



Australian Government
Department of Employment
and Workplace Relations

Real Jobs, Real Wages

Paid Employment Pathways Program



JULY 2025

Acknowledgment of Country

I would like to respectfully acknowledge the traditional owners and custodians of country through Australia and their continuing connections to land, waters and community. I pay my respects to them and their cultures and Elders past, present and emerging. And I extend that respect to people with us today.



Industry Engagement Team

Employer Liaison Officers (ELOs) work with industry, peak bodies and employers to develop workforce solutions.

- ELOs will work with you to :
 - develop solutions utilising government programs and supports
 - connect you to people, services and programs to meet your recruitment needs

**Helping employers to access
government programs,
reduce bias and
connect with
diverse candidate pools**

Real Jobs, Real Wages

Real Jobs, Real Wages helps businesses to employ individuals and to transition them into **secure work; as well as supporting the capability of businesses when employing people with greater challenges to work.**

- Support inclusive recruitment, job design & retention strategies and good practices
- Connect to diverse candidate pools
- Connect to government services and supports, including:
 - Pre and post placement support for individuals and employers for up to 12 months
 - Tailored payments up to \$15,000 (GST incl) to employers to help individuals transition into secure work



www.dewr.gov.au/real-jobs-real-wages

Workforce Australia Services

Workforce Australia is the employment service delivered by the Department of Employment and Workplace Relations.

- Helping people move into, or towards, secure employment and assist business to find staff that match their needs.
- Candidates who require additional support are connected to a Workforce Australia services provider who tailors the support needed.



Tailored support for Business



Business and industry can access additional tailored support, delivered as part of the Real Jobs Real Wages pilot.

The Real Jobs, Real Wages pilot supports business to employ people with greater challenges to work and foster inclusive, diverse workplaces.

The Department works with your business to help you develop a strategy to support both you and your new recruits.

Including:

- Sharing recruitment and job design good practice
- Providing information on developing successful onboarding strategies
- Streamlining recruitment and candidate support
- Helping businesses employ and support the needs of individuals with challenges to employment.

Real Jobs, Real Wages Financial incentives

Up to \$15,000 (GST inclusive)* is available for an eligible candidate

Tailored payments of up to \$10,000*

- Payable over 6 months
- Ongoing position, transition to permanent employment including apprenticeships/traineeships
- \$10,000 for employment of 20 hours or more per week or \$7,000 for less than 20 hours

- **12 Month Secure Work Bonus of up to \$5,000**

- Payable at 12 months
- **Permanent** Position (Full time or Part time)
- \$5,000 for employment of at 20 hours or more per week or \$3,000 for less than 20 hours

How do I access the Real Jobs Real Wages financial incentives?

- Your first step is to talk to an Employer Liaison Officer.
- You will also need a [Workforce Australia Online for Business account](#) authenticated with myID.

*Terms and Conditions Apply

Employers cannot receive incentive amounts that exceed wages paid

Employers cannot receive both the employer apprenticeship incentives and Real Jobs Real Wages incentives

Benefits

Real Jobs, Real Wages can help employers not only find the right talent but also create a more inclusive and supportive work environment.

- Build your workforce
- Reduce skills and labour shortages
- Reduced recruitment costs
- Strengthen business capabilities
- Foster an inclusive and diverse workplace
 - Higher productivity
 - Increase employee engagement and retention
 - Improve brand reputation and trust
- Give back to the community

- **Customised assistance free of charge**
- **Access to diverse candidate pools**
- **Streamlined access to financial support and resources**

**Promoting
inclusive,
dynamic
workplaces**

Employer eligibility

The Real Jobs Real Wages pilot is available to values aligned eligible businesses:

- Small, medium and large employers
- Employers in all industries
- Group Training Organisations (GTOs)
- Local government entities
(provided the Employment position is not funded by a Commonwealth, state or territory government entity)



**Supporting
values
aligned
employers**

A Real Jobs, Real Wages
Wage Subsidy Employer*
must not be:

- a labour hire company
- a State or Federal government entity
- a family member of the participant

*Terms and conditions apply

Job eligibility

The job requirements for the Real Jobs, Real Wages program are designed to ensure that the employment positions are:

- sustainable,
- meets minimum wage and employment standards
- supportive of participants' long-term employment.

The Real Jobs Real Wages pilot is designed to support genuine, paid employment opportunities

Real, ongoing work with the potential for long-term employment.

We work with you to identify suitable jobs in your business.

The job can be:

- full-time, part-time or casual**
- for a full-time or part-time apprenticeship or traineeship

N.B.** Employers will not be eligible for the secure work payment if the participant is employed on a casual basis at 12-months.

Candidate pool



Candidates must be sourced from [Workforce Australia Services](#)* for a business to be eligible for the Real Jobs Real Wages financial incentives.*

Real Jobs Real wages connects you with a diverse candidate pool

The candidate pool includes people from a wide range of backgrounds, such as:

- People who have been unemployed long-term or underemployed
- First Nations Australians
- Culturally and Linguistically Diverse (CALD) communities
- People with disability
- Young people entering the workforce
- Mature age workers
- Parents returning to work

*eligibility applies

Potential new hires

PERSONAS

Leilani – First Nations Candidate

- **Age:** 45
- **Background:** Community services volunteer
- **Experience:** Informal caregiving
- **Barrier:** Limited formal employment history
- **Strengths:** Strong interpersonal skills, community-focused

Aaliyah – CALD Candidate

- **Age:** 42
- **Background:** Migrated from overseas with engineering qualifications
- **Experience:** Skilled in technical roles. No current Australian work experience
- **Barrier:** Non-recognition of overseas qualifications
- **Strengths:** Multilingual, adaptable, problem-solver

Seth – Facing Social Barriers

- **Age:** 35
- **Background:** Long-term unemployment, speech impediment
- **Experience:** Volunteer work
- **Barrier:** No driver's license, uses public transport
- **Strengths:** Very organised, resilient, strong communication

David – Mature Age Worker

- **Age:** 58
- **Background:** Track Construction and Maintenance
- **Experience:** 30+ years
- **Barrier:** Age-related bias and redundancy
- **Strengths:** Reliable, experienced, strong work ethic

Supporting you and your business

- Personalised support from an Employer Liaison Officer
- Access to a streamlined national approach
- Lots of support along the way
- Financial incentives to help with hiring and supporting your new recruit
- Build your workforce with us



Let's get together and have a chat about how it can work for you!

Employer support



**“Don’t do it alone,
there are lots of
supports to help you
free of charge!”**

Helping you engage, recruit and retain

- **Employer Liaison Officers (ELOs)**: Help employers grow their workforce through tailored support, partnerships, and practical workforce development solutions.
- **Workforce Australia Online**: A self-service platform where employers can post jobs, find candidates, and access hiring tools and resources.
- **Workforce Australia Providers**: Local experts who match employers with job-ready candidates and provide hands-on recruitment and retention support.
- **Local Jobs – Jobs Coordinators**: Regional connectors who co-design workforce solutions and link employers with training and employment services.
- **Apprentice Connect Australia Providers**: Your first stop for hiring apprentices—offering end-to-end support with contracts, training, and incentives.
- **And lots more!**

www.workforceaustralia.gov.au/businesses

Resources



**HIRING
OUTSIDE
THE BOX**

[www.dewr.gov.au/employment/
hiring-staff/hiring-outside-box](http://www.dewr.gov.au/employment/hiring-staff/hiring-outside-box)

- [Inclusive culture toolkit](#) - designed to foster an inclusive work environment by recognising and mitigating bias.
- [Inclusive recruitment practices toolkit](#)- to enhance job advertisements and methods, including the use of gender-neutral language and alternative application processes.
- [Employee value proposition toolkit](#) - to assist in developing an EVP for your organisation.
- [Job crafting toolkit](#) - that empowers employees to customise their roles to better suit their skills and interests.
- [Onboarding](#) - A positive onboarding experience has a significant impact on employee productivity, retention and safety.
- [Workplace flexibility toolkit](#) - to promote diverse and innovative workforces.
- [Mentoring toolkit](#) - to foster supportive relationships for employees embarking on new roles or facing career challenges.
- [Supported returner program toolkit](#) - to aid transition back into the workforce.

Interested in speaking with an Employer Liaison Officer or finding out more?

- Email us
rjrw@dewr.gov.au

- Employer Fact sheet

www.dewr.gov.au/resources/real-jobs-real-wages

- Visit our website

www.workforceaustralia.gov.au/businesses/help/hire/real-jobs-real-wages

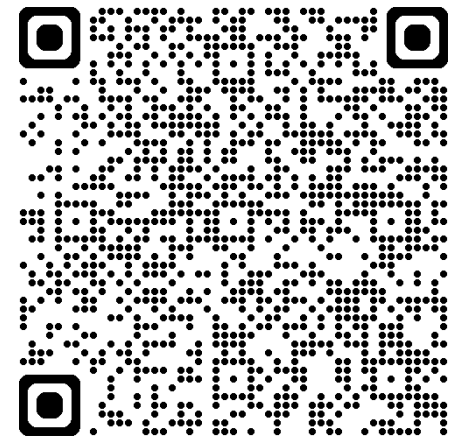




Thank you

**Your feedback is important to us
and will help shape future events
and initiatives**

Please scan the
following QR code to
access the [feedback
form](#)



RJRW@dewr.gov.au