EMPLOYMENT, EDUCATION AND TRAINING
A JOINED UP APPROACH

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Who We Are

NESA is the voice of the employment and related services industry

Our Vision
“Opportunity through employment and inclusion”

Our Mission
To lead a sustainable, effective and diverse employment and related services industry through:-
• Influential representation and advocacy
• Strong partnerships and
• Member support and development
Our Membership

NESA:

- Represents all providers of Government contracted employment and related services
- Supports all the agencies (community, not for profit, private and Government sector providers) who are working to help Australians find and keep a job
- Is focused on creating a more inclusive Nation, where the most disadvantaged jobseekers are not left behind
- Members are focused on the job seekers’ needs, and helping employers to find the right person for the job.
Reform of Australian Employment Services

A comprehensive review of Employment Services was undertaken in 2008.

The need for reform – Policy Environment and Government considerations.

- Streamlined programmes/red tape reduction
- More emphasis on disadvantaged job seekers
- More flexibility to tailor employment assistance services
- More opportunities for work experience
- More focus on human capital development and addressing skills shortages
Reform of Australian Employment Services

Significant Reforms

Job Network
Personal Support Program
Job Placement & Employment Training
Community Work Coordinators
Green Jobs Corps
Harvest Labour Services &
Harvest Labour Information Services
NEIS

Job Services Australia
Employment and Related Services
Delivered by NESA Members

- Job Services Australia – Generalist and Specialist
- Disability Employment Services
- Job Capacity Assessors
- The National Panel of Assessors
- NEIS
- Indigenous Employment Programs
- National Green Jobs Corps
- RTO’s, Productivity Places Program
- Group Training Organisations
- Apprenticeship Services
- Jobs Fund
- Innovation Fund and Employers Brokers
Employment, Education and Training
A Joined Up Service

- Australian employment services and the VET Sector share many goals and priorities

- Prime focus is on building skills to increase opportunities for individuals to access sustainable employment and find pathways out of poverty and to be socially included
Employment Services Providers and the Role of Training

ESP Training providers

Share information on:
- Skills needs
- Existing job seeker skills
- Training courses available

Employers

Suitable job seekers requiring further training / skills

Appropriately skilled job seekers and post placement support

Develop work experience placements as part of training, where appropriate
Skills/Attributes that Employers are Seeking

- Less than 30% of job seekers were regarded as ‘suitable’ by employers
- Reasons for unsuitability included:
  - Applicants having insufficient experience
  - Applicants having insufficient qualifications or training
  - Applicants lacking basic employability skills
- Lower skilled occupations difficult to fill

Source: DEEWR, Survey of Employers’ Recruitment Experiences, Combined Results of all surveys conducted in 12 months to March 2010
Basic Employability Skills

Most importance placed on:
- 33% personality traits and qualities only
- 24% technical skills only
- 42% both equally important

Personality traits and qualities employers wanted:
- Motivation
- Communication skills
- Enthusiasm
- Reliability
- Confidence
- Good personal presentation
Training Policy and Initiatives

- Need to emphasise development of foundation skills including literacy and numeracy
- Equip job seekers with the skills and qualifications required by business including employability skills
- Encourage more pre-employment training by business
- Detailed analysis of skill and labour demands of local economies matched with authentic analysis of supply
- Appropriate supports to maximise training completion
- Flexibility and responsiveness required in training delivery
Strategic Workforce Development approaches

- OECD LEED Forum on Partnerships and Local Governance
- Local level partnerships between ESPs, RTOs and employers
- Career clusters, skills ecosystems (University of Sydney research)
- Keep Australia Working: Priority Employment Areas: Local Employment Co-ordinators
Priority Employment Areas

- Experience from previous recessions show some regions are hit harder than others during economic downturn

- 20 Priority Employment Areas

- These Priority Employment Areas are likely to experience, to greater degree, labour market disadvantage
Priority Employment Areas
Each Priority Employment Area:

- access to projects under the Nation Building – Economic Stimulus Plan
- supported by a Local Employment Coordinator
- Keep Australia Working forum with local community and business leaders
- Keep Australia Working Jobs Expo for job seekers
- receives targeted assistance through the Jobs Fund, Apprentice Kickstart Extension, National Green Jobs Corps and other government initiatives
- Regional Employment Plan which sets out employment and training goals and strategies for the region.
The Local Employment Coordinator Initiative

The role of Local Employment Coordinators:

- Assist local employers to take advantage of stimulus projects and government funded opportunities
- Assist local stakeholders to take advantage of government training and employment programs
- Link local job seekers and retrenched workers to employment opportunities
- Develop local projects in partnership with stakeholders to create employment and training opportunities.
- Link local stakeholders to develop career pathways and to address the recruitment needs of local businesses.
- Work with local stakeholders to produce a Regional Employment Plan
Case Study – Taree manufacturing redundancies
Assisting retrenched workers into new employment and/or training opportunities

- 210 workers made redundant in an automotive manufacturing plant based in Taree.
- Mid-North Coast LEC worked with key stakeholders to provide information & assistance to the retrenched workers.
- JSA providers were linked with the retrenched workers at information sessions held at the manufacturing plant.
- A business open day was held to showcase the skills of retrenched workers to local employers.
- 78 retrenched workers were assisted into employment.
- Many of the remaining retrenched workers were assisted into training courses in emerging growth sectors such as aged care.
Case Study – Hospitality Training Courses
Increasing employment and training outcomes through stronger links between stakeholders

- Bundaberg-Hervey Bay LEC worked with JSA providers and registered training organisations to deliver training and employment outcomes in the hospitality industry
- 12 job seekers completed Certificate III qualifications and were given on the job training with three local employers
- LEC promoted the program to local business
- All participants were placed in employment
- The program has now been adopted by another local JSA provider.
Way Forward

- Policy development to strengthen integration between education, training and employment
- Involvement of employment services at the front end of policy development
- Address siloed approach
- Align incentives
- Strengthen local collaboration between VET and ESPs
- International and national benchmarking
- Range of options including combined pre-vocational and post-placement training strategies and strategies to address labour market mobility
Thank You

Questions?
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