

Steps to Develop a Pool of Job Ready Candidates



STEP 1:
Provide extended generic job readiness support



STEP 2:
Build cultural and social understanding of Australian workplaces



STEP 3:
Build capacity by coach mentoring and formal training to enhance candidate's:

- confidence
- networks
- comfort with interview and recruitment processes
- understanding of pathways to sustainable employment



STEP 4:
Provide continuous feedback through coaching



STEP 5:
Support English language proficiency



STEP 6:
Customise job readiness to employer needs



STEP 7:
Rethink qualifications and focus on real skills



STEP 8:
Deliver pre-employment training that is linked to a real job

Examples of customised pre-employment training include:

- Workplace health and safety (White Card)
- Various industrial courses (e.g. forklift operation)
- Food handling and safety
- Australian workplace culture and norms
- Aged and disability care
- Workplace rights
- Basic computer skills
- English language



STEP 9:
Utilise other resources such as social enterprises and RTOs