

## **Senate Standing Committee on Education and Employment**

### **QUESTIONS ON NOTICE Additional Estimates 2016 - 2017**

#### **Outcome 1 - Employment**

**Department of Employment Question No. EMSQ17-004002**

**Senator Marshall provided in writing**

#### **Question**

##### **PaTH - Monitoring and measures to protect participants**

Why would a company hire a worker when they could receive a subsidised one from the government instead?

Will employment providers be paid extra for the work of monitoring placements to make sure participant rights aren't being infringed upon and businesses don't churn through interns? Previously the internship was described as "co-design" between volunteer and the host. Is that a fair power balance for negotiation?

In Questions on Notice (EMSQ16-000840) the Department said the design of the PaTH program would include "measures to address the needs and vulnerabilities" of jobseekers when background could impact their participation. What measures are in place?

#### **Answer**

There are around five million movements into employment across Australia each year (Source: ABS Labour Force Survey, unpublished) while PaTH internships will only account for up to 30,000 placements. Further, a PaTH internship can only be for a maximum of 12 weeks and will not replace for an employer the benefits of an ongoing, experienced employee.

The intent of PaTH internships is to get young people, who have limited or no work experience, into jobs. It encourages employers to give a young job seeker who has been in employment services for at least six months the opportunity to build experience and demonstrate their employability with a reasonable prospect of employment.

jobactive providers will receive an internship outcome payment ranging from \$400 to \$2500 (depending on the characteristics of the job seeker) for each successful internship. Transition to Work providers will receive a flat payment of \$940 for each successful internship. Providers and the Department will monitor internships. The Department's IT system will support providers with up-front information on each business' use of internships and hiring rates of interns.

PaTH internships guidelines require employment service providers to assist with the design of each internship, to ensure it meets the needs of the individual intern and the host business.

Providers will tailor support to address the needs and vulnerabilities of job seekers, including where these arise due to their background, for example by providing access to interpreter services or post-placement support. Providers are also required to give the intern information regarding their rights and responsibilities during the internship, including that the internship is

voluntary and may be ended at any time without penalty, and information about how to report concerns, complaints or issues during the internship.