

SETSCoP Meeting Summary Communique

Employment Subgroup – 6 November 2024

- 1. Roles of Social Enterprises and Employer Engagement:**
 - Social enterprises and community organisations play a critical role in connecting clients with employment opportunities, addressing skill gaps, and creating tailored programs.
 - Collaboration with employers is essential to identify local needs, establish partnerships, and create pathways for job seekers.
 - 2. Tailored Approaches to Employment Services:**
 - Programs tailored to specific industries with skill shortages, such as beauty, construction, and aged care, have proven effective.
 - Community-based initiatives and mentoring programs help build confidence and provide job-readiness training.
 - 3. Recognition of Overseas Qualifications and Skills:**
 - A significant barrier for skilled migrants is the lack of recognition of their overseas qualifications and experience.
 - Shadowing programs, mentorship, and advocacy with employers are key strategies to bridge the gap.
 - 4. Barriers to Employment:**
 - Language barriers, transportation challenges, and the inability to secure necessary clearances (e.g., Working with Children and Police Checks) were highlighted.
 - Mature-aged migrants face ageism and discrimination in the job market.
 - Understanding Australian workplace laws and workers' rights is critical for clients.
 - 5. Importance of Trauma-Informed and Strength-Based Approaches:**
 - Programs that acknowledge past trauma and focus on clients' strengths and aspirations are more effective in fostering long-term employment outcomes.
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Challenges

- 1. Resource Limitations:**
 - Many organisations lack dedicated employment teams, making it challenging to meet growing demands.
 - Limited capacity to support clients with complex needs, such as aged clients and those needing recognition of qualifications.
 - 2. Structural Barriers:**
 - Digital skills, language proficiency, and transportation difficulties remain persistent barriers.
 - Systemic issues, such as navigating Centrelink and Workforce Australia, complicate service delivery.
 - 3. Employer Engagement:**
 - Building employer trust and formalising partnerships through MOUs were noted as crucial but resource-intensive processes.
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Solutions and Programs

1. Training and Mentorship Initiatives:

- Programs focusing on upskilling clients in response to local industry needs (e.g., beauty and construction sectors).
- Social enterprises that help women start businesses, such as training driving instructors.

2. Collaborative Models:

- Partnerships with community organisations and industry leaders to address employment vulnerabilities.
- Creating job boards tailored to specific demographics, such as GlowUp Careers.

3. Client Empowerment:

- Workshops on Australian workplace culture, workers' rights, and employment laws.
- Advocacy for greater recognition of overseas qualifications.

4. Transportation Solutions:

- Exploring driving programs to address regional transport challenges.

Next Steps and Recommendations

1. Foster stronger connections with local employers through face-to-face engagements and formalised agreements (MOUs).
2. Advocate for policy changes that streamline qualification recognition and reduce barriers to employment for skilled migrants.
3. Continue sharing best practices and resources within the Employment Subgroup to support new practitioners and build collective capacity.
4. Expand soft-entry and job-readiness programs to meet diverse client needs.

Attendees: 43 attendees | 31 SETS providers

Nick Ross (SPG – SETSCoP Secretariat)

Chai Oonnankat (SPG – SETSCoP Secretariat)

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|---|---------------------------------------|
| 1. Marina (SMRC VIC) | 17. Nasima (AWOV VIC) |
| 2. Yvonne (GlowUp NSW) | 18. Sana (SECL VIC) |
| 3. Fera (MetroAssist) | 19. Skye (North Coast Settlement NSW) |
| 4. Sara (Wimmera Southern Mallee VIC) | 20. Zacharias (SSI QLD) |
| 5. Hafiz (VAAN VIC) | 21. Ko (Wyndham CEC VIC) |
| 6. Leon (Community Corporate SA) | 22. Gulghotai (AWOV VIC) |
| 7. Jawaid (Mosaic NSW) | 23. Phoebe (MRC Tasmania TAS) |
| 8. Rahul (STREAT VIC – Non-SETS) | 24. Kim (Advance CS NSW) |
| 9. Linda (Nambour QLD) | 25. Ranji (tbc) |
| 10. Heggie (Cumberland MCS NSW) | 26. Andrea (Centacare FNQ QLD) |
| 11. Sara (Communicare WA) | 27. Julia (GSMS Albany WA) |
| 12. Magdalena (Intereach NSW/VIC) | 28. Shanaz (AWOV VIC) |
| 13. Katrina (SSI QLD) | 29. Khaled (Dubbo NC NSW) |
| 14. Siamak (Iranian CO NSW) | 30. Jacinta (Wyndham CEC VIC) |
| 15. Simone (Intereach NSW/VIC) | 31. Mae Sie (Wyndham CEC VIC) |
| 16. Carmen (Assyrian Resource Centre NSW) | 32. Maggie (Bundaberg NH QLD) |
| | 33. Hiba (Whittlesea CC VIC) |
| | 34. Lauren (TRAMS Toowoomba QLD) |

35. Paw (JCSS Katanning GSMS WA)
36. Joey (tbc)
37. Ivy (AWOV VIC)
38. Afsoun (MercyCare WA)
39. Inas (Arabic Welfare VIC)
40. Diana (MRC Tasmania TAS)
41. Lydia (SECL VIC)
42. Sidiqat (AMWCHR VIC)
43. Kim (MRC Tasmania TAS)