



Russian Employment Services

108 Scotchmer Street
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Tel: 9486 7772, Fax: 9486 7773

(Operating as part of the Russian Ethnic Representative Council of Victoria.)

The Committee Secretary
House of Representatives Standing Committee on Employment
Education and Workplace Relations
Suite R1
116 Parliament House
Canberra
ACT 2600

27th April 1999

Dear Sir/Madam,

With reference to the inquiry into issues specific to people over 45 years of age, seeking employment, or establishing a business following unemployment we are enclosing the following submission.

OVERVIEW

From our experience within the employment placement industry there is a reticence from employers, particularly the smaller employer, to consider this target group as a serious option when looking for a new employee. Anecdotal evidence provides reasons such as:

- This client group is perceived as “too expensive”
- Clients are too “set in their ways”, particularly if they have worked for a particular company for a long period of time.
- Their skills are out of date, for example in the IT field, or ability to fully utilise new technologies, combined with a perceived unwillingness to retrain or change direction
- Employers requiring highly self motivated enthusiastic employees have the perception that this client group is “winding down”
- General nervousness about committing to an employment decision

The Russian Ethnic Representative Council of Victoria would like to propose the concept of the “Management Programme, (MP)” as a possible solution to addressing the above challenges. A brief summary follows:

OBJECTIVE

To facilitate the employment of the target group into meaningful and sustainable employment



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TARGET GROUP

People aged between 45 and 64, who have been registered as unemployed for 6 months or over and have a “management type” background.

STRUCTURE OF THE PROGRAMME

A 6 month programme consisting of :

- 4 weeks full time training
- 22 weeks of full time work experience placement

TRAINING PROGRAMME

4 weeks of intensive full time group training with the intention of equipping participants with up to date skills eg. Time management, team work, conflict resolution, accounting for non- accountants, marketing concepts, sales, costing and pricing, Jobsearch skills, problem solving and decision making, current industry initiatives, labour market trends, the Internet, e-mail, concepts of lateral thinking and creativity.

Included in the 4 weeks would be 2 one to one employment counselling and career guidance sessions

at entry and exit points. Additionally the group, ideally 20 participants, would be broken into teams and be asked to complete a project and prepare a presentation at the end of the 4 weeks.

During this 4 week period clients will be set up for interviews at placement companies.

22 WEEK PLACEMENT

Employers will be given the opportunity to utilise a participant to complete a particular project or work in a particular role for up to 22 weeks with **no obligation to take the person on.**



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BENEFITS TO JOBSEEKER

- If Jobseeker is successful there is a genuine potential of employment with project company
- Jobseeker equipped with current work experience and is more marketable to employers if there is no employment outcome with the project company
- Jobseeker has a current referee
- Jobseeker engaged in meaningful activity, increases self esteem, motivation and work ethic
- Reduced feeling of isolation and hopelessness as a positive group dynamic is generated

BENEFITS TO EMPLOYER

- Employer receives highly skilled employee for a trial period of 22 weeks, with no costs except the usual insurance
- Provides the employer with an opportunity to undertake projects/business development, that previously they could not afford. This could have the effect of creating additional employment opportunities

Prepared by Russian Ethnic Representative Council of Victoria

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