

August 2022

Social Services Jobs Guarantee

Providing a pathway into meaningful
jobs in an essential and growing sector



Premier
and Cabinet



The Jobs Guarantee will strengthen the pipeline of social services graduates and sector capacity to deliver critical social services

What is the Jobs Guarantee?



- The Jobs Guarantee is an employment program for Diploma of Community Services graduates.
- Eligible graduates are guaranteed a 12-month position in the social services sector.
- Graduates will receive wrap-around support to assist their transition to employment.
- Employer organisations will be provided with assistance to encourage uptake of entry-level staff

The Jobs Guarantee will support:



Attraction: providing clear signals that social services courses are viable and lead to jobs



Recruitment: improving pathways between TAFEs and the sector to support the supply of workers



Retention: providing flexible and staged levels of supports for graduates and employers.

The Jobs Guarantee is a component of a broader program of work to address social services workforce issues in Victoria.

How will the Job Guarantee help meet growing demand for social services?

Challenges



Workforce supply is not keeping pace with community demand

There are approximately 4,000 vacancies in Victorian Government funded roles alone, with demand in adjacent sectors compounding existing shortages and pressures



Many social service graduates do not end up working in the sector

Across social services Free TAFE courses, around half of all students who complete their course end up in a relevant social services job. Student attrition rates are also high.



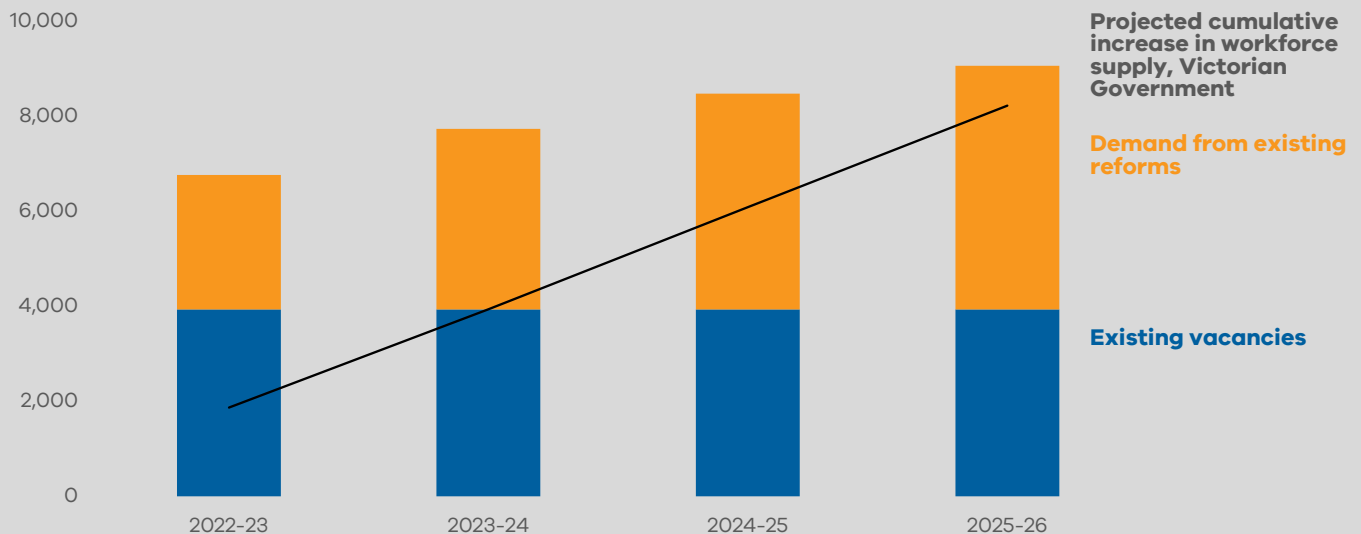
Entry-level workers face distinct challenges, leading to attrition

Commencing in the sector can involve challenging, high-risk, complex or confronting roles. Insufficient support for new entrants contributes to turnover.

There is a projected shortage of workers due to the high number of vacancies and existing reforms

Current Vic Gov funded vacancies and existing reforms compared to cumulative Vic Gov funded supply growth, FTE

DPC analysis of social service workforce modelling results



Notes:

- Projections on cumulative increase in workforce supply is based on DPC and other departmental modelling, capturing migration, educational completions, retirements and people switching sectors – for the whole sector and then a proportion is calculated for the Victorian Government based on historic ratios between jobs funded by the Victorian Government and all jobs in the sector.

How will the Job Guarantee help meet growing demand for social services?

Opportunities



Building on existing initiatives to address workforce shortages

- There are opportunities to build on and better connect existing workforce initiatives and commitments, including existing Jobs Victoria infrastructure.



Guaranteeing jobs to build and strengthen career pathways

- Within the training and skills system and broader labour market, the Jobs Guarantee signals that social services courses are viable, with strong employment outcomes



Supporting social service employers to grow and develop their workforce

- Providing supports for employers to develop their capabilities. Support will also help entry-level workers build relationships with the sector.

What will the Jobs Guarantee deliver?



- **Encourage** prospective students to consider a career in social services
- **Strengthen** the pipeline of social services graduates
- **Increase** the number of qualified workers in social services jobs
- **Boost** overall capacity in the sector
- **Assist employers** to develop the capacity of their organisations
- **Support employers** to take on graduates
- **Wrap-around** supports to graduates

Eligible Jobs Guarantee participants will be provided with tailored supports

Student eligibility



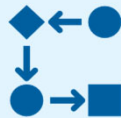
Students will be eligible for the Jobs Guarantee where:

- ✓ They complete the Diploma of Community Services and any in-course requirements and mandatory placements between 1 September 2022 and 31 August 2024.
- ✓ Are a resident of Victoria and have the right to work in Australia
- ✓ Successfully complete employer screening processes (including a National Police Check and Working with Children Check).

Individualised wrap-around supports for eligible students may include:



Resume development



Sourcing relevant roles



Employer liaison



Help with reasonable workplace adjustments



L&D support

Eligible Jobs Guarantee employers will be supported to take on additional new graduates

Employer eligibility



Employers will be able to participate in the Jobs Guarantee where they:

- ✓ Are a social services employer with an organisational presence in Victoria
- ✓ Have sufficient business structures and capabilities to employ Jobs Guarantee participants
- ✓ Can provide evidence of a 'suitable' employment offer (at least 12 months in duration)

We will be consulting with employers on the supports that would be most useful to them. This may include:



Developing BOH capabilities



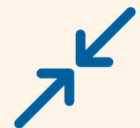
Providing training



Meeting info, comms, and tech. needs



HR or supervisory costs associated w/ employing entry level staff



Screening and job matching via JV online hub

Next steps

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- Briefings for the sector peak bodies, training providers, community sector organisations and unions – this week
- Program design finalisation, in consultation with the sector – during September
- Jobs Guarantee EOI form opens for jobseekers – from 1 September
- Job matching process commencement - from 1 October

Questions?

For more information...



If you are an employer looking to recruit Diploma of Community Services graduates, you can email info@jobs.vic.gov.au to learn more about how to take part in the Jobs Guarantee Program.



If you are a prospective employee looking to participate in the Jobs Guarantee, visit jobthatmatter.vic.gov.au

Other questions about the Jobs Guarantee program, email SSWR@dpc.vic.gov.au