

Observational Work Experience –

Information for Businesses

# What is Observational Work Experience?

## Observational Work Experience allows participants to undertake short-term, unpaid placements to build soft skills, and gain a better understanding of how workplaces operate, and the basic expectations and behaviours required.

It’s a great way for participants to connect with the workforce and allows you to assess if they would be a good fit for your organisation before offering employment.

# Is my business eligible to host OWE?

Any organisation can host an OWE placement as long as you have not reduced your workforce in the past 12 months through redundancies or terminations, and the proposed activities do not involve any tasks of those performed by the employees made redundant or terminated.

# Placement eligibility

For a placement to be eligible, it must satisfy several requirements. Placements with eligible Host Organisations must:

* be no more than 4 weeks duration
* be no more than 50 hours per fortnight and not exceed a maximum of 8 hours per day
* only involve observation (allowing for participation in meetings and discussions where relevant), with no tasks to be undertaken by the participant.

# What are the benefits?

* You can see if the participant will be a good fit before placing them into employment.
* The participant can demonstrate their interest and reliability to you in a work-like environment.
* If you offer a participant employment you may be eligible to receive a Wage Subsidy of up to $10,000 to help you with the initial costs of hiring a new employee.

# Want more information?

* Visit [Workforce Australia - Observational Work Experience](https://www.workforceaustralia.gov.au/businesses/help/train-trial/observational-work-experience)
* Search for your local provider at [Find Your Employment Services Provider - Workforce Australia](https://www.workforceaustralia.gov.au/businesses/help/hire/providers/search)
* Contact the National Customer Service Line on 13 62 68.