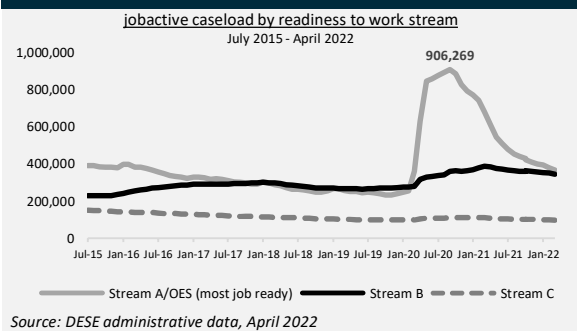
1. Unemployment rose and participation fell in early 2020 due to COVID-19 related shutdowns but rates had substantially improved by late 2021



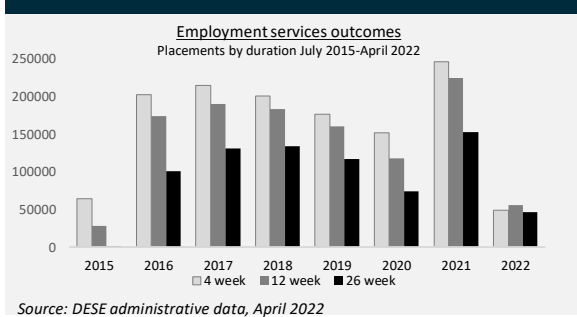
2. Long term unemployed has grown over time and increased substantially during the pandemic but is returning to pre-pandemic levels



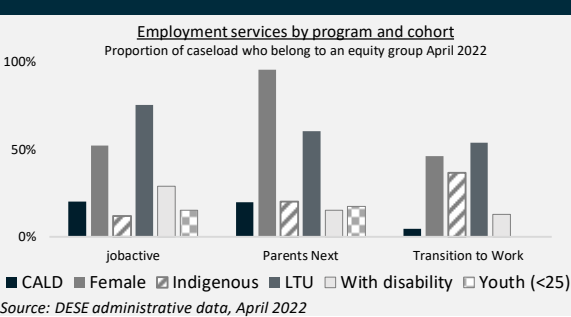
3. The jobactive caseload increased significantly due to COVID-19, peaking at 1.49 million in September 2020 before declining to around 821,000 at end of April 2022. Transition to Work caseload experienced a similar trajectory and recovery



4. Employment services outcomes in 2021 reflect increased caseload and improved labour market conditions



5. Employment services programs assist a wide range of job seekers including disadvantaged cohorts



6. While job vacancies more than halved with the onset of the pandemic, they are now significantly higher than pre-pandemic levels



The reform journey

Job Network

In May 1998 Australia privatised its employment services, replacing the Commonwealth Employment Service which was introduced in 1946. Since then, employment services have been provided by a mix of for-profit and not-for-profit private providers contracted by the Commonwealth Government.

jobactive

The jobactive service was introduced on 1 July 2015 and was intended to provide a less prescriptive employment services model and provider-designed bespoke Service Delivery Plans. The objectives of jobactive were to reduce the regulatory and administrative burden for providers, have a stronger work first focus by increasing job seeker activation and enhancing the flexibility and adaptability of providers service provision.

New Employment Services Trial

A trial of the new employment services model commenced in two regions from 1 July 2019.

Disability Employment Services (DES) New Arrangements

Delivered by the Department of Social Services (DSS), DES is currently being reformed, with new arrangements intended to take effect in July 2023.

Community Development Program (CDP) New Arrangements

Delivered by the National Indigenous Australians Agency (NIAA), new arrangements are intended to take effect in July 2024.

1998

2009

2015

2018

2019

2020

2022

2023

2024

Jobs Services Australia (JSA)

Following a review, finding Job Network was no longer suited to a changing economic environment, marked by an increase in highly disadvantaged job seekers and widespread skills shortages, the Jobs Services Australia model was introduced with the goal of providing better tailored, individual services in line with job seekers assessed level of disadvantage, as well as skills and training appropriate for the labour market.

I Want to Work report – Employment Services Advisory Panel

The report made 11 recommendations on the future of employment services, focusing on improving job seeker choice, better utilising digital services to support employers and job seekers and reinvesting funding to provide the more disadvantaged and place-based solutions. Creation of the New Employment Service pilot and transitional arrangements announced in the 2019-20 Budget and reforms to Workforce Australia announced in the 2021-22 Budget incorporate the key findings of the report.

Online Employment Services

The Online Employment Services Trial was expanded in 2020 in response to COVID to become the mainstream online employment service for the most job ready job seekers.

Workforce Australia (new employment services model)

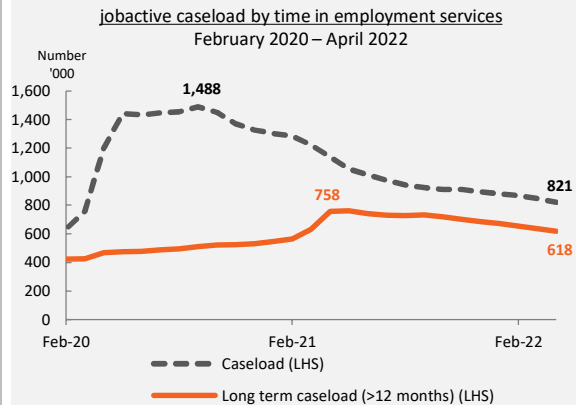
Workforce Australia is set to be in place from 1 July 2022. Under this system, job seekers who are digitally capable and job ready will self-manage finding employment through Digital Services. Programs under Workforce Australia are expected to cost \$7.0 billion from 2022-23 to 2025-26.

s22

s22

s22

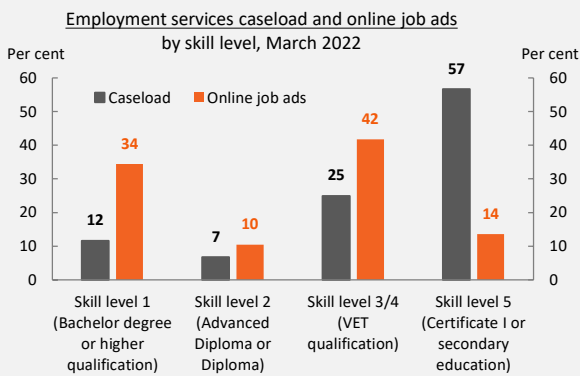
2. The jobactive caseload remains above pre-COVID levels



Source: Departmental ESSWeb- Employment Services admin data, April 2022

s22

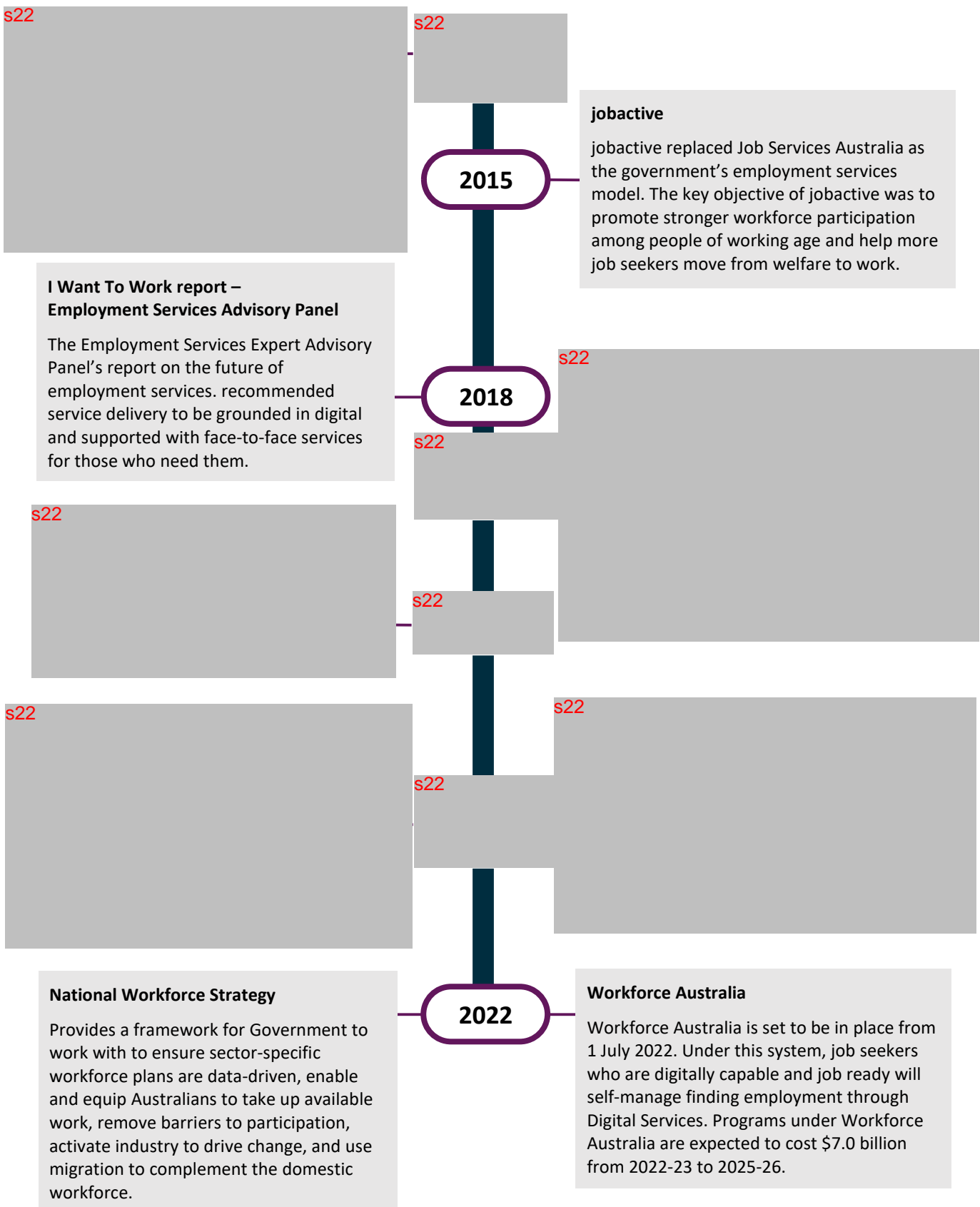
3. There is a shortage of available jobactive participants to fill job vacancies due to skills mismatches



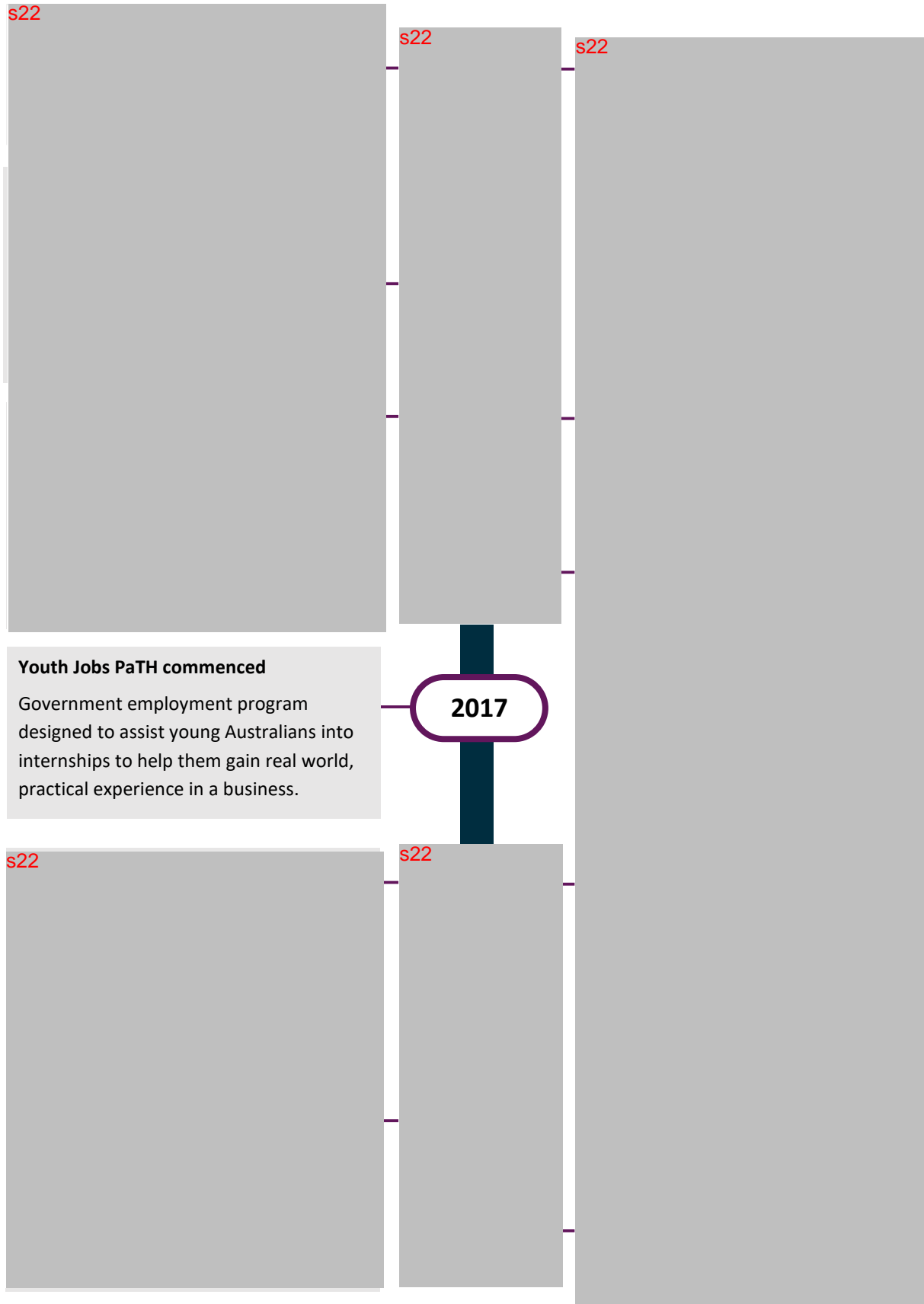
Source: NSC, Internet Vacancy Index, March 2022; DESE, administrative data, 31 March 2022 (Note: data is derived and should be treated as indicative only)

s22

The reform journey



The reform journey



The reform journey

s22

s22

s22

Workforce Australia

In July 2022, jobactive employment services will be replaced by Workforce Australia. The new model includes consideration of supporting job seekers and employers in regional areas.

2022

OFFICIAL: Sensitive

Table of Contents

s22



Outcome 4 – Employment	473
------------------------------	-----

Outcome 4 – Employment

Foster a productive and competitive labour market through policies and programs that assist job seekers into work and meet employer needs.

Contents

Outcome 4 – Employment	473
4.1 Employment Services	477
4.1 Employment Services – Workforce Australia	479
4.1 Employment Services – Workforce Australia – Employment Services	480
4.1 Employment Services – Workforce Australia – Self Employment Services	483
4.1 Employment Services – Workforce Australia – Work for the Dole.....	485
4.1 Employment Services – Workforce Australia – Career Transition Assistance.....	487
4.1 Employment Services – Workforce Australia – Youth Jobs PaTH.....	489
4.1 Employment Services – Workforce Australia – National Work Experience Program...	491
4.1 Employment Services – Workforce Australia – Labour Market Support Stream	493
4.1 Employment Services – Workforce Australia – Evaluation.....	494
4.1 Employment Services – Workforce Australia – Harvest Trail Services	495
4.1 Employment Services – Workforce Australia – Flexible Funding Yarrabah.....	497
4.1 Employment Services – Workforce Australia – Workforce Specialists.....	499
4.1 Employment Services – Workforce Australia – Capacity Building Fund.....	501
4.1 Employment Services – Workforce Australia – Employability Skills Training.....	502
4.1 Employment Services – Workforce Australia – Communications	504
4.1 Employment Services – Workforce Australia – Launch into Work	505
4.1 Employment Services – Transition to Work (TtW)	507
4.1 Employment Services – ParentsNext	510
4.1 Employment Services – Skills and Training Incentive	512
4.1 Employment Services – Time to Work (TWES)	514
4.1 Employment Services – Entrepreneurship Facilitators.....	516
4.1 Employment Services – Career Revive Initiative	518
4.1 Employment Services – Local Jobs.....	520
4.1 Employment Services – ReBoot	522
4.1 Employment Services – jobactive	524

4.1	Employment Services – jobactive – Employment Services.....	525
4.1	Employment Services – jobactive – New Employment Services – Trial	527
4.1	Employment Services – jobactive – Youth Jobs PaTH.....	529
4.1	Employment Services – jobactive – Capped Wage Subsidy Pool	531
4.1	Employment Services – jobactive – Career Transition Assistance Program.....	533
4.1	Employment Services – jobactive – Work for the Dole	535
4.1	Employment Services – jobactive – New Business Assistance with the New Enterprise Incentive Scheme (NEIS)	538
4.1	Employment Services – jobactive – Labour Market Support Stream	540
4.1	Employment Services – jobactive – Jobs Fairs.....	541
4.1	Employment Services – jobactive – Relocation Assistance to Take Up a Job (RATTUAJ) and AgMove	542
4.1	Employment Services – jobactive – Harvest Trail Services.....	545
4.1	Employment Services – jobactive – Launch into Work.....	547
4.1	Employment Services – jobactive – National Work Experience Program	549
4.1	Employment Services – jobactive – Evaluation	551
4.1	Employment Services – jobactive – Communication.....	552
4.1	Employment Services – jobactive – Flexible Funding Yarrabah.....	553
4.1	Employment Services – jobactive – Targeted Compliance Framework.....	555
4.1	Employment Services – jobactive – Volunteer Online Employment Services Trial	557
4.1	Employment Services – jobactive – Online Employment Services	559

4.1 Employment Services

	\$'000				
	2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
Employment Services					
Workforce Australia					
Workforce Australia Employment Services	124	886,415	1,163,453	1,108,955	1,134,933
Self Employment Services	6,332	160,118	174,413	176,937	184,213
Work for the Dole	-	33,080	42,302	39,341	40,056
Career Transition Assistance	-	5,189	5,093	4,755	4,955
Youth Jobs PaTH	-	30,150	36,674	33,447	31,257
National Work Experience Program	-	4,414	5,545	5,192	5,258
Labour Market Support Stream	-	13,500	13,500	13,500	13,500
Evaluation	-	2,164	1,676	2,092	1,828
Harvest Trail Services	-	10,676	10,676	10,676	10,676
Flexible Funding Yarrabah	-	1,300	1,300	1,300	1,300
Workforce Specialists	-	12,480	12,480	12,480	12,480
Capacity Building Fund	2,000	2,000	500	500	500
Employability Skills Training	-	127,069	85,810	85,163	93,453
Communications	-	2,040	2,000	-	-
Launch into Work	-	19,755	19,755	19,755	19,755
Total Workforce Australia*	8,456	1,310,350	1,575,177	1,514,093	1,554,165
Transition to Work (TtW)*	236,173	290,148	301,989	277,868	291,096
ParentsNext	103,185	110,998	115,231	113,069	111,542
Skills and Training Incentive	10,864	17,424	17,382	-	-
Time to Work (TWES)	3,422	2,681	-	-	-
Entrepreneurship Facilitators	4,927	-	-	-	-
Seasonal Worker Program**	500	-	-	-	-
Career Revive Initiative	937	1,073	1,073	-	-
Local Jobs	58,361	49,072	49,072	48,975	-
ReBoot	-	5,260	12,598	12,423	7,488

	\$'000				
	2021–22	2022–23	2023–24	2024–25	2025–26
	Estimated Actual	Budget	Estimate	Estimate	Estimate
jobactive					
jobactive – employment services*	1,272,010	122,121	-	-	-
New Employment Services – Trial	39,828	-	-	-	-
Youth Jobs PaTH	154,110	-	-	-	-
Capped Wage Subsidy Pool	18,300	-	-	-	-
Career Transition Assistance	28,861	-	-	-	-
Work for the Dole	66,339	-	-	-	-
New Business Assistance with NEIS	141,286	-	-	-	-
Labour Market Support Stream	13,595	-	-	-	-
Jobs Fairs	9,353	-	-	-	-
Relocation Assistance to Take Up a Job (RATTUJ) and AgMove	16,608 [^]	2,511	-	-	-
Harvest Trail Services	10,676	-	-	-	-
Launch into Work	6,820	-	-	-	-
National Work Experience Program	3,131	-	-	-	-
Evaluation	1,823	-	-	-	-
Communication	8,563	-	-	-	-
Flexible Funding Yarrabah	1,300	-	-	-	-
Targeted Compliance Framework	-	-	-	-	-
Volunteer Online Employment Services Trial	-	-	-	-	-
Online Employment Services	-	-	-	-	-
Total jobactive	1,792,603	124,632	-	-	-
Total 4.1 Employment Services	2,219,428	1,911,638	2,072,522	1,966,428	1,964,291

[^]AgMove funding is managed within the Relocation Assistance to Take Up a Job (RATTUJ) budget allocation

*NOTE: This table includes funding announced at the 2022–23 Budget. Since that time, the 2022 PEFO update has provided DESE savings of \$162.6 million in administered funding over 5 years from 2021–22 by not proceeding with contingency measure to support the implementation of Workforce Australia (including jobactive and Transition to Work programs). The measure is no longer required as the *Social Security Legislation Amendment (Streamlines Participation requirements and Other Measures) Bill 2022* received Royal Assent on 1 April 2022.

** Due to a Machinery of Government change completed on 28 January 2022, the Seasonal Worker Program has been transferred to the Department of Foreign Affairs and Trade.

OFFICIAL

4.1 Employment Services – Workforce Australia

BUDGET AND FORWARD ESTIMATES AS 2022–23 BUDGET:

	\$'000				
	2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
Workforce Australia					
Workforce Australia – employment services	124	886,415	1,163,453	1,108,955	1,134,933
Self Employment Services	6,332	160,118	174,413	176,937	184,213
Work for the Dole	-	33,080	42,302	39,341	40,056
Career Transition Assistance	-	5,189	5,093	4,755	4,955
Youth Jobs PaTH	-	30,150	36,674	33,447	31,257
National Work Experience Program	-	4,414	5,545	5,192	5,258
Labour Market Support Stream	-	13,500	13,500	13,500	13,500
Evaluation	-	2,164	1,676	2,092	1,828
Harvest Trail Services	-	10,676	10,676	10,676	10,676
Flexible Funding Yarrabah	-	1,300	1,300	1,300	1,300
Workforce Specialists	-	12,480	12,480	12,480	12,480
Capacity Building Fund	2,000	2,000	500	500	500
Employability Skills Training	-	127,069	85,810	85,163	93,453
Communications	-	2,040	2,000	-	-
Launch into Work	-	19,755	19,755	19,755	19,755
Total Workforce Australia*	8,456	1,310,350	1,575,177	1,514,093	1,554,165

*NOTE: This table includes funding announced at the 2022–23 Budget. Since that time, the 2022 PEFO update has provided DESE savings of \$162.6 million in administered funding over 5 years from 2021–22 by not proceeding with contingency measure to support the implementation of Workforce Australia (including jobactive and Transition to Work programs). The measure is no longer required as the *Social Security Legislation Amendment (Streamlines Participation requirements and Other Measures) Bill 2022* received Royal Assent on 1 April 2022.

OFFICIAL

4.1 Employment Services – Workforce Australia – Employment Services

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
124	886,415	1,163,453	1,108,955	1,134,933

Funding Type – Procurement (Demand Driven)

Brief Description

Workforce Australia will provide employment services for individuals, employers and providers. It will replace the jobactive program from July 2022. Under the new model, job-ready individuals will self-manage through Workforce Australia Online while individuals who need extra support will receive intensive case management through Workforce Australia Employment Services Providers.

Workforce Australia Online will be delivered through a high-quality personalised digital platform with access to a range of tools, online learning and job matching, and a Digital Services Contact Centre. Eligible individuals in Workforce Australia Online will also have access to additional support, including individual career coaching, a Digital Services Employment Fund, Employability Skills Training and person-to-person support from the Digital Services Contact Centre if needed.

High-performing providers will deliver Workforce Australia Services to individuals who need extra support. Workforce Australia Services will include career guidance, mentoring, vocational training, a flexible Employment Fund, work experience, job placements and post-placement support and a modified Work for the Dole program, to recognise skills and micro-credentials alongside gaining work-like experiences. Individuals receiving Workforce Australia Services will also be able to access the Workforce Australia online platform.

All job seekers will use the Points Based Activation System (PBAS). PBAS is a new and flexible approach to job seeker activation that provides individuals with choice and flexibility around the way they manage and meet their mutual obligation requirements in return for their income support. Under PBAS, job seekers are encouraged to actively engage and participate in tasks and activities on their pathway to employment and are rewarded through earning points to meet a monthly points target.

OFFICIAL

Policy Objective

Workforce Australia will deliver a digital, personal and effective employment services system that:

- supports individuals to find a sustainable job,
- assists employers to source skilled staff,
- focuses high performing providers on supporting higher needs individuals, and
- creates a more efficient and cost-effective model.

Eligibility for program and process for application

The new model will offer all Australians access through myGov to the base Online Service, which includes online learning and job matching. Individuals in receipt of an income support payment will be eligible to access the full Online Service or services from a provider depending on assessed need. Individuals in the full Online Service may choose to move to an employment services provider at any time. Some individuals not in receipt of an income support payment, such as vulnerable youth, will also be able to access Workforce Australia Services.

Funding available to recipients under the program

The new model will have a new provider payment structure with payment types that do not exist in jobactive. Under the new model, Workforce Australia Employment Services Providers will receive:

- upfront payments to support early investment in job seekers,
- payments to recognise progress towards employment,
- outcome payments when a job seeker achieves employment for 4,12 or 26 weeks, and
- a Very Long-Term Unemployment Bonus.

The Digital Services Contact Centre will have access to a Digital Services Employment Fund to help individuals in the full Online Service access commonly used items to connect to work, such as police checks. Workforce Australia Employment Services Providers will have access to a flexible Employment Fund to provide assistance to job seekers, including for wage subsidies and training.

Recipients

Workforce Australia Employment Services Providers and individuals.

Evaluation

The Department will conduct a thorough and robust evaluation of the effectiveness, efficiency and appropriateness of the Workforce Australia Employment Services.

Evaluations of previous employment service models (including jobactive, Job Services Australia and the Online Employment Services Trial) have informed the development of the Workforce Australia Employment Services. This has included findings on the efficacy of online delivery, better targeting of the payment model and the refined application of work for the dole and wage subsidies.

OFFICIAL

History of Program

Workforce Australia will commence in July 2022, replacing jobactive (which commenced in July 2015 and terminates on 30 June 2022) and the New Employment Services Trial (which commenced in July 2019 and terminates on 30 June 2022).

The recommendations of the Employment Services Expert Advisory Panel provided the framework for the new model. Key aspects of the new model were tested in two employment regions through the New Employment Services Trial (NEST). Current jobactive contracts and complementary programs were extended to June 2022 while the new model was tested and refined through the NEST. Refer to *4.1 New Employment Services Trial*.

OFFICIAL

4.1 Employment Services – Workforce Australia – Self Employment Services

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
6,332	160,118	174,413	176,937	184,213

Funding Type – Procurement (Capped)

Brief Description

Self Employment Services include the Self-Employment Assistance program and the Entrepreneurship Facilitators program.

The Self-Employment Assistance program will deliver a range of flexible, tailored services to current and aspiring small business owners from 1 July 2022. Replacing the current New Business Assistance with New Enterprise Incentive Scheme (NEIS) program, Self-Employment Assistance will help eligible Australians to generate and test business ideas, prepare business plans, launch new businesses and develop existing businesses.

The Entrepreneurship Facilitator Program promotes self-employment and helps people to start and run their own businesses by providing information and advice, and by linking and referring people to appropriate support services.

Policy Objective

The Self Employment Services help people to start and run small businesses to create jobs, grow the economy and improve labour market outcomes. Both Self-Employment Assistance and the Entrepreneurship Facilitator Program give participants the tools they need to create their own business and earn an income to achieve financial independence.

Eligibility for program and process for application

People may access Self-Employment Assistance if they meet the program's eligibility criteria, such as not already being in education or employment for more than 25 hours per week. A person may be eligible to access Self-Employment Assistance regardless of whether they are a job seeker in receipt of income support payments, or any other Australian.

OFFICIAL

A person can apply for Self-Employment Assistance by contacting a Self-Employment Assistance provider directly or through a referral from another Workforce Australia provider.

Entrepreneurship Facilitators can help anyone looking to start or run a business. This includes individuals who are interested in starting a new business, have recently started a new business, or who are operating a small business that is at risk of not being commercially viable.

Funding available to recipients under the program

Participants who access Self-Employment Assistance receive free accredited training, mentoring and other support.

Participants who are accepted into the Small Business Coaching element of the program may receive financial support to purchase up to \$300 worth of business costs, such as business insurance. If Small Business Coaching Participants receive income support payments from Services Australia or the Department of Veterans' Affairs, they may also be eligible to receive:

- Self-Employment Allowance (substitute for JobSeeker Payment) for up to 39 weeks while operating their business—currently \$642.70 per fortnight (as at April 2022).
- Self-Employment Rental Assistance for up to 26 weeks—currently up to \$145.80 per fortnight (as at April 2022).

Recipients

Self-Employment Assistance will support current and aspiring small business owners who meet the program's eligibility criteria.

Entrepreneurship Facilitators will support individuals located in 23 locations across all states and territories (except the ACT).

Evaluation

Self-Employment Assistance was informed by previous evaluations of New Business Assistance with New Enterprise Incentive Scheme (NEIS), Entrepreneurship Facilitators and the Exploring Being My Own Boss Workshops. These evaluations highlighted the utility of facilitators in addressing a gap by providing personalised and localised service.

History of program

The New Business Assistance with New Enterprise Incentive Scheme commenced on 1 July 1985 and has been running for 36 years.

The eligibility of the program has expanded overtime, particularly in the last decade where people not on income support, existing business owners and people with part-time study or caring responsibilities are able to participate in the program.

Entrepreneurship Facilitators commenced in three locations in 2016 to promote self-employment in Australia to young people. In 2019, the program was expanded to an additional 20 locations to support mature age people.

OFFICIAL

4.1 Employment Services – Workforce Australia – Work for the Dole

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	33,080	42,302	39,341	40,056

Funding Type – Procurement (Demand driven)

Brief Description

The Work for the Dole program helps job seekers gain recognised skills and core competencies alongside gaining work-like experiences. Job seekers will undertake either an individual placement or a participate in community project.

Policy Objective

An updated Work for the Dole program —will reduce red tape, incorporate core competencies, maximise the benefit for job seekers and ensure the program continues to be an important steppingstone towards employment. Work Health and Safety will remain a key priority of the program.

Eligibility for program and process for application

Work for the Dole will be available for eligible job seekers in Workforce Australia Services, aged 18 years and over.

Work for the Dole activities can only be hosted by not-for-profit organisations/charities; local, state, or Australian Government organisations or agencies; or a not-for-profit arm of for-profit organisations. Providers and host organisations work together to arrange suitable Work for the Dole activities.

OFFICIAL

Funding available to recipients under the program

Providers will receive a \$500 placement fee for each job seeker commencement, to be split with the Host Organisation. Providers will be allocated a budget for projects to be negotiated between the provider and host organisation (noting projects will be available from 4 October 2022).

Eligible job seekers will receive a \$20.80 supplement each fortnight while they are undertaking Work for the Dole activities to assist with the cost of participating in the activity. The policy owner for this supplement is the Department of Social Services.

Evaluation

Work for the Dole will be evaluated as part of the broader Workforce Australia Services evaluation.

Evaluations of previous iterations of Work for the Dole (for example in jobactive) found that benefits of the program are greatest when providers match participants to activities that suited their interests. It is also the case that benefits were not realised when there was no formal recognition of the skills gained through participation. Hosts and providers have also pointed out that participants can hold negative attitudes towards attendance and completion if they do not see the activity as providing community benefit or as meaningful work that develops new skills. These factors have been addressed in the design of Work for the Dole in the Workforce Australia Employment Services.

History of program

The updated Work for the Dole program will commence from 1 July 2022 and will replace the current Work for the Dole program under jobactive.

OFFICIAL

4.1 Employment Services – Workforce Australia – Career Transition Assistance

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	5,189	5,093	4,755	4,955

Funding Type – Procurement (Demand driven)

Brief Description

Career Transition Assistance (CTA) supports mature-age job seekers to identify opportunities in their local labour market and provide them with practical assistance to help them increase their employability.

CTA was originally established under jobactive on 1 July 2019 following a trial in five Employment Regions. As part of the national rollout, the eligibility age for CTA was lowered to 45 years and older (originally 50 years and older).

Policy Objective

Primary principles and objectives of the CTA program are to:

- provide a Career Pathway Assessment to identify participants' existing skills and experiences, and help them understand the ways in which these existing skills and experiences may transfer to other local industries
- foster a supportive group environment that helps mature age participants establish networks
- facilitate direct engagement with local employers and explore different occupations and industries through formal inbound and outbound employer visits
- work with participants to prepare a tailored Career Pathway Plan which outlines the steps they will need to take to pursue employment opportunities based on their transferable skills, the local labour market and their goals. This includes identifying further training or education to help achieve the objectives in their Career Pathway Plan

OFFICIAL

- develop participants' ICT skills including building their confidence to apply for jobs online, along with core digital literacy capabilities required to work in a variety of workplaces
- support Workforce Australia Online participants (who are not case managed by a provider) to understand their local labour market, tailor their job applications, increase their confidence in the skills they have, and increase their motivation and resilience to continue looking for work.

Eligibility for program and process for application

All job seekers aged 45 and older in Workforce Australia Services, Disability Employment Services, and Workforce Australia Online (including Volunteers) are eligible to participate.

Funding available to recipients under the program

Fees for CTA are \$1,800 (GST inclusive), including 70 per cent on commencement and the remaining 30 per cent available following successful completion of the CTA course.

Evaluation

The CTA Trial was evaluated to inform the rollout of the national program which commenced on 1 July 2019. The entire evaluation of the program is expected to be published in mid-2022. The initial evaluation report found that training resulted in higher confidence in digital job search and in using digital platforms. The evaluation found that funding through the Employment Fund limited take up. These findings from initial evaluation report have informed the development and implementation of CTA in Workforce Australia, including adaption of the funding model.

History of program

CTA was launched as a trial in five employment regions in July 2018.

The program was rolled out nationally from July 2019. Following feedback received during the trial several changes were made to CTA for the national rollout, including lowering the eligibility age from 50 years and older to 45 years and older, and combining previously separate program elements into one consolidated course. The CTA Trial has continued to run concurrently with the national CTA program.

In May 2020, \$41.7 million in separate capped funding was introduced to support CTA referrals through to 30 June 2022. Funding for CTA previously came from the Employment Fund (EF).

During COVID-19, to support participants and enable continuity of service, CTA providers were able to pivot from face-to-face program delivery to alternative methods such as online or hybrid, mixed mode delivery.

On 1 July 2022, the CTA program will introduce a demand driven funding model. CTA providers will be able to leverage their industry relationships to identify National Work Experience Program (NWEPP) placement opportunities for eligible job seekers.

OFFICIAL

4.1 Employment Services – Workforce Australia – Youth Jobs PaTH

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 January 2017 (Youth Bonus Wage Subsidy)
1 April 2017 (Internships)

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	30,150	36,674	33,447	31,257

Note: Financial figures above exclude Employability Skills Training – see '4.1 Employment Services – Workforce Australia – Employability Skills Training'

Funding Type – Procurement, Youth Bonus Wage Subsidy and Internships (Demand driven)

Brief Description

Youth Jobs PaTH (Prepare, Trial, Hire) helps young, inexperienced job seekers who struggle to enter the labour market. It has three elements:

- **Prepare**—Employability Skills Training helps young people better understand what employers expect of them in the workplace and equips them with the skills and behaviours to be successful in finding and keeping a job.
- **Trial**—voluntary PaTH Internships of four to 12 weeks give young unemployed people a chance to show what they can do in real workplaces.
- **Hire**—a Youth Bonus Wage Subsidy of up to \$10,000 (GST inclusive) has been available since 1 January 2017 to help more businesses hire young people.

The 'Prepare – Employability Skills Training' element is covered separately in this document – see '4.1 Employment Services – Workforce Australia – Employability Skills Training'.

Policy Objective

The Youth Jobs PaTH, announced in the 2016–17 Budget, is designed to help support youth employment.

It provides young people with a pathway to employment by improving their employability skills and gaining relevant work experience through work trials. It also provides an incentive for businesses to provide sustainable employment opportunities to young people.

OFFICIAL

Eligibility for program and process for application

Program	Eligibility and process for application
Prepare – Employability Skills Training:	<p>Young people aged 15–24 years participating in:</p> <ul style="list-style-type: none"> • Workforce Australia or Yarrabah Employment Services, and either in receipt of: <ul style="list-style-type: none"> ○ income support payments that are subject to Mutual Obligation Requirements, or ○ Disability Support Pension and have compulsory participation requirements • Transition to Work (TtW) Services • Disability Employment Services (DES) in the employment assistance phase.
Trial – PaTH Internships:	<p>Young people aged 17–24 years in Workforce Australia, Transition to Work and Disability Employment Services that are in receipt of Income Support Payments subject to Mutual Obligation Requirements or the Disability Support Pension (DSP) with compulsory participation requirements.</p>
Hire –Youth Bonus Wage Subsidy:	<p>Young people aged 15–24 years in Workforce Australia, Transition to Work, and ParentsNext.</p>

Funding available to recipients under the program

Eligible PaTH Internship participants receive \$200 per fortnight as an internship incentive paid on top of income support. Eligible businesses hosting a PaTH Internship receive a \$1,000 host business payment per Internship.

Employers may be eligible to receive a wage subsidy of up to \$10,000.

Recipients

Eligible participants and host businesses (internships)/employers (wage subsidies).

Evaluation

The evaluation of Youth Jobs PaTH informed the legislatively required review into the operation of PaTH which was tabled in the House of Representatives on 21 October 2019. The final report of the evaluation was published on 14 February 2020.

History of program

Youth Jobs PaTH was implemented progressively with the Youth Bonus Wage Subsidy commencing in January 2017 and Employability Skills Training and Internships in April 2017.

From July 2020, the funding for Internships became demand driven, replacing the previous capped funding arrangements.

OFFICIAL

4.1 Employment Services – Workforce Australia – National Work Experience Program**APPROPRIATION: Appropriation Bill No. 1**

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	4,414	5,545	5,192	5,258

Funding Type – Procurement, incentives paid to employer and jobseeker (Demand driven)**Brief Description**

The National Work Experience Program (NWEPP) is available through to Workforce Australia, Transition to Work (TtW) and Disability Employment Services (DES) participants. The NWEPP places job ready participants in real life, unpaid work trial placements where they can gain experience and confidence while demonstrating their skills to potential employers.

Policy Objective

The NWEPP eligibility has been amended to support disadvantaged job seekers aged 25 years or older, who are competing with a much larger pool of job ready job seekers. Youth Jobs PaTH Internships will continue to be available to 17–24-year-olds for work trial opportunities.

The NWEPP is a practical work trial experience placement for up to four weeks. It is a chance for job seekers to get their foot in the door and demonstrate to potential employers that they should be hired.

In Workforce Australia, provider caseloads will consist of job seekers with more barriers to employment, therefore the availability of pre-employment programs, such as NWEPP, are important to getting job seekers into sustainable employment.

OFFICIAL

Eligibility for program and process for application

To participate in an NWEP placement, job seekers must be:

- A Workforce Australia, TtW or DES participant
- aged 25 years or over
- receiving an income support payment such as JobSeeker Payment, Youth Allowance, or Parenting Payment
- subject to Mutual Obligation Requirements.

CTA, EST and Workforce Specialist providers may also arrange NWEP placements for their participants, subject to the above eligibility requirements.

Funding available to recipients under the program

In addition to their income support, it is intended that job seekers who participate in an NWEP placement may be eligible to receive a \$200 NWEP supplement for each fortnight they participate. Legislation has been passed supporting the supplement, which will be implemented in the 2022–23 financial year. In the interim NWEP participants will continue to receive the approved program work supplement of \$20.80 per fortnight.

Evaluation

The Department conducted an evaluation of NWEP in 2016. The evaluation highlighted the importance of appropriately matching participants to placements and of correctly setting employer expectations of the purpose of the placement. The department anticipates another evaluation to be conducted at around 18 to 24 months of the NWEP operating under Workforce Australia

History of program

NWEP commenced in October 2015, replacing the Unpaid Work Experience program.

In July 2018 changes were made to NWEP in response to feedback received during the 2016 early insights NWEP evaluation, including the introduction of incentive payments, and lowering of the minimum eligibility age from 18 to 17.

From July 2022 under Workforce Australia NWEP placements will be available for Workforce Australia Services, TtW and DES participants aged 25 and older, and program payments will be increased in NWEP to align to levels in Youth Jobs PaTH Internships.

OFFICIAL

4.1 Employment Services – Workforce Australia – Labour Market Support Stream

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	13,500	13,500	13,500	13,500

Funding Type – Procurement (Capped)

Brief Description

The Labour Market Support Stream (LMSS) recognises that additional activities beyond mainstream employment services, may be needed to support workers impacted by large scale redundancies or, prolonged disadvantaged labour markets. It will also enable funding of small-scale place-based employment projects.

Policy Objective

The LMSS funding enables the Government to respond quickly to support workers and job seekers impacted by both expected and sudden firm closures. The LMSS has been enabling the timely delivery of support for workers and industries experiencing structural adjustment and in vulnerable regions, such as the Structural Adjustment Packages delivered for Hazelwood, Queensland Nickel, BlueScope, Caterpillar, Alinta and ASC Shipbuilding.

Eligibility for program and process for application

LMSS funding is only provided in exceptional circumstances after careful assessment on a case-by-case basis, and where sufficient funding is not available from other Commonwealth or state government programs.

Currently, LMSS projects of over \$500,000 need the endorsement of both the Employment Minister and the Finance Minister, with smaller projects approved by the Employment Minister. The LMSS can only be used for administered funds.

History of program

The LMSS was established in 2015, as a quarantined fund within jobactive, to support workers impacted by the closure of large employers. Under Workforce Australia, the LMSS will no longer be used for major recruitment related exercises.

OFFICIAL

4.1 Employment Services – Workforce Australia – Evaluation

APPROPRIATION: Appropriation Bill No. 1

START DATE: 01 July 2022

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	2,164	1,676	2,092	1,828

Funding Type – Procurement (Capped)

Brief Description

The Department will manage the evaluation of Workforce Australia Employment Services. Administered funding to support the evaluation will be used to undertake fieldwork research with key stakeholders, including program participants, services providers and businesses. The evaluation will use a mixed methods approach (utilising qualitative and quantitative research) to assess the extent to which the program achieves its policy objective. The Department has commenced developing an evaluation strategy to guide the evaluation.

Policy Objective

The evaluation will assess the appropriateness, effectiveness and efficiency of Workforce Australia Employment Services to inform the management of the program and the development of labour market and employment services policies.

OFFICIAL

4.1 Employment Services – Workforce Australia – Harvest Trail Services

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2020 (as per Harvest Trail Services Deed)

TERMINATION DATE: Ongoing

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	10,676	10,676	10,676	10,676

Funding Type – Procurement (Demand driven)

Brief Description

Harvest Trail Services (HTS) operate in 16 harvest areas across Australia that do not have adequate local labour supply to meet seasonal peaks in employer demand. Together these 16 areas cover the vast majority of horticultural areas in Australia.

HTS is complemented by the Harvest Trail Information Service (HTIS) and the Harvest Trail website and jobs board. The HTIS provides comprehensive, up-to-date information about harvest work opportunities, working conditions, transport and accommodation around Australia, and also provides a telephone service for employers wanting to lodge vacancies outside of the harvest areas and people looking for harvest work.

The Harvest Trail jobs board lists all vacancies, advertised on the Employment Services JobSearch website and directly on the Harvest Trail website, that are flagged as seasonal work in harvest related occupations. HTS providers, the HTIS provider and employers across the country can utilise the jobs board to advertise harvest work opportunities to job seekers.

HTS providers administer AgMove.

Policy Objective

To help horticultural employers with their workforce needs. From 1 July 2020, a further objective to increase the number of Australian job seekers working in the horticulture industry and improve employers' access to seasonal workers at the right time.

OFFICIAL

Eligibility for program and process for application

All Australian citizens and permanent Australian residents are eligible for referral to the harvest vacancies by HTS providers. Anyone who is legally entitled to look for work in Australia can be placed into harvest work. This includes people visiting Australia, who hold the appropriate work visas such as Working Holidays visa but excludes Seasonal Worker Program and Pacific Labour Scheme participants who can work only for their sponsoring employer.

To be referred to harvest work by HTS providers, all job seekers must be registered in the Department's IT Systems.

Evaluation

An evaluation of Harvest Trail Services (including AgMove) has commenced and is due to be completed by end 2022.

History of program

Harvest Labour Services have been in operation since 1998.

OFFICIAL

4.1 Employment Services – Workforce Australia – Flexible Funding Yarrabah

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	1,300	1,300	1,300	1,300

Funding Type – Procurement (Capped)

Brief Description

The Yarrabah community was chosen as the pilot for a local, community driven employment services model in the 2017–18 Federal Budget. The aim of the pilot is to determine if local autonomy over employment service delivery will increase employment outcomes and enhance service delivery for local job seekers. The pilot program commenced on 1 January 2018, and will continue under Workforce Australia.

The trial includes support through a flexible funding pool of \$5 million over four years to build the capacity of the Yarrabah Aboriginal Shire Council (YASC) to deliver Workforce Australia, boost the capability and capacity of Council and its partners (such as the Council's Leadership Team) and to engage with the community, employers, registered training organisations, other providers of services and peak bodies.

Policy Objective

The objectives of the trial are to respond to the needs of the Yarrabah Community, to build its capacity to inform and set service delivery priorities.

Eligibility for program and process for application

YASC is the only organization eligible to receive funding. The community was chosen by the Government for the pilot.

YASC submits proposals to the Department for assessment. If approved they receive money for the proposed activity through an individual funding agreement. Proposals need to support the capacity building of the Council to deliver Workforce Australia to jobseekers in the community.

OFFICIAL

Funding available to recipients under the program

Administration of the flexible funding pool funds is through individual funding agreements. Actual expenditure and the specific amounts are at the discretion of the relevant Delegate and depend on an assessment of the proposals for funding made by the Council.

Evaluation

An evaluation of the Yarrabah Employment Services Pilot was undertaken in 2019. The evaluation found that overall rates of employment outcomes were broadly similar to those achieved by previous jobactive providers. The community and local employers experienced considerably higher satisfaction and were strong supporters of the new service. The evaluation findings have informed a continued focus on place based and targeted service delivery that is adapted to meet the needs of the local community.

History of program

The program is a trial that commenced in 2018 under jobactive.

OFFICIAL

4.1 Employment Services – Workforce Australia – Workforce Specialists

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	12,480	12,480	12,480	12,480

Funding Type – Procurement (Capped)

Brief Description

A panel of Workforce Australia – Workforce Specialists will be engaged to deliver projects to meet the workforce needs of identified industries and occupations, connecting them with eligible individuals in Workforce Australia Services (including Online Services) and Workforce Australia – Transition to Work.

The Workforce Connections: Workforce Specialist Project Framework (the Framework) identifies the key industries and occupations with significant labour market opportunities for job seekers to inform delivery of Workforce Specialist projects.

The Framework will be the core guiding document for the Workforce Specialist panel, the Department and other stakeholders to identify, develop, approve and deliver Workforce Specialist projects.

The Framework will be updated regularly by the Department to respond to changes in the labour market. Workforce Specialists may also be used to respond to emerging workforce opportunities or challenges.

Policy Objective

Workforce Specialists aim to assist with addressing the workforce needs of identified industries and occupations, particularly those are well suited to job seekers in employment services.

Eligibility for Program and process for application

Job seekers in Workforce Australia Services, Workforce Australia Online and Transition to Work are eligible to participate in Workforce Specialist projects.

OFFICIAL

Funding available to recipients under the program

Administered funding of around \$12.5 million each year is available for projects under the initiative. The payment structure for each project will meet project requirements and value for money principles.

Recipients

Workforce Specialists will support identified industries and suitable job seekers through the delivery of targeted projects.

Evaluation

Workforce Specialists will be evaluated as part of the Workforce Australia evaluation. Evaluations of the pilot programs PaTH Business Placement Partnerships and PaTH Industry Pilots are nearing completion and will inform implementation

History of program

Workforce Specialists were announced as a new initiative in the 2021–22 Budget as part of Workforce Australia (formally the New Employment Services Model).

OFFICIAL

4.1 Employment Services – Workforce Australia – Capacity Building Fund

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
2,000	2,000	500	500	500

Funding Type – Procurement (Capped)

Brief Description

A Capacity Building Fund will be established to support greater diversity in the Workforce Australia Employment Services Provider market and assist new entrants to prepare for and establish themselves.

Policy Objective

The Fund provides financial assistance to eligible Providers to help cover some of the costs associated with attaining the required quality assurance standards these being ISO 9001 or National Standards for Disability (NSDS) and/or the Department's Right Fit for Risk (RFFR) IT security accreditation. It is a reimbursement model and Providers are able to seek reimbursement once they have attained the relevant requirements.

Eligibility for program and process for application

Eligibility is limited to small organisations that:

- are offered a licence to deliver Workforce Australia Services, and
- do not already have or have not been required to have the necessary accreditation and certification, including through any Related Entity, in delivering employment services or comparable services.

OFFICIAL

4.1 Employment Services – Workforce Australia – Employability Skills Training

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	127,069	85,810	85,163	93,453

Funding Type – Procurement (Demand driven)

Brief Description

Employability Skills Training helps job seekers better understand what employers expect of them in the workplace and equips them with the skills and behaviours to be successful in finding and keeping a job. Employability Skills Training is primarily designed for individuals in Workforce Australia Online and represents the default way for this digitally serviced cohort to meet their key activation requirement. It will provide participants with vital job search and industry specific skills for entry level job opportunities available in their local area.

Employability Skills Training is the 'Prepare' element of Youth Jobs PaTH (Prepare, Trial, Hire), which helps job seekers who struggle to enter the labour market.

Policy Objective

Employability Skills Training helps job seekers explore career options and, build employability skills, digital literacy and job search skills. It also helps job seekers understand the expectations of employers in the recruitment process and the workplace.

This measure builds on the 2020–21 Budget measure entitled Employment Services.

Eligibility for program and process for application

Employability Skills Training will be available to all Workforce Australia Online or Yarrabah Employment Services participants who are on income support and with Mutual Obligation requirements. Job seekers in Workforce Australia Services TtW or DES may be referred to EST by their provider on a fee for service basis.

OFFICIAL

Funding available to recipients under the program

EST providers receive a set fee for delivering each EST course.

Block One: Courses will be a flat rate of \$1,250 and provides job search skills, pre-employment and employability skills training.

Block Two: Courses will be up to \$1,500 and focus on intensive industry training.

Fees for Workforce Australia Services Online and Yarrabah Employment Services participants are fully government funded. Workforce Australia Services, TtW and DES providers will need to pay a fee for service.

Evaluation

Employability Skills Training was evaluated as part of the broader PaTH evaluation, published on 14 February 2020. The evaluation informed changes designed to increase course referrals and reduce cancellation or rescheduling of courses. It found that employers typically rated interns who had undertaken Employability Skills Training as more job ready than others.

History of program

Employability Skill Training has been available since April 2017 and is one of the three components of the Youth Jobs PaTH. This was announced in the 2016–17 Budget and is designed to help meet the government's youth employment goals.

Youth Jobs PaTH provides young people with a pathway to employment by responding to employer feedback that young people can increase their job prospects by improving their employability skills and gaining relevant work experience through work trials. It also provides an incentive for businesses to provide sustainable employment opportunities to young people.

Until October 2021, job seekers were eligible for EST if they were aged 15 to 24 years, are on income support, registered with a jobactive provider or a participant in the New Employment Service Trial, and had mutual obligation requirements. In October 2021, eligibility for EST was expanded to include job seekers of all ages in Online Employment Services.

From 1 July 2022, Employability Skills Training will be expanded so job seekers of all ages can explore career options, build employability skills, digital literacy and hone job search skills.

OFFICIAL

4.1 Employment Services – Workforce Australia – Communications

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 October 2022

TERMINATION DATE: 30 June 2024

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Budget	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	2,040	2,000	-	-

Funding Type – Procurement (Capped)

Brief Description

The Workforce Australia communication campaign will introduce and educate employers about the new employment services model. Workforce Australia is the master brand that was introduced to frame all employment and skills program communication going forward, consolidating over 50 existing brands to simplify the user experience and replace jobactive.

The aim of the campaign will be to help job seekers find jobs by attracting employers (the primary target audience) to use the new Workforce Australia Digital Platform.

Policy Objective

The Workforce Australia communication campaign aligns supports more strategic and targeted matching of employment opportunities that lead to increased labour force participation.

Recipients

Advertising will be targeted at employers, primarily SMEs. Secondary target audiences are Workforce Australia job seekers and large employers.

History of program

This is a new project.

OFFICIAL

4.1 Employment Services – Workforce Australia – Launch into Work

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: 30 June 2028 (TBC)

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Budget	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	19,755	19,755	19,755	19,755

Funding Type – Procurement (Capped)

Brief Description

The Launch into Work (LiW) program funds organisations to deliver tailored pre-employment projects that support job seekers into entry level employment. The LiW Organisation is required to commit to employing all suitable Participants who successfully complete the LiW Project. LiW Organisations are usually employers. Industry associations can also deliver LiW Projects in partnership with employers.

The program encourages candidate selection based on values and attributes. The LiW Organisation prepares participants by providing training, work experience and mentoring tailored to the roles being filled. This creates opportunities for job seekers who would not otherwise have been offered employment through typical recruitment methods.

Policy Objective

Many industries are experiencing skill and labour shortages and business needs to take ownership of some solutions to this labour shortage. This program will ensure job seekers have the skills employers are looking for, without requiring large amounts of training (that fails to lead to employment).

This program will increase employment outcomes for job seekers on income support, help businesses to fill entry-level vacancies and assist businesses to increase the diversity of their workforce.

OFFICIAL

Eligibility for program and process for application

Employers who can commit to the requirements of the Launch into Work program (e.g. providing guaranteed jobs to job seekers who successfully complete Launch into Work Projects) can receive funding for the cost of screening and selection and workplace preparation of job seekers.

Peak bodies and industry associations can facilitate or lead a project, but must have employers with job vacancies that are committed to recruiting through the LiW Project.

Funding for Launch into Work is allocated through a procurement process. Project proposals must meet value for money requirements. Co-design support is available to interested employers.

Funding available to recipients under the program

Contracts are awarded throughout the program's duration until funding is exhausted for the respective financial year.

The value of an individual contract is based on the costs associated with running the procured pre-employment project.

Evaluation

No formal evaluation has been completed. The program is subject to regular review in consultation with relevant stakeholders to inform program delivery.

Recipients

Launch into Work Project Participants must be in Workforce Australia, Transition to Work or ParentsNext and must be over 18 years of age.

History of program

This program is an expansion of the previously funded Launch into Work Program, established in 2016. The program was designed to support Australia's G20 goal to reduce the gender gap in women's workforce participation and to provide employers with an alternative recruitment method to fill entry-level vacancies. Although initially targeted at women, the program is also open to other genders. The program has expanded to provide more employers with the opportunity to recruit job seekers via a tailored pre-employment pathway. The program retains a focus on workplace diversity. Participating employers can utilise co-design assistance from the Department to develop Launch into Work Projects that are open to the participation of a diverse range of suitable job seekers.

OFFICIAL

4.1 Employment Services – Transition to Work (TtW)

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2022

TERMINATION DATE: Ongoing

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

	\$'000				
	2021–22 Estimated Actual	2022–23 Estimate	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
Transition to Work (TtW)	236,173	287,491	299,243	275,368	288,596
Transition to Work (TtW) – Evaluation	-	157	246	-	-
Transition to Work (TtW) – Youth Advisory Sessions	-	2,500	2,500	2,500	2,500
Total Transition to Work (TtW)*	236,173	290,148	301,989	277,868	291,096

Funding Type – Procurement (Demand driven)

*Note: This table includes funding announced at the 2022–23 Budget. Since that time, the 2022 PEFO update has provided DESE savings of \$162.6 million administered over 5 years from 2021–22 by not proceeding with contingency measure to support the implementation of Workforce Australia (including jobactive and Transition to Work programs). The measure is no longer required as the *Social Security Legislation Amendment (Streamlines Participation requirements and Other Measures) Bill 2022* received Royal Assent on 1 April 2022.

Brief Description

Transition to Work (TtW) provides eligible young people (15–24 years old) with intensive employment support designed to improve their work readiness and help them into work (including apprenticeships and traineeships) or education. Eligible participants receive intensive assistance, for up to 18 months (increased from 12 months from 1 July 2020), from organisations with expertise in helping young people to develop the work-related skills employers want and need. A small portion of eligible participants, those with more complex Non-Vocational Barriers, may receive the same intensive assistance for up to 24 months.

This assistance may include support in overcoming barriers to work, mentoring and career advice, help to gain a driver's licence, or referrals to relevant support services in their local area. A Transition to Work provider can also help young people to develop practical skills to get a job, arrange work experience or connect with education and training.

OFFICIAL

Policy Objective

Whilst the majority of young people successfully transition between school and post-school education or employment, there is a group of young people who find this transition difficult due to a lack of foundation skills, such as the ability to read and write, to communicate clearly, to focus on work tasks, to work in a team and to cope with change. TtW was implemented to help disadvantaged young job seekers that need more intensive support to develop the types of attitudes, behaviours and skills that would improve their prospects in the labour market.

Youth Advisory Sessions

Youth Advisory Sessions offer eligible young people in online and digital employment services the option of participating in up to 3 one-hour consultations with a Transition to Work Provider.

Up to 10,000 young people per year can participate in the Sessions from 8 March 2021. The Sessions are complementary to digital services and are:

- appropriate and tailored for young people, being flexible and responsive to their needs, and
- effective in helping the target group of young people address barriers and develop life skills to improve their ability to largely self-manage through digital services and connect with education or employment.

Eligibility for program and process for application

TtW targets a subset of young people (15–24) who are at risk of long-term unemployment. Participants include:

- Group 1 – eligible early school leavers who have applied for income activity support
- Group 2 – volunteers who are disengaged from education and/or employment
- Group 3 – young people referred from jobactive (Stream C) that have the capacity to benefit from the service.

All Indigenous young people not living in remote areas are eligible for TtW following changes that commenced 1 January 2018.

Evaluation

On 2 June 2021, the Department published the Transition to Work Final Evaluation Report (the Report) which found that the human capital investment and tailored support provided through TtW increased participants' work readiness and contributed to their achievement of study and employment outcomes. The Report also indicated that TtW was more effective at reducing recidivism among some ex-offenders compared to jobactive.

A third-stage evaluation of TtW is currently being undertaken, which will further examine the longer-term and broader impact of the program on employment and building participants' human capabilities and wellbeing. It will also evaluate the impact of the policy change from 1 July 2020 which extended the duration of service from 12 to 18 months.

OFFICIAL

History of program

In 2016 Transition to Work was implemented as part of the Youth Employment Strategy component of the Growing Jobs and Small Business Package announced in the 2015–16 Budget. There are 41 providers operating in selected metro and regional locations across 51 Employment Regions in Australia. In January 2018 eligibility changes to TtW enabled all young Indigenous Australians eligible for activity tested income support payments since that date to access the service (regardless of educational attainment). By July the same year TtW changed to a demand-driven funding model.

In January 2020 Eligibility for TtW expanded to include participants aged 15–24 (Previously 15–21). By July participants were also able to access TtW for up to 18 months (previously the service was available for up to 12 months).

From 1 January 2021 the waiting period for Group Two Participants reduced from 13 weeks to a maximum of four weeks. Then on 8 March young people aged 15–24 who are in online or digital employment services have been able to access up to three Youth Advisory Sessions with a TtW provider.

On 25 August 2021, the request for Tender for the next TtW contract (1 July 2022 – 30 June 2027) was released, which then closed on 24 September 2021.

On 28 February 2022 successful tenderers for TtW under Workforce Australia were announced.

Come 1 July 2022, the next TtW contract commences with:

- broader eligibility criteria to capture more young people at risk of not being successfully transitioning from school to employment.
- A one-off use of income payment suspension where activity tested income support payment may be put on hold or, following a number of attempts, stopped if young people refuse to attend their first appointment.
- increases to the maximum duration of service from 18 to 24 months for young people with more complex Non-Vocational Barriers.
- New, more robust performance framework.

OFFICIAL

4.1 Employment Services – ParentsNext

APPROPRIATION: Appropriation Bill No. 1

START DATE: 2 July 2018

TERMINATION DATE: 30 June 2024

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
103,185	110,998	115,231	113,069	111,542

Funding Type – Procurement (Demand driven)

Brief Description

ParentsNext is a compulsory pre-employment program that assists eligible parents to plan and prepare for employment by the time their youngest child reaches school age.

ParentsNext provides flexible services delivered from child-friendly sites. Providers support participants to identify education and employment goals, any barriers participants have to achieving these goals, and agree on a participation plan to work towards these goals.

Participants may be referred to local services for financial advice, health care, parenting courses, childcare, transport, further education and training, secure housing, and job readiness activities such as volunteering and developing or updating their résumé.

Policy Objective

ParentsNext aims to reduce welfare reliance and intergenerational welfare dependency, increase female labour force participation and help Close the Gap in Indigenous employment.

Eligibility for program and process for application

Services Australia identifies eligible participants and refers them to a ParentsNext provider. ParentsNext is compulsory for eligible participants.

A person is eligible for ParentsNext if they:

- Reside in a jobactive employment region (that is, a geographical region in Australia in which employment services were delivered by one or more jobactive employment service providers on 1 December 2020)
- Have been receiving Parenting Payment (partnered or single) for the last six months
- Have a youngest child who is at least nine months and under six years of age
- Have not engaged in work in the last six months

OFFICIAL

- Are under 55 years of age; and
 - Are under 22 years of age and have not completed the final year of school (or equivalent) or
 - Are 22 years of age or over; have not completed the final year of school (or equivalent) and have been receiving income support continuously for more than two years or
 - Have been receiving income support continuously for more than four years.

Parents who are not required to participate in ParentsNext can volunteer into the program, provided they receive Parenting Payment and have a child under six years of age.

Funding available to recipients under the program

All ParentsNext providers have access to the Participation Fund and receive a \$600 credit for each new participant upon commencement. The Participation Fund is a flexible pool of funds that providers can use to claim reimbursement for goods and services that support and assist participants to address their barriers and achieve their goals.

Recipients

Parenting Payment recipients who meet the program eligibility criteria.

Evaluation

The Department is currently finalising the evaluation of the ParentsNext national expansion (2018–2021), which focuses on the appropriateness, efficiency and effectiveness of the program. The final evaluation report is due in June 2022 as the evaluation was delayed as a result of COVID-19. The evaluation of the ParentsNext program for the 2021–2024 period has commenced.

History of program

In 2012, there were two trial programs, Helping Young Parents and Supporting Jobless Families, which had similar objectives to ParentsNext. The outcomes of these trials contributed to the design of the current ParentsNext model which commenced in 10 locations in April 2016. In July 2021, program changes were made to streamline the ParentsNext program and expand access to support, including access to the Participation Fund.

OFFICIAL

4.1 Employment Services – Skills and Training Incentive

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 January 2019

TERMINATION DATE: 30 June 2024

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
10,864	17,424	17,382	-	-

Funding Type – Procurement (Capped)

Brief Description

The Skills and Training Incentive (Incentive) supports mature Australians to invest in, and adopt a life-long approach to, training and upgrading their skills to better equip them to take up new and emerging job opportunities.

Policy Objective

The Incentive, together with the other element of the package, the Skills Checkpoint for Older Workers Program (Skills Checkpoint), aims to reduce the risk of older Australians entering the income support system.

The Incentive provides an opportunity for employers to assist their older workers to update their skills so both businesses and workers will be better able to adapt to change.

The Incentive also addresses skills shortages by providing funding for training related to an occupation in national shortage on the National Skills Commission's Skills Priority List.

Eligibility for program and process for application

Australian citizens or permanent residents aged 40 years and older and currently employed or recently unemployed (within twelve months) and not registered with an employment services provider are eligible for the Incentive.

The Incentive is available to Participants who have completed the Skills Checkpoint for Older Workers Program including a Career Plan that identified training opportunities (accredited or non-accredited) linked to an occupation in national shortage on the National Skills Commission's Skills Priority List (Skills Priority List), published on the National Skills Commission's website.

OFFICIAL

Funding available to recipients under the program

The Incentive provides up to 7,500 eligible Participants per year with funding of up to 75 per cent of the course cost for eligible training courses, up to a total of \$2,200 (GST inclusive). Either the Participant or the Participant's Employer must fund the balance of the training course costs through the co-contribution.

Recipients

The Incentive is delivered to participants in all states and territories that meet the eligibility criteria of the program.

Evaluation

An evaluation of the Incentive was undertaken in 2021 and the report is expected to be published in mid-2022. The Incentive encouraged small employers to invest in staff training and recipients of the incentive were more likely to undertake and complete training. The evaluation also found there could be better targeting to particular industries. These findings informed the extension and implementation of the Incentive under Workforce Australia.

An evaluation of the extension of the Incentive will commence in early 2021–22.

History of the program

The Incentive was announced in December 2018 and commenced in January 2019 with two providers chosen to deliver the incentive nationally. The Program was initially extended to June 2022 and in December 2021 it was further extended to June 2024. At this time, caps to the program were also increased as well as an increase in the Government contribution of up to 75 per cent, to a maximum of \$2,200 (GST Inclusive) for training related to an occupation in national shortage on the National Skills Commission's Skills Priority List (published June 2021).

OFFICIAL

4.1 Employment Services – Time to Work (TWES)

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 January 2018

TERMINATION DATE: 30 June 2023

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
3,422	2,681	-	-	-

Funding Type – Procurement (Capped)

Brief Description

The Time to Work Employment Service (TWES) is a national voluntary in-prison pre-employment service for Aboriginal and Torres Strait Islander peoples.

The Department is responsible for TWES in 66 non-remote prisons. The National Indigenous Australians Agency (NIAA) manages TWES in eight remote prisons.

Extending the service by 12 months will provide continuity of service and ameliorate any service gaps while new and Specialist Providers under Workforce Australia establish linkages with prisons and Indigenous communities.

Policy Objective

TWES aims to:

- help participants prepare for employment on their release
- improve the likelihood of participants connecting with post-release employment services
- support post-release providers to place ex-offenders in jobs.

Eligibility for program and process for application

All sentenced, adult Aboriginal and Torres Strait Islander prisoners can volunteer to participate from around one to four months before their release.

Participation is based on a prisoner's self-identification of their Aboriginal and Torres Strait Islander origin.

OFFICIAL

Funding available to recipients under the program

From 1 July 2022, the payment rate for non-remote providers will increase by 3.8 per cent from \$803.88 to \$834.43 (GST inclusive) per participant. Providers are paid an upfront payment of \$574.20 per expected participant (increasing to \$596.02) (GST inclusive) and a transition plan payment of \$229.68 per participant (increasing to \$238.41 (GST inclusive) is paid when a participant completes TWES.

Recipients

Thirteen providers deliver TWES in non-remote prisons around Australia.

Providers deliver the following services to participants:

- three face-to-face in-prison appointments. In exceptional circumstances, providers can undertake two face-to-face appointments.
- comprehensive assessments using the Job Seeker Classification Instrument (JSCI) and the Employment Services Assessment (ESAt)
- transition plans incorporating barriers, employment history and career aspirations
- facilitated transfers to post-release employment service providers, where possible.

Evaluation

An evaluation of TWES was conducted to review its effectiveness. NIAA funded the evaluation, which was completed in July 2021. Recommendations included enhancing TWES in its current form, improving guidance materials, and improving employment service providers' knowledge of TWES to increase facilitated transfer meeting rates. Work has commenced to implement the recommendations.

History of program

TWES was originally due to end on 30 June 2021 and has been extended, initially to 30 June 2022 and then in the 2022–23 Federal Budget to 30 June 2023, to continue to assist the highly vulnerable Aboriginal and Torres Strait Islander ex-offender cohort.

A range of issues have been identified since TWES started in non-remote prisons, which impacted program servicing. These included lower than anticipated take-up of the service by prisoners, impacts of COVID-19 restrictions and challenges in delivering in the prison environment. The recently announced extension will provide an opportunity to implement recommendations from the evaluation and undertake analysis to identify any service gaps between TWES and the introduction of Workforce Australia, and inform future policy for servicing this highly disadvantaged cohort.

OFFICIAL

4.1 Employment Services – Entrepreneurship Facilitators

APPROPRIATION: Appropriation Bill No. 1

START DATE: 2016 and 2019

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
4,927	-	-	-	-

Note the funding allocation for the three youth facilitators is included separately in the jobactive appropriation.

Funding Type – Procurement (Capped).

Brief Description

Entrepreneurship Facilitators help people to start and run their own business by providing information advice, and tailored mentoring and by linking and referring people to appropriate support services.

Policy Objective

Entrepreneurship Facilitators aim to increase entrepreneurship in Australia by helping people to create their own job by starting a new business.

Eligibility for program and process for application

Facilitators provide assistance to anyone looking to start or run a business. The facilitators in 20 locations have a focus on supporting mature age Australians, including those at risk of unemployment due to structural changes in the economy (commenced January 2019).

Facilitators in an additional three locations focus on young people (commenced December 2016).

Facilitators provide support through:

- general assistance — delivered via phone, online or attending large events such as expos.
- comprehensive assistance — delivered through one-on-one support or small group mentoring.

OFFICIAL

Recipients

Entrepreneurship Facilitators support anyone located in 23 locations across all states and territories (except the ACT).

Evaluation

An assessment of the three original Entrepreneurship Facilitators was conducted as part of the Encouraging Entrepreneurship and Self-Employment measure. This highlighted the role facilitators can play in addressing a gap in service by forming local networks and providing personalised and localised services. The Department is currently evaluating the Entrepreneurship Facilitator initiative expansion.

History of program

Three Entrepreneurship Facilitators started delivering services to young people in December 2016 as part of the Encouraging Entrepreneurship and Self-Employment measure.

The success of the three facilitators resulted in the expansion of the initiative to 20 additional locations as part of the More Choices for a Longer Life package in the 2018–19 Budget.

OFFICIAL

4.1 Employment Services – Career Revive Initiative

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2019

TERMINATION DATE: 30 June 2024

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
937	1,073	1,073	-	-

Funding Type – Procurement (Capped)

Brief Description

The Career Revive Initiative aims to increase women’s workforce participation by supporting businesses to attract and retain women returning to work after a career break.

The initiative supports 90 medium-to-large businesses (over five years), across a diverse range of industries and locations.

KPMG, the business improvement consultant, has completed work with 37 businesses. A tailored action plan was developed for each business and provided advice on a range of strategies including:

- adopting innovative recruitment practices to access a wider talent pool,
- establishing and supporting flexible working practices for employees,
- creating a supportive organisational culture that includes visible leadership on the value of a supported returner program,
- development opportunities to improve skill sets, knowledge and confidence, and
- mentoring and networking options to offer short to long-term career advice and inspiration.

The Department conducted an expression of interest process to select 22 businesses for the 2022 intake. These businesses will commence participation in July 2022.

The Career Revive initiative is supported by the Employing and Supporting Women hub which provides information on ways businesses can improve their recruitment and retention of women. It includes an interactive self-assessment which provides businesses with actions and resources to help them improve their workplace for women and find employees suitable for their business.

OFFICIAL

Policy Objective

Career Revive aims to prepare employers to attract and retain women returning to work after a career break.

Evaluation

The first three years of Career Revive is being evaluated. Surveys have been conducted with the thirty businesses from the pilot. The Department has used the interim report findings and learnings to improve and enhance the Career Revive initiative. The final evaluation report is due in June 2022 and will inform future policy.

History of program

The Career Revive pilot initiative was announced on 20 November 2018, as part of the 2018 Women's Economic Security Statement with funding of \$1.5 million over three years, commencing on 1 July 2019. Thirty regional businesses participated in the pilot.

An amendment to the *Financial Framework (Supplementary Powers) Regulations 1997* to include an item providing legislative authority for spending for the initiative for regional women commenced on 23 February 2019.

The Australian Government announced on 11 May 2021, additional funding of \$2.583 million over three years commencing on 1 July 2021 to expand the Career Revive initiative to 60 additional businesses. This includes expanding to metropolitan businesses. As part of the 2021 intake, seven businesses participated. For the 2022 intake, 22 businesses will commence in July 2022. Expression of Interest processes will be undertaken in August 2022 and February 2023 to identify a further 31 businesses to participate in the initiative.

An amendment to the *Financial Framework (Supplementary Powers) Regulations 1997* to update the item providing legislative authority for spending for the initiative for women commenced on 21 August 2021.

OFFICIAL

4.1 Employment Services – Local Jobs

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 September 2020

TERMINATION DATE: 30 June 2025

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
58,361	49,072	49,072	48,975	-

Funding Type – Procurement (Capped)

Brief Description

The \$276.3 million Local Jobs Program brings together expertise, resources and access to funding at the local level to accelerate reskilling and upskilling of job seekers to meet the needs of local employers.

The Program commenced in 25 Employment Regions on 1 September 2020, and at the 2021–22 Budget, the Program was expanded to cover the remaining 26 Employment Regions across Australia and extended until 30 June 2025.

The program includes the following key elements for each employment region:

- a local Employment Facilitator
- a Local Jobs and Skills Taskforce
- a tailored Local Jobs Plan, and
- a Local Recovery Fund to address each region's priorities.

The expansion also included a \$50 million National Priority Fund, which seeks to support activities that address structural barriers to employment and complement job creation initiatives to support Australian job seekers into work.

Policy Objective

The program aims to ensure people are placed in employment or training opportunities as quickly as possible to meet employer needs as labour markets recover. Employment Facilitators bring together key local stakeholders including employers, employment services providers, and training organisations. They provide a locally driven and informed insight into the needs of employers and job seekers.

OFFICIAL

Employment Facilitators work to build capacity within their community to address both existing and emerging workforce needs and to enable corresponding pathways to employment for locals. They work collaboratively to connect job seekers with employers and address the priorities identified in each region's Local Jobs Plan.

Employment themes from local regions can be used to inform initiatives under the National Priority Fund, as well as broader policy and program delivery at a national level.

Evaluation

An evaluation of the Local Jobs Program is being conducted by an external consultant to assess the effectiveness and efficiency of the program.

History of program

The program was announced on 1 September 2020, as part of a suite of measures to assist regions to recover from the impact of COVID-19.

OFFICIAL

4.1 Employment Services – ReBoot

APPROPRIATION: Appropriation Bill No. 1

START DATE: February 2023

TERMINATION DATE: February 2026

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	5,260	12,598	12,423	7,488

Funding Type – Procurement (Capped)

Brief Description

Reboot is a new program that will be delivered through procurement of not-for-profit organisations over three years at a cost of \$42.1 million. ReBoot will form a precursor to existing youth employment programs such as Transition to Work and Youth Jobs PaTH (Prepare–Trial–Hire), by engaging with and building the capacity of young people to participate in existing programs.

ReBoot Initiatives will be short-term (up to 12 weeks) and engage up to 5,000 disadvantaged and disengaged young Australians by providing:

- a compelling opportunity to undertake an interesting and intensive activity and 're-boot' their employment and training pathways
- holistic support across life and employability skills in an environment that values work ethic, teamwork and communication, nutrition, physical and emotional wellbeing, and resilience
- ongoing support to cement the changes in the young person's life, including help to connect to career pathways, through the existing Transition to Work service, and where eligible, Youth Jobs PaTH.

Policy Objective

The policy objectives of ReBoot are:

- to engage young people who are disadvantaged and/or disengaged from an education or employment pathway and are at risk of being left behind in the economic recovery
- to build the aspiration, motivation and capacity of participants to pursue an employment pathway
- following participation in ReBoot, connect participants directly to employment or training opportunities, or to employment services, such as Transition to Work, to build on the momentum generated and follow through to an employment or training outcome.

OFFICIAL

Eligibility for Program and process for application

Participants need to be aged between 15–24 and may or may not be in receipt of income support. Priority will be given to those who are disadvantaged, unemployed and those at high risk of long-term unemployment. Participants can be referred by their employment service provider, refer themselves directly, or be referred through community organisations.

Funding available to recipients under the program

No funding will be made to individual recipients under the program.

Evaluation

An evaluation of reboot is planned. The evaluation will focus on appropriateness and effectiveness and will be informed by qualitative and quantitative analysis. Reboot has been informed by an earlier pilot that was evaluated as part of Empowering Youth Initiatives. This earlier pilot highlighted the effectiveness of structured support for young people significantly disengaged from the labour market.

History of program

On 19 March 2022, the ReBoot initiative was announced as part of the 2022–23 Budget.

OFFICIAL

4.1 Employment Services – jobactive

BUDGET AND FORWARD ESTIMATES AS 2022–23 BUDGET:

	\$'000				
	2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
jobactive					
jobactive – employment services*	1,272,010	122,121	-	-	-
New Employment Services Trial	39,828	-	-	-	-
Youth Jobs PaTH	154,110	-	-	-	-
Capped Wage Subsidy Pool	18,300	-	-	-	-
Career Transition Assistance	28,861	-	-	-	-
Work for the Dole	66,339	-	-	-	-
New Business Assistance with NEIS	141,286	-	-	-	-
Labour Market Support Stream	13,595	-	-	-	-
Jobs Fairs	9,353	-	-	-	-
Relocation Assistance to Take Up a Job (RATTUAJ) and AgMove	16,608 [^]	2,511	-	-	-
Harvest Trail Services	10,676	-	-	-	-
Launch into Work	6,820	-	-	-	-
National Work Experience Program	3,131	-	-	-	-
Evaluation	1,823	-	-	-	-
Communications	8,563	-	-	-	-
Flexible Funding Yarrabah	1,300	-	-	-	-
Total jobactive	1,792,603	124,632	-	-	-

[^]AgMove funding is managed within the Relocation Assistance to Take Up a Job (RATTUAJ) budget allocation

*NOTE: This table includes funding announced at the 2022–23 Budget. Since that time, the 2022 PEFO update has provided DESE savings of \$162.6 million in administered funding over 5 years from 2021–22 by not proceeding with contingency measure to support the implementation of Workforce Australia (including jobactive and Transition to Work programs). The measure is no longer required as the *Social Security Legislation Amendment (Streamlines Participation requirements and Other Measures) Bill 2022* received Royal Assent on 1 April 2022.

OFFICIAL

4.1 Employment Services – jobactive – Employment Services

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2015

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
1,272,010	122,121	-	-	-

Funding Type – Procurement (Demand driven)

Brief Description

jobactive is the mainstream employment service that connects job seekers with employers through a network of providers across Australia (excluding remote areas) and helps them find a job. jobactive providers are paid Administration Fees and Outcome Payments and can use the Employment Fund to help job seekers find and keep a job.

- **Administration Fees:** Administration Fees are paid to jobactive providers on commencement of a participant into the service, and every six months thereafter to cover the provision of provider services.
- **Outcome Payments:** jobactive providers may claim an Outcome Payment when a job seeker they are helping to move from welfare to work achieves employment for a period of 4, 12 or 26 weeks. The amount payable for an Employment Outcome reflects the job seeker's stream, the length of time they have been unemployed, and whether or not they are in a regional location.
- **The Employment Fund:** The Employment Fund is designed to provide assistance to eligible participants based on their individual needs and circumstances and according to employment opportunities in the local labour market. The Employment Fund can be used for assistance that helps participants to prepare for work (for example training) and may not be directly linked to a job (for example mental health counselling), or it can be used for assistance that is linked to a specific job (for example wage subsidies, work-related licences or work tools and clothing).

OFFICIAL

Policy Objective

The objectives of jobactive are to:

- help job seekers to find and keep a job;
- help job seekers move from welfare to work;
- help job seekers meet their mutual obligations; and
- deliver quality services to job seekers.

Eligibility for program and process for application

jobactive services are generally available for people who receive an income support payment, such as JobSeeker Payment, Youth Allowance (other), or Parenting Payment, and have mutual obligation requirements.

Evaluation

The jobactive evaluation has been completed and is awaiting publication. The Evaluation of jobactive Report presents evidence on the effectiveness of the program during its first several years of operation, capturing outcomes from interventions and servicing in this period. The analysis indicates that jobactive performed better than JSA 2012 on a number of key indicators, noting differences in caseload demographics.

The Department noted the evaluation's findings that addressing participant barriers to employment continues to be a challenge under the jobactive model. The finding that providers consider it more difficult to address barriers to work under jobactive relative to JSA 2012 may be a reflection of the jobactive 'work first' approach, which focuses providers on achieving pathways to employment for job seekers.

Following the evaluation, the Department continued to monitor jobactive program settings and implemented a number of measures to ensure that providers used the flexibility available in the jobactive model to address barriers to employment for job seekers on their caseload. This included expanding the range of goods and services a provider can fund using the Employment Fund.

Many features of the New Employment Services Model are designed to respond to the lessons learnt from jobactive and its predecessor models, as well as feedback received from stakeholders during consultation to date.

History of program

jobactive replaced Job Services Australia (which operated from July 2009 to June 2015). jobactive contracts are due to expire on 30 June 2022. There have been trials of New Employment Services Model in Adelaide South (South Australia) and the Mid North Coast (New South Wales) from July 2019, before being rolled out nationally from July 2022.

OFFICIAL

4.1 Employment Services – jobactive – New Employment Services – Trial**APPROPRIATION: Appropriation Bill No. 1**

START DATE: 01 July 2019

TERMINATION DATE: 30 June 2022

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
39,828	-	-	-	-

Funding Type – Procurement (Demand driven)**Brief Description**

The Government is introducing Workforce Australia (formerly known as the New Employment Services Model) to replace jobactive in July 2022.

Prior to the national rollout, the New Employment Services Trial (NEST) is testing key aspects of the new model in two locations, Adelaide South, South Australia and Mid North Coast, New South Wales. This includes:

- elements of the new Digital Services and Enhanced Services
- new payment structures
- a new, flexible, points-based activation system
- aspects of a new job seeker assessment framework
- an enhanced IT system.

Policy Objective

The new model aims to:

- help more job seekers into sustainable jobs, particularly the most disadvantaged
- better leverage digital technology and data, with more personalised service delivery
- improve the effectiveness of mutual obligations and increasing personal responsibility
- increase employer engagement with the service
- reduce red tape, removing unnecessary obstacles and streamline processes
- create a more efficient and cost-effective model
- improve provider performance, with a new licensing arrangement to allow for easier renewals for high performers and non-renewals for poor performers.

OFFICIAL

Evaluation

An evaluation of the NEST is being conducted and adjustments were made to the design of Workforce Australia Services based on NEST learnings.

Qualitative data collection activities have been undertaken with a range of stakeholders, including NEST job seekers, NEST providers, Registered Training Organisations and employers in NEST regions. Administrative data analysis is ongoing and will be used to inform the Interim Evaluation Report. Further data collection activities and analysis of longer-term outcomes will continue over the 2021–22 financial year and used to inform the Final Evaluation Report.

History of program

The recommendation of the Employment Services Expert Advisory Panel provided the framework for the new model. Current jobactive contracts and complementary programs were extended to June 2022 while the new model was tested and refined through the NEST.

The NEST commenced from 1 July 2019 in a phased implementation approach, starting with Digital First on 1 July 2019, Digital Plus on 1 October 2019 and Enhanced Services on 4 November 2019. All eight providers in the two regions executed new Deeds to deliver employment services under the NEST.

jobactive contracts were extended in all other regions until June 2022. The following complementary employment programs and initiatives were also extended:

- New Business Assistance with NEIS
- Youth PaTH Employability Skills Training (EST)
- Norfolk Island Deed
- Online Employment Services Trial (subsequently replaced by Online Employment Services as a response to COVID-19 – see 4.1.4)
- Online Job Seeker Classification Instrument Trial
- early access to tailored employment services for retrenched workers and their partners
- The Labour Market Support Stream
- Launch into Work
- Transition to Work.

Workforce Australia will commence in July 2022.

OFFICIAL

4.1 Employment Services – jobactive – Youth Jobs PaTH

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 January 2017 (Youth Bonus Wage Subsidy)
and 1 April 2017 (EST and Internships)

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
154,110	-	-	-	-

Funding Type – Procurement (Demand driven)

Brief Description

Youth Jobs PaTH (Prepare, Trial, Hire) helps young, inexperienced job seekers who struggle to enter the labour market. It has three elements:

- **Prepare**—Employability Skills Training helps young people better understand what employers expect of them in the workplace and equips them with the skills and behaviours to be successful in finding and keeping a job.
- **Trial**—voluntary PaTH Internships of four to 12 weeks give young unemployed people a chance to show what they can do in real workplaces.
- **Hire**—a Youth Bonus Wage Subsidy of up to \$10,000 (GST inclusive) has been available since 1 January 2017 to help more businesses hire young people.

Two additional programs have been funded through the PaTH appropriation; the PaTH Industry Pilots (ceased on 30 June 2021) and the PaTH Business Placement Partnerships.

The PaTH Business Placement Partnerships commenced in October 2020 to trial a co-design approach, between the Department and industry peaks, to develop workforce solutions that generate employment opportunities for young job seekers. There are 7 active Business Partnerships (at 19 April 2022). The PaTH Business Placement Partnerships cease on 30 June 2022.

Policy Objective

The Youth Jobs PaTH, announced in the 2016–17 Budget, provides young people with a pathway to employment by responding to employer feedback that young people can increase their job prospects by improving their employability skills and gaining relevant work experience through work trials. It also provides an incentive for businesses to provide sustainable employment opportunities to young people.

OFFICIAL

Eligibility for program and process for application

- **Employability Skills Training:** young people aged 15–24 years registered with a jobactive provider and in the New Employment Services Trial regions.
- **PaTH Internships:** young people aged 17–24 years in jobactive, Transition to Work and Disability Employment Services.
- **Youth Bonus Wage Subsidy:** young people aged 15–24 years in jobactive, Transition to Work, ParentsNext Intensive Stream and in the New Employment Services Trial regions.

Funding available to recipients under the program

Eligible PaTH Internship participants receive \$200 per fortnight as an internship incentive paid on top of income support. Eligible businesses hosting a PaTH Internship receive a \$1000 host business payment per Internship.

Employers may be eligible to receive a wage subsidy of up to \$10,000.

Recipients

As at 31 May 2021, over 122,931 young people had participated in at least one element of Youth Jobs PaTH, with (63 per cent) obtaining a recorded job placement.

At the individual program element level:

- 76,121 young people have commenced the Employability Skills Training since 1 April 2017
- 14,385 young people have been placed into 15,849 internship placements since 1 April 2017
- 67,786 wage subsidies have assisted 58,687 young people into work since 1 January 2017.

To end of April 2021, 1,922 participants had commenced in the PaTH Industry Pilots. 364 participants had commenced work experience, including 172 PaTH internships. There were 517 job placements at that date.

At 13 April 2022 there are 7 active and one closed PaTH Business Placement Partnerships. 500 job seekers have commenced in the Business Partnerships and (as of 13 April 2022) there have been 138 job placements.

Evaluation

The evaluation of Youth Jobs PaTH informed the legislatively required review into the operation of PaTH which was tabled in the House of Representatives on 21 October 2019. The final report of the evaluation was published on 14 February 2020.

History of program

The PaTH Industry Pilots commenced 2 January 2020 and ceased 30 June 2021. COVID-19 had an adverse impact on employer recruitment needs in many regions and industry sectors, reducing some demand for recruitment through several of the pilots.

The PaTH Business Placement Partnerships program in October 2022. COVID-19 disruptions have had an impact on both demand and supply for the Business Partnerships. The program will run until 30 June 2022.

OFFICIAL

4.1 Employment Services – jobactive – Capped Wage Subsidy Pool

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 January 2017

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
18,300	-	-	-	-

Funding Type – Procurement (Capped)

Brief Description

The Capped Wage Subsidy Pool is the funding source for providers of Disability Employment Services (DES), Transition to Work (TtW) and ParentsNext (intensive stream only until 1 July 2021) to offer financial incentives of up to \$10,000 (GST inclusive) to employers who hire eligible people in ongoing work, including Indigenous Australians, parents, long-term unemployed job seekers, mature age people, and young people aged 25–29 years. Wage subsidies for the Volunteer Online Employment Services Trial (VOEST), Online Employment Services Trial (OEST), Digital First participants in New Employment Services Trial (NEST) and Community Development Programme (CDP) are also funded from the capped pool.

A wage subsidised placement must be a sustainable and ongoing position providing at least an average of 20 hours of work per week for the six-month wage subsidy period.

Since 1 January 2019, jobactive providers ceased to have access to the Capped Wage Subsidy Pool, with wage subsidies since that time being drawn from the Employment Fund. jobactive providers continue to have access to the demand-driven Youth Bonus Wage Subsidy (under PaTH).

Policy Objective

Wage subsidies encourage employers to provide ongoing jobs to people they might not otherwise employ.

OFFICIAL

Recipients

The Department offers four types of wage subsidies under the Capped Wage Subsidy Pool (below), each targeted to a cohort that needs help to secure employment.

Wage subsidy	Target group	Amount (GST incl) (From 1 July 2021 to 30 June 2022)
Restart	50 years of age and over	Up to \$10,000
Youth	25 to 29 years of age	Up to \$10,000
Parents	Parenting payment or principal carer	Up to \$10,000
Long Term Unemployed & Indigenous ¹	12 months in employment services	Up to \$10,000

Evaluation

Wage subsidies were considered as part of the evaluation of jobactive. The evaluation found that inflexible subsidy amounts under jobactive led to higher subsidies in jobactive compared with Job Services Australia (during which providers could negotiate the level of the subsidy). There was also a greater number of subsidies paid where the employer reported they would have employed that participant anyway (deadweight) in jobactive than under Job Services Australia. Both of these findings have been addressed in the development of the Workforce Australia Employment Service wage subsidy design.

History of program

Wage subsidies in their current form commenced on 1 July 2014.

Since 1 January 2019, jobactive providers ceased to have access to the Capped Wage Subsidy Pool, with wage subsidies since that time being drawn from the Employment Fund. The Capped Wage Subsidy Pool was retained for DES, TtW, ParentsNext and CDP providers as well as OEST, VOEST and NEST participants who do not have access to the Employment Fund.

From 1 July 2021 to 30 June 2022, all current wage subsidies have increased to up to \$10,000 (previously up to \$6,500 for some job seeker cohorts) to provide greater incentives to employers to hire disadvantaged job seekers. This change also brings wage subsidy settings closer to the approach that will apply under Workforce Australia from July 2022.

¹ Indigenous Australians may get immediate access to wage subsidies if all eligibility requirements are met.

OFFICIAL

4.1 Employment Services – jobactive – Career Transition Assistance Program

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2019

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
28,861	-	-	-	-

Funding Type – Procurement – Capped and Terminating – From 4 May 2020 to 30 June 2022, CTA moved out of the Employment Fund to its own Administered funding.

Brief Description

Career Transition Assistance (CTA) supports mature-age job seekers to identify opportunities in their local labour market and provide them with practical assistance to help them increase their employability.

CTA was rolled out nationally on 1 July 2019 following a trial in five Employment Regions. As part of the national rollout, the eligibility age for CTA was lowered to 45 years and older (originally 50 years and older).

Policy Objective

Primary principles and objectives of the CTA program are to:

- support participants to increase their confidence in the skills and experience they have, and increase their motivation and as a result, their resilience to continue looking for work
- help participants to increase their understanding of the opportunities available in their local labour market and facilitate engagement with local Employers
- support participants to better tailor their job applications to particular industries and Employers
- develop participants' ICT skills including building their confidence to apply for jobs online, along with core digital literacy capabilities required to work in a variety of workplaces.

Eligibility for program and process for application

All job seekers aged 45 and older in jobactive, OES, VOEST and NEST are eligible to participate.

OFFICIAL

Funding available to recipients under the program

Fees for CTA are \$1,800 or \$2,250 in Employment Regions that attract a Regional Loading fee. Fees are paid automatically to the CTA providers via the Department's IT system upon commencement of an eligible job seeker.

Evaluation

The evaluation of the CTA program was completed in two phases. The CTA Trial had an early evaluation (phase one) to inform the rollout of the national program which commenced on 1 July 2019. Draft findings indicated improvements in job search skills, increased digital literacy, greater knowledge of local jobs markets and improved resilience and confidence in applying for jobs.

Phase two of the evaluation encompassed the entire program, and the report is expected to be published in 2022.

History of program

The CTA Trial was one of the key measures in the Australian Government's Mature Age Employment Package announced in the 2017–18 Federal Budget.

The More Choices for a Longer Life Package in the 2018–19 Australian Government Budget announced that CTA would be available nationally from July 2019.

As part of the national rollout, the eligibility age for CTA was lowered to 45 years and over, from 50 years and over. It was one of a number of initiatives targeting mature age people in the More Choices for a Longer Life Package, including establishing a Collaborative Partnership on Mature Age Employment, encouraging entrepreneurship among older Australians, and enhancing the funding arrangement for Restart wage subsidies.

As part of the 2018–19 MYEFO announcement, the two CTA Elements (Tailored Career Assistance Element and the Functional Digital Literacy Element) were amalgamated into one 'CTA Course' from July 2019. In conjunction with this, policy authority was granted to change to a single program design with a single fee.

On 21 April 2020, the Government announced additional funding of \$41.7 million for CTA until 30 June 2022. From 4 May 2020 CTA moved out of the Employment Fund to a separate capped funding source.

OFFICIAL

4.1 Employment Services – jobactive – Work for the Dole

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2015

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
66,339	-	-	-	-

Funding Type – Procurement (Demand driven)

Brief Description

Work for the Dole is one of a number of approved activities that may be undertaken by eligible job seekers on income support to meet their mutual obligation requirements. The program is administered by jobactive providers, in collaboration with Host Organisations, who provide a range of work-like activities in either an individual or group based setting.

Work for the Dole is also an approved activity that exists under the New Employment Services Trail (NEST) and the program structure is predominantly the same as in jobactive.

Policy Objective

Work for the Dole is a work experience and activation program that keeps people connected with the labour market and their communities. It provides an opportunity for job seekers to demonstrate their capabilities and positive work behaviours which will stand them in good stead with potential employers while at the same time making a positive contribution to the local community. Work for the Dole does not match people with jobs.

Eligibility for program and process for application

Work for the Dole activities can only be hosted by eligible Host Organisations. Host Organisations need to be not-for-profit organisations/charities; local, state, or Australian Government organisations or agencies; or a not-for-profit arm of for-profit organisations. Providers and Host Organisations work together to arrange suitable Work for the Dole activities.

In assessing the eligibility of a Host Organisation, providers must also ensure organisations meet a range of requirements, including being of good reputation and that the activity proposed will not displace paid workers.

OFFICIAL

Funding available to recipients under the program

Funding of up to \$1,000 per six-month place is available for Individual Hosted activities and up to \$3,500 per six-month place for Group Based activities. This funding is provided to jobactive/NEST providers who are required to negotiate with Host Organisations the proportion of funding that is passed on to assist with the costs of hosting an activity.

Eligible job seekers receive an Approved Program of Work Supplement of \$20.80 per fortnight while they are undertaking Work for the Dole activities to assist with the cost of participating in the activity. The policy owner for this supplement is the Department of Social Services.

Participants

Job seekers in jobactive and the NEST who are on income support and aged 18 years and over. Job seekers aged 60 and over and those on a part-rate of income support can participate on a voluntary basis but are unable to have Work for the Dole as a compulsory requirement. Job seekers on the Disability Support Pension with participation requirements may undertake Work for the Dole. Disability Employment Services participants may also participate in Work for the Dole activities, where appropriate.

Evaluation

The evaluation of Work for the Dole in jobactive found that:

- Participants reported improvement in their ability to:
 - work with others (78.0 per cent)
 - keep a routine (76.0 per cent)
 - adapt to a new environment (80.5 per cent).
- Many participants appreciated the social interaction associated with their placement.
- Other participants, however, struggled with their placements due to study or caring responsibilities and found the expense of travel to their activities prohibitive.

History of program

The first Work for the Dole pilot commenced in 1997. The program continued until 2009, with Community Work Coordinators initially responsible for administering Work for the Dole activities until Job Services Australia providers took over the role.

Following the 2014 Federal Budget, a new pilot programme was announced, with a clear objective of providing 'work-like experiences'. This model was initially trialled in 18 Priority Employment Regions. After 12 months, Work for the Dole was extended nationally, across 51 Employment Regions, as part of the jobactive program.

For three years (2015–2018), Work for the Dole Coordinators in each of the 51 jobactive Employment Regions identified potential Host Organisations, secured Work for the Dole places and connected the Host Organisations with jobactive providers.

OFFICIAL

Changes to Work for the Dole announced under the 2017–18 Budget came into effect in 2018. To help streamline Work for the Dole administration, Work for the Dole Coordinator contracts ceased, and jobactive/NEST providers sourced all Work for the Dole places.

From March-September 2020, Work for the Dole was suspended nationally, as a result of COVID-19. Activities resumed on 28 September 2020, once providers could assure that it was safe and suitable to do so, in all states and territories except Victoria. Job seekers had to opt-in to participate in Work for the Dole.

Activities returned to normal face-to-face servicing arrangements in March 2021. This meant that job seekers could no longer opt-out of face-to-face participation in activities – including Work for the Dole (unless they had a reasonable excuse). Providers are still required to assure that activities are safe and suitable before they can commence.

OFFICIAL

4.1 Employment Services – jobactive – New Business Assistance with the New Enterprise Incentive Scheme (NEIS)

APPROPRIATION: Appropriation Bill No. 1

START DATE: Current jobactive contract commenced on 1 July 2015

TERMINATION DATE: Transitions to Self Employment Assistance under Workforce Australia

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
141,286	-	-	-	-

Funding Type – Procurement (Capped)

Brief Description

New Business Assistance with NEIS provides accredited training and support to help people start and run a new business.

NEIS training provides accredited small business training (Certificate IV in Entrepreneurship and New Business or Certificate III in Entrepreneurship and New Business), and assistance to develop a business plan.

NEIS participants receive mentoring for up to the first 12 months of their business. If eligible, NEIS participants can also receive NEIS Allowance for up to the first 39 weeks and NEIS Rental Assistance for up to the first 26 weeks.

NEIS is delivered by a national network of 18 providers across 51 Employment Regions. There are 8,600 NEIS places available each financial year.

Policy Objective

NEIS aims to help people create their own job by starting and running a business or support existing micro-businesses (with up to four employees) to remain financially viable.

Eligibility for program and process for application

A person is eligible for assistance if they are:

- at least 18 years of age
- are not prohibited from working in Australia
- are available to work in their NEIS business for the required hours based on their personal circumstances
- have not received NEIS Assistance in the previous year and
- are not an undischarged bankrupt.

OFFICIAL

A proposed business is eligible if it is not currently operating on a commercial basis; is lawful and capable of withstanding public scrutiny; has an independent business structure; is assessed as commercially viable based on the required hours; will be established, located and operated solely within Australia; and is structured so the participant has the controlling interest in the business.

From 15 October 2020, NEIS was expanded to help people with part-time work, study or caring responsibilities to access NEIS to start a part-time business (at least 25 hours per week).

From 7 December 2020, NEIS was expanded to help owners of existing micro-businesses (with up to four employees) impacted by COVID-19 to adapt their business and remain financially viable.

From 1 July 2021, NEIS was expanded to give early access for veterans prior to their transition date to support them to safely explore self-employment while still supported by the Australian Defence Force. Access to the program is also available to family members of veterans.

Participants can register directly with a NEIS provider for assistance.

Amount of funds available under the program

Participants are provided with free accredited training and mentoring.

If eligible, a participant receives:

- NEIS Allowance (equivalent to JobSeeker payment) for the first 39 weeks of business operation—currently \$642.70 per fortnight
- NEIS Rental Assistance for the first 26 weeks of business operation—currently up to \$145.80 per fortnight.

Evaluation

The Department conducted an evaluation of the Encouraging Entrepreneurship and Self-Employment initiative, including analysis of New Business Assistance with NEIS, Entrepreneurship Facilitators and the Exploring Being My Own Boss Workshops. The evaluation found participants generally responded well to the program. Further places have been allocated in the new model. The evaluation report is being prepared for publication in mid-2022.

NEIS provider performance is measured against three Key Performance Indicators (KPIs) outlined in the jobactive Deed 2015–2022:

- Utilising NEIS places
- Achieving Post-Programme Outcomes
- Delivering quality services, compliant with the Deed.

History of program

NEIS commenced on 1 July 1985 and has been running for 36 years.

The eligibility of the program has expanded overtime, particularly in the last decade where people not on income support, existing business owners and part-time businesses are able to participate in the NEIS program.

OFFICIAL

4.1 Employment Services – jobactive – Labour Market Support Stream

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2015

TERMINATION DATE: Transitions to Workforce Australia.

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
13,595	-	-	-	-

Funding Type – Procurement (Capped)

Brief Description

The Labour Market Support Stream (LMSS) recognises that there are occasions when additional activities, beyond those funded under jobactive, may be needed to support job seekers and jobs growth in certain labour markets.

Policy Objective

The LMSS was established in 2015, as a quarantined fund within jobactive, to support workers impacted by the closure of large employers and satisfy the demand by large-scale recruitment exercises. The scope of the LMSS was expanded in the 2018–19 Budget, to fund small-scale employment projects and engage Employment Facilitators in regions experiencing, or at risk of, prolonged disadvantaged labour markets.

Eligibility for program and process for application

All spending under the LMSS need the endorsement of both the Employment Minister and the Finance Minister, with smaller projects approved by the Employment Minister. The LMSS can only be used for administered funds.

LMSS funding is accessed after careful assessment on a case-by case basis and where sufficient funding is not available from other Commonwealth or State Government programs.

Evaluation

Insights from program evaluations have found that there is utility in providing place based, targeted support based on local conditions. These broader findings have been taken into account when providing advice on how best to undertake expenditure of the LMSS fund.

History of program

The LMSS has been in operation since 2015.

OFFICIAL

4.1 Employment Services – jobactive – Jobs Fairs

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 January 2018

TERMINATION DATE: 30 June 2022

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:
JOBS FAIRS (PART OF THE JOBS PACKAGE)

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
9,353	-	-	-	-

Funding Type – Procurement (Capped)

Brief Description

Jobs fairs allow job seekers, workers and employment service providers the opportunity to connect and talk face-to-face with a range of local employers and learn about jobs, apprenticeships, training, and career options available in their area.

Additional support services are provided at jobs fairs that help build the capacity of job seekers in securing their next role. These services include free 15-minute one-on-one sessions to have their resume reviewed or work on their interview skills. Attendees can also take part in free interactive workshops that help them improve their chances of getting a job and hear from local employers about what they are looking for in an employee.

Policy Objective

These fairs provide opportunities for job seekers to talk with local employers who have real vacancies available.

Evaluation

The Department has engaged an external supplier to conduct an evaluation of the jobs fair program, which is currently underway.

History of program

To date 69 jobs fairs have been held since July 2018 in various locations across Australia, including virtual events. More than 68,722 people have attended these events, with over 157,500 job vacancies on offer from over 3,160 exhibitors.

OFFICIAL

4.1 Employment Services – jobactive – Relocation Assistance to Take Up a Job (RATTUAJ) and AgMove

APPROPRIATION: Appropriation Bill No. 1

START DATE: Current jobactive contract commenced on 1 July 2015

1 November 2020 – AgMove

TERMINATION DATE: Transitioning to Workforce Australia.

AgMove is a terminating measure with an end date of 31 December 2022.

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

	\$'000s				
	2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
RATTUAJ	6,581	-	-	-	-
AgMove	10,027	2,511	-	-	-
Total Employment Services	16,608	2,511	-	-	-

Funding Type – Procurement (Demand Driven for RATTUAJ, Capped for AgMove)

Brief Description

Relocation Assistance to Take Up a Job (RATTUAJ) helps eligible unemployed participants with the cost of moving to take up an ongoing job.

Policy Objective

RATTUAJ encourages unemployed job seekers who are unable to find work in their local area to relocate to take up an ongoing job.

OFFICIAL

Eligibility for program and process for application

Relocation positions must be ongoing, offer more than 20 hours of work per week, and be at least 90 minutes away from a participant's current residence.

Employment services providers manage all elements of the RATTUJ, including determining eligibility and creating an agreement with the participant.

Providers can pay a supplier directly on behalf of the participant, or reimburse the participant for pre-approved relocation expenses.

Providers may also make upfront payments or provide a pre-paid debit card to assist participants who are experiencing significant financial hardship. Providers then claim reimbursements from the Department.

2020–21 Budget measure – Relocation Assistance to Take Up a Job for Short-term Agricultural Work – AgMove

To support the agriculture sector, the Relocation Assistance to Take Up a Job (RATTUJ) program has been temporarily modified to make financial support available to people who relocate to regional or harvest areas to take up short-term agricultural work.

From 1 November 2020 until 31 December 2022, Australians, including those not on income support (such as grey nomads and domestic students), will be eligible to claim a reimbursement of up to \$6,000 when they relocate to take up this work. Visa holders who have a right to work in Australia (including Working Holiday Makers and international students) will be eligible to claim up to \$2,000 (Pacific Australia Labour Mobility (PALM) scheme workers are not eligible as they are sponsored by employers to work in the agriculture and other critical sectors). The funding for this measure updated under the 2022–23 Budget is \$22 million. It is managed within the RATTUJ budget allocation.

In Harvest Areas, Harvest Trail Service providers deliver AgMove. A Harvest Trail Information Service Provider delivers it for non-harvest jobs in agriculture (such as work with livestock or on dairy farms) and for harvest jobs outside of 16 Harvest Areas.

In response to feedback from the sector, changes were made so that the initiative will be called AgMove to simplify communication and improve take up.

To encourage more people to take up roles in agriculture, from 5 May 2021 the required work hours and time periods to be eligible for claiming AgMove have been reduced. From the initial requirement to work 120 hours over at least six weeks the AgMove eligibility has been changed to:

- 40 hours in at least two weeks – for Australian workers to claim reimbursement up to \$2,000 and for temporary visa holders up to \$650
- 120 hours of work in at least four weeks – for Australian workers to claim reimbursement of up to \$6,000 and temporary visa holders up to \$2,000
- Note: Maximum payment to an individual is \$6000 for Australian workers and \$2,000 for visa holders.

This provides an incentive for workers to give a harvest job a go and therefore helps to increase the take up of AgMove.

OFFICIAL

2021–22 Budget changes

The 2021–22 Budget announced \$12.0 million for providers to support job seekers with up to \$2,000 in upfront support when they take up ongoing work under the Relocation Assistance to Take Up a Job program. Eligibility was expanded to job seekers who take up ongoing work of 20 hours per week (previously 30 hours per week). As part of the Six-Month Activity Requirement, providers also inform job seekers of the job opportunities in regional areas and the Relocation Assistance available to them if they choose to move. The funding is for administered and departmental costs for the Department and DSS. These changes took effect from 1 May 2021 and are ongoing.

Funding available to recipients under the program

Participants can receive up to \$9,000 (GST exclusive) to help with the cost of relocating:

- \$3,000 if relocating to a capital city
- \$6,000 if relocating to a regional area
- an extra \$3,000 if relocating with a dependent (eligibility requirements apply).

Recipients

Unemployed job seekers who meet the eligibility criteria.

Evaluation

A Relocation Assistance to Take Up a Job (RATTUAJ) Evaluation Report was published in August 2018. The evaluation examined take up, administrative burden and issues with a reimbursement model that required prepayment by providers prior to seeking reimbursement from the department. The department has subsequently adapted the program to reduce administrative burden and improve clarity of available support.

History of program

The RATTUAJ program commenced on 1 July 2014.

OFFICIAL

4.1 Employment Services – jobactive – Harvest Trail Services

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2020 – Harvest Trail Service

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
10,676	-	-	-	-

Funding Type – Procurement (Demand driven)

Brief Description

Harvest Trail Services (HTS) operate in 16 harvest areas across Australia that do not have adequate local labour supply to meet seasonal peaks in employer demand. Together these 16 areas cover the vast majority of horticultural areas in Australia.

HTS is complemented by the Harvest Trail Information Service (HTIS) and the Harvest Trail website and jobs board. The HTIS provides comprehensive, up-to-date information about harvest work opportunities, working conditions, transport and accommodation around Australia, and also provides a telephone service for employers wanting to lodge vacancies outside of the harvest areas and people looking for harvest work.

The Harvest Trail jobs board lists all vacancies, advertised both on jobactive's JobSearch website and directly on the Harvest Trail website, that are flagged as seasonal work in harvest related occupations. HTS providers, the HTIS provider and employers across the country can utilise the jobs board to advertise harvest work opportunities to job seekers.

From 1 July 2020, the program, renamed under the common Harvest Trail brand, includes:

- HTS providers operating in 16 harvest areas, with many of the former 11 areas expanded to cover new horticulture regions. This expanded national coverage ensures that every major horticulture region across the country has access to the services.
- Financial incentive for HTS providers: 4-, 12- and 26-week outcome payment, when they place and keep Australian job seekers in harvest work, which will help job seekers to gain work experience, move off welfare and, possibly, start a career in agriculture.
- The Harvest Trail Information Service continuing to provide information about harvest work opportunities around Australia.
- The Harvest Trail website has been re-designed to give easy access to information for growers and includes an enhanced jobsearch facility for both Australian job seekers and working holidaymakers.

OFFICIAL

- The Industry Engagement element of the budget measure to address myths and misconceptions about seasonal work and help make Australian job seekers more aware of the benefits of seasonal work. Five industry peaks have been contracted to deliver the HTS Industry Collaboration Trial projects which test different approaches to change agricultural employers' attitudes towards local workers and to attract more Australian job seekers to the sector.

In Harvest Areas, Harvest Trail Service providers deliver AgMove. A Harvest Trail Information Service Provider delivers it for non-harvest jobs in agriculture (such as work with livestock or on dairy farms) and for harvest jobs outside of 16 Harvest Areas.

Policy Objective

To help horticultural employers with their workforce needs. From 1 July 2020 a further objective to increase the number of Australian job seekers working in the horticulture industry and improve employers' access to seasonal workers at the right time.

Eligibility for program

All Australian citizens and permanent Australian residents are eligible for referral to the harvest vacancies by HTS providers. Anyone who is legally entitled to look for work in Australia can be placed into harvest work. This includes people visiting Australia who hold the appropriate work visas, such as a Working Holidays visa, but excludes Seasonal Worker Programme and Pacific Labour Scheme participants, who can work only for their sponsoring employer.

To be referred to harvest work by HTS providers, all job seekers must be registered in the Department's IT Systems.

Evaluation

An evaluation of Harvest Trail Services (including AgMove) has commenced and is due to be completed by the end of 2022.

History of program

Harvest Trail Services have been in operation since 1998.

OFFICIAL

4.1 Employment Services – jobactive – Launch into Work

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2017

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
6,820	-	-	-	-

Funding Type – Procurement (Capped)

Brief Description

The Launch into Work program funds tailored pre-employment projects that support primarily female job seekers to secure entry level employment. Projects are co-designed with the businesses offering the employment opportunities.

Under the program, participants receive accredited and non-accredited training, work experience and mentoring. Beyond delivery of these required components, projects can be designed flexibly to meet employer and/or cohort needs. Project duration is typically 4–12 weeks and projects generally deliver 10–15 jobs, depending on the recruitment needs of employers.

Employers must commit to employing suitable participants who successfully complete a pre-employment project. The number of project participants must not exceed the number of available jobs.

The program emphasises the selection of job seekers with the values and attributes required for the role and for work with the organisation. Participants then develop the technical skills required for the role and gain work experience through the course of the pre-employment project.

Policy Objective

The program supports Australia's G20 goal to reduce the gender gap in women's workforce participation by 25 per cent by 2025 and will work towards addressing future workforce skills shortages.

Although targeted at women, who typically face greater barriers to employment, men may also participate in the program.

OFFICIAL

Eligibility for program and process for application

Employers who can commit to the objectives of the program are eligible to move to project co-design discussions. This includes for profit, not-for-profit and state and local governments or councils. This is followed by a formal application and assessment process.

Peak bodies and industry associations can facilitate or lead a project, but must have committed employers with job vacancies that are willing to participate in the co-design process and project delivery.

Job seekers from the jobactive, ParentsNext and Transition to Work caseloads are eligible to participate.

Funding available to recipients under the program

Contracts are awarded on a rolling basis throughout the program's duration until funding is exhausted for the respective financial year.

The value of an individual contract is based on the costs associated with running the procured pre-employment project.

Recipients

Employers are contracted to deliver pre-employment projects for registered job seekers with a the jobactive, ParentsNext or Transition to Work provider.

Evaluation

No formal evaluation has been completed. The program is subject to regular review in consultation with relevant stakeholders to inform program delivery.

History of program

Prior to this, the Department partnered with UnitingCare Australia and the Office for Women to design and implement pre-employment projects that aimed to help women into the workforce and fill positions within UnitingCare agencies. Due to the success of these projects, the government announced the introduction of Launch into Work.

OFFICIAL

4.1 Employment Services – jobactive – National Work Experience Program

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 October 2015

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
3,131	-	-	-	-

Funding Type – Procurement (Capped)

Brief Description

The National Work Experience Programme (NWEPP) is available through jobactive, Transition to Work (TtW), and Disability Employment Services (DES) providers. The NWEPP places job ready job seekers in real life, unpaid, work trial placements where they can gain experience and confidence while demonstrating their skills to potential employers.

Policy Objective

The NWEPP is a practical work trial placement for up to four weeks, and usually used towards the end of a job seeker's journey towards employment. It is a chance for job seekers to get their foot in the door and demonstrate to employers that they should be hired. NWEPP places can also be used to develop confidence and provide vital work experience without the guarantee of a job.

Eligibility for program and process for application

To participate in an NWEPP placement, job seekers must be:

- registered with jobactive, TtW or DES
- aged 17 years or over
- receiving an income support payment such as JobSeeker Payment, Youth Allowance, or Parenting Payment
- subject to Mutual Obligation Requirements.

Funding available to recipients under the program

In addition to their income support, job seekers who participate in an NWEPP placement may be eligible to receive a \$20.80 supplement each fortnight to assist with the costs of participation.

OFFICIAL

Evaluation

The Department conducted an evaluation of NWEP in 2016. Key findings from the early insights evaluation found that the program's flexibility regarding length, the ability to incorporate productive work into placements, and the provision of insurance coverage for participants were all positive elements, which are being maintained under Workforce Australia. The evaluation also highlighted the need for incentive payments to support participation, which were subsequently introduced on 2018, and will be increased under Workforce Australia to align with those offered under PaTH Internships. Please note the NWEP Early insights evaluation is not published.

History of program

NWEP commenced in October 2015, replacing the Unpaid Work Experience Programme.

In July 2018 changes were made to NWEP in response to feedback received during the 2016 early insights NWEP evaluation, including the introduction of incentive payments, and lowering of the minimum eligibility age from 18 to 17.

OFFICIAL

4.1 Employment Services – jobactive – Evaluation

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2015

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
1,823	-	-	-	-

Funding Type – Procurement (Capped)

Brief Description

Administered funding to support the evaluation of employment services and programs.

Policy Objective

To evaluate the effectiveness, efficiency and appropriateness of jobactive and related programs.

There has been an ongoing program of evaluation across jobactive programs, findings of which have been reported to relevant program and policy areas as they have become available. While the final report is not yet published, findings have informed ongoing development and improvements to program design.

Workforce Australia design has been informed by jobactive evaluation findings, specifically with regard to wage subsidies, Work for the Dole, and the Points Based Activation System design.

OFFICIAL

4.1 Employment Services – jobactive – Communication

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2019

TERMINATION DATE: 30 June 2022

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
8,563	-	-	-	-

Funding Type – Procurement (Capped)

Brief Description

To help meet the costs of communication and promotion activities for employment services and related programs. This includes costs associated with job seeker messaging.

Policy Objective

To help build awareness amongst employers and job seekers of Australian Government employment services.

History of program

N/A

OFFICIAL

4.1 Employment Services – jobactive – Flexible Funding Yarrabah

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2018

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
1,300	-	-	-	-

Funding Type – Procurement (Capped)

Brief Description

The Yarrabah community was chosen as the pilot for a local, community-driven employment services model in the 2017–18 Federal Budget. The aim of the pilot is to determine if local autonomy over employment service delivery will increase employment outcomes and enhance service delivery for local job seekers. The commencement date for the pilot program was 1 January 2018.

The trial includes support through a flexible funding pool of \$5 million over four years to build the capacity of the Yarrabah Aboriginal Shire Council (YASC) to deliver jobactive, boost the capability and capacity of Council and its partners (such as the Council's Leadership Team) and to engage with the community, employers, registered training organisations, other providers of services and peak bodies.

Policy Objective

The objectives of the trial are to respond to the needs of the Yarrabah community, to build its capacity to inform and set service delivery priorities.

Eligibility for program and process for application

YASC is the only organization eligible to receive funding. The community was chosen by the government for the pilot.

YASC submits proposals to the Department for assessment. If approved, they receive money for the proposed activity through an individual funding agreement. Proposals need to support the capacity building of the Council to deliver employment services to jobseekers in the community.

OFFICIAL

Funding available to recipients under the program

Administration of the flexible funding pool funds is through individual funding agreements. Actual expenditure and the specific amounts are at the discretion of the relevant Delegate and depend on an assessment of the proposals for funding made by the Council.

Evaluation

An evaluation of the Yarrabah Employment Services Pilot was undertaken in 2019. The evaluation found that overall rates of employment outcomes were broadly similar to those achieved by previous jobactive providers. The community and local employers experienced considerably higher satisfaction and were strong supporters of the new service. The evaluation findings have informed a continued focus on place based, culturally sensitive and targeted service delivery that is adapted to meet the needs of the local community.

History of program

The program is a trial that commenced in 2018.

OFFICIAL

4.1 Employment Services – jobactive – Targeted Compliance Framework

APPROPRIATION: Appropriation Bill No. 1

START DATE: 1 July 2018

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Budget	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	-	-	-	-

Funding Type – NA

Brief Description

Participants must meet compulsory mutual obligation requirements as a condition of receiving income support, these obligations may include engaging with employment services providers, undertaking activities to improve employment prospects, and looking for and accepting offers of suitable paid work they are able to undertake.

The Targeted Compliance Framework applies if participant fails to meet their compulsory mutual obligation requirements. This may include demerits and financial penalties.

Relevant legislation for the Targeted Compliance Framework is contained in the *Social Security Act 1991* and *Social Security (Administration) Act 1999*, as well as legislative instruments made under powers contained in these acts.

Policy Objective

The objective of the Targeted Compliance Framework is to focus resources and financial penalties on participants who persistently and wilfully do not comply with their mutual obligation requirements, as well as providing protection for vulnerable participants by ensuring their mutual obligation requirements match their capability.

Eligibility for Program and process for application

The Targeted Compliance Framework applies to and participants with mutual obligation requirements except those in the Community Development Program. The framework was modified for ParentsNext participants to ensure that employment-related failures do not apply to these participants.

OFFICIAL

Recipients

Participants in jobactive, Workforce Australia from July 2022, participants in ParentsNext and Disability Employment Services.

History of program

The Targeted Compliance Framework commenced on 1 July 2018 and replaced the Job Seeker Compliance Framework.

The Targeted Compliance Framework will continue in Workforce Australia, with operational changes to reflect points-based activation.

OFFICIAL

4.1 Employment Services – jobactive – Volunteer Online Employment Services Trial

APPROPRIATION: Appropriation Bill No. 1

START DATE: 9 December 2019 (VOEST)

TERMINATION DATE: 30 June 2022

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	-	-	-	-

Funding Type – N/A

Brief Description

Volunteer Online Employment Services Trial (VOEST) is testing a digital employment services model that allows volunteer job seekers to manage their job search efforts using an online platform. In July 2022 it will be replaced by Workforce Australia Online for Individuals.

Policy Objective

The purpose of VOEST is to test whether job seekers and volunteer job seekers can self-manage effectively with online services.

Eligibility for program and process for application

The VOEST is targeted to Stream A volunteer job seekers. Eligible volunteers can participate in VOEST for up to 12 months.

From 1 July 2021, job seekers with a disability who do not receive income support or pension payments will be ineligible for DES. It is expected around 33,808 job seekers with a disability may be eligible for VOEST (Workforce Australia Online for Individuals) over three years from July 2021.

OFFICIAL

Evaluation

The VOEST evaluation commenced in January 2020. Findings on the effectiveness of online service delivery, ease of use and participant satisfaction for many participants as well as challenges for others are contributing to the Government's decision making in design and implementation of Workforce Australian Employment Services. The evaluation report is being finalised.

History of program.

The VOEST commenced on 9 December 2019. The VOEST is an expansion of the Online Employment Services Trial, which has now ended and been adapted with the introduction of the Online Employment Services (OES) as a response to COVID-19.

OFFICIAL

4.1 Employment Services – jobactive – Online Employment Services

APPROPRIATION: Appropriation Bill No. 1

START DATE: 16 April 2020

TERMINATION DATE: Transitioning to Workforce Australia

s47C

s47C

BUDGET AND FORWARD ESTIMATES AS AT 2022–23 BUDGET:

\$'000s				
2021–22 Estimated Actual	2022–23 Budget	2023–24 Estimate	2024–25 Estimate	2025–26 Estimate
-	-	-	-	-

Funding Type – N/A

Brief Description

Online Employment Services (OES) is the Australian Government’s mainstream online employment servicing platform on the jobactive website. This service focuses on Stream A job seekers who have been assessed as the most job ready. In July 2022, it will be replaced by Workforce Australia Online for Individuals.

Core functionality of the OES includes:

- creating a Job Plan
- creating a Career Profile and résumé
- Self-management of participation in and recording of activities to meet mutual obligation requirements
- searching and applying for jobs
- uploading job search details
- access to support tools and resources
- access to support from the Digital Services Contact Centre
- notifications via SMS or email.
- support to upskill or reskill through links to subsidised training
- skills matching tools – including Job Switch which is powered by Jobs and Education Data Infrastructure (JEDI) data through the National Careers Institute (NCI)
- support to connect job seekers to complementary programs and training opportunities
- greater access to support through expansion of the Digital Services Contact Centre.

Policy Objective

OES allows job seekers to self-manage their job search and reporting requirements online.

OFFICIAL

Eligibility for program and process for application

All non-remote job seekers granted activity-tested income support by Services Australia are automatically referred to the OES. Based on an assessment, job seekers are referred to an employment services provider or the most job ready remain in the OES. Participation in OES is time limited to 12 months, unless the job seeker is working or undertakes study, which will allow them to remain in the online platform for up to six months after the completion of their course.

Regardless of whether a job seeker is ultimately referred to an employment services provider, they can continue to access the online tools and resources on the jobactive website.

Job seekers can opt out of the OES any time and transfer to a provider. Safeguards have been introduced in the OES to ensure job seekers are not disadvantaged in online services and can access face-to-face provider services. These include a Digital Assessment to help identify those job seekers potentially at risk and prompt them to consider opting into face-to-face servicing, and a Digital Service Review every four months to ensure job seekers are successfully managing their online job search requirements.

From March 2021, up to 15,000 young people (aged 15–24) per year in OES and Digital Employment Services have access to a maximum of three one-hour advisory sessions with a Transition to Work (TtW) provider. From June 2021, young people in OES and Digital Employment Services in the New Employment Services Trial have had access to online learning modules to help them develop their job search and employability skills.

From 1 July 2021, job seekers who can work 30 hours or more per week have been ineligible for DES. It is expected an additional 33,656 job seekers with a disability will enter jobactive over three years from July 2021.

Evaluation

The Department actively monitors administrative data and is closely consulting with stakeholders to ensure the Online Employment Services is meeting the needs of job seekers.

An evaluation of Online Employment Services is being conducted by the Department to assess the appropriateness, effectiveness and quality of the services and identify cohorts of job seekers who experienced the most benefit and those who required additional support.

The evaluation is taking a mixed methodology approach including qualitative and quantitative research with key stakeholders and analysis of administrative data.

OFFICIAL

History of program

The OES was created on 16 April 2020 in response to the increased demand for Centrelink payments and employment services, because of the COVID-19 pandemic.

The Government expanded the Online Employment Services Trial (OEST), which commenced on 1 July 2018, to become the OES. The decision to expand the OEST to become the OES was informed by early evaluation results of the OEST, which showed that trial participants were as likely to exit from income support or employment services as comparable job seekers receiving provider servicing.