

Benefits of diversity and inclusion

Migrants and refugees

Is there a problem officer?

- ▶ Example - Wyndham LGA - migrants and refugees from Sudan, South Sudan, Iran, Iraq, Syria, Somalia, Myanmar, Eritrea and Ethiopia

	Full time	Part time	Unemployed	Not in workforce
General population	50.9	12.3	4.9	23.3
All arrivals since 1996	58.7	17.6	6.1	15.5
Specific cohort above	38.2	17.1	12.0	32.8

Youth statistics

- ▶ Example - Wyndham LGA - young migrants and refugees (aged 15-29) from Sudan, South Sudan, Iran, Iraq, Syria, Somalia, Myanmar, Eritrea and Ethiopia

	Fully engaged	Partially engaged	Not engaged
General population	81.0	9.3	9.7
All arrivals	77.8	6.8	15.4
Specific cohort	57.2	17.5	25.3



Cooperative An Innovative Path To Employment

Empowering YOUTH Initiatives

New Federal Government Program

- ▶ Innovative projects
- ▶ 15-24 year olds
- ▶ Diverse backgrounds (iEmpower)
- ▶ Meets Mutual Obligation criteria



- ▶ A bold new initiative for our diverse youth to create their own business and grow with it
- ▶ It's a cooperative
- ▶ They own it
- ▶ They run it
- ▶ They share the success



What is a cooperative?

- ▶ Voluntary, democratic participation .. 1 share 1 vote
- ▶ Members can use their profit for any purpose including distribution to themselves
- ▶ The cooperative has a lower expense base, so it can offer services at a lower cost than competitors in many markets
- ▶ Participants become members of the cooperative, earning above award wages, a share of profits and voting rights in the future of their business

Our methodology

- ▶ Unique social enterprise concept
- ▶ Engage participants
- ▶ Connect participants to appropriate services pre-employment
- ▶ Assess and induct participants to our program
- ▶ Accredited training in areas of skills shortages (Cert 3 Cleaning)
- ▶ Place the graduates as fully fledged members of a cooperative (the employment vehicle)
- ▶ Mentor the graduates (workers) and provide career counselling as they work in the business

Jobs - no limits

- ▶ As the venture becomes commercial and grows, many other jobs become available. Initially:
- ▶ Cleaning
- ▶ Maintenance
- ▶ Graffiti removal
- ▶ Traffic Management
- ▶ Property renewal
- ▶ Administration

Accredited Qualifications

- ▶ After a comprehensive assessment and induction program, the participants will train and gain real skills and qualifications:
 - ▶ Certificate III in Cleaning Operations delivered by Complex Institute of Education (CIE) (20 days)
 - ▶ Construction Induction Training White Card (1 day)
 - ▶ Rail Safety Card (1 day)
 - ▶ Traffic Controller TC1 ticket (1 day)

Benefits

Government

- ▶ Cost benefit - savings against long term welfare dependence
- ▶ Cost savings against jobactive
- ▶ Can be compliant with Mutual Obligation requirements
- ▶ Could even instigate a pay back scheme (like HECS)

Jobseekers

- ▶ Training
- ▶ Qualifications
- ▶ Employment
- ▶ Business ownership
- ▶ Profit share
- ▶ Career development

What else? Gaps in the market ... and lack of diversity

- ▶ Entertainment
- ▶ Media
- ▶ Farming /Viticulture
- ▶ Hospitality

Lets work together

SCRUBS
PROPERTY SERVICES SPECIALIST



empowering
YOUth
initiatives