



# Working Future: White Paper on Jobs and Opportunities

## THE PLAN FOR EMPLOYMENT SERVICES

### Eight principles for reform

- 1. Services are viewed as an investment that unlock individual potential, address employer needs and work with industry to bolster growth.**
  - a. the system builds human capital and ensures job placements are appropriate
  - b. services help businesses and communities to grow by connecting people to jobs.
- 2. There is strong Australian Public Service stewardship in the system and the outcomes it delivers to ensure that individuals are not left behind.**
- 3. Services protect the dignity and respect rights of individuals.**
  - a. Services help individuals meet their employment and personal development goals
  - b. Services are designed and delivered in a culturally responsive and inclusive way that meets communities' needs.
- 4. Services provide a pathway towards decent jobs that provide the flexibility and security that individuals need.**
  - a. The Government may need to promote the creation of jobs to alleviate entrenched community disadvantage where labour markets are very thin and where individuals face very high barriers to work.
- 5. Employers use employment services to help meet their workforce needs, and can access guidance on innovative job design, recruitment practices and inclusive approaches to workforce development.**
- 6. Employment services are designed through collaboration with individuals, employers and the community.**
  - a. The participation of Aboriginal and Torres Strait Islander Community Controlled Organisations, and community-based organisations, is boosted in the delivery of employment services
- 7. Services help people at the earliest opportunity, informed by fit-for-purpose assessment processes.**
- 8. Reforms are grounded in evidence, high quality evaluation and continuous learning and improvement.**

The White Paper on Jobs and Opportunities released on Monday 25 September 2023, sets out the government's roadmap for the Australian labour market to ensure everyone in Australia can access secure jobs with fair pay. For more information read Working Future: The Australian Government's [White Paper on Jobs and Opportunities](#).