

## **SETS Community of Practice**

### **Communique: First meeting of Job Readiness Initiatives sub-group**

#### **Videoconference – 14 July 2020**

On 14 July, the SETS Community of Practice (SETS CoP) held its first meeting for members of the Job Readiness Initiatives sub-group.

#### **Terms of Reference and Interaction Rules**

All attendees agreed with the updated SETSCoP Terms of Reference and Interaction Rules, with no amendments required. There was also discussion on how this group could identify systemic gaps, while acknowledging its scope and limitations.

#### **Scope of Job Readiness Initiatives**

Attendees noted benefit in scoping job readiness initiatives provided across Australia, under SETS. It is anticipated that a diverse range of projects will be shared, as factors differ for different locations, client groups and at an individual level.

Suggestions for the information to be collected on job readiness projects include:

- project name
- brief description of project
- number of participants
- targeted participants (i.e. specific projects for youth, women etc.)
- what location the project is delivered (i.e. regional or metro)
- changes to the project due to COVID-19
- challenges or gaps for the project

The SETSCoP secretariat will collate this information and share with the wider SETSCoP in due course.

There was general consensus that job readiness is just one area that leads to successful employment outcomes. Attendees briefly discussed additional challenges to employment such as:

- limited English language skills
- recognition of overseas qualifications and underemployment
- limited or no local work experience
- the roles and responsibilities of Job Actives and SETS providers, at times not clear.

To combat some of the additional challenges, attendees highlighted the importance of collaboration with Job Actives and other stakeholders, and the opportunity that volunteering plays in providing SETS clients with more localised experience.

## Defining Job Readiness

Attendees expressed the challenge with defining and measuring job readiness as it is such a vast term. There was general consensus that an operational definition could be developed for SETS within this group and may include the following:

- needs to be holistic, client-centred and take into account contextual considerations (i.e. local issues and trends)
- needs to consider individual readiness factors such as the clients' mindset, mental health, impacts of trauma, self-esteem, in addition to level of English and job-related skills
- could be specific to a specific industry or more general
- preparation for employment
- may differ for young people and other cohorts
- can encompass vocational training.

Attendees shared the importance of understanding job readiness from a client's perspective and how supporting clients with areas such as providing psychoeducation, can better support long term employment outcomes.

## Resources shared

- [SETSCoP Terms of Reference and Interaction Rules](#)
- [Inspire Me Job Readiness Program \(Multicultural Futures\)](#)