



Hot Topic  
Briefs

Questions  
on Notice

# Employment and Workforce

## Hot Topic Briefs

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### Evidence and Assurance

NIL

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**Issue:** Workforce Australia Implementation and Transition  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary

## Key Points

- Transition arrangements to Workforce Australia commenced on 1 April 2022 and concluded on 30 June 2022. A post-transition period ran until 30 September 2022.
- Around 800,000 participants were successfully transitioned to Workforce Australia on 4 July 2022.
- Participants and providers are now fully engaging with Workforce Australia arrangements and continue to increase their understanding of the new settings.
  - Around 90 per cent of transitioned individuals have either agreed to a new job plan online (Workforce Australia Online) or met with their provider and agreed to a new job plan (Workforce Australia Services).
  - This enables them to access the full range of benefits that come with Workforce Australia, including the Employment Fund and access to complementary programs to help them find secure employment.

## Provider preparedness

- The transition to Workforce Australia was underpinned by a progressive implementation of IT functionality and ensuring provider readiness. This included monitoring the establishment of provider sites, access to IT systems and staff completion of training requirements leading up to the launch.
- Providers were given operational transition information through the *Provider Transition Advice* and the Transition Timeline identified key milestones and dates.
- Expected transition caseload information and the ability to schedule appointments with participants was available to providers well ahead of the 4 July 2022 commencement date.
- 26 of the 43 contracted Workforce Australia Services Providers claimed an advance payment to assist with establishing servicing arrangements at the commencement of Workforce Australia. The amount of the advance payment was specific to each organisation, based on forecast Engagement Payments for new and transferred

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participants for the first six months in Workforce Australia Services. It is not extra funding, but a brining forward of some payments.

**Participant readiness**

- A set of principles to facilitate the transfer of participants was developed to minimise disruption. These included keeping participants with continuing providers and giving consideration of an individual's circumstances and residential location in proximity to Workforce Australia Service Providers.
- Notifications to participants were sent from May 2022, advising them of their transition arrangements, how to change servicing arrangement or providers, along with information on the Points Based Activation System.
- Other arrangements to support participants during transition included:
  - resetting compliance demerits to zero to give people a fresh start
  - lifting mutual obligation requirements for the first month of Workforce Australia, and
  - providing two reporting periods where compliance action would not be raised for failure to meet their points target, to ensure that participants were being given time to engage with the new Workforce Australia arrangements and adjust to the new settings.
- During the Participant Choice Period (4-15 July 2022) – 16,000 (2%) participants changed providers. A further 39,000 have changed since. The main reasons participants have switched providers are:
  - participants not satisfied with the new provider assigned to them (around 7,200 participants)
  - site location of their new provider (around 5,500 participants)
  - wanted to maintain existing consultant relationship (338 participants)
  - poor servicing experience (127 participants)
- Providers were encouraged to use alternative strategies to engage with participants, other than face-to-face appointments where public transport or location of a site was an issue.
- Two initial Workforce Australia transition surveys were conducted between 28 July and 25 August 2022. Over 3,000 responses were received for each survey. Key highlights include:
  - Over 90 per cent of participants were aware of the change to Workforce Australia.

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- Almost three quarters (72 per cent) agreed they understand their mutual obligations and over half understand the Points Based Activation System (57 per cent).
- Participants in provider services found the Contact Centres more helpful (33 per cent) than participants in online services (28 per cent).
- In the second survey, more than two-thirds (68 per cent) of participants knew what they had to do to commence in the new service and overall, more than half of the participants (52 per cent) indicated that there had been no disruption to their services.

### Key Data

- 177 Provider Deeds are in place to support the delivery of services under Workforce Australia.

### Workforce Australia Transitioned Caseload

- The commencement timeframe for transitioned participants was 26 August 2022.
  - As at 26 August 2022, 77 per cent of eligible participants had either agreed to a new job plan (Workforce Australia Online) or had an initial appointment with their provider and agreed to a new job plan (Workforce Australia Services).
  - Providers were impacted by many external factors including natural disasters, staff shortages due to COVID and the pausing of mutual obligations arrangements in commencing participants.
  - As at 30 September 2022, 89 per cent of participants with mutual obligation requirements were commenced in services.

Workforce Australia Programs and Services	4 July 2022	26 August 2022 commencements (percentage) <sup>2</sup>	30 Sept 2022	30 September 2022 Commencements (percentage) <sup>2</sup>
Provider Services	578,182	80	484,292	92
Online Services <sup>1</sup>	160,451	65	102,292	75
Transition to Work	21,634	76	15,905	90
Self-Employment Assistance	6,552	70	6,681	71
<b>Total</b>	<b>766,819</b>	<b>77</b>	<b>609,170</b>	<b>89</b>

1. Fully eligible participants only - does not include Base Online participants

2. Paused and ineligible participants are excluded.

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### Provider employee numbers

- The number of staff linked to the Workforce Australia Services contract continues to increase, and in September was higher than the number of staff linked to jobactive between January and March 2022.

#### Unique users per month, January – September 2022

	Total	jobactive	Workforce Australia Services
January	8,084	4,384	5,160
February	8,311	4,497	5,345
March	8,586	4,585	5,523
April	8,385	4,478	5,531
May	8,575	4,552	5,682
June	9,566	4,973	6,534
July	10,247	5,167	7,247
August	10,691	5,301	7,667
September	11,140	5,417	8,009

- Note: Total includes staff delivering services through other DEWR-managed programs (e.g. ParentsNext, Transition to Work). Staff linked to Disability Employment Services or Community Development Program only are not counted in the total.

### Research

- The design of Workforce Australia was informed by the *I want to work* report.

### Media

- Media coverage of the transition from jobactive to Workforce Australia focused on several key themes:
  - communication from the department to job seekers/participants, businesses and providers regarding transition
  - complexities of new servicing arrangements, particularly mutual obligations requirements and the Points Based Activation System
  - the perceived lack of improvement to participant experiences under Workforce Australia compared to jobactive
  - concerns about:
    - privacy and legality of sensitive and personal information collected through Workforce Australia
    - travel time to provider appointments and lack of flexible options for provider appointments

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- use of technology to access Workforce Australia.

<b>Last Cleared By</b>	s 22(1)(a)(ii)	
<b>Date Last Cleared</b>	02 November 2022	

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## BACKGROUND

- Workforce Australia is a new national Employment Services model for individuals, providers and businesses, implemented on 4 July 2022.
- All Australians, regardless of whether they are claiming payments, have access to Workforce Australia Online for Individuals, managed by the Department of Employment and Workplace Relations.
- Individuals who require additional support or choose to have additional support are serviced by a provider, through Workforce Australia Services.
- All contracts for Workforce Australia services were signed by the previous Government by 28 March 2022, 14 days before the caretaker period commenced on 11 April 2022.
- The key elements of Workforce Australia implemented on or before 4 July 2022 were:
  - Workforce Australia Employment Services, Transition to Work, Career Transition Assistance, Employability Skills Training, Self-Employment Assistance and Entrepreneurship Facilitators services commenced, enabled through procurement processes, deeds and guidelines.
  - Existing participants transitioned to the new services, with either an existing or new provider or remained Online.
  - New referral mechanisms for new job seekers through modernised data integration with Services Australia, delivering prefilled data fields, new processes and communication workflows, real-time data exchange.
  - New legal and policy settings in conjunction with the new legislation (*Streamlined Participation Requirements and Other Measures Act 2022*) that supports digital clients.
  - Privacy Impact Assessment for Workforce Australia completed, supporting delivery of the new platform.
  - The Workforce Australia Digital Platform progressively released, including beta versions of the new interfaces for individuals, providers and businesses.
  - New Cloud based telephony solution and Customer Relationship Manager implemented for the Digital Services Contact Centre. \*Note not all CRM functionality has been released and some interim processes are in place.
  - Digital Identity replaced legacy authentication access, with all Providers now accessing employment systems using Whole-of-Government Digital Identity.
  - New Procurement and Licence Management System progressively released, supporting multiple procurement, contracts and licences processes (April 2021 – June 2022). \*Note there is still one element of the system to be released, as well as system integration and testing to be completed.
  - Virtual Assistant Function went live and provided chat bot functionality to Workforce Australia platform users.
  - New online interfaces and whole of government digital Identity across multiple programs, reducing user profiles and multiple digital front doors.

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- These capabilities support the needs for the Workforce Australia program and allow for the expansion of foundational capabilities across other government programs and user cohorts.
- The Workforce Australia Digital Platform has the capabilities to accommodate other employment programs to continue supporting Australian citizens and businesses in enhancing education and skills capabilities leading to employment and career progression.
- A Workforce Australia and accompanying Transition Communication Strategy was developed to support the deliverables and timing of communication activities to participants, providers and other key stakeholders in the lead-up to the commencement of Workforce Australia.
- A Transition Consultation Group consisting of community and provider peak body representatives was established to provide feedback on transition micro-policy matters before Transition.
- Transition operational matters were detailed in the *Provider Transition Advice* that was sent to all ceasing, continuing and newly contracted providers on 1 April 2022 and published on the department's website, along with a transition timeline.

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**Issue:** Changes to the Points Based Activation System  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary

## Key Points

- Workforce Australia introduced a Points Based Activation System (PBAS) that provides individuals greater choice and flexibility to meet mutual obligation requirements in return for income support.
- Under the previous jobactive, individuals were required to undertake up to 20 job searches per month, and the system did not recognise the wide range of other tasks and activities available to individuals to become job ready and get a job.
- Under the PBAS, individuals have a maximum points target of 100 points to meet each month, which includes a minimum job search requirement of 4 (or 20 points). The tasks and activities participants can do include job search, job interviews, commencing a job, doing paid work, study and training, or participating in an activity.
- Points targets are individually tailored to reflect personal circumstances and / or local labour market conditions. The points target must be reduced by 40 points to recognise those with a partial capacity to work, principal carer parents and individuals aged 55 or older, and by 20 points to recognise difficult labour market conditions in certain employment regions.
- The points target can be adjusted by the participant's provider or the Digital Services Contact Centre (DSCC) at any time during the individual's reporting period.
- Providers or the DSCC can also adjust the minimum job search requirement, at any stage, ensuring it is appropriately tailored to the participant's circumstances.
- At the end of each reporting period, if a participant meets their points target, they can bank additional points (up to half of their points target) to the next reporting period.
- Participants who fail to meet their points target or other requirements without a valid reason will receive a demerit under the Targeted Compliance Framework (TCF).
- Only individuals in Workforce Australia Services and Workforce Australia Online are required to use the PBAS. Individuals in the Disability Employment Services, Community Development Program, Transition to Work and ParentsNext are not required to use the PBAS.

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2022 - 2023 Budget Estimates  
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- The PBAS has been receiving extensive media attention and the Minister has been actively engaged with external stakeholders, including the Australia Council of Social Service (ACOSS), the National Employment Services Association (NESA) and the Australian Unemployed Workers' Union (AUWU), to listen to feedback on the PBAS framework.
- On 20 June 2022, the department met with the Minister to discuss the PBAS framework and options to adjust the PBAS to address recent stakeholder concerns.
- In response to feedback, the Minister, made changes which were effective from 4 July 2022. Key changes included:
  - implementing a 'clean slate' policy, meaning individuals who had penalties or demerits under jobactive did not carry those over
  - reducing the minimum job search requirement from 5 to 4 job searches each monthly reporting period
  - increasing the points values of some tasks and activities
  - reducing the points target for some individuals to better recognise personal circumstances and difficult labour market conditions
  - removing job search requirements for individuals undertaking a full-time training course of less than 12 months duration.
- A range of communication materials, such as fact sheets, webinars, and websites, were developed for Workforce Australia providers and participants to support them in understanding how to use the PBAS to meet their requirements.
- Participants continue to receive support and assistance from providers or DSCC staff to help understand and meet their mutual obligation requirements, including the PBAS.

**Key Data**

- From 1 July to 30 September, the top three tasks and activities reported for submissions by participants in both Workforce Australia Online and Workforce Australia Services were: job search, profile tasks (including profile declaration/update and work-related licences) and paid work.

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- Over the first three months of Workforce Australia, there were nearly 2,572,000 job search submissions lodged, comprising 75.4 per cent of all submissions allocated to Workforce Australia participants.
- This was followed by profile tasks (at 8.1 per cent of submissions), paid work (8.0 per cent), study or training (2.8 per cent), job interviews (2.7 per cent) and starting a job (1.3 per cent).
- Over the period, points were allocated for attendance at nearly 91,000 job interviews, and nearly 46,000 instances of participants starting a job, including job placements arranged by a provider.
- In addition, in 26.6 per cent of PBAS periods participants had banked points in excess of their target from their last reporting period into their next reporting period.
- It is also encouraging to see that 50 per cent of participants in their current reporting period have credits applied to recognise their individual circumstances.

## Research

- The PBAS was developed in response to recommendations by the Employment Services Advisory Panel that a more flexible system was needed. The PBAS was trialled in the New Employment Services Trial regions of Adelaide South and the New South Wales Mid North Coast between December 2020 and July 2022.
- Learnings from the trial of the PBAS and the feedback received through extensive user centred design and consultations with employment services peak bodies (NESA, Jobs Australia and AMES Australia), the NESM Reference Group (now the Employment Services Expert Advisory Panel) and the NESM Interdepartmental Committee have informed the design of the PBAS.
- Some stakeholders have raised concerns the PBAS represents an additional increase to requirements, rather than an increase to flexibility and participant choice in order to meet their requirements. The department continues to engage with these stakeholders to clarify the processes and safeguards in place.

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## Media

- Media Release – A clean slate and more flexibility for job seekers**

On 28 June 2022, the Australian Government announced changes to Workforce Australia settings – [A clean slate and more flexibility for job seekers | Ministers' Media Centre \(dewr.gov.au\)](#)
- Radio National Canberra – Interview with s 22(1)(a)(ii) (Acting Chief Executive, Australian Council of Social Workers (ACOSS))** – On 28 June 2021, Radio National Canberra interviewed s 22(1)(a)(ii) from ACOSS to discuss the changes to Workforce Australia settings announced by the Minister.
- Points based Activation – ACOSS briefing** – In June 2022, the Australian Council of Social Service (ACOSS) developed a briefing to identify concerns with the PBAS model, providing 8 recommendations for consideration and implementation.

[ACOSS PBAS background briefing.pdf](#)
- AUWU demands s 22(1)(a)(ii) government scrap the Points Based Activation System – media article** – In June 2022, the AUWU published a media article expressing concerns around the transition to Workforce Australia and the Points Based Activation System.

[AUWU demands s 22\(1\)\(a\)\(ii\) government scrap the Points Based Activation System.pdf](#)
- Get It: What Workforce Australia Could Mean For You – YouTube**

On 4 July 2022, GetUp Australia, an independent movement, created an online YouTube video asking people to sign a petition to suspend payment cut offs for Workforce Australia participants with mutual obligation requirements for the first 3 months.

[Get It: What Workforce Australia Could Mean For You - YouTube](#)

[GetUp! - Suspend payment cut-offs now!](#)
- Jobseekers receiving Centrelink payments say they're being 'penalised' for studying – ABC article**

On 11 August 2022, the ABC published an article on jobseekers receiving Centrelink payments being penalised for studying.

[Jobseekers receiving Centrelink payments say they're being 'penalised' for studying - ABC News](#)
- The Department has also responded to a number of media enquiries from the Guardian, ABC, and other external stakeholders and is working to develop additional communication products, including a Social Media Campaign.

Last Cleared By	s 22(1)(a)
Date Last Cleared	24 October 2022

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**Issue:** Employment Services Procurement - ANAO Audit  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary

## Key Points

- The Australian National Audit Office (ANAO) is conducting a performance audit of the procurement process used to select providers to deliver Workforce Australia Services.
  - The department entered into deeds with these providers at the end of March 2022 (shortly prior to the start of the caretaker period).
- The ANAO's audit meets the Australian Government's election commitment to review the process by which Workforce Australia Services procurement decisions were made.
- The audit will consider the design, assessment and decision-making stages of the procurement process.
- The department considers that its procurements are robust and compliant with the Commonwealth Procurement Rules and welcomes the audit as an opportunity to continuously improve our processes.

## Audit scope and timelines

- On 5 July 2022, the Auditor-General agreed to include the establishment of the Workforce Australia Services panel and the issuance of initial licences to panel members in the ANAO's Audit Work Program for 2022–23.
- The department understands the ANAO intends to table its report in June 2023.
- The department is working closely with the ANAO to support the audit through regular meetings and providing access to documentation.
- Further questions on the audit should be referred to the ANAO.

## Research

- NIL

## Media

- NIL

<b>Last Cleared By</b>	s 22(1)(a)(ii)	
<b>Date Last Cleared</b>	24 October 2022	

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2022 - 2023 Budget Estimates  
SB22-001621**BACKGROUND****Election Commitment**

On 4 April 2022, the Australian Labor Party announced, as part of its election commitments, that if elected, it would review the process by which Workforce Australia Services procurement decisions were made.

Following the swearing in of the new Australian Government, the s 22(1)(a)(ii), Deputy Prime Minister, wrote to the Auditor-General (in his capacity as the interim Minister for Employment) to seek his agreement to undertake a review of the Workforce Australia Services procurement process.

On 5 July 2022, the Auditor-General agreed to include the establishment of the Workforce Australia Services panel and the issuance of initial licences to panel members in the Australian National Audit Office's (ANAO) planned Audit Work Program for 2022–23.

**DEWR Engagement with the ANAO**

A pre-entry meeting was held with representatives of the ANAO and the department on 16 August 2022 to discuss initial planning for the audit.

An entry meeting was then held on 12 September 2022 to discuss the ANAO's scope for the audit.

The Department has provided the ANAO access to a range of policy and operational documents related to the audit and is in the process of extending systems access to audit team members.

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SB22-001622

**Issue:** **AgMove relocation assistance**  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary

## Key Points

### ***AgMove – Relocation Assistance to support Australian agriculture industry***

- Agmove was closed to new entrants from 1 July 2022 as the program was fully subscribed.
- AgMove was introduced as a temporary COVID-19 measure on 1 November 2020 to help address seasonal labour shortages across Australia impacted by travel restrictions and border closures.
- The measure provided financial assistance to individuals to temporarily relocate within Australia to undertake seasonal short-term harvest jobs including agricultural work.
- AgMove, administered by Harvest Trail Service and the Harvest Trail Information Service providers, operated under a cap of 10,000 places.
- Although in the March 2022–23 Budget it was announced that AgMove was extended to 31 December 2022, the cap was not increased and funding to support the extension was not provided.
- In late June 2022, the department wrote to providers advising them:
  - not to enter into any new AgMove Agreements from 30 June 2022 until further notice as the 2022–23 budget for the program was not confirmed, and
  - requested an indication of the number of outstanding agreements and AgMove claims yet to be submitted by providers.
- In July 2022, the department determined that AgMove was fully subscribed based on advice from providers that they had a number of AgMove Agreements and claims on hand.
- In mid-August 2022 providers were advised that the AgMove program was fully subscribed, and providers were encouraged to submit all outstanding claims.
- A formal direction was issued to the Chief Executive Officers under the Harvest Trail Services Deed 2022–23, and the Harvest Trail Information Service Contract 2022–23 on 8 September 2022.

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- To access AgMove assistance, participants were required to enter into an AgMove Agreement with a Harvest Trail Services provider, or the Harvest Trail Information Service.
- The department is working closely with Harvest Trail providers to process claims for eligible existing AgMove participants where eligibility was met by 30 June 2022.

***Why is there a lag in finalising AgMove claims?***

- AgMove claims are reimbursed by providers when participants submit evidence of meeting eligibility and incurred expenditure (for example, receipts).
- Participants are required to submit documentary evidence to their provider to support their claim. There can be a lag in processing times where evidence is not provided or is only partially provided. When appropriate evidence is provided, the department will process payment to providers for reimbursed participant costs.
- Subject to providers submitting relevant evidence, it is expected that most outstanding claims will be processed by 31 October 2022.

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SB22-001622**Key Data**

- Since 1 November 2020:
  - \$11.7 million** has been paid in AgMove claims, and
  - over **10,700** AgMove Agreements to assist job seekers to relocate have been received by the department:

<b>Period</b>	<b>AgMove Agreements</b>
1 Nov 2020 – 30 June 2021	over 3,100
1 July 2021 – 30 June 2022	over 7,600
<b>Total</b>	<b>10,700</b>

- Since 1 November 2020:

<b>Job Seeker</b>	<b>AgMove Agreements</b>
Visa Holders	over 7,300
Australians	over 3,400
<b>Total</b>	<b>10,700</b>

- Since 1 July 2022, almost **1,300** claims have been submitted by Harvest Trail providers and approved, totalling **\$2.1m**. Around **350** claims are expected to be submitted to the department with most claims processing expected to be finalised by 31 October 2022.

**Research**

- An evaluation of Harvest Trail Services, including AgMove, commenced in 2022. The fieldwork for the evaluation has concluded and the final evaluation report is expected to be completed in June 2023.

**Media**

- In mid-September 2022, the department received a media enquiry from The Guardian about AgMove, including the costs and number of people accessing the program. As at 14 October 2022, the article has not been published.

<b>Last Cleared By</b>	s 22(1)(a)
<b>Date Last Cleared</b>	24 October 2022

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## BACKGROUND

- AgMove commenced on 1 November 2020 and, as a part of MYEFO 2021, was extended to 30 June 2022 and under 2022–23 Budget to 31 December 2022 with an additional \$6.6 million to accommodate the extension:
  - Initially AgMove was going to accommodate around 5,000 participants between 1 November 2020 and 31 December 2021,
  - with its extension to 30 June 2022, it was expected to support up to 10,000 AgMove agreements.

### **AgMove Payments**

- AgMove provided financial assistance for workers to relocate to take up short term agricultural work and had two payment points:

<b>Agricultural work duration</b>	<b>Australian job seekers</b>	<b>Temporary Visa holders</b>
At least 40 hours over at least two weeks	Reimbursement up to \$2,000 in relocation costs	Reimbursement up to \$650 in relocation costs
At least 120 hours over at least four weeks	Reimbursement up to a further \$4,000	Reimbursement up to a further \$1,350

- The maximum amount available to claim by an individual was \$6000 for Australian workers and \$2,000 for visa holders once in six months.

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<b>Issue:</b>	<b>Jobs Summit</b>	
<b>Contact:</b>		
s 22(1)(a)(ii)	s 22(1)(a)(ii)	s 22(1)(a)(ii)
Deputy Secretary	Deputy Secretary	Deputy Secretary

## Key Points

### Headline

- The Department of Employment and Workplace Relations and Portfolio Ministers had a significant role in delivering the outcomes of the Jobs and Skills Summit and will continue to have a central role in the development and implementation of policies, including identified areas for further work.
- Important outcomes from the Summit ranged from restarting discussions for the new 5-year National Skills Agreement, updating the Fair Work Act to create a simple, flexible and fair new framework, and working collaboratively to develop meaningful work experience opportunities and workplace based mentoring programs for people experiencing disadvantage.

### Overview of the Jobs and Skills Summit

- The Jobs and Skills Summit was held on 1 and 2 September and brought together over 140 stakeholders, including from employer associations, business, unions and civil society.
- The Summit presented an opportunity for stakeholders to discuss Australia's economic and labour market challenges, as well as immediate and long-term solutions. The Summit followed more than 100 pre-Summit consultations held all over the country.
- There were 36 immediate initiatives announced at the Summit, encompassing skills and training, migration, workplace relations, reducing barriers to employment for disadvantaged groups, and maximising jobs and opportunities in emerging sectors. A similar number of areas for further work were identified.
- Consultation and dialogue on economic and labour market issues will be ongoing, including through the White Paper on Employment, negotiations on the 5-year National Skills Agreement, work updating the Fair Work Act with businesses and unions, and the Select Committee on Workforce Australia Employment Services.

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### ***Departmental involvement in the Summit***

- The Department's objectives closely align with the Summit's intended purpose, as the Department seeks to enable access to quality skills, training and employment to support Australians find secure work in fair, productive and safe workplaces.
- The Department supported consultation with stakeholders prior to the Summit, including through 4 roundtables led by Portfolio Ministers. This ensured that a wide range of views could be considered, including those expressed by people who did not attend the Summit.
  - Roundtables included the road transport industry, secure employment for disadvantaged job seekers, mature-age employment, and skills and training.
- The Department will be closely involved in implementing a number of outcomes from the Summit and continuing dialogue with stakeholders on challenges and opportunities for labour market, workplace relations and skills and training policy.

### ***Departmental expenditure and resourcing***

- The Department incurred only minor expenses in support of the Jobs and Skills Summit.
- No additional staff (including ongoing and non-ongoing staff or labour hire) were engaged by the Department to support the delivery of the Jobs and Skills Summit.
- Some staff supported the Summit as part of business-as-usual arrangements, while a small number of staff were diverted to focus on delivery of the Jobs and Skills Summit, either for all or part of their work time.
- Questions regarding the total cost of the Summit should be directed to the Treasury.
- Total Departmental expenditure was \$328.54 (incl. GST), funded within existing Budgets:
  - Catering – \$309.00 (incl. GST)
  - Alternative teleconference call support – \$19.54 (incl. GST).
- Staff resourcing, where staff were offline while working on supporting the delivery of the Jobs and Skills Summit for all or part of their time:
  - Staff seconded to Treasury Employment Taskforce: 2 x EL2
  - Strategic Coordination: 0.5 EL2 and 1.5 EL1
  - Workplace Relations: 2 x EL2, 2 x EL1 and 1 x APS3 (Graduate)

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- Skills: 2 x EL2, 2.5 x EL1 and 1 x APS6
- Employment: n/a
- Corporate: n/a

***Workplace Relations outcomes from the Summit***

- A key focus of the Jobs and Skills Summit was boosting job security and finding ways to provide shared gains to business and workers through increased productivity and wages.
- Businesses, unions and government committed to:
  - Work together to revitalise a culture of good faith bargaining, innovation, productivity and genuine negotiation in workplace relations, including removing unnecessary limitations on access to single and multi-employer agreements.
  - Strengthen tripartism, including to establish a tripartite national forum for the construction industry, to address critical issues such as safety and health, including mental health, skills and productivity.
  - Improve workplace flexibility through improving access to flexible working arrangements and modernising parental leave settings.
  - Enhancing protection from discrimination and harassment through the Fair Work Act.
  - Training for workplace representatives, setting minimum standards in road safety and other proposals such as the living wage will all be examined as part of setting the future workplace relations policy agenda.

***Skills outcomes***

- On skills and training, there were consistent views on the issues and areas of focus to strengthen Australia's Vocational Education and Training (VET) sector and respond to immediate and future skills needs.
- The Summit revealed the education and training systems are under pressure to supply the right training at the right time; to cater for entry level, flexible and lifelong learning; and to attract and retain skilled people to deliver the training.
- Discussions revealed the need for renewed efforts to improve access to training and secure employment opportunities for priority cohorts, including women, First Nations Australians, people from culturally and linguistically diverse (CALD) backgrounds and people with a disability.

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- The need for increased investment in the training system and measures to improve apprenticeship outcomes were also a feature of discussions.
- The Commonwealth will now engage States and Territories through skills officials networks and the Skills Ministers Meeting forum to work in partnership on Summit outcomes.
- As an immediate first step, the Commonwealth and States and Territories agreed to progress a \$1 billion one-year funding agreement to provide additional funding for fee-free TAFE in 2023.
- In relation to the national training system, the Government:
  - will accelerate the delivery of 465,000 additional fee-free TAFE places, with 180,000 to be delivered in 2023 with costs shared with the states and territories on a 50:50 basis.
    - *Please note this is dependent on agreement from the Council on Federal Financial Relations.*
- The Government is delivering on its election commitment to establish Jobs and Skills Australia through the *Jobs and Skills Australia Bill 2022* which is currently before Parliament. Through both its governance and approach to exercising its functions Jobs and Skills Australia will embody the Government's commitment to tripartism.
  - Jobs and Skills Australia will develop a work plan in consultation with all jurisdictions and stakeholders, to provide analysis about workforce shortages and build long term capacity in priority sectors.
  - Jobs and Skills Australia, once established, will deliver a workforce capacity study on the clean energy workforce and carry out a National Study on Adult Literacy, Numeracy and Digital Literacy Skills
- The Government will work with the States and Territories to:
  - Restart discussions for a 5-year National Skills Agreement based on guiding principles agreed by the National Cabinet and Skills Ministers.
  - Develop a comprehensive blueprint with key stakeholders to support and grow a quality VET workforce.
- The Government will also undertake further work with States and stakeholders to:
  - Reinvigorate foundation skills programs to support workers and vulnerable Australians to gain secure employment choices.
  - Explore options to improve the apprenticeship support system and drive-up completions.

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- Include specific sub-targets for women in the Australian Skills Guarantee and ensure the Guarantee includes a focus on the need for digital skills.
- Reform the framework for VET qualifications and micro-credentials to ensure they are most relevant to labour market needs.
- Implement a Digital and Tech Skills Compact, with business and unions, to deliver 'Digital Apprenticeships'.

### ***Employment outcomes***

- The Jobs and Skills Summit also sought to promote equal opportunities and reduce barriers to employment.
- As a result of the summit the Government will work with state and local governments to further explore place based approaches to address barriers to employment at a local level.
- The Government will work with members of the National Closing the Gap Agreement to examine a Closing the Gap policy partnership on economic participation of Aboriginal and Torres Strait Islander people.
- The Government will work with business, unions and the community to develop a set of best practice principles to guide meaningful work experience opportunities and workplace based mentoring programs for people experiencing disadvantage.

### **Key Data**

#### ***Jobs and Skills Summit Attendance***

- There were 146 attendees at the Jobs and Skills Summit from over 130 organisations.
  - Note: The Treasurer determined invitees and managed attendance at the Jobs and Skills Summit. Questions about the invitee list should be referred to Treasury.
- There were 36 immediate outcomes, and 38 areas for further work.

#### ***Roundtables***

- The Department supported Portfolio Ministers convene 4 Roundtables.
  - Additionally, the Department supported Minister <sup>s 22(1)(a)(ii)</sup> attendance at one roundtable hosted by the Australian Small Business and Family Enterprise Ombudsman (24 stakeholder participants).

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- Minister <sup>s 22(1)(a)(ii)</sup> hosted a Skills and Training Roundtable virtually on 29 August 2022. 5 people attended, representing 5 organisations.
- Minister <sup>s 22(1)</sup> <sup>(a)(ii)</sup> chaired a Road Transport Industry Roundtable at Parliament House on 29 August 2022. 21 people attended, representing 19 organisations.
- Minister <sup>s 22(1)</sup> <sup>(a)(ii)</sup> chaired a Mature-age employment roundtable on 30 August 2022. 22 people attended, representing 21 organisations
- Minister <sup>s 22(1)</sup> <sup>(a)(ii)</sup> chaired a Secure Work for Disadvantaged Individuals roundtable on 30 August 2022. 32 people attended, representing 30 organisations

### Other engagement

- The Department chaired an On-demand Platform (gig economy) virtual meeting on Friday 26 August 2022.
  - 11 people attended, representing 8 organisations.
- The Department invited 34 workplace relations stakeholders to provide a confidential written submission, of which 20 provided a response within the timeframe (including 1 joint submission).
  - These submissions were provided on a confidential basis and have not been published by the Department.
- The Department held 12 bilateral discussions with 14 organisations, on a variety of workplace relations issues ahead of the Summit.
- The Department also held bilateral discussions with 11 organisations to discuss the future role and functions of Jobs and Skills Australia.

### Research

- NIL

### Media

- ***Union demands will be an economic wrecking ball, Media Release,*** <sup>s 22(1)(a)(ii)</sup> ***, Shadow Treasurer and Senator*** <sup>s 22(1)(a)(ii)</sup> ***, Shadow Minister for Employment and Workplace Relations, 10 Aug 2022.***  
<sup>s 22(1)(a)(ii)</sup> argued that the Jobs Summit will 'be nothing more than a union dominated talkfest'.  
[\(8721436.pdf;fileType=application/pdf \(aph.gov.au\)\)](#)

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- ***Unions were overrepresented at the Jobs Summit, Liberal Party, 2 September 2022.***  
 Members of the Opposition have commented that unions dominated the conversation at the Jobs Summit, and the outcomes would lead to economy wide strikes.  
 ([https://www.s 22\(1\)\(a\)\(ii\).com.au/leader-of-the-opposition-transcript-doorstop-with-s 22\(1\)\(a\)\(ii\)-mp-gold-coast/](https://www.s 22(1)(a)(ii).com.au/leader-of-the-opposition-transcript-doorstop-with-s 22(1)(a)(ii)-mp-gold-coast/))  
 s 22(1)(a)(ii) [calls jobs summit a 'political stunt' - ABC News](#))
- ***Reversing Stage Three tax cuts and lifting wages were omitted from Summit discussions, The Greens, 25 & 27 August 2022.***  
 The Greens commented that the Government needs to address tax policy and changes to the Fair Work Act to lift wages, which were not on the agenda at the Summit.  
 ([https://s 22\(1\)\(a\)\(ii\).greensmps.org.au/articles/greens-senate-won-t-rubber-stamp-jobs-summit-outcomes-want-wages-lift-now](https://s 22(1)(a)(ii).greensmps.org.au/articles/greens-senate-won-t-rubber-stamp-jobs-summit-outcomes-want-wages-lift-now))  
 ([https://s 22\(1\)\(a\)\(ii\).greensmps.org.au/articles/tax-must-be-jobs-summit-agenda-greens](https://s 22(1)(a)(ii).greensmps.org.au/articles/tax-must-be-jobs-summit-agenda-greens))
- ***Income support should be lifted, The Mandarin, 29 August 2022.***  
 ACOSS has called for the Jobseeker payment to be lifted from \$46 to \$70 a day in their pre-Summit policy report.  
 (<https://www.themandarin.com.au/198374-acoss-calls-for-jobseeker-increase-in-jobs-and-skills-summit-proposal/>)
- ***Jobs Summit was a window dressing exercise, AFR, 1 September 2022.***  
 Outcomes from the Summit were predetermined and could have been achieved without the Summit.  
 (<https://www.afr.com/politics/federal/two-day-episode-of-the-drum-jobs-summit-is-window-dressing-exercise-20220901-p5begn>)
- ***WA was underrepresented at the Summit despite the skills crisis, ABC, 1 September 2022.***  
 Only seven of 146 summit attendees were from WA, despite critical skills shortages in the state.  
 (<https://www.abc.net.au/news/2022-09-01/wa-s-labour-market-ahead-of-national-jobs-and-skills-summit/101389784>)

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### Other documentation

- **Attachment A:** Summary documents on engagements prior to the Jobs and Skills Summit
- **Attachment B:** Roundtable and Jobs and Skills Summit attendees
- **Attachment C:** Jobs and Skills Summit Outcomes

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## BACKGROUND

### **Stakeholder Positions**

#### **Workplace Relations stakeholders**

- Prior to the Summit, key stakeholders provided views on measures to promote sustainable wages growth, strengthen tripartism, and create safe, fair, productive and gender equitable workplaces.
- There was broad consensus across stakeholder groups that measures should be taken to reinvigorate bargaining in order to facilitate wage growth. However, the specific measures that should be taken to amend agreement-making processes are matters of contention between the major stakeholder groups.
- At a high-level, there were key themes across stakeholders, which included:
  - Reviewing the Better Off Overall Test (BOOT) to ensure it is simple, but fair.
  - Increasing the level of Fair Work Commission assistance to better support bargaining outcomes throughout the process, particularly for new entrants and small-medium business.
  - A preparedness to look at the effectiveness of the existing multi-employer agreement frameworks.
  - A preparedness to look at agreement terminations to ensure they are fit for purpose and fair.
- Key stakeholder groups demonstrated an increased willingness to engage in a tripartite fashion. Several groups shared agreed principles and positions during consultations prior to the Summit, including the Australian Council of Trade Unions (ACTU) and Council of Small Business Organisations Australia (COSBOA) agreement to work on a range of small business issues, and the ACTU, Business Council of Australia (BCA) and Australian Council of Social Services (ACOSS) agreeing to work towards full employment. In discussions with the department, all stakeholders expressed a commitment to explore further measures to strengthen social dialogue and tripartism and many stakeholders expressed a desire to see the details of the various proposals in order to engage with what was put forward by other parties.
- Stakeholder views on measures to create safe, fair, productive and gender equitable workplaces varied, ranging from strengthening the NES right to request flexible work (ACTU), to enabling employers to provide greater flexibility to employees and remove cost barriers to agreeing flexible work (Australian Industry Group (AiG)), and strengthening workplace relations governance frameworks (AiG and Australian Chamber of Commerce and Industry (ACCI)).

#### **Skills stakeholders**

- Key national industry bodies, including the Australian Council of Trade Unions, Australian Industry Group, Australian Chamber of Commerce and Industry and the Business Council of Australia offered a consensus view on national training system priorities through their 'Statement on Common Interests on Skills and Training', released on 28 August 2022.
- This Statement recommended that the Government.

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- Urgently establish Jobs and Skills Australia, as the agency responsible for producing advice to government and industry partners on economy-wide workforce needs to guide the allocation of skilling investments.
- Invest in Vocational Education and Training (VET) by providing real and sustained funding increases to ensure the system meets labour market needs and increases accountability, with reforms focussing on learner outcomes.
- Reinvigorate and adapt Australia's apprenticeship system by increasing funding from the October 2022 budget. Investment must increase apprentice wage subsidies, provide incentive completion payments for both employers and apprentices, and payments for mentoring programs for apprentices.
- Guarantee foundational skills, including digital literacy, for all Australians. This should be done through updating the National Foundation Skills Strategy for Adults to recognise the impact of digital disruption; refreshing national language, literacy, numeracy, and digital skills strategies to include tangible and realistic KPIs to ensure accountability; and expanding funding for initiatives to deliver relevant training.
- Support lifelong learning to ensure the workforce adapts to ever-changing needs through incentives to upskill and increasing the delivery and integration of more flexible training options.
- In the lead up to the Summit, the Government received feedback on the future role and design of Jobs and Skills Australia from over 70 stakeholders representing business, education and training providers and unions. Consultation mechanisms have included individual meetings, pre-summit submissions, legislative committee inquiry hearing (Inquiry) submissions, roundtable discussions and by engagement directly with Minister s 22(1)(a)(ii)
- Feedback on JSA confirmed broad support for the establishment of the new agency and its role in providing analysis, data-based research and products to support the management of the training system; and offered various views on potential functions and priorities.

**Employment stakeholders**

- There was strong agreement among stakeholders that the record low unemployment rate and labour market shortages create a unique opportunity to assist those experiencing disadvantage to gain the benefits of employment.
- Key stakeholders expressed concerns about negative community attitudes and discrimination against those of mature age, and those from culturally and linguistically diverse, disabled and Aboriginal and Torres Strait Islander backgrounds. At the roundtables, stakeholders noted the need to stimulate demand from employers to hire job seekers from disadvantaged groups. Solutions proposed include wage subsidies, employment targets (for mature age), raising awareness among employers of the benefits of workplace diversity, developing diversity strategies to hire, develop and promote individuals to leadership positions, introducing a human rights charter, and building employer capability to hire from these groups through practical tools and support from intermediaries.

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- There is a desire among stakeholders to move away from a work first approach to one which focuses on skills development to build human capability and support people into careers.
- Many stakeholders at the roundtables called for the Government to lift income support payments to ensure they are above the Henderson poverty line, and several advocated for changes to Age Pension settings to incentivise work (responsibility of Minister s 22(1)(a)(ii)).
- Place-based approaches and coordinated wrap around services were widely supported through the roundtables, including by small business. These work best when there is partnership between intermediaries, employers, training providers and state and local governments to address the demand in a region. Stakeholders also supported these approaches to address wider systemic barriers such as housing, transport and childcare.
- Stakeholders expressed a need for previous submissions, data and research to be reviewed and built upon rather than repeating the conversation. In addition, they requested more independent research and evaluation be conducted and published with a view that policy should be underpinned by robust data and research, and not political ideologies.

<b>Last Cleared By</b>	s 22(1)(a)(ii)	
<b>Date Last Cleared</b>	07 November 2022	

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## Attachment A: Roundtable summaries

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### **Road Transport Industry**

**Minister** s 22(1)(a)(ii)

29 August 2022

#### **Key messages for Jobs and Skills Summit:**

Stakeholders from across the road transport industry reached an historic agreement calling for urgent action to ensure a safe, sustainable, viable and fair road transport industry for all supply chain participants. At its heart, appropriate and enforceable industry standards are required on pay, minimum timeframes for payment, working hours, safety, training and other elements. There should be arrangements to hold all parties in the supply chain accountable, including the economic decision maker.

Currently there is an unlevel playing field where those doing the right thing are penalised, undercut by those who maintain their competitive advantage through low pay and poor safety.

Stakeholders urged the Government to investigate a range of options, including adequately resourcing an independent body or better empowering existing bodies to set and enforce minimum standards, to raise standards and improve viability across the entire industry.

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### **Skills and Training**

**Minister** s 22(1)(a)(ii)

29 August 2022

#### **Key takeaway points**

Stakeholders agreed that the **vocational education and training (VET) workforce** was a key priority for the sector to ensure students were well trained and supported through to completion, including in pre-vocational and foundation skills studies, and apprenticeships.

Stakeholders agreed that micro-credentialling was important for upskilling and reskilling the workforce as part of a **lifelong learning** skills and education account. Micro-credentialling could also be used to recognise skills achieved at work without the need for institutional learning. Stakeholders requested further investment in micro-credentialling. Current funding arrangements in VET and higher education tend to focus on full qualifications. However, investment in micro-credentials should not be at the expense of students being able to obtain a first qualification.

Innovative solutions for improving **Apprenticeship** completions were to target women undertaking their first qualification in their late 20s to early 30s as they were more likely to complete. Stakeholders also suggested changes to the migration system to enable international students to remain onshore post-study and gain employment in their field of study under their post-study work rights.

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## ***Australian Small Business and Family Enterprise Ombudsman Policy Forum***

**Minister**<sup>s 22(1)(a)(ii)</sup>

29 August 2022

### ***Key takeaway points***

- All were supportive of whiteboarding how to assist unemployed and supporting the 3.4% into jobs.
- Importance from the group about how Jobs and Skills Australia and the Industry Clusters would work together.
- Apprenticeship support needs to ensure the incentives can be supportive of employers and the workers to be attractive. They noted one of the areas was in the first-year training content – when they surveyed people not completing their apprenticeships, training experience was a big reason not wages. Need for targeted support for mature age to get an apprenticeship.
- Minister will forward on the number of issues raised around Regulation to the Small business Minister and agreed that the Government wants to find ways to fix the issues.
- Relevant and modernised career advice was needed to be thought through and how that supports whole sectors not just the traditional perception of an industry. How do we change parents and the next generations perception that has been formed by sectors/occupations? There was also an identified need to have support for training employers to discuss with their employees how to advance their career within their relevant industry.
- Skilled visa – migration – supporting virtual learning and giving access to individuals waiting for their visa processing to undertake studies prior to coming to Australia so they can go into the communities most in need.
- Micro-credentialling and issues. Need to consider the role of HE and VET. Study financial assistance through FEE- HELP etc. It can be used to attract professionals to roles without having to do full qualifications.

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## ***Secure Work for Disadvantaged Individuals***

**Minister**<sup>s 22(1)(a)(ii)</sup>

30 August 2022

### ***Key messages for Jobs and Skills Summit:***

Stakeholders agreed that the record low unemployment rate and labour market shortages mean there is a unique opportunity to assist those experiencing disadvantage to gain the benefits of employment.

One of the main issues emerging for those experiencing disadvantage is that of community held attitudes relating to **stereotypes, racism and bias**. This is particularly the case for people with disability and those from culturally and linguistically diverse and Aboriginal and Torres Strait Islander backgrounds. Stakeholders discussed ways to stimulate demand from employers to hire job seekers from these groups and those experiencing disadvantage. Solutions proposed include wage subsidies, raising awareness among employers of the



benefits of workplace diversity, developing diversity strategies to hire, develop and promote individuals to leadership positions, introducing a human rights charter, and building employer capability to hire from these groups through practical tools and support from intermediaries.

The unidentified **gender bias**, especially in training and internships, and the support needed for individuals needed where these are needed to be undertaken without pay, sometimes for long periods (up to six-months) to complete studies. This is particularly noticeable in female dominate workforces, like nursing where they are unpaid, compared to male dominated sectors, like engineering, where internships are paid.

Many spoke of the need for a change in focus for **employment services** (such as programs that start with the job and work backwards or demand-led) and stated that skills development should be related to industry need. There was strong support for a move away from a work first approach towards a capability building approach which leads to a career.

Many raised the importance of **skills** development specifically related to, and a pathway into, ongoing employment. Skills should be focused on meeting employment needs in a geographic location and especially on country for First Nations. The group recognised that skills development includes learning on the job, for example through paid work experience placements (paid internships and work-integrated learning) and wage subsidies that link skills development with a route into employment.

Another strong theme was around **place-based initiatives** and this was supported by small business. There are many good examples of this working well (e.g. Regional Jobs Hub Initiative, Tasmania) and it was noted that initiatives that work well should be identified so they can be scaled up and promoted. This works best when there is a partnership between intermediaries, employers and training providers working together to address the demand in a region. The approach should also be able to leverage supports (including state and local government) to address key systemic barriers such as housing, transport and childcare.

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## ***Mature-age Employment***

**Minister** <sup>s 22(1)(a)(ii)</sup>

30 August 2022

### ***Key messages for Jobs and Skills Summit:***

Stakeholders highlighted that mature age individuals face multiple barriers to participation in the labour market. They agreed that the impact of **ageism**, improving **skills and training outcomes** for mature age individuals, particularly in the vocational education and training sector, improving **health at work** and **removing systemic disincentives** were the most important issues for discussion at the Summit. The impacts of **caring responsibilities** were also raised.

Stakeholders requested further investment in a **holistic approach** to improving mature age labour market participation and **overcoming systemic disincentives**, such as workers compensation and superannuation settings, to their participation. They requested specific programs targeting the identified barriers, such as **wrap-around 'place and train' upskilling and reskilling programs** both for transitioning between careers and retaining people in the workforce, greater supports for **job redesign**, and updating the Industrial



Relations system to **reflect modern work practices, support caring roles** and promote **increased flexibility**. Stakeholders also requested further **research** on the reasons behind older workers' participation decisions.

The key solution proposed was a **major campaign against ageism** which would include practical tools and myth busting as well as promotional and attitudinal change elements. This would be a long term initiative. Other solutions proposed were: a cross portfolio/jurisdictional **Taskforce on Ageism**, a one-stop entry point to government services based on an **expanded Mature Age Hub**<sup>1</sup> including best practice examples, **better promoting existing programs** such as Career Transition Assistance, **encouraging intergenerational interactions**, and **challenging Summit attendees** to increase their hiring of mature age employees (potentially through setting targets).

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<sup>1</sup> The Mature Age Hub provides information for mature age people and employers – see <https://www.dese.gov.au/mature-age-hub>

## Attachment B: Roundtable and Jobs and Skills Summit attendees

### Workplace Relations

#### Stakeholder Submissions

- The Department invited stakeholders to provide a confidential written submission. These submissions have not been published by DEWR.
- 34 stakeholders were invited to make a submission. 20 stakeholders provided a response (including 1 joint submission).

#### Department-led Bilaterals

- A total of 12 Workplace Relations focused bilateral meetings were held which were led by DEWR representatives between 23 and 30 August 2022.

Stakeholder	Name	Date	Participation in bilateral
Australian Constructors Association	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	23 Aug 2022	Attendee
Australian Chamber of Commerce and Industry	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	24 Aug 2022	Attendee
Master Builders Australia	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>		
Minerals Council Australia	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	24 Aug 2022	Attendee
Housing Institute Australia	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	25 Aug 2022	Attendee
Royal Melbourne Institute of Technology	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	25 Aug 2022	Attendee
University of Sydney	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>		
Australian Industry Group	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	26 Aug 2022	Attendee
Australian Retailers Association	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	26 Aug 2022	Attendee
Council of Small Business Organisations Australia	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	26 Aug 2022	Attendee
Australian Industry Group	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	29 Aug 2022	Attendee
Australian Council of Trade Unions	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	29 Aug 2022	Attendee
Business Council of Australia	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	30 Aug 2022	Attendee
ACCI	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	30 Aug 2022	Attendee

### Road Transport Industry Roundtable

- A Road Transport Industry Roundtable was chaired by Minister <sup>s 22(1)(a)(ii)</sup> at Parliament House on 29 August 2022.
- A total of 26 stakeholders were invited, with 21 attending the Roundtable either in-person or virtually.

Stakeholder	Name	Participation
Government	<ul style="list-style-type: none"> <li>• Chair - s 22(1)(a)(ii)</li> <li>• DEWR Secretary, s 22(1)(a)(ii)</li> <li>• DEWR Deputy Secretary Workplace Relations, s 22(1)(a)(ii)</li> </ul>	Attendee
Senators	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
ACFS Port Logistics	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Australian Council of Trade Unions	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Australian Road Transport Industrial Organisation (ARTIO)	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Coles	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
DoorDash	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
FBT Transwest	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Linfox	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
NatRoad	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
National Road Freighters Association	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Northern Territory Road Transport Association (NTRTA)	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
University of New South Wales	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
University of Technology Sydney	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Griffith University	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Queensland Trucking Association (QTA)	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
TEACHO Limited	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Toll Group	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Transport Workers' Union	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Uber	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Victorian Transport Association (VTA)	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
Woolworths	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Attendee
University of Technology Sydney	<ul style="list-style-type: none"> <li>• s 22(1)(a)(ii)</li> </ul>	Invited but did not attend

Stakeholder	Name	Participation
Queensland University of Technology	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Invited but did not attend
StarTrack/Australia Post	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Invited but did not attend
Tasmanian Transport Association (TTA)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Invited but did not attend
Western Roads Federation	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Invited but did not attend

### On-demand Platform Meeting

- The Department chaired a meeting with a range of on-demand platform organisations on 26 August 2022. A total of 11 persons from 8 organisations attended the meeting.

Stakeholder	Name	Participation
Deliveroo	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Airtasker	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
DoorDash	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Hireup	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Mable	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Menulog	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> <li>s 22(1)(a)(ii)</li> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Sidekicker	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Uber	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee

## Skills and Training

The Minister for Skills and Training hosted a Skills and Training Peak Bodies Roundtable on 29 August 2022. The Minister for Skills and Training also attended a roundtable hosted by the Australian Small Business and Family Enterprise Ombudsman.

Additional roundtables were independently held by the Department in the lead up to the Summit where the Minister was not able to attend – these included individual stakeholder organisations, and other Commonwealth Departments.

### Department-led Bilaterals

The Minister for Skills and Training and his office discussed skills policy issues with a range of stakeholders in the lead up to the Summit, including state skills ministers, the national industry peaks and other industry and training sector stakeholders.

In addition to supporting the Skills Pre-Summit Roundtable, the Department facilitated virtual bilateral discussions with the following stakeholders, with a focus on the future role and functions of Jobs and Skills Australia.

Stakeholder	Name	Date	Participation
Business Council Australia	• s 22(1)(a)(ii)	1 August 2022	Attendee
Universities Australia	• s 22(1)(a)(ii)	2 August 2022	Attendee
Reading Writing Hotline	• s 22(1)(a)(ii)	5 August 2022	Attendee
Independent Tertiary Education Council Australia	• s 22(1)(a)(ii) • s 22(1)(a)(ii) • s 22(1)(a)(ii)	8 August 2022	Attendee
The Group of Eight (Go8)	• s 22(1)(a)(ii) • s 22(1)(a)(ii) • s 22(1)(a)(ii)	11 August 2022	Attendee
National Australian Apprenticeships Association (NAAA)	• s 22(1)(a)(ii)	12 August 2022	Attendee
TAFE Directors Australia	• s 22(1)(a)(ii)	12 August 2022	Attendee
Community Colleges Australia	• s 22(1)(a)(ii) • s 22(1)(a)(ii)	18 August 2022	Attendee
Adult Learning Australia	• s 22(1)(a)(ii) • s 22(1)(a)(ii) • s 22(1)(a)(ii)	24 August 2022	Attendee
National Apprentice Employment Network (NAEN)	• s 22(1)(a)(ii) • s 22(1)(a)(ii) • s 22(1)(a) • s 22(1)(a)(ii) • s 22(1)(a)(ii)	26 August 2022	Attendee
Australasian Rail Association	• s 22(1)(a)(ii) • s 22(1)(a)(ii)	7 September 2022	Attendee

### Small Business Roundtable

29 August 2022

Stakeholder	Name	Participation
Government	• s 22(1)(a)(ii)	Chair
Government	• s 22(1)(a)(ii)	Attendee
Australasian Convenience and Petroleum Marketers Association	• s 22(1)(a)(ii)	Attendee
Australian Association of Convenience Stores	• s 22(1)(a)(ii)	Attendee
Australian Chamber of Commerce and Industry	• s 22(1)(a)(ii)	Attendee
Australian Hotels Association	• s 22(1)(a)(ii)	Attendee
Australian Meat Industry Council	• s 22(1)(a)(ii)	Attendee
Australian Retailers Association	• s 22(1)(a)(ii)	Attendee
Chartered Accountants Australia & New Zealand	• s 22(1)(a)(ii)	Attendee
Consult Australia	• s 22(1)(a)(ii)	Attendee
Council of Small Business Organisations Australia	• s 22(1)(a)(ii)	Attendee
CPA Australia	• s 22(1)(a)(ii)	Attendee
Franchise Brokers Association of Australia	• s 22(1)(a)(ii)	Attendee
Franchise Council of Australia	• s 22(1)(a)(ii)	Attendee
The Group of Eight	• s 22(1)(a)(ii) • s 22(1)(a)(ii) • s 22(1)(a)(ii)	Attendee
Housing Industry Association	• s 22(1)(a)(ii) • s 22(1)(a)(ii)	Attendee
Independent Food Distributors of Australia	• s 22(1)(a)(ii)	Attendee
Master Grocers Australia Independent Retailers	• s 22(1)(a)(ii)	Attendee
Master Plumbers and Mechanical Contractors Association of NSW	• s 22(1)(a)(ii)	Attendee
National Farmers Federation	• s 22(1)(a)(ii)	Attendee
National Retailers Association	• s 22(1)(a)(ii)	Attendee
Real Estate Institute of Australia	• s 22(1)(a)(ii)	Attendee
Restaurant & Catering Australia	• s 22(1)(a)(ii)	Attendee
Seafood Industry Australia	• s 22(1)(a)(ii)	Attendee
Small Business Association of Australia	• s 22(1)(a)(ii)	Attendee
Small Enterprise Association of Australia and New Zealand (SEAANZ)	• s 22(1)(a)(ii)	Attendee

# ***Skills and Training Roundtable***

29 August 2022

Stakeholder	Name	Participation
Government	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> <li>DEWR Deputy Secretary, s 22(1)(a)(ii)</li> </ul>	Chair
Adult Learning Australia	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Community Colleges Australia	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Independent Tertiary Education Council Australia	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
TAFE Directors Australia	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Universities Australia	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee

## Employment and Workforce

Two Roundtables were held by the Employment Group with the Minister for Employment and Workplace Relations - Secure Employment for Disadvantaged Individuals Roundtable and Mature Age Employment Roundtable.

### Secure Work for Disadvantaged Individuals Roundtable

30 August 2022

Stakeholder	Name	Participation
Government	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> <li>DEWR Secretary, s 22(1)(a)(ii)</li> </ul>	Chair
Antipoverty Centre	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Anti-Poverty Week	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Australian Chamber of Commerce and Industry (ACCI)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Australian Council of Social Service (ACOSS)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Australian Council of Trade Unions		Declined to attend as they were focussing on the Jobs Summit.
Australian Industry Group (AiG)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Australian Unemployed Workers Union	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Brotherhood of St Laurence (BSL)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Business Council of Australia (BCA)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Coalition of Peaks	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Council of Small Business Organisations Australia (COSBOA)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Disability Advocacy Network Australia	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Equality Rights Alliance	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Federation of Ethnic Communities Councils of Australia (FECCA)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
First Nations Workers Alliance (Union)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Inclusion Australia	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Jobs Australia	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
Migration Council Australia – the Social Policy Group	<ul style="list-style-type: none"> <li>s 22(1)(a)</li> </ul>	Attendee
Muslim Women's Association	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
National Council of Single Mothers and their Children (NCSMC)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee
National Employment Services Association (NESA)	<ul style="list-style-type: none"> <li>s 22(1)(a)(ii)</li> </ul>	Attendee



Stakeholder	Name	Participation
National Foundation for Australian Women	• s 22(1)(a)(ii)	Attendee
National Rural Women's Coalition	• s 22(1)(a)(ii)	Attendee
National Self-Employment Association (NSEA)	• s 22(1)(a)(ii)	Attendee
National Youth Commission Australia	• s 22(1)(a)(ii)	Attendee
Settlement Council of Australia (SCOA)	• s 22(1)(a)(ii) • s 22(1)(a)(ii)	Attendee
Settlement Services International (SSI)	• s 22(1)(a)(ii) • s 22(1)(a)(ii)	Attendee
The Minderoo Foundation (Generation One)	• s 22(1)(a)(ii)	Attendee
The Y	• s 22(1)(a)(ii)	Attendee
University of Technology Sydney (UTS)	• s 22(1)(a)(ii)	Attendee
Yourtown	• s 22(1)(a)(ii)	Attendee

### ***Mature Age Employment Roundtable***

30 August 2022

Stakeholder	Name	Participation
Government	• s 22(1)(a)(ii) • DEWR Secretary, s 22(1)(a)(ii)	Chair
Age Discrimination Commissioner	• s 22(1)(a)(ii)	Attendee
Australian Chamber of Commerce and Industry (ACCI)	• s 22(1)(a)(ii)	Attendee
Australian Council of Social Service (ACOSS)	• s 22(1)(a)(ii) • s 22(1)(a)(ii)	Attendee
Australian Council of Trade Unions		Declined to attend as they were focussing on the Jobs Summit.
Australian Hotels Association (AHA)	• s 22(1)(a)(ii)	Attendee
Australian Human Resources Institute (AHRI)		Unable to attend. Sent apologies and requested to be kept in the loop.
Australian Industry Group (AiG)	• s 22(1)(a)(ii) • s 22(1)(a)(ii)	Attendee
Australian National University (ANU)	• s 22(1)(a)(ii)	Attendee
Australian Services Union	• s 22(1)(a)(ii) s 22(1)(a)(ii)	Attendee
Brotherhood of St Laurence (BSL)	• s 22(1)(a)(ii)	Attendee

Stakeholder	Name	Participation
Centre of Excellence in Population and Ageing Research (CEPAR)	• s 22(1)(a)(ii)	Attendee
Council on the Ageing Australia (COTA)	• s 22(1)(a)(ii)	Attendee
EveryAge Counts	• s 22(1)(a)(ii)	Attendee
Health Services Union	• s 22(1)(a)(ii)	Attendee
Jobs Australia	• s 22(1)(a)(ii)	Attendee
Lived Experience Individual	• s 22(1)(a)(ii)	Attendee
National Disability Insurance Agency	• s 22(1)(a)(ii)	Attendee
National Disability Services	• s 22(1)(a)(ii)	Attendee
National Employment Services Association (NESA)	• s 22(1)(a)(ii)	Attendee
National Self-Employment Association (NSEA)	• s 22(1)(a)(ii)	Attendee
National Seniors Australia	• s 22(1)(a)(ii)	Attendee
Recruitment Consulting and Staffing Association (RCSA)	• s 22(1)(a)(ii)	Attendee
Regional Australia Institute (RAI)	• s 22(1)(a)(ii)	Attendee
Settlement Council of Australia (SCOA)	• s 22(1)(a)(ii) • s 22(1)(a)(ii)	Attendee
United Workers Union (UWU)		Invited but did not attend.

## Jobs and Skills Summit Attendees

Organisation	Name
Adult Learning Australia	s 22(1)(a)(ii)
APPEA	s 22(1)(a)(ii)
Arnhem Land Progress Aboriginal Corporation	s 22(1)
Arup	s 22(1)
Atlassian	s 22(1)(a)(ii)
Australasian Meat Industry Employees Union	s 22(1)(a)(ii)
Australian Banking Association	s 22(1)(a)(ii)
Australian Capital Territory Government	s 22(1)(a)(ii)
Australian Chamber of Commerce and Industry	s 22(1)(a)(ii)
Australian Conservation Foundation	s 22(1)(a)(ii)
Australian Constructors Association	s 22(1)(a)
Australian Council of Social Service	s 22(1)
Australian Council of Trade Unions	s 22(1)(a)(ii)
	s 22(1)(a)
	s 22(1)(a)(ii)
	s 22(1)(a)(ii)
	s 22(1)(a)(ii)
Australian Education Union	s 22(1)(a)(ii)
Australian Energy Council	s 22(1)(a)(ii)
Australian Hotels Association	s 22(1)(a)(ii)
Australian Human Rights Commission	s 22(1)(a)(ii)
	s 22(1)(a)
Australian Industry Group	s 22(1)(a)
	s 22(1)(a)
Australian Local Government Association	s 22(1)(a)(ii)
Australian Manufacturing Workers' Union	s 22(1)(a)(ii)
Australian Nursing and Midwifery Federation	s 22(1)(a)
Australian of the Year	s 22(1)(a)

Organisation	Name
Australian Retailers Association	s 22(1)(a)
Australian Services Union	s 22(1)(a)
Australian Workers' Union	s 22(1)(a)(ii)
Australian Youth Affairs Coalition	s 22(1)(a)
AustralianSuper	s 22(1)(a)(ii)
	s 22(1)(a)(ii)
Bankwest Curtin Economics Centre	
Benevolent Society	s 22(1)(a)(ii)
BHP	s 22(1)(a)
Blackrock Industries	s 22(1)(a)(ii)
Brotherhood of St. Laurence	s 22(1)(a)(ii)
Business Council of Australia	s 22(1)(a)(ii)
	s 22(1)
Cape York Institute	s 22(1)(a)
Catholic Health Australia	s 22(1)
Ceduna Aboriginal Corporation	s 22(1)(a)
Chartered Accountants Australia and New Zealand	s 22(1)(a)(ii)
Chief Executive Women	s 22(1)(a)(ii)
Clean Energy Council	s 22(1)(a)(ii)
Coalition of Peaks	s 22(1)
Coles	s 22(1)(a)
Committee for Economic Development of Australia	s 22(1)(a)(ii)
Communications, Electrical and Plumbing Union	s 22(1)(a)(ii)
Community and Public Sector Union	s 22(1)
	s 22(1)(a)(ii)
Construction Forestry Maritime Mining and Energy Union	s 22(1)(a)
Cooperative Research Centre for Developing Northern Australia	s 22(1)(a)(ii)

Organisation	Name
Council of Small Business Organisations Australia	s 22(1)
:Different	s 22(1)
Early Childhood Australia	s 22(1)(a)(ii)
Economic Justice Australia	s 22(1)(a)
Equality Rights Alliance	s 22(1)(a)(ii)
Every Australian Counts	s 22(1)(a)(ii)
Expert	s 22(1)(a)(ii)
Expert	s 22(1)(a)(ii)
Federation of Ethnic Communities' Councils of Australia	s 22(1)(a)(ii)
Finance Sector Union	s 22(1)(a)(ii)
Flight Attendants Association of Australia	s 22(1)(a)
Flinders University	s 22(1)(a)(ii)
Flinders University, Factory of the Future	s 22(1)(a)(ii)
Fortescue Metals Group, The Minderoo Foundation	s 22(1)(a)(ii)
Griffith University	s 22(1)(a)(ii)
Health Services Union	s 22(1)(a)(ii)
HESTA Super Fund	s 22(1)(a)(ii)
Independent Education Union	s 22(1)(a)(ii)
Independent Tertiary Education Council Australia	s 22(1)(a)(ii)
Industry Super Australia	s 22(1)(a)(ii)
Infrastructure Partnerships Australia	s 22(1)(a)(ii)
Isaac Regional Council	s 22(1)(a)(ii)
JBS Foods	s 22(1)(a)(ii)
Jobs Australia	s 22(1)(a)(ii)
KPMG	s 22(1)(a)(ii)
Leader of the Greens	s 22(1)(a)(ii)
Leader of the Nationals	s 22(1)(a)(ii)
Manufacturing Australia	s 22(1)
Master Builders Australia	s 22(1)(a)

Organisation	Name
Media, Entertainment and Arts Alliance	s 22(1)(a)
Minerals Council of Australia	s 22(1)(a)(ii)
National Australian Apprenticeship Association	s 22(1)(a)
National Council of Single Mothers & their Children	s 22(1)(a)(ii)
National Employment Services Association	s 22(1)(a)
National Farmers' Federation	s 22(1)(a)(ii)
National Seniors Australia	s 22(1)(a)(ii)
National Tertiary Education Union	s 22(1)(a)(ii)
Northern Territory Government	s 22(1)(a)(ii)
NSW Government	s 22(1)(a)(ii)
Office of the Chief Scientist	s 22(1)(a)(ii)
People with Disability Australia	s 22(1)(a)(ii)
Per Capita	s 22(1)(a)(ii)
PricewaterhouseCoopers	s 22(1)(a)(ii)
Professionals Australia	s 22(1)(a)
Qantas Group	s 22(1)(a)(ii)
Queensland Council of Unions	s 22(1)(a)(ii)
Queensland Government	s 22(1)(a)(ii)
Rail, Tram and Bus Union	s 22(1)(a)(ii)
Ramsay Health Care	s 22(1)(a)(ii)
Rio Tinto	s 22(1)(a)
RMIT University	s 22(1)(a)(ii)
Royal Australian College of General Practitioners	s 22(1)(a)(ii)
SA Unions	s 22(1)(a)
SafetyCulture	s 22(1)(a)

Organisation	Name
Sea Forest	s 22(1)(a)
Shop, Distributive and Allied Employees' Association	s 22(1)(a)(ii)
Smart Energy Council	s 22(1)(a)
South Australian Government	s 22(1)(a)(ii)
Supply Nation	s 22(1)(a)
TAFE Directors Australia	s 22(1)(a)
Tasmanian Government	s 22(1)(a)(ii)
Tech Council of Australia	s 22(1)(a)(ii)
Telstra	s 22(1)(a)
The Grattan Institute	s 22(1)(a)(ii)
The Lysicrates Foundation	s 22(1)(a)
The Parenthood	s 22(1)(a)
The Y Australia	s 22(1)
Toll Group Express	s 22(1)(a)(ii)
Tourism & Transport Forum	s 22(1)(a)(ii)
Transport Workers Union	s 22(1)(a)(ii)
Transurban	s 22(1)(a)(ii)
Unions ACT	s 22(1)(a)(ii)
Unions NSW	s 22(1)(a)
Unions NT	s 22(1)(a)
Unions Tasmania	s 22(1)(a)(ii)
Unions WA	s 22(1)(a)(ii)
United Workers Union	s 22(1)(a)
Uniting NSW/ACT	s 22(1)(a)(ii)
Universities Australia	s 22(1)(a)(ii)
University of Adelaide	s 22(1)(a)(ii)
University of Melbourne	s 22(1)(a)(ii)
University of Melbourne and Zen Energy	s 22(1)(a)(ii)
University of Sydney	s 22(1)(a)(ii)
Victorian Government	s 22(1)(a)(ii)
Victorian Trades Hall Council	s 22(1)(a)
Visy	s 22(1)(a)(ii)
Wesfarmers	s 22(1)
Westcoast Renewable Energy	s 22(1)(a)(ii)

## Attachment C: Jobs and Skills Summit Outcomes

### Minister <sup>s 22(1)(a)(ii)</sup> – Workplace Relations

Theme	Lead agency	Outcome	Hot Topic Brief Number OR Short description of outcome
<b>Immediate actions</b>			
Boosting Job Security and Wages, and Creating Safe, Fair and Productive Workplaces	DEWR	Business, unions and Government committed to work proactively together to: <ul style="list-style-type: none"> <li>Strengthen tripartism and constructive social dialogue in Australian workplace relations</li> <li>Revitalise a culture of creativity, productivity, good faith negotiation and genuine agreement in Australian workplaces</li> <li>Establish a tripartite National Construction Industry Forum to constructively address issues such as mental health, safety, training, apprentices, productivity, culture, diversity and gender equity in the industry</li> </ul>	SB22-001578 Same Job, Same Pay
	DEWR (FWC has policy interest)	The Government will update the Fair Work Act to create a simple, flexible and fair new framework that: <ul style="list-style-type: none"> <li>Ensures all workers and businesses can negotiate in good faith for agreements that benefit them, including small businesses, women, care and community services sectors, and First Nations people</li> <li>Ensures workers and businesses have flexible options for reaching agreements, including removing unnecessary limitations on access to single and multi-employer agreements</li> </ul>	SB22-001578 Same Job, Same Pay  SB22-001537 Enterprise bargaining reforms  SB22-001677 Bargaining – multi-employer agreements

Theme	Lead agency	Outcome	Hot Topic Brief Number OR Short description of outcome
		<ul style="list-style-type: none"> <li>Allows businesses and workers who already successfully negotiate enterprise-level agreements to continue to do so</li> <li>Removes unnecessary complexity for workers and employers, including making the Better Off Overall Test simple, flexible and fair</li> <li>Gives the Fair Work Commission the capacity to proactively help workers and businesses reach agreements that benefit them, particularly new entrants, and small and medium businesses</li> </ul> <p>Ensures the process for agreement terminations is fit for purpose and fair, and sunsets so called 'zombie' agreements</p>	SB22-001538 Agreement termination and sunseting zombie agreements
	DEWR	<p>The Government will also update the Fair Work Act to:</p> <ul style="list-style-type: none"> <li>Provide proper support for employer bargaining representatives and union delegates</li> <li>Provide stronger access to flexible working arrangements and unpaid parental leave so families can share work and caring responsibilities</li> <li>Provide stronger protections for workers against adverse action, discrimination, and harassment</li> </ul>	<p>SB22-001578 Same Job, Same Pay</p> <p>SB22-001579 Gender Equity</p>
<b>Areas for further work</b>			
Boosting Job Security and Wages, and Creating Safe, Fair and Productive Workplaces	DEWR (FWC has policy interest)	<p>In consultation with unions and business, the Government will:</p> <ul style="list-style-type: none"> <li>Consider options to support the Fair Work Commission build cooperative workplace relationships</li> <li>Consider how to best help employer representatives and unions to improve safety, fairness and productivity in workplaces</li> </ul>	<p>SB22-001578 Same Job, Same Pay</p> <p>SB22-001576 Minimum standards for employee-like workers</p>

Theme	Lead agency	Outcome	Hot Topic Brief Number OR Short description of outcome
		<ul style="list-style-type: none"> <li>Amend relevant legislation to give workers the right to challenge unfair contractual terms</li> <li>Initiate a detailed consultation and research process on the concept of a living wage, reporting back in late 2023.</li> <li>Initiate a detailed consultation and research process considering the impact of workplace relations settings (such as rostering arrangements) on work and care, including childcare</li> <li>Consider allowing the Fair Work Commission to set fair minimum standards to ensure the Road Transport Industry is safe, sustainable and viable.</li> <li>Ensure workers have reasonable access to representation to address genuine safety and compliance issues at work</li> <li>Consider possible improvements to Modern Awards and the National Employment Standards</li> </ul>	
<b>Complementary existing commitments</b>			
Boosting Job Security and Wages, and Creating Safe, Fair and Productive Workplaces	DEWR (FWC have policy interest)	<ul style="list-style-type: none"> <li>Include gender pay equity and job security in the objects of the Fair Work Act and legislate a statutory equal remuneration principle to improve the way pay equity claims can be advanced under the Fair Work Act</li> <li>Legislate same job, same pay</li> <li>Establish two new expert panels in the Fair Work Commission for pay equity and the care and community sector</li> <li>Prohibit pay secrecy clauses, and give employees a right to disclose their remuneration if they wish</li> </ul>	SB22-001578 Same Job, Same Pay  SB22-001579 Gender Equity  SB22-001576 Minimum standards for employee-like workers  SB22-001582



Theme	Lead agency	Outcome	Hot Topic Brief Number OR Short description of outcome
		<ul style="list-style-type: none"> <li>Set an objective test in legislation for determining when a worker is casual</li> <li>Extend the powers of the Fair Work Commission to include “employee-like” forms of work, allowing it to make orders for minimum standards for new forms of work, such as gig work</li> <li>Limit the use of fixed-term contracts</li> <li>Establish a right to superannuation in the National Employment Standards • Criminalise wage theft</li> <li>Enhance the Fair Work Act compliance and enforcement framework, including the small claims procedure though increasing civil penalties for breaches to ensure workers’ wages are protected</li> <li>Implement recommendation 28 of the Respect@Work Report by expressly prohibiting sexual harassment in the workplace and enabling the Fair Work Commission to resolve disputes relating to workplace sexual harassment</li> <li>Restore balance to our Fair Work institutions</li> <li>Establish the Secure Australian Jobs Code to prioritise secure work in government contracts and ensure that government purchasing power is being used to support business that engage in fair, equivalent, ethical and sustainable practices</li> </ul>	<p>Insecure work</p> <p>SB22-001633 Wage theft, compliance and enforcement reforms in the Secure Jobs, Better Pay Bill</p> <p>SB22-001575 R@W – prohibition on workplace sexual harassment</p>
Promoting Equal Opportunities and Reducing Barriers to Employment	Various agencies (DEWR, DSS, PMC, Productivity)	<ul style="list-style-type: none"> <li>Ten days of paid family and domestic violence leave in the National Employment Standards (legislation introduced on 28 July 2022)</li> </ul>	SB22-001577 Paid Family Domestic Violence Leave

Theme	Lead agency	Outcome	Hot Topic Brief Number <u>OR</u> Short description of outcome
	Commission, Education)		

# Minister s 22(1)(a)(ii) – Skills and Training

Theme	Lead agency	Outcome	Hot Topic Brief Number <u>OR</u> Short description of outcome
<b>Immediate actions</b>			
A better skilled, better trained workforce	DEWR	1 billion one-year funding agreement that will provide additional funding for fee-free TAFE in 2023 and delivery of the TAFE Technology Fund. Accelerate the delivery of 465,000 additional fee-free TAFE places, with 180,000 to be delivered next year, and with costs shared with the states and territories on a 50:50 basis.	SB22-001571  This 12 month skills agreement underscores broader commitment from all jurisdictions to collaborate on a new National Skills agreement
	DEWR	Legislate Jobs and Skills Australia as a priority based on tripartite governance	SB22-001568
	DEWR	Establish the Jobs and Skills Australia work plan in consultation with all jurisdictions and stakeholders, to address workforce shortages and build long term capacity in priority sectors	SB22-001568

Theme	Lead agency	Outcome	Hot Topic Brief Number <u>OR</u> Short description of outcome
	DEWR	Task Jobs and Skills Australia, once established, to commission a workforce capacity study on the clean energy workforce.	<p>SB22-001678</p> <p>SB22-001556 (Skills Measures Budget Overview)</p> <p>A first priority for Jobs and Skills Australia will be to undertake a capacity study into Australia's clean energy workforce, including a gap analysis of skills in demand and time horizons for when workers will be needed.</p> <p>JSA will also lead the development and delivery of a new national survey of adult literacy, numeracy and digital literacy. This evidence base will support the Government's skills and employment agenda. <b>(Note: the new national survey has not yet been publicly announced).</b></p>
Maximising jobs and opportunities in our industries and communities	DISR	A Digital and Tech Skills Compact: a new agreement between Government, industry, unions and others to work together to meet Australia's digital and tech workforce challenge.	<p>SB22-001681</p> <p>To take the Compact forward the Government is proposing to establish a Digital and Tech Skills Working Group which will provide advice to Government on the digital and tech workforce challenge. An immediate task for the Working Group will be consideration of "earn while you learn" models for entry into the tech workforce.</p>
<b>Areas for further work</b>			

Theme	Lead agency	Outcome	Hot Topic Brief Number <u>OR</u> Short description of outcome
A better skilled, better trained workforce	DEWR	Restart discussions for a 5-year National Skills Agreement based on guiding principles agreed by the National Cabinet and Skills Ministers.	SB22-001572  All jurisdictions agreed to commence work on a new National Skills Agreement, informed by an agreed vision statement and guiding principles.
	DEWR	Develop a comprehensive blueprint with key stakeholders to support and grow a quality VET workforce.	SB22-001557  The Blueprint will be developed in close consultation with states and territories and key VET stakeholders. It will identify effective strategies for attraction, retention, career development and succession planning. A tripartite steering group will guide the development of the Blueprint.
	DEWR	Reinvigorate foundation skills programs to support workers and vulnerable Australians to gain secure employment choices.	Brief numbers: <ul style="list-style-type: none"> <li>• EC22-009556 (SEE)</li> <li>• EC22-009557 (FSFYF)</li> <li>• EC22-009558 (RCP)</li> </ul> The Government has committed to program re-design – looking in particular at the Skills for Education and Employment (SEE) program, the Foundation Skills for Your Future Program (FSFYF) and the Remote Community Pilots (RCP) to ensure all Australians have the literacy, numeracy, language and digital skills needed to thrive.

Theme	Lead agency	Outcome	Hot Topic Brief Number <u>OR</u> Short description of outcome
	DEWR	Explore options to improve the apprenticeship support system and drive-up completions.	<p>Brief number: SB22-001565</p> <p>We will work with all stakeholders in the apprenticeship system to identify what supports matter most in supporting quality apprenticeships and delivering completions.</p> <p>This review will look closely at the suite of services currently being delivered by the Australian Apprenticeship Support Network (AASN), as well as by other organisations in the apprenticeship system, to better understand what services we should be funding.</p>
	DEWR	Include specific sub-targets for women in the Australian Skills Guarantee and ensure the Guarantee includes a focus on the need for digital skills.	<p>Brief number: EC22-009439</p> <p>The Australian Skills Guarantee (the Guarantee) is one of the key commitments made under our Secure Australian Jobs Plan, which will invest in the skills and training Australia needs to drive future economic growth.</p> <p>The Guarantee will ensure that one in ten workers on major, federally funded government projects is an apprentice, trainee or paid cadet.</p> <p>The Guarantee will include sub-targets for women. This will ensure women benefit from the economic opportunities created by government investment,</p>

Theme	Lead agency	Outcome	Hot Topic Brief Number <u>OR</u> Short description of outcome
			gaining skills and qualifications, and secure careers.
	DEWR	Reform the framework for VET qualifications and micro-credentials to ensure they are most relevant to labour market needs.	<p>SB22-001563</p> <p>A simpler and easier to navigate VET system that is responsive to the needs of employers and learners will ensure that it not only gets people into jobs, but also enables support for lifelong learning. It will support workers to upskill and reskill throughout their career. The Government has committed to accelerating work in this area to ensure that the VET system meets the needs of employers and learners.</p>

# Minister <sup>s 22(1)(a)(ii)</sup> – Employment

Theme	Lead agency	Outcome	Hot Topic Brief Number <u>OR</u> Short description of outcome
<b>Immediate actions</b>			
Promoting Equal Opportunities and Reducing Barriers to Employment	DSS (DEWR has policy interest)	A Visitor Economy Disability Employment pilot to deliver place-based employment outcomes by connecting small businesses, employment service providers and jobseekers with disability.	Refer to DSS
	DSS (DEWR has policy interest)	Signing a Memorandum of Understanding with the Business Council of Australia to develop an Economic Initiative Pilot aimed at increasing employment and improving career pathways of people with a disability.	Refer to DSS
	DSS (DEWR has policy interest)	Better embedding employment in National Disability Insurance Scheme plans, to ensure participants who want to work are supported to do so.	Refer to DSS
<b>Areas for further work</b>			
Promoting Equal Opportunities and Reducing Barriers to Employment	DSS and DEWR (Lead agency not yet agreed)	Work with other levels of government to explore further options on place-based approaches that drive co-ordination at the local level and address barriers to employment among disadvantaged groups and the long-term unemployed.	The Department will work closely with the Department of Social Services to progress this outcome.

Theme	Lead agency	Outcome	Hot Topic Brief Number <u>OR</u> Short description of outcome
	NIAA and DSS (DEWR has policy interests)	Continue to work with stakeholders to expedite the development of new remote and disability employment service models.	Refer to DSS
	DEWR and NIAA (Lead agency not yet agreed)	Work with members of the National Closing the Gap Agreement to examine a Closing the Gap policy partnership on economic participation of Aboriginal and Torres Strait Islander people.	The Department is working with the National Indigenous Australians Agency on this to further meet the objective of Priority Reform One to embed formal partnerships and shared decision making with First Nations people.
	DEWR, DSS and Education (Lead agency not yet agreed)	Government, business, unions and the community to develop a set of best practice principles to guide meaningful work experience opportunities and workplace based mentoring programs for people experiencing disadvantage.	The Department will work closely with the Department of Social Services and the Department of Education to progress this outcome.
<b>Complementary existing commitments</b>			
Promoting Equal Opportunities and Reducing Barriers to Employment	DSS (DEWR has policy interest)	A Disability Employment Centre for Excellence to improve ideas and increase capacity among employment services.	Refer to DSS
	NIAA (DEWR has policy interest)	Replace the Community Development Program with a more effective program.	Refer to NIAA
	DEWR	Establish a Select Committee of the House of Representatives to examine the implementation of Workforce Australia.	SB22-001624



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2022 - 2023 Budget Estimates  
SB22-001623

**Issue:** **Reversing Workforce Australia Advertising Campaign Funding**

**PBS Pg No. Contact:** **X**  
s 22(1)(a)(ii)

Deputy Secretary

## Key Points

- This measure generates a saving of \$4.0 million over two years by abolishing the Workforce Australia Advertising Campaign that was previously announced in the 2022–23 March Budget.
  - The Workforce Australia Advertising Campaign was allocated administered funding of \$4.0 million over two years.
  - It also included \$350,000 in departmental costs in 2022–23 for the production of Workforce Australia branded videos and product development.
- Under this measure, the administered component of the Workforce Australia Advertising Campaign was reversed. Instead, the \$4.0 million in administered funding was used to offset other Employment and Workplace Relations priorities in the 2022–23 October Budget.
- The \$350,000 in departmental costs has been retained by the department to enable unpaid and very low-cost communication activities to reach employers, such as through the department's social media posts and other owned media.

## Why was the Workforce Australia Advertising Campaign reversed?

- The Workforce Australia Advertising Campaign was identified as funding that could be used more efficiently to help meet emerging Government priorities.

## Research

- NIL

## Media

- NIL

<b>Last Cleared By</b>	s 22(1)(a)(ii)
<b>Date Last Cleared</b>	20 September 2022

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*2022 - 2023 Budget Estimates  
SB22-001623***BACKGROUND**

- The Workforce Australia Advertising Campaign was announced by the previous Government as part of the 2022–23 March Budget.
- It provided administered funding of \$4.0 million over two years for an advertising campaign that would introduce Workforce Australia to employers and differentiate it from the previous employment services model.
- The measure also included \$350,000 in departmental costs in 2022–23 for the production of Workforce Australia branded videos and product development. These videos are currently under development.

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SB22-001624

**Issue:** **Parliamentary Inquiry into Workforce Australia**  
**PBS Pg No.** Outcome 4, Program 4.1, Employment Services (pp. 79,  
DESE 2022–23 PBS)  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary

## Key Points

- On 2 August 2022, the Australian Government established a Select Committee of the House of Representatives on Workforce Australia Employment Services (the Committee).
- According to the Resolution of Appointment for the Committee, the Committee will inquire into and report on:
  - the implementation, performance and appropriateness of Workforce Australia
  - the extent to which Workforce Australia delivers services in a way that is fair, leaves no one behind, respects individuals' diverse needs, and supports job seekers into secure work
  - other matters in relation to Workforce Australia Employment Services.
- The Committee has also agreed to consider relevant pre-employment and complementary programs as part of the review, and specifically consider the role of ParentsNext in providing early intervention services to disadvantaged parents. The Committee will make any recommendations on ParentsNext before the end of February 2023.
- The Inquiry is currently open to submissions.
- The Committee is to report back to Parliament with its final report by 29 September 2023.

### ***If asked: How is the department supporting the work of the Committee?***

- The department is focused on preparing a submission to the Inquiry.
- The department expects to develop policy advice to inform a Government response to the Inquiry, with capacity to provide advice on substantial reform if that is the ambition of Government.
- The department has established an internal Taskforce, headed by a SES Band 1 Officer, to lead the department's engagement with the Committee.
- In response to the Committee's request, the department will also second two staff to the Secretariat to support the Committee.

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- The department has briefed the Committee on three occasions in private:
  - 16 September 2022 – an overview of Workforce Australia including policy and program parameters; and
  - 12 October 2022 – an overview on the ParentsNext program
  - 13 October 2022 – appeared as part of the private hearing between the Committee and Department of Social Services with Services Australia.
- The Committee has also invited the department to appear at a public session on 3 November 2022 to introduce Workforce Australia. The purpose of the public session is to showcase:
  - the user experience/journey of individuals and businesses using Workforce Australia, in particular the online platform;
  - characteristics of the employment services caseload.

## Research

- NIL

## Media

- Several media outlets have reported on the announcement of the Inquiry. Media has reported that the system is brand new but that its rollout has been somewhat controversial.
- Selected articles:
  - On 3 August 2022, the *Australian Council of Social Service* (ACOSS) published a media release welcoming the Inquiry.
  - On 31 August 2022, *ABC* published an article on views to bring back the Commonwealth Employment Services (the government-operated employment service from 1946–1998) and noted concerns about the outsourced model of employment services.
  - Since the launch of Workforce Australia, *The Guardian* has published several articles on issues including providers referring job seekers to online courses and training, and concerns about provider funding and mutual obligation requirements. It has also published an article on issues associated with ParentsNext, including exemptions and mutual obligation requirements.

Last Cleared By	s 22(1)(a)(ii)
Date Last Cleared	24 October 2022

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2022 - 2023 Budget Estimates  
SB22-001626

**Issue:** Abolition of Youth Jobs PaTH Internships and the National Work Experience Program  
**PBS Pg No.** 24  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary, Employment and Workforce

## Key Points

- As part of the October 2022–23 Budget process the Government ceased the Youth Jobs PaTH (PaTH) Internship program and the National Work Experience Program.
  - Employment services providers were informed of this decision on 9 September 2022.
  - Referrals to the programs had been paused since early July 2022.
- Abolishing the Youth Jobs PaTH Internship program produces a save of \$27.9 million over the forward estimates (2022–23 to 2025–26).
- Abolishing the National Work Experience Program produces a save of \$22.1 million over the forward estimates (2022–23 to 2025–26).

## Rationale

- Abolishing Youth Jobs PaTH Internships was an election commitment announced during the 2022 Federal Election campaign. The program settings did not meet the Government’s expectations around fair and equitable pay.
- The National Work Experience Program had very similar program settings to PaTH Internships, where work experience participants were paid income support and a supplement, rather than the award wage.
- The Government recognises the important role that work experience can play in supporting people into secure work—especially for disadvantaged people and those who are young or with little work experience.
- Employment service providers will continue to support individuals to gain work experience in other ways, including through wage subsidies, Observational Work Experience, and volunteer work.
- In addition, an outcome of the recent Jobs and Skills Summit is that Government, business, unions and the community will work together to develop a set of best practice principles to guide meaningful work experience opportunities and workplace based mentoring programs for people experiencing disadvantage.

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### **Risks and sensitivities**

- Abolishing PaTH Internships and the National Work Experience Program removes one of the ways for people in employment services to undertake work experience which could lead to a job with the host employer.
  - The impact of abolishing these programs is expected to be minor due to relatively low take-up and the availability of alternative options, such as Observational Work Experience and the use of wage subsidies to help people gain paid work experience.
  - Actual take-up numbers for participants in PaTH Internships and the National Work Experience Program are shown below.

Program	2019-20	2020-21	2021-22
PaTH Internship placements*	3060	2590	1266
NWEP commencements*	1058	551	446

\* Includes jobactive, Transition to Work and Disability Employment Services.

- The National Employment Services Association (NESA) expressed disappointment to the Minister's Office about the short timeframes for the pause and then cessation of the PaTH Internship and National Work Experience programs, particularly for Employability Skills Training (EST) providers. NESA asked for the opportunity for EST providers to provide feedback on the Reasonable Costs Framework for compensation claims. A letter was sent to EST providers on 16 September 2022 inviting feedback on the framework until 30 September 2022.
- Employment service providers may make claims for reimbursement of reasonable and unavoidable costs that are directly attributable to the reduction in contract scope flowing from the decision to cease these programs.
  - The cost of these potential liabilities has been estimated and offset against the savings generated by this measure.
  - More detailed information about PaTH Internships, the National Work Experience Program and the Reasonable Cost Framework is provided in [EC22-009702].

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2022 - 2023 Budget Estimates  
SB22-001626**Key Data****Costing assumptions**

- The savings assume that both PaTH Internships and National Work Experience Program would cease being available to job seekers from 1 October 2022.
- Commencements to both programs have been paused since 4 July 2022, and the October 2022 cessation aligns to the decision of Government to abolish both programs in the 2022–23 October Budget.
- The saving produced by abolishing PaTH Internships from 1 October 2022 is based on forecast take-up of approximately 12,400 participants in Workforce Australia Services and Workforce Australia Transition to Work over four years (1 October 2022 to 30 June 2026).
- The saving produced by abolishing the National Work Experience Program from 1 October 2022 is based on forecast take-up of approximately 10,700 participants in Workforce Australia Services and Workforce Australia Transition to Work over four years (1 October 2022 to 30 June 2026).

**Financial impact**

- The total impact across Government of the abolition of both programs is a save of \$50 million.
- The Parliamentary Budget Office costing for the abolition of PaTH Internships, released on 19 May 2022 by the Australian Labor Party, provided for an indicative save of \$22.5 million over four years.

<b>Abolition of PaTH Internships</b>					
<b>\$ millions</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>	<b>TOTAL</b>
DEWR	-0.1	-7.7	-7.4	-7.5	-22.6
Services Australia	0.7	-0.3	-0.3	-0.3	-0.2
DSS	-1.0	-1.4	-1.4	-1.4	-5.1
<b>PaTH Internships total impact across Government</b>	<b>-0.4</b>	<b>-9.3</b>	<b>-9.0</b>	<b>-9.1</b>	<b>-27.9</b>

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<b>Abolition of National Work Experience Program</b>					
<b>\$ millions</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>	<b>TOTAL</b>
DEWR	-2.2	-5.8	-5.4	-5.5	-18.9
Services Australia	0.9	-0.3	-0.3	-0.3	0.0
DSS	-0.5	-0.9	-0.9	-0.9	-3.2
<b>NWEP total impact across Government</b>	<b>-1.7</b>	<b>-7.0</b>	<b>-6.7</b>	<b>-6.8</b>	<b>-22.1</b>

Total Government impact over both programs

<b>\$ millions</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>	<b>Total</b>
DEWR	-2.2	-13.4	-12.8	-13.0	-41.5
Services Australia	1.6	-0.6	-0.6	-0.6	-0.1
DSS	-1.5	-2.3	-2.3	-2.3	-8.4
<b>Grand Total</b>	<b>-2.1</b>	<b>-16.3</b>	<b>-15.7</b>	<b>-15.9</b>	<b>-50.0</b>

## Research

- Nil.

## Media

- Nil.

<b>Last Cleared By</b>	s 22(1)(a)(ii)	
<b>Date Last Cleared</b>	27 October 2022	

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2022 - 2023 Budget Estimates  
SB22-001626**BACKGROUND*****PaTH Internships***

- PaTH Internships provided opportunities for a voluntary work trial for individuals aged 17 – 24 years old. A young person was placed with a host business for between four – 12 weeks and the placement offered the chance to see if they were a good fit for future employment opportunities in the business.
- While undertaking the PaTH Internship, the young person received an additional \$200 per fortnight on top of income support payment. Host businesses received a payment of \$1000 to help cover the costs of hosting an intern. The PaTH Internship was supervised and provided between 30-50 hours work per fortnight.

***National Work Experience Program***

- The National Work Experience Program provided voluntary, short-term work trials for participants aged 25 years and older. It enabled participants to see if they were the right fit for a particular industry or business which had a reasonable prospect of employment. Each placement lasted between two and four weeks for 30-50 hours per fortnight.
- National Work Experience Program participants were paid their current income support payment and a supplement to compensate for participating in the program.

***Relationship to minimum/award wage***

- Whether or not participants in PaTH Internships or the National Work Experience Program received the equivalent of the relevant minimum wage or award wage was reliant on the amount and type of income support they received e.g. JobSeeker, Youth Allowance, Disability Support Pension (based on individual circumstances), the number of hours per week they participated and which minimum / award wage applied to the particular placement.

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2022 - 2023 Budget Estimates  
SB22-001627

**Issue:** Y Careers Agency  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary

### Key Points

- During the 2022 Federal Election campaign, the Government committed to partnering with The Y Australia to provide \$15.2 million in 2022–23 to establish Y Careers Agency (Y Careers).
- This start-up funding is to support up to 15,000 young Australians nationally over five years to find employment opportunities in the care and disability sector.

### Risks and Sensitivities

- The Government did not announce funding for the Y Careers proposal in the 2022–23 October Budget. However, the Government remains committed to establishing a program to ensure an ongoing pipeline of care workers and secure employment for young people.
- The department continues to work with the Y on their proposal.

### Key Data and Background

#### Y Careers Proposal

- Young people often face barriers when pursuing employment in the care economy, such as irregular or insufficient hours and having fewer skills and less experience than their prime aged counterparts. This can make it difficult for them to gain a foothold in the workforce.
  - The youth unemployment rate is persistently more than double the rate recorded for all persons (7.9 per cent in September 2022 compared with 3.5 per cent for all persons) (ABS October 2022).
  - The youth (15–24 years) underemployment rate stood at 13.6 per cent in September 2022, more than double the overall underemployment rate of 6.0 per cent (ABS October 2022)
- The Y Careers proposal offers 15,000 young people an opportunity to undertake two placements with either a Y member association or a ‘partner care sector employer’ over two years (this means 30,000 placements in total).
- Participants would have access to accredited training and wrap-around supports.

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## Research

- Nil

## Media

### Announcement media

- ***Investing in Secure jobs in the Care Economy for younger Australians*** – The Prime Minister, s 22(1)(a)(ii) and s 22(1)(a)(ii) (in her then capacity as shadow Minister for Youth and for Early Childhood Education and Development) jointly announced the Y Careers commitment on 17 May 2022.
- ***The Y welcomes \$15.2 million commitment from Labor to support Young People into Carer Jobs*** – The Y welcomed the election commitment on 17 May 2022. ([The Y welcomes \\$15.2 million commitment from Labor to support Young People into Carer Jobs : YMCA - Empowering young people](#))
  - Minister s 22(1)(a)(ii) and the Y CEO, s 22(1)(a)(ii) made a public appearance together to promote the announcement ([Y Careers : YMCA - Empowering young people](#))

Last Cleared By	s 22(1)(a)(ii)
Date Last Cleared	20 October 2022

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2022 - 2023 Budget Estimates  
SB22-001628

**Issue:** Abolition of ReBoot  
**PBS Pg No.** TBA  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary

## Key Points

- In the 2022–23 October Budget, the Australian Government announced the abolition of ReBoot.
- Workforce Australia – Transition to Work service already provides comprehensive support for young people, including disadvantaged youth. ReBoot would have risked duplicating existing support for young people.
- ReBoot had not commenced and its abolition achieves a save of \$42.1 million over the period from 2022–23 to 2025–26.
- ReBoot was announced in the 2022–23 Budget, with services to run from February 2023 until early 2026.

## Rationale

- ReBoot risked duplicating existing supports, such as those offered through the Workforce Australia - Transition to Work service, the Local Jobs Program and state and local government initiatives. The program was also unlikely to achieve its policy objectives because program settings, such as the short and intensive nature of initiatives, were not well targeted to engage and meet the needs of disadvantaged and disengaged young people.
- Abolishing ReBoot helps ensure Government spending is prioritised in areas that will improve productivity through promoting secure employment, boosting participation, and supporting safer and fairer workplaces.

## Risks and sensitivities

- There is a small risk of negative commentary from stakeholders concerning the (perceived) reduced investment in young people. This can be mitigated by highlighting the existing suite of programs and supports for young people available under Workforce Australia, particularly the Workforce Australia - Transition to Work service and the Local Jobs Program.
  - Transition to Work is providing intensive youth-specialist employment and pre-employment supports to disadvantaged young people at risk of not making a successful transition from school to work. Between 2016 (when the service commenced) and

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30 June 2022 the service achieved almost 96,000 job placements and over 52,000 placements of young people into education and training. The Workforce Australia - Transition to Work Deed 2022–2027 commenced 1 July 2022.

- The Local Jobs Program is also supporting young people through locally tailored approaches to reskilling, upskilling and the creation of employment pathways. Funding under the program through the Local Recovery Fund is available in 51 Employment Regions and between September 2020 and 10 October 2022, funding has been approved for 88 activities that target young people, supporting up to 4,275 participants.

### Key Data

- The total financial impact of abolishing ReBoot is outlined in the table below.

	\$ millions	2022-23	2023-24	2024-25	2025-26	Total
Department of Employment and Workplace Relations – Payment		-6.8	-13.7	-13.3	-8.0	-41.9
Department of Employment and Workplace Relations – Capital		-0.3	0.0	0.0	0.0	-0.3
Total Impact on Underlying Cash:		+7.1	+13.7	+13.7	+8.0	+42.1

### Research

- NIL

### Media

- NIL

<b>Last Cleared By</b>	s 22(1)(a)
<b>Date Last Cleared</b>	24 October 2022

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2022 - 2023 Budget Estimates  
SB22-001629

**Issue:** Workforce Australia – micro-policy changes  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary

## Key Points

- This measure introduced eligibility changes to allow the following groups of participants to access Workforce Australia Provider Services instead of Workforce Australia Online:
  - Disability Support Pension recipients under 35 years of age (on an ongoing basis).
  - Individuals who, over the period 4 July 2022 to 31 December 2022, begin mutual obligation requirements without making a new claim for payment.
  - Eligible retrenched workers and their partners from 4 July 2022 to 30 July 2023.
- In addition, this measure introduced a change to not apply the mandatory Four Month Activity Requirement to participants who transitioned to Workforce Australia Online (from other employment programs) at the start of Workforce Australia.

### ***Why were eligibility changes introduced for Disability Support Pension recipients under 35 years of age?***

- Disability Support Pension recipients who are aged under 35 with an assessed work capacity of at least 8 hours per week are required to participate in at least one work-focused activity. One of the activity options is to participate in Workforce Australia.
- Legislation related to these requirements, and the consequences for non-compliance, are different to other participants. Job Plans for Disability Support Pension recipients are also different to those for other participants. The Points Based Activation System does not apply.
- Due to several factors, including limited resources and the complexity of the IT build, the Job Plan for Disability Support Pension recipients was not available in Workforce Australia Online from 4 July 2022. This means that Disability Support Pension recipients are not able to be serviced in Workforce Australia Online, even though some of them may have the capability to do so.
- In addition, Disability Support Pension recipients are likely to need more intensive and tailored support than Workforce Australia Online can offer. For this reason, under this measure, all Disability Support Pension recipients with compulsory participation requirements who choose to participate in Workforce Australia will be referred to

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Provider Services rather than Online. This will allow them to receive personalised support from a provider, rather than self-managing online.

***Why were eligibility changes introduced for people who begin mutual obligation requirements without making a new claim for payment?***

- An issue was discovered whereby certain groups who begin mutual obligation requirements without making a new claim for payment are unable to be referred to Workforce Australia Online, and instead are referred to an employment services provider. This includes individuals who transfer from Youth Allowance (student) to Youth Allowance (other) and Parenting Payment recipients who end long term exemptions.
- Due to the number of IT changes being made by the Department of Employment and Workplace Relations and Services Australia to implement Workforce Australia, it is not possible to make necessary IT changes until 1 January 2023 to address this issue.
- Under this measure, this cohort will be referred to Workforce Australia Provider Services (instead of Workforce Australia Online) over the period July to December 2022.

***Why were eligibility changes introduced for retrenched workers and their partners?***

- Retrenched workers and their partners were to be registered through the Digital Services Contact Centre and serviced as per their employment support needs, with the more job ready being supported through Workforce Australia Online.
- However, due to the complexity of the IT build, the functionality for this cohort to directly register through the Digital Services Contact Centre will not be available until July 2023.
- Until the IT build is complete, retrenched workers and their partners will need to be directly registered by a Workforce Australia employment services provider to access employment support.

***Why was the change to the Four Month Activity Requirement made?***

- In Workforce Australia, individuals participating in Workforce Australia Online are required to undertake an activity that improves their employability at their fourth month of participation in Workforce Australia Online. It was originally envisaged that this arrangement would apply to both existing participants who transition to Workforce Australia Online and to new entrants from 4 July 2022.

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- However, due to limited resourcing and complexity with the IT build it was not possible to have IT functionality in place to allow the Four Month Activity Requirement to apply to existing participants who transition to Workforce Australia Online (from other employment programs at the start of Workforce Australia).
- Under this measure, the mandatory Four Month Activity Requirement will not be applied to transition job seekers who commenced at the start of Workforce Australia.
- In addition, further changes have been introduced for participants who undertake study to meet their Four Month Activation Requirement.
  - The original policy required participants who were doing work of more than 15 hours per fortnight or study of at least four weeks to complete an online learning module at the Four Month Activation point.
- With the recent adjustments to the Points Based Activation System, to avoid further requirements for those who are studying, this requirement has been removed. However, completion of the online modules will continue to attract points under the Points Based Activation System.

## Key Data

### **Impacted participants**

- Around 250 Disability Support Pension recipients over four years are forecast to be referred to Workforce Australia Provider Services instead of Workforce Australia Online.
- Approximately 9,100 individuals who begin mutual obligation requirements without making a new claim for payment are forecast to be referred to Workforce Australia Provider Services instead of Workforce Australia Online over the period July to December 2022.
- It is estimated that around 700 retrenched workers and their partners will participate in Workforce Australia Provider Services instead of Online.
- Approximately 88,400 transition job seekers over the period October 2022 to December 2022 will not be required to undertake the Four Month Activity Requirement.

### **Financial Implications**

- These changes result in a net saving of \$37.7 million over 4 years:
  - Referring Disability Support Pension recipients with compulsory participation requirements to provider services has a cost of \$0.6 million over four years.

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- Referring individuals who begin mutual obligation requirements without making a new claim for payment to provider services has a cost of \$18.0 million over four years.
  - \$17.7 million for the Department of Employment and Workplace Relations
  - \$0.3 million for Services Australia
- Ensuring continued support for retrenched workers and their partners has a cost of \$1.4 million over four years.
- Not requiring some Workforce Australia Online participants to be subject to the Four Month Activity Requirement generates a saving of \$57.7 million in 2022–23.

**Research**

- NIL

**Media**

- NIL

<b>Last Cleared By</b>	s 22(1)(a)
<b>Date Last Cleared</b>	24 October 2022

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**Issue:** PALM Worker Exploitation  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary

## Key Points

- The Australian Government does not tolerate worker exploitation.
- The wellbeing of Pacific and Timorese workers is at the heart of our approach to the Pacific Australian Labour Mobility (PALM) Scheme and is underwritten by a dedicated worker support team and a 24/7 support service line.
- Measures are in place to protect and support workers in the PALM scheme.
- Pacific and Timorese workers are employed under the same industry awards and legislation as Australian workers, meaning they are entitled to the same minimum rates of pay and conditions and the same protections as Australian workers.
- All Approved Employers (AEs) are vetted and must meet stringent criteria to participate, including compliance with Australian workplace relations laws, work healthy and safety laws, and immigration requirements.
- Approved Employers must meet specific requirements to recruit staff including meeting the required accommodation standards and providing sufficient hours of work.
- The Australian Government has a rigorous monitoring and compliance framework for the PALM Scheme which includes site visits, a 24-hour PALM support service line and regular reporting requirements from employers.
- Monitoring visits can be virtual or in person, announced or unannounced - these include visiting worksites, places of accommodation, meeting with workers, and responding to tip-offs on issues.
  - 105 monitoring visits have been conducted so far in 2022–23 (as at 30 September 2022).
- Any Pacific worker who has concerns about the conditions of their workplace, or other parties who have specific concerns about workplace conditions, are encouraged to come forward and seek assistance from our dedicated support team.

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- Workers or anyone concerned should report to the PALM support service line on (1800 51 51 31), or email [support@pacificlabourfacility.com.au](mailto:support@pacificlabourfacility.com.au)
- Workers can also reach out to Country Liaison Officers or Labour Attachés who are appointed by Pacific and Timor-Leste governments to support workers in Australia.
- The Fair Work Ombudsman is funded to monitor compliance and accountability by Approved Employers under the Pacific Labour Scheme on industry awards, agreements or legislation.
- The Australian Government encourages workers with concerns about their workplace entitlements, including pay and conditions, or other parties with specific concerns about workplace entitlements, to contact the Fair Work Ombudsman (FWO) for assistance on 13 13 94.
  - The FWO offers a telephone interpreter service (13 14 50) and an online reporting tool for workers to report issues anonymously and in languages other than English
  - There is no obligation for any migrant worker to disclose their visa status when seeking assistance from the FWO, and under the Assurance Protocol that the FWO has with the DHA, migrant workers – including Pacific workers - will generally not have their visas cancelled or be detained or removed by the DHA if they are assisting the FWO.
- Workers with concerns about potential criminal matters, such as modern slavery or forced labour, or other parties with those concerns, can also contact the Australian Federal Police (AFP) on 13 12 37.
- Where the department receives information regarding labour contractors that are not part of the PALM Scheme that may be acting illegally, this information is reported to relevant agencies, such as Australian Border Force, the Fair Work Ombudsmen and/or state labour hire regulators (where these exist).

### **Wellbeing through Community Connections**

- Building on the positive community engagement with local church and community groups, DEWR's Pacific Labour Facility (PLF), has established the Community of Care approach that formalises the roles of stakeholders to improve worker wellbeing through engagement with the community.
- PLF and DEWR regional staff in QLD, VIC, TAS, WA, SA, NT and NSW/ACT continue to build connections between workers, employers, local community organisations, businesses, churches,

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council and police representatives, Indigenous groups and diaspora as part of the Community of Care approach.

- Community Connections is an additional worker support initiative under the PALM scheme to promote better engagement between workers and their host communities. The Salvation Army was awarded the contract to operate the initiative through a competitive tender process.
- The Salvation Army partners with the Uniting Church Synod of Victoria and Tasmania (UCA), the Pacific Islands Council of South Australia (PICSA), the Pacific Islands Council of Queensland (PICQ) and the NSW Council for Pacific Communities to deliver community support to PALM scheme workers.
- The Salvation Army has appointed five Regional Coordinators stationed in QLD, TAS, VIC, SA/WA, and the NT. The national coordinator is based in NSW.

## Compliance Outcomes

### Monitoring Visits

Visit type	2020-2021	2021-2022	2022-2023 (30/9)	Total
Worker wellbeing	68	134	2	204
Recruitment	54	87	29	170
Assurance	1	13	66	80
Other	0	0	8	8
Dignitary	7	0	0	7
<b>Total</b>	<b>130</b>	<b>234</b>	<b>105</b>	<b>469</b>

Includes virtual visits, utilised through Covid restrictions - Two visits were unannounced in 21-22 and two in 22-23

### Assurance actions

Assurance type	2020-2021	2021-2022	2022-2023 (30/9)	Total
Notices to Report	31	63	19	113
Employers breached	6	5	3	14
Employers Terminated	1	1	0	2
Employers Suspended	0	1	0	1

Suspensions: s 47G(1)(a)

Terminations: s 47G(1)(a)

## Media

- On 8 August 2022, an article appeared in the Courier Mail outlining 'Motel manager <sup>s 22(1)(a)(ii)</sup> was helping South Sea Islanders caught up in a visa 'scam'.

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- 
- On 6 September 2022, the Herald Sun referenced a petition created by NewsCorp calling for a Royal Commission to put an end to seasonal worker exploitation from farmers and labour hire agencies
  - On 6 September 2022, News Corp Australia launched a campaign in Bundaberg calling for a Royal Commission to put an end to seasonal worker exploitation from farmers and labour hire agencies.
  - On 6 September 2022, the Herald Sun, quoted MP s 22(1)(a)(ii) who says South Sea islanders are still disadvantaged. On the same day an e-petition to #EndExploitation calls on the government to consider an overhaul of labour hire regulation, including tightening regulations and issuing more regular compliance checks, as well as providing financial support to farmers to help with the health and wellbeing of seasonal workers.

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2022 - 2023 Budget Estimates  
SB22-001630***DEWR Response to the recent issue of Disengaged Workers in Bundaberg***

- DEWR officers (previously DFAT officers) were alerted to a number of disengaged workers in the Bundaberg region which prompted a visit to discuss the situation individually with workers.
- 24 workers took the opportunity over two days to discuss their individual situation.
- DEWR worked with Department of Home Affairs to determine visa status to establish eligibility to re-engage in the PALM program.
- Due to international border closures, as a result of the COVID-19 Pandemic, for some workers who have spent an extended amount of time in Australia, repatriation was the most appropriate option.
- Workers returning home is an important component of the PALM scheme as it allows workers to re-connect with their families, community and country.

<b>Last Cleared By</b>	s 22(1)(a)(ii)
<b>Date Last Cleared</b>	24 October 2022

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2022 - 2023 Budget Estimates  
SB22-001630**BACKGROUND**

- The vast majority of Pacific workers have positive experiences working in Australia and send earnings to their families and communities.
- This is especially important now, given workforce shortages in rural Australia and the terrible disruption to Pacific economies caused by COVID-19.
- A World Bank report in 2018 found, on average, seasonal worker participants saved and sent home over \$8,850 per placement. There is strong demand from the Pacific for participation in the PALM scheme.
- Pacific workers are and will continue to be an important part of the Australian economy and our multicultural society.

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2022 - 2023 Budget Estimates  
SB22-001632

**Issue:** PALM Scheme Expansion – Aged Care  
**Contact:** s 22(1)(a)(ii)

Deputy Secretary

## Key Points

- The Prime Minister stated on 15 July 2022, during his visit to Fiji for the Pacific Islands Forum, that the Pacific Australia Labour Mobility (PALM) scheme has traditionally operated in blue-collar industries with 96 per cent of workers placed in agriculture and meatworks sectors.
- The PALM scheme continues to grow and is positioned to support the direction the Prime Minister emphasised: to expand into service-based sectors, particularly into the aged care.
- The expansion of the PALM scheme is one contribution to addressing the expected age care workforce shortfall (a projected shortage of 80,990 by 2025–26<sup>1</sup>).
- Participation in the PALM scheme is currently 23 per cent female and 77 per cent male. Expansion of the care sector is expected to also increase female participation.
- 380 PALM workers are currently employed in the aged care sector:
  - 82 per cent (313 workers) are women and,
  - 18 per cent (67 workers) are men.

## PALM Aged Care Pilots

- The Government has committed to a minimum of 215 minutes of care for every resident per day in accordance with the Aged Care Royal Commission Final Report<sup>2</sup>.
- Two aged care pilots are currently underway, one in Queensland and one in the Northern Territory.
- In Queensland, as at September 2022, 40 Fijian women have completed the first part of their aged care qualification in Fiji (12-week course) and are now in Australia for supervised (paid) work placements to finish their training (10 weeks). The workers will continue to work in the aged care sector for up to four years.
- Their work in regional Queensland - from Mackay to Toowoomba - will benefit our regional aged care services.

<sup>1</sup> [National Care and Support Workforce Strategy - Department of Employment and Workplace Relations, Australian Government \(dewr.gov.au\)](#) March 2022, page 15

<sup>2</sup> [Aged Care Royal Commission Final Report: Recommendations](#) recommendation 86 (4), page 264

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- These Fijian women are in addition to the 325 PALM scheme workers already working in health and aged care.
- In the Northern Territory, 26 Samoan workers (*included in the 325 above*) are completing the required training in Australia while working at aged care facilities in Alice Springs, Tennant Creek and Katherine.
- *Note – These Fijian and Samoan workers are included in the 380 PALM scheme workers currently working in the health and aged care sector.*

### Key Data

- As at 30 September 2022, there were 29,075 PALM workers in Australia (Attachment A – PALM workers by industry):
  - 20,380 (71 per cent) in agriculture
  - 7,262 (25 per cent) in meatworks
  - 766 (2.6 per cent) in accommodation
  - 380 (1.3 per cent) in residential care sector.
- There are 18 PALM Approved Employers for the aged care sector:

Approved Employers in aged care sector	Direct Employers	Labour Hire Companies	Total Approved Employers
Approved to recruit PALM workers	17	1 (approved to place with 45 host employers)	18 (+45 hosts)
Currently employ PALM workers	7	1 (has workers placed with 43 host employers)	8 (+43 hosts)

### Research

- In early 2022, the then Department of Education, Skills and Employment developed the National Care and Support Workforce Strategy. The Strategy states that a number of approaches are needed to meet the current and future workforce needs. This includes upskilling domestic workers as well as permanent and temporary migrants with relevant skills and qualifications.

### Media

- On 15 July 2022, The Prime Minister conducted a Doorstop Interview in Suva, Fiji, where he discussed expanding the PALM scheme within the services sector.

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- On 15 July 2022, an article appeared in SBS News outlining Fijian aged care trainees who are hoping to come to Australia as part of a program to train and fast-track workers from the Pacific.
- On 18 August 2022, an article appeared in ABC News outlining the ‘Aged care sector welcomes Pacific workers but needs 35,000 more each year to address shortages’

## BACKGROUND

### *Care and Support Sector in Australia*

- The care and support sector in Australia includes aged care, disability support and veteran’s care. The demand for an increased care and support workforce is strong and one of the fastest growing:
  - the National Skills Commission estimates Australia’s care and support workforce to be around 460,000 workers<sup>3</sup> - over half of this workforce are care and support workers,
  - around 720,000 care and support workers are expected to be needed by 2049-50,
  - by 2025-26 there will be a projected shortfall of **80,990** workers (headcount), increasing to 285,800 by 2049-50,
  - shortages will be most significant for personal care and support workers (certificate II/III equivalent).

## Other documentation

### *Attachment A – PALM workers by industry*

Last Cleared By	s 22(1)(a)(ii)	
Date Last Cleared	24 October 2022	

<sup>3</sup> [National Care and Support Workforce Strategy - Department of Employment and Workplace Relations, Australian Government \(dewr.gov.au\)](#) March 2022

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**SB22-001632 - ATTACHMENT A**


**Australian Government**  
**Department of Employment**  
**and Workplace Relations**

**PALM workers in Australia by the industry as at 30 September 2022**

Industry	SWP	PLS	Total	Proportion
Agriculture	18,259	2,121	<b>20,380</b>	<b>70.1%</b>
Meat Processing		7,262	<b>7,262</b>	<b>25.0%</b>
Accommodation	425	341	<b>766</b>	<b>2.6%</b>
Residential Care		380	<b>380</b>	<b>1.3%</b>
Other		287	<b>287</b>	<b>1.0%</b>
<b>Total</b>	<b>18,684</b>	<b>10,391</b>	<b>29,075</b>	<b>100.0%</b>

**By detailed industry sectors**

Industry	Total	Proportion
SWP - Agriculture	18,259	62.80%
Meat and Meat Product Manufacturing	7,262	24.98%
Fruit and Tree Nut Growing	1,118	3.85%
Mushroom and Vegetable Growing	555	1.91%
SWP - Accommodation	425	1.46%
Residential Care Services	380	1.31%
Accommodation	341	1.17%
Fruit and Vegetable Processing	172	0.59%
Machinery and Equipment Repair and Maintenance	118	0.41%
Agriculture and Fishing Support Services	104	0.36%
Other Livestock Farming	104	0.36%
Poultry Farming	52	0.18%
Fishing	32	0.11%
Retail	22	0.08%
Mining	18	0.06%
Forestry and Logging	17	0.06%
Dairy Cattle Farming	15	0.05%
Building & Construction	13	0.04%
Seafood Processing	12	0.04%
Dairy Product Manufacturing	11	0.04%
Automotive Repair and Maintenance	10	0.03%
Cafes, Restaurants and Takeaway Food Services	10	0.03%
Sugar and Confectionery Manufacturing	10	0.03%
Grain Mill and Cereal Product Manufacturing	8	0.03%
Cleaning	4	0.01%
Pubs, Taverns and Bars	2	0.01%
Aquaculture	1	0.00%
<b>Total</b>	<b>29,075</b>	<b>100.0%</b>



## Employment Services Procurement and Performance 2022-2023 Budget Estimates (October hearing)

Tab	Title	FAS	Record Number
1	HTB - Employment Services Procurement - ANAO Audit	s 22(1)(a)(ii)	SB22-001621
2	HTB - Parliamentary Inquiry into Workforce Australia	s 22(1)(a)(ii)	SB22-001624
3	DB - Employment Services Procurement	s 22(1)(a)(ii)	EC22-009803
4	DB - Workforce Australia Provider - <b>Procurement Outcomes</b>	s 22(1)(a)(ii)	EC22-009804
5	DB - Employment Services – <b>Provider List &amp; Contract Values</b>	s 22(1)(a)(ii)	EC22-009806
6	DB - Workforce Australia Specialist Licences	s 22(1)(a)(ii)	EC22-009953
7	DB - Provider Performance Framework and Licensing	s 22(1)(a)(ii)	EC22-009775
8	DB - Employment Services Assurance	s 22(1)(a)(ii)	EC22-009777
9	DB - <b>Provider Breaches</b> – Employment Services	s 22(1)(a)(ii)	EC22-009771
10	DB - <b>Privacy Issues</b> – Employment Services	s 22(1)(a)(ii)	EC22-009770
11	DB - <b>Incidents and Insurance – Employment Services</b>	s 22(1)(a)(ii)	EC22-009773
12	DB - <b>Challenging Behaviours</b> – Employment Services Participants	s 22(1)(a)(ii)	EC22-009778
13	DB - Portfolio Budget Statement – Employment Services (Annual Report)	s 22(1)(a)(ii)	EC22-009776
14	DB - Evaluations: Employment and Workforce Group	s 22(1)(a)(ii)	EC22-009774



## Pacific Labour Operations

### 2022-2023 Budget Estimates (October hearing)

Tab	Title	Record Number
<b>1</b>	HTB - PALM Worker Exploitation	SB22-001630
<b>2</b>	HTB - PALM Scheme Expansion – Aged Care	SB22-001632
<b>3</b>	DB - PALM Program Overview - Operations	EC22-009807
<b>4</b>	DB - PALM Statistics	EC22-009805
<b>5</b>	DB - PALM Critical Incidents and Media	EC22-009802
<b>6</b>	DB - Separation of PALM Responsibilities	EC22-009809
<b>7</b>	DB - PALM Deed and Guidelines	EC22-010927



## Workforce Australia Transition and Employment Programs

### 2022-2023 Budget Estimates (October hearing)

Tab	Title	FAS	Record Number
1	HTB - Workforce Australia Implementation and Transition	s 22(1)(a)(ii)	SB22-001619
2	FAS Brief   SPROM Act Implementation including Digital Protections Framework	s 22(1)(a)(ii)	EC22-010077
3	DB - Workforce Australia Policy – Whole-of-Program	s 22(1)(a)(ii)	EC22-010934
4	DB - Workforce Australia Services	s 22(1)(a)(ii)	EC22-009808
5	Factsheet - Workforce Australia Services: Provider Payments	s 22(1)(a)(ii)	EC22-009693
6	Factsheet - Workforce Australia Online Services	s 22(1)(a)(ii)	EC22-009701
7	Factsheet - Workforce Australia Digital Platform	s 22(1)(a)(ii)	EC22-009696
8	DB - Contact Centre Branch operations and resourcing	s 22(1)(a)(ii)	EC22-009756
9	Factsheet - Employer Reporting Line	s 22(1)(a)(ii)	EC22-009690
10	HTB - Changes to the Points Based Activation System	s 22(1)(a)(ii)	SB22-001620
11	DB - Activation Requirements	s 22(1)(a)(ii)	EC22-009754
12	Factsheet – Mutual Obligation Requirements	s 22(1)(a)(ii)	EC22-009709
13	Factsheet – Targeted Compliance Framework	s 22(1)(a)(ii)	EC22-009707
14	DB - Employment Fund	s 22(1)(a)(ii)	EC22-009757
15	DB - Work for the Dole	s 22(1)(a)(ii)	EC22-009755
16	FAS BPB - Transition to Work (TtW)	s 22(1)(a)(ii)	EC22-009823
17	FAS BPB - Time to Work Employment Services - Prison & Provider List & Contract Value	s 22(1)(a)(ii)	EC22-009825



## Workforce Strategies and Place Based Programs

### 2022-2023 Budget Estimates (October hearing)

Tab	Title	FAS	Record Number
<b>1</b>	HTB - AgMove	s 22(1)(a)(ii)	SB22-001622
<b>2</b>	DB - Workforce	s 22(1)(a)(ii)	EC22-009796
<b>3</b>	DB - Harvest Trail Services	s 22(1)(a)(ii)	EC22-009791
<b>4</b>	DB - Local Jobs Program	s 22(1)(a)(ii)	EC22-009792
<b>5</b>	DB - Launch into Work	s 22(1)(a)(ii)	EC22-009793
<b>6</b>	DB - Self-Employment Services	s 22(1)(a)(ii)	EC22-009794
<b>7</b>	DB - Workforce Specialists	s 22(1)(a)(ii)	EC22-009795





## Budget Outcomes and Employment Policy

### 2022-2023 Budget Estimates (October hearing)

Tab	Title	FAS	Record Number
1	DB – Workforce Australia and jobactive Funding	s 22(1)(a)(ii)	EC22-009765
2	HTB – Abolition of Youth Jobs PaTH Internships and the National Work Experience Program	s 22(1)(a)(ii)	SB22-001626
3	Factsheet – Internships and NWEF (includes compensation information)	s 22(1)(a)(iii)	EC22-009702
4	HTB – Y Careers Agency	s 22(1)(a)(ii)	SB22-001627
5	HTB – Abolition of ReBoot	s 22(1)(a)(ii)	SB22-001628
6	HTB – Jobs Summit	s 22(1)(a)(ii) (Joint brief across the dept.)	SB22-001580
7	HTB – Reversing Workforce Australia Advertising Campaign Funding	s 22(1)(a)(ii)	SB22-001623
8	HTB – Workforce Australia – micro-policy changes	s 22(1)(a)(ii)	SB22-001629
9	Factsheet – Onboarding complementary programs	s 22(1)(a)(ii)	EC22-009698
10	DB – Disability Employment Services Reform	s 22(1)(a)(ii)	EC22-009769
11	DB – First Nations Factsheet and Current Policy	s 22(1)(a)(ii)	EC22-009749
12	DB – CALD and Refugee Factsheet and Current Policy	s 22(1)(a)(ii)	EC22-009750
13	DB – Homeless and Ex-Offender Factsheet and Current Policy	s 22(1)(a)(ii)	EC22-009751
14	DB – Youth Fact Sheet and Current Policy	s 22(1)(a)(ii)	EC22-009766
15	DB – Long Term Unemployed Fact Sheet and Current Policy	s 22(1)(a)(ii)	EC22-009767
16	DB – Disability Fact Sheet and Current Policy	s 22(1)(a)(ii)	EC22-009768
17	DB – Mature Age Fact Sheet and Current Policy	s 22(1)(a)(ii)	EC22-009779
18	DB – Female Participation Fact Sheet and Current Policy	s 22(1)(a)(ii)	EC22-009781
19	DB – DEWR OECD engagement	s 22(1)(a)(ii)	EC22-009784
20	Factsheet – TCF: Law vs Lore	s 22(1)(a)(ii)	N/A





## Workplace Relations

### 2022-2023 Budget Estimates (October hearing)

#	Title	Division
1	ILO Engagement & Funding	ECD
2	Portable Leave Entitlements	ECD
3	Coal Long Service Leave scheme	ECD
4	Industrial Disputes	ECD
5	Wages Growth – detailed	ECD
6	Annual Wage Review (incl. historical AWR decisions and comparisons)	ECD
7	Measures of Inequality in Australia	ECD
8	Insecure Work – data detail	ECD
9	WR Data Gap funding	ECD
10	Living Wage	ECD
11	Jobs Summit – General Protections / Discrimination	ECD
12	Jobs Summit – Road Transport	ECD
13	Jobs Summit – Unfair Contracts	ECD
14	FWC Funding	ECD
15	Secure Jobs, Better Pay package	ECD
16	FWC Small Business Measure	ECD
17	RegTech update	ECD



#	Title	Division
18	Awards Policy	ECD
19	Same Job, Same Pay election commitment	ECD
20	Superannuation & Industrial Relations Framework	ECD
21	Casuals Policy and Statutory Review	ECD
22	Fixed-term Policy	ECD
23	Job Summit – WR Aspects	ECD
24	ABCC and building industry	SIPD
25	Information requests	SIPD
26	Office of the Federal Safety Commissioner	SIPD
27	Secure Jobs, Better Pay consultation	SIPD
28	Registered organisations	SIPD
29	Industrial action	SIPD
30	Workplace fatalities and Industrial manslaughter	SIPD
31	Review of the model Work Health and Safety Laws	SIPD
32	Asbestos and silicosis	SIPD
33	COVID-19 workplace issues	SIPD
34	WHS – gig economy and the NDIA	SIPD
25	Workers' compensation	SIPD



#	Title	Division
26	Provisional and presumptive liability provisions in the SRC Act	SIPD
27	Current Instruments	WRL
28	Current Litigation / Government Intervention	WRL
29	Finalised Interventions	WRL
30	Agreement Termination	WRL
31	Building Code	WRL
32	Worker Status Test	WRL
33	Aged care work value matter	WRL
34	Wage Inspectorate Victoria	WRL
35	WR Appointments	WRL
36	FEG Claims Activity and Data	EESPD
37	FEG Program Settings	EESPD
38	Corporate Misuse of FEG	EESPD
39	FEG Recovery Program and high profile cases	EESPD
40	National labour hire regulation	EESPD
41	FWO Compliance and Enforcement Action	EESPD
42	Migrant workers – including Migrant Workers' Taskforce recommendations	EESPD
43	Productivity Education and Training (PET) Fund)	EESPD



#	Title	Division
44	Working women's centres (Respect@Work recommendation 49)	EESPD
45	Reform – including criminal offence for underpayment and small claims	EESPD