

Inclusive Employment Program for Melbourne's north

Banyule Council is seeking:

1. An investment of \$13.6 million from the Victorian Government over four years to roll out an Inclusive Employment Program for residents in Melbourne's northern region who are facing barriers to employment.



Banyule, Darebin, Hume, Merri-bek, Mitchell, Nillumbik and Whittlesea Councils (the Northern Councils Alliance) are seeking government support to roll out the highly successful Banyule Council Inclusive Employment Program across the region from 2024.

An investment of \$13.6m over four years will enable hundreds of inclusive employment outcomes for residents in Melbourne's north who experience barriers to employment.

Benefits for Melbourne's north

The funding would enable the roll-out and continuation of Banyule's federally award-winning Inclusive

Employment Program across the region with:

- 77 placements per year (eight new placements and three transitional placements in each Council), as well as an inclusive casual pool in each of the seven Councils
- employment of seven dedicated Program Officers responsible for supporting participants and delivering the program in an integrated way within each of the seven Councils
- employment of a Project Manager based at Banyule to oversee the program implementation and facilitate a community of practice
- the program and training costs required to deliver the program, and
- pipeline funding for the program to be sustainable for three years.

About the Inclusive Employment Program

The Inclusive Employment Program is part of Banyule's place-based response to tackling unemployment. It contributed to Council achieving 167 job outcomes over 5 years.

The program was co-designed with the community and is aligned with the Equal Opportunity Act 2010 to help reduce localised unemployment for disadvantaged groups.

The first-of-its-kind in local government, Banyule's Inclusive Employment Program was developed in 2018 to support local people experiencing barriers to employment with a 6-month job opportunity in a paid role tailored to their interests, goals, strengths and ability.

Participants gain local government experience and build their work skills.

Evidence of success

The Banyule Inclusive Employment Program has demonstrated social and economic outcomes that benefit participants, council and local communities. The program is evidence-based and outcomes-focused, drawing on best practice in inclusive employment.

'It was hard for me to land a position because I had a lot of responsibilities as a young carer for my grandmother and supporting my family. Through the program we have goal setting and ways we can progress and set the pathway to future employment. Within the next few years I'd like to keep pursuing youth work and connecting with my community.'

- Ruqia, Banyule Inclusive Employment Program participant

Banyule Council has run the program each year since 2018.

Achievements over the last 5 years include:

- 68 local residents have taken part in the program.
- Of these, 84% have gone on to further employment or education.

An open-source toolkit of the program framework and delivery materials and a guide to support other councils to implement the program are available.

Visit www.banyule.vic.gov.au/About-us/Careers/Inclusive-employment-for-residents for participant stories.

'I came to Australia from Somalia when I was two. I studied and volunteered with a local soccer club. It was pretty tough looking for work. That transition from unemployed to finally working at Banyule Council was good. This inclusive employment program removes all barriers.'

Samatar,
Banyule Inclusive Employment Program participant

Who is the program for?

The program is aimed at:

- residents across Melbourne's northern region (Banyule, Darebin, Hume, Merri-bek, Mitchell, Nillumbik and Whittlesea Councils (the Northern Councils Alliance)
- people experiencing barriers to securing meaningful and suitable employment
- people who are Aboriginal and Torres Strait Islander, culturally and linguistically diverse, living with disability or a young person aged 16-25.

An intersectionality approach is applied: LGBTQIA+ people, women, carers, veterans and people impacted by the justice system are encouraged to apply.