

**House of Representatives
Select Committee on Workforce Australia Employment Services**

**QUESTION ON NOTICE
Date of hearing: 11 August 2023**

Australian Youth Affairs Coalition

Ms Sharkie on 11 August 2023, Proof Hansard page 38

Workforce Australia | International Best Practice Models

Question

Ms SHARKIE: Diana, has AYAC done any analysis on other places in the world that do this better with respect to helping young people in that transition space?

Answer

The Australian Youth Affairs Coalition (AYAC) submission to the Workforce Australia Employment Services Inquiry did not provide information on international models. AYAC has since investigated international employment models that work for young people through its connection to Youth Action and Social Venture Australia (SVA).

Youth Action is the peak organisation representing young people and the services that support them in NSW. In partnership with the Australian Institute, Youth Action provided the following recommendations in [Bearing the Brunt Youth Employment and the pandemic in New South Wales](#) report. The following excerpt was taken from recommendation two as a key component for inclusion in any employment strategy, from p.29 of the report:

Youth Job Guarantee

In collaboration with the Federal Government, the NSW Government should pursue a Youth Jobs Guarantee. Youth Job Guarantees and similar policies aim to ensure that eligible people are offered either a job, a paid internship, or a training opportunity within a short time after registering as unemployed. This is not one policy; rather, it entails a suite of structural reforms to both the demand and supply side of youth employment policy.

The primary objective of a youth job guarantee is smoothing the transition from school to work, providing support in career planning, preventing long-term unemployment, and addressing labour market disadvantage for young people. Nordic countries, led by Finland, have had youth guarantee policies for almost a decade, and the concept is being adopted in other European countries.

Similarly, SVA a not-for-profit organisation that works with partners to alleviate disadvantage and provide key evidenced based programs such as the [Career Ladder initiative](#), provides evidenced informed practice on employment programs that work with young people. SVA have implemented an Employer Innovation Lab (the Lab) using a new model designed and delivered with proven success in the USA by Talent Rewire.

The Lab's objective was to work with employers to improve employment pathways for young people in Western Sydney. See [Evaluation of Rebuilding the Career Ladder – Supporting business to enhance youth inclusion and economic mobility report](#).

Year Up which has been successfully operating in the US for over 20 years includes six months classroom learning aligned with growth industries, a stipend for students whilst studying, followed by paid internships for six months with corporate partners. These models are unique in that Australia does not have programs like this for young people that provide opportunities to transition into high quality career pathways e.g. tech roles.

More about the model here: <https://www.yearup.org/students>

More about the measurement & evidence: <https://www.yearup.org/about/research>

There are other examples of models that are succeeding that connect young people with tech roles. [TechHire](#) was launched by the Obama Administration and facilitated by [Opportunity @ Work](#).

The UK has also recently trialed a large Government-funded Youth Employment Initiative that has had mixed results. The [Youth Employment Initiative – Impact Evaluation](#) is linked here. Another UK initiative includes the [Training Levy](#) which is an approach mobilising employers to generate apprenticeship opportunities.

Other programs the committee may consider include:

- Higher apprenticeships trial (Aus) <https://jobs-au.pwc.com/au/en/higher-apprenticeship>
- UK Version review <https://www.hcpc-uk.org/about-us/insights-and-data/education/higher-and-degree-apprenticeships-review-report-2019-20/>
- Microsoft Traineeship Program (Aus) <https://www.megt.com.au/microsoft-traineeship-program>

AYAC would be pleased to provide more information upon request.

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**QUESTION ON NOTICE
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Australian Youth Affairs Coalition

Mr Hill on 11 August 2023, Proof Hansard page 41

Workforce Australia | Co-Design Future Employment services models with Young People

Question

CHAIR: If there are any other thoughts that you want to share with us, you're very welcome to send them as long or short supplementary submissions in the next few weeks.

Answer

Importance of Language in any New Australian Employment Service.

In AYAC's submission, it was argued that the current punitive approach needs to be replaced with one that is empowering and supportive of young people's growth and strengths. It is important to highlight how simple but powerful utilising empowering language can be to support young people. For example, replacing mutual obligations with *mutual responsibilities or goals* (if that were to remain in the model).

To a young person, *obligations* likely sound onerous and directive whereas *responsibilities or goals* provides space for young people to learn to be accountable for tasks that will support their development. AYAC and young people who attended the public hearing strongly recommend:

The Committee provide a process, as part of the consultation, to co-design with young people any redevelopment of future Workforce Australia Employment program. This is to ensure language is inclusive and empowering.

Please contact AYAC for any further information.