



**SERVING
THE WORKING
MEN AND WOMEN
OF VICTORIA FOR
150 YEARS**

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15 December 2011

Independent Inquiry into Insecure Work in Australia
Level 6, 365 Queen Street
Melbourne, VIC 3000

Dear Sir / Madam,

**Re: YACVic's submission to the ACTU's Independent Inquiry into
Insecure Work in Australia**

I write to endorse the recommendations set out in the Youth Affairs Council of Victoria's submission to the *Independent Inquiry into Insecure work in Australia*.

VTHC is a member organisation of YACVic and has ongoing involvement in its work through the VTHC Youth Officer's contribution to YACVic policy and governance.

YACVic and VTHC share a commitment to ensuring young people of all backgrounds have access to meaningful employment with fair and legal conditions. YACVic has a deep understanding of the youth sector and young people's participation in all facets of society. The organisation is well placed to comment and make recommendations to address the impact that precarious employment is having on young workers and the youth sector.

Kind regards,

BRIAN BOYD
Secretary
Victorian Trades Hall Council

16 December 2011

Independent Inquiry into Insecure Work in Australia
Level 6, 365 Queen Street
Melbourne, VIC 3000

Dear Sir / Madam,

YACVic's submission to the ACTU's Independent Inquiry into Insecure Work in Australia

The Youth Affairs Council of Victoria (YACVic) is the peak body representing the youth sector in Victoria. YACVic provides a means through which the youth sector and young people voice their opinions and concerns in regards to policy issues affecting them. YACVic works with and makes representations to government and serves as an advocate for the interests of young people, workers with young people and organisations that provide direct services to young people. YACVic also promotes and supports the participation of young people in debate and policy development areas that most affect them.

Our submission

In this submission we first address the needs of young people in obtaining and maintaining secure employment, and then outline the devastating effect that insecure work has had on the youth sector. We believe it is important that any discussion of insecure work and employment policy in Australia include a strong focus on the wide variety of needs and employment experiences of Australian young people. We also believe that young people should have the opportunity to participate and be involved in the decision making with regard to employment policy. In addition, YACVic submits that the Government should be doing more to assist young men and women

to obtain a valid place in full time paid labour market settings, rather than imposing strategies that postpone their entry to the workforce.

In this submission, we will discuss the following areas of the terms of reference:

- *The extent of insecure work in Australia for 15-25 year olds;*
- *The workers who are most at risk of insecure work and why;*
- *The effect of insecure work on:*
 - *Regional communities*
 - *Social inclusion*
 - *Community organisations*

In addition, in early November 2011 YACVic created an online survey to investigate young people's employment experiences in order to include young people's voices and experiences in this submission. The survey was distributed to YACVic's members, and links were available on YACVic's Facebook and Twitter pages. The survey was also distributed to rural networks via YACVic's Rural Youth Services Support and Advocacy Officer, to young people with disabilities through the Youth Disability Advocacy Service, and to students via the Victoria's Student Representative Council Coordinator. In addition, YACVic emailed a range of Victorian local government youth services, requesting that they distribute the survey to their networks. The full survey is located below in *Attachment 1*, as is more detailed information regarding the demographics of our survey participants (*Attachment 2*). In total, 70 young people completed the survey, though not every young person responded to every question. Results from this survey will be discussed below.

YACVic's recommendations

YACVic is committed to and recommends the following:-

1. The creation of new employment strategies which include proposals for the creation of real jobs for young disadvantaged Australians that will have social and economic benefit to Australia.
2. The provision of priority assistance to particular groups of disadvantaged young people, including rural young people, early school leavers, Indigenous Australians, CALD and refugee young people, and young people with disabilities.
3. That young people and the youth sector are recognised as being heavily affected by insecure employment and therefore should be considered when changes to employment policy are being developed. The youth peak organisations in Australia could provide advice.
4. The provision of more positions for disadvantaged young people being employed full time within the public sector. This could be achieved through greater use of social procurement at all levels of Government (Federal, State and Local) aimed at increasing workplace participation by young people from these groups.
5. The creation of better incentives for Australia's employment service program (*Job Services Australia*) to place young people from disadvantaged backgrounds into full time work. (Specific recommendations are outlined in YACVic's recent research report '*Swimming Upstream: Young People and Service Provision under Job Services Australia*').

The extent of insecure work in Australia for 15-25 year olds: What does the data tell us?

Unemployment and young people

Due to their age, young people often have less accumulated work experience than adults and are therefore likely to be 'relatively less attractive to employers' and at a 'relative disadvantage'.ⁱⁱ Recent statistics indicate that a significant proportion of

young people in Australia are experiencing difficulty obtaining secure employment. For example, in October 2011, the unemployment rate of young people aged between 15 and 24 years who were seeking full-time work in Australia was 12.9 per cent, whilst the rate of 15 – 65 year olds seeking full-time work was 5.6 per centⁱⁱⁱ.

In addition, according to the Foundation for Young Australians' 2011 report, over 25 per cent of Australians experiencing long term unemployment are young people aged between 15 and 24 years.^{iv}

Insecure work and young people

There has been a dramatic increase in the level of insecure work in young people's lives since the 1980s. The Foundation for Young Australians' 2011 report *How Young People are Faring* illustrates the increased role that part-time work has in the lives of young people. Comparing rates of part-time work of 15 -19 year olds and 20-24 year olds in 1986 and 2011, the report indicated that 28.9 per cent of 15-19 year olds not in full-time education in 2011 are working part time compared with only 8.7 per cent in 1986. Similarly, 19.3 per cent of 20-24 year olds not in full-time education were working part-time, compared with 8.3 per cent in 1986. The report notes that '*long-term decline in opportunities for full-time work and rising levels of part-time employment are major features of the youth labour market*' and that many young people leaving school will experience 'periods of part-time work during their early years in the workforce'.^v

In addition, May 2011 statistics indicated that approximately 15 per cent of 15 to 19 year olds were neither studying nor working full-time.^{vi} Of these young people, 3.7 per cent were unemployed and looking for employment and 5 per cent had 'withdrawn from the labour force'.^{vii} A proportion of Australian young people aged between 20 and 24 also appear to be experiencing insecurity in the labour market. As of May 2011, 25.9 per cent of 20-25 year olds were not fully engaged in either full-time work or education. 5.3 per cent were looking for work, and 8.6 per cent were 'had left the labour force'.^{viii}

While a proportion of young people between 15 and 25 years are likely to seek casual, part-time, or seasonal employment due to study and other commitments, it is imperative that all young people who wish to transition to permanent, full-time employment are able to do so. The ABS October 2011 statistic discussed above regarding the 12.9 per cent unemployment rate of young people aged between 15 and 24 years who were seeking full-time work indicates that this is not all young people are finding it possible to obtain secure employment.

Recent Australian statistics also reveal significant mobility in the job market with regard to 15 to 24 year olds, as young people move 'between full-and part-time work and unemployment, and into and out of the labour force'.^{ix} For instance, in the year preceding May 2011, approximately 20 per cent of young people aged between 15 and 19 and almost 17 per cent of young people aged between 20 and 24 'changed their labour force status every month'^x.

These statistics are concerning. The transition to work is one of the crucial transition points for young people. The Australian Government has implemented policy directions aimed at young people between the ages of 17 - 24 years under the motto of 'learn or earn' (COAG 2009) that were supposed to focus on young people being in work, studying or training. There have been some significant steps in order to increase the levels of studying and training among young people, but little incentive to enhance the number of young people in this age group working in a full time job. We believe that there should also be policy settings that encourage young people to enter the labour market and gain a full time job^{xi}.

What did YACVic's online survey tell us?

Casual, part-time, fixed term contracts or seasonal work appears to suit a significant proportion of young people aged between 15 and 24 who are studying full or part time and require income, wish to develop employment skills, or wish to retain flexibility.^{xii} In their 'Response to the *Stronger futures for all young Victorians* discussion paper on the youth transitions system', the Brotherhood of St Laurence noted that over 50 per cent of young people in secondary school work part-time while studying.^{xiii} Young people in tertiary study are also commonly employed in part-

time or casual work. In YACVic's survey, a total of 75.9 per cent of young people indicated that they wished to remain in the type of employment they were in while they were studying.

(a) Benefits of casual, part-time, fixed-term contract or seasonal work

In our survey, a number of young people undertaking casual, part-time, seasonal or fixed-term contract work spoke about the benefits of their employment situation. One of the benefits identified by a significant proportion of young people was **flexibility regarding the hours** that they worked. Responses included:

- *'They're understanding when you need to take a day off'* (casual employee; Hospitality)
- *'Friendly boss and flexible hours'* (casual employee; Healthcare and Social Assistance)
- *'They are supportive of my study commitments'* (Part-time employee; Healthcare and Social Assistance)
- *'Work flexibility. I normally have very flexible work hours which mean I can take lots of other opportunities doing any things like training and development and travelling'* (Young person on a fixed-term contract; local government)
- *'Flexible shifts, get fed on the job, ability to pick up more hours when I need them'* (Casual employee; Hospitality)

Young people also spoke about the **salary they earned** as one of the things they 'like[d] best about [their] current working conditions. For example:

- *'Work on weekends so better pay'* (Part-time employee; Retail Trade)
- *'Pays the rent while I am at university'* (Casual employee; Retail Trade)

- *'I like the amount of money that I earn, and the fact that they are regularly seeking people to work extra shifts so I can pick those up'* (Part-time employee; Arts and Recreation)
- *'I earn a little bit of money a week by umpiring [sport deleted]. I like it, because I like [sport deleted], I enjoy and helps me be active and isn't much time'* (young person undertaking seasonal work in Arts and Recreation)
- *'I enjoy it. Good pay and hours. Nice co-workers. Work that I enjoy and like doing. Practising skills I can use in future employment (bar/barista skills)'* (Casual employee; Food Services and Accommodation).

A number of people also discussed the staff they worked with and their manager, noting that friendly staff made work more pleasurable and was one of the things they liked most about their job. One young person working part-time in retail noted 'the people [she] work[ed] with' as being the aspect of her work she liked the best. Another young person, working casually in Arts & Recreation, described 'friendly staff and owners' and another young person stated that she '...love[s] the people [she] work[s] with'.

(b) Difficulties of casual, part-time, fixed-term contract or seasonal work

However, the nature of this work is not desired by or appropriate for all young people. In our survey, we asked young people what they 'like[d] least about their current working conditions'. A number of young people not employed in a full-time capacity noted that **a lack of job security** was what they liked least about their current positions. It appears that while young people appreciated the flexibility of their casual, part-time, or fixed-contract positions, a number of young people found the lack of job security to be challenging. Responses included:

- *'I have uncertainty in my casual role (ie how many hours) and my part time job is on a contract. Basically, I don't have any job certainty past mid-next year.'* (young person undertaking a casual job in youth services and a part time job in Arts and Recreation)

- *'Short time period'* (Casual employee, Education & Training)
- *'One year contract – lack of security'* (Full-time employee; Communications and Marketing)
- *'That it's not constant work, so over summer for example, i have to borrow money.'* (Employee on a seasonal contract; Arts & Recreation)
- *'It's a bit frustrating moving from one short term contract to the next, it looks a bit dodgy on CV, constantly having to explain that most community development positions are only funded short to medium term.'* (Employed on a fixed-term contract; Healthcare and Social Assistance)
- *'...inconsistent nature of casual work'* (casual employee, Retail Trade)
- *'Infrequent, no stability – don't really get to know senior staff well, could never use them for a reference, they're not familiar with their staff'* (casual employee; Hospitality)
- *'I work 3 jobs so it can get full on'* (part-time employee; Information Media and Telecommunications)
- *'As the nature of the work is only temporary once I finish if I am not kept on – I will be out of a job'* (employed in seasonal work; Retail Trade)
- *'I don't have much say over when I work or how long I work for'* (casual employee; Retail Trade)

A proportion of young people also spoke negatively of **the conditions and nature** of their casual, part-time, fixed-term contract, or seasonal work. Young people reported experiencing a lack of a say over the time they worked, unrealistic expectations of their managers, lack of training, and an inconsistent schedule. Responses included: -

- *'I don't have much say over when I work or how long I work for'* (Casual employee; Retail Trade).
- *'As a Christmas Casual, not getting all the training that other staff would receive about the stock system, banking etc. I feel out of the loop'* (Seasonal employee; Retail Trade)
- *'High expectations of my knowledge of the store and its procedures – being compared to older full time workers. Constantly being pressured into doing extra hours because 'I have nothing better to do' or 'I don't work as much as so and so' – I'm doing year twelve so this is a frustrating attitude'* (Casual employee; Retail Trade)
- *'Schedule is inconsistent. No current coordinator'* (Casual employee; Arts & Recreation)
- *'The type of work/how busy it gets'* (Casual employee; Hospitality)
- *'Working til midnight on a 'school night', no sick leave, repetitive work'* (Casual employee; Hospitality)
- *'Top down decision making. [Menial] tasks and no trust in initiative. Workplace bullying- hard to address as policies are ridiculously hard to navigate! Gap between staff and management.'* (Casual employee; Retail Trade)
- *'...we don't get breaks unless we aren't busy which we always are.'* (Casual employee; Food Services & Accommodation)
- *'I dislike working permanent nights, and I sometimes feel that they don't care about how the...employees feel about changes, or rewarding hard work enough'* (Part-time employee; Arts and Recreation).

- *'Standing up for hrs on end'* (Casual employee; Retail Trade)
- *'working alone'* (Casual employee; Food Services & Accommodation)
- *'can be stressful at times'* (Casual employee; Food Services & Accommodation)

In addition, young people also spoke about **insecurity of income and low pay** as negatives of their job.

- *'Insecurity of income'* (Casual employee; Education & Training)
- *'The income from working part time'* (Part-time employee; Retail Trade)
- *'The pay...'* (Casual employee; Food Services & Accommodation)
- *'We don't get paid overtime and although I am working part-time because I am studying I actually feel like I work harder than I did when I was working full time'* (Part-time employee; Healthcare and Social Assistance)
- *'working hours, because they are less and I don't get paid that much'* (Casual employee; Healthcare and Social Assistance)
- *'Pay rate...'* (Casual employee; Retail Trade)

Furthermore, a number of young people undertaking casual, part-time, fixed-term or seasonal employment reported **difficulties with managers or staff** as a negative of their jobs.

- *'The attitude of some of the other staff members toward me'* (Casual employee; Law and Local Government)
- *'I have to work with senior staff who don't care about me as a person, only about me as a name to fill shifts on the roster. This is particularly bad as I*

purposely made them aware of my mh [mental health?] issues at the interview stage, which they were accepting of and willing to accommodate if needed. 3 months later? Out the window. Sad that it is a mh organisation too...!' (Part-time employee; Healthcare and Social Assistance)

- *'...my boss...'* (Casual employee; Food Services & Accommodation)
- *'Unreliable co-workers'* (Casual employee; Healthcare and Social Assistance)
- *'The managers and store have all gone downhill and I am currently looking for a new job so I can get out of the fast food business'* (Casual employee; Food Services & Accommodation)
- *'poor management'* (Part-time employee; Retail Trade)

(c) Survey conclusions

From our survey, it is apparent that a proportion of young people employed part-time, casually, seasonally or who are on fixed-term contracts are experiencing job insecurity. Specifically, a number of young people experienced a lack of job security due to their working arrangements, insecurity of income and low pay, and difficulties due to the nature and conditions of their employment (e.g. lack of training) or because of difficult managers or fellow employees.

For these young people, it is essential that there be an ease in transferring to a more secure employment situation, should they wish to. As was demonstrated by the statistics above, it appears that young people are at a greater risk of unemployment and insecure work than many other workers, and this should be considered in the development of any new employment policy.

Limitations of the survey

Approximately 70 per cent of those who took the survey indicated that they were studying either full-time or part-time in secondary or tertiary education. **In further research examining the perspectives of young people who are not in**

education but employed in insecure work or seeking employment, it would be highly desirable that this research assess the level of insecurity experienced by young people in a range of industries and employment situations.

The workers that are most at risk of insecure work and why

Several cohorts of young people are likely to experience significant vulnerability and a variety of barriers when attempting to gain or maintain secure employment. A number of these cohorts were identified in YACVic's latest research report, which examined the provision of employment services to Australian young people under the national Job Services Australia program. Rural and regional young people, early school leavers, Indigenous young people, culturally and linguistically diverse (CALD) and refugee young people and young people experiencing physical disabilities and mental health issues are likely to experience increased, significant barriers to employment and are more at risk of insecure work or unemployment^{xiv}.

Rural and regional young people

The *State of Victoria's Young People* report published in 2008 found that youth unemployment was higher in rural areas, and that rural young people in employment earned \$22 per week less on average than those in Melbourne. Many rural towns have seen a decline in employment opportunities, due to economic restructuring, population decline and the impact of new technologies. The report also highlighted research pointing to significant underemployment amongst rural young people. While many secondary school students are working outside of school, full time job opportunities for school leavers are harder to find. Availability of employment has been identified as a key issue affecting rural youth retention.^{xv}

The Victorian Government's 2006 *Inquiry into Retaining Young People in Rural Towns and Communities* found that, while many young people saw leaving their rural areas as a positive rite of passage, there was still a strong desire by many others to remain at home, and that they were most likely to do this in areas where the communities offered economic, educational and social opportunities that appealed to them.^{xvi} The availability of employment in rural areas appears to be one of the most significant positive factors associated with retention and inbound migration of young

people, and there was a clear link between the economic performance of an area and its ability to retain and attract a population.^{xvii}

Importantly, in their 2007 work 'Two birds with one social policy stone: youth employment and regional skills shortages in Australia', Joanne Pyke et al. noted the irony of rural towns which were suffering from both youth unemployment and a skills shortage. They observed that 'perhaps the greatest issue for young people is not unemployment per se, but becoming locked into short term, part-time and/or casual employment on low wages with few prospects for advancement'.^{xviii}

Early school leavers

Early school leavers are also more likely to experience significant difficulty securing employment than young people who have completed year 12.^{xix} The difficulty for early school leavers is that the nature of education or employment opportunities that young people undertake after they have left school relates to the highest year of education completed.^{xx} For example, of 15 to 24 year olds who left school before or at the end of year 10 in 2009 and who were not engaged in education, 11.7 per cent had found full-time work, 11.2 per cent were undertaking part-time work, 18 per cent were looking for work, and 18.8 per cent were neither in education nor in the workforce.^{xxi} This may be compared to young people who completed year 12 in 2009, but who were not undertaking further education. Of these young people, 11.1 per cent were working full-time, 12.6 per cent were in part-time work, 8.4 per cent were seeking employment, and 4.3 per cent were neither in education nor the workforce.^{xxii}

Refugee young people

An excerpt from a conference paper entitled *Working for success – What do real employment outcomes look like for refugee young people?*

Between 2007 and 2011, 11, 172 young people aged 16 to 24 settled in Australia under the Humanitarian program (as refugees or sponsored by refugees already living here). A large proportion of the annual intake of refugees and humanitarian

arrivals is made up of young people. In the 2009 – 2010 financial year, 54% of these new arrivals were under the age of 30.

A recent study for the Department of Immigration and Citizenship, ‘Settlement outcomes for new arrivals’¹, stated that ‘of the migration streams represented (in this survey), Humanitarian entrants are most likely to be unemployed, even after five years of settlement. (...). If they are working, they tend to work in jobs with fewer hours and receive less remuneration.’

Much of the current Australian literature suggests that employment outcomes for refugees of all ages are poor, especially through the early settlement period. According to the Refugee Council of Australia (2010)^{xxiii}, refugees are over-represented among the ranks of the under employed, lowly-paid, low-skilled, precariously employed and casualised members of the labour force. At the same time, the pathways back into education or training are complex to negotiate and not as flexible given the limited education background of refugees and humanitarian entrants.

One of the many challenges faced by young people settling in Australia is their need to earn an income, either for themselves, to support their family in Australia, or to support the family left behind. The financial circumstance of newly arrived families is a major factor in the decision making process for those 16 years and older. Family units are often financially disadvantaged in the first few years of re-settlement. The pressure to leave school and take up work or to work part-time is very high. Young people often feel responsible for helping to pay family debt and may also send money home to support family and friends, and to assist other family members to migrate.^{xxiv}

Social inclusion

There are a range of young people who, without additional support, will have difficulty obtaining full time employment because of their multiple barriers. The Government, as one of the primary employers in Australia, could facilitate full time

¹ Department of Immigration and Citizenship (April 2011) ‘Settlement outcomes for new arrivals’, study conducted by the Australian Survey Research Group

employment options for these young people 'at risk' of insecure and long term unemployment. This could be achieved through the Federal Government undertaking more focused social procurement which is centred on these young people, and/or establishing social enterprises that train and then provide young people who have multiple barriers with full time employment.

Social enterprises provide vulnerable young people with training and give them the time to become fully job-ready in a real job. Social enterprise and targeted social procurement are strategies that open up the labour market to young people who would otherwise be excluded.

YACVic believes that without such measures, these young people will never get full-time work or even 'insecure' work. The employment policies of Government should recognise that getting your first real job is highly important for young people's career. Currently, Australia has structured processes around young people getting apprenticeships and traineeships it must be recognised that not all young people take them up.

Community organisations (Impact on the Youth Sector)

The negative impact of insecure work is best illustrated by investigating the youth sector across Australia. This sector is low paid and with high levels of insecure work. *The Building Social Inclusion in Australia: Priorities for the Social and Community Services Sector Workforce* report states that overall, the community services sector had just 55% of its workers as full time in 2003, compared to an average across all industries of 70%. Further, a survey conducted by the Centre for Work and Life, University of South Australia (August 2004) showed that 45% of those in the health and community services were in part-time status and 22% were casual employees^{xxv}.

In relation to the youth sector there are a number of significant issues that relate directly to the insecure nature of the employment patterns of the workforce, although it is always hard to separate them from the low wages that permeate the community sector more broadly. A recent environmental scan of the Australian Youth sector

conducted by the Australian Youth Affairs Coalition outlined a number of workforce development issues, and many of the issues related to 'insecure work'. These included:

- the high proportion of casual and part-time roles in many sectors
- some roles require 24/7 shift work, on-call and live-in roles; and
- lack of career pathways – particularly in small organisations^{xxvi}.

Other significant challenges facing the youth sector which YACVic believes relate to insecure work are:

- the lack of longevity of youth workers in the sector (for example, a survey of youth workers in the Queensland found that the greatest proportion had only spent 1 year in the youth sector); and
- the number of workers employed casually but working more than 33 hours per week which could be considered full-time (for example, 26.4% of workers are employed casually are working 33 hours or more which could be considered full-time^{xxvii}).

Other data from some States and the Territories that illustrate the nature of insecure work is listed below.

ACT Youth Sector Workforce Profile, November 2010

Some of the findings from this sector include:

- Over 50% of younger workers aged 18 - 25 years had a Bachelor degree.
- *Recruitment and Retention:* Respondents were asked to identify how long they intended to continue working in the youth sector. Only non-government respondents identified 'less than 6 months', '6 months' or '1 year' as their intended time to continue working in the youth sector. On the other hand, over 30% of government respondents identified that they planned to continue working in the youth sector for more than ten years.
- Non-government respondents were also more likely to work overtime hours than their government counterparts, varying between paid, unpaid and time in lieu.

- When asked what would make them stay longer in the profession, 87% of respondents identified improved wages and conditions. 60% of youth workers aged 18-25 years identified that a better-defined career path would entice them to stay, and 40% of respondents identified 'additional work related benefits' and improved 'job security (particularly respondents in the 36 - 45 year age bracket)
- Relevant training and development opportunities were identified by a third of respondents as being an incentive to remain in the youth sector^{xxviii}.

The Youth Sector in Queensland, February 2010

Some of the findings for this sector include:

- 'Values are a key driver in recruitment decisions and in attracting workers to the sector, however wage levels create the greatest barriers to both recruitment and retaining staff along with career paths'
- Experience in the youth sector – greatest proportion had only spent 1 year in the youth sector
- Employment status: permanent full time (62.36%) and permanent part time (23.6%)

Youth Work Snapshot 2011: YAPA survey of youth services and workers in NSW (565 youth workers were surveyed across NSW)

Some of the findings for this sector include:

- Largest proportion of youth workers is in the 25 – 30 age range (31.7%)
- Nearly 2/3 (61%) of those youth workers involved in the survey are employed full time. This leaves approximately one quarter (25.7%) of survey respondents employed on a part time basis and approximately ten percent employed either casually (6.7%) or on contracts (3.9%).
- 26.4% of workers are employed casually are working 33 hours or more which could be considered full-time.^{xxix}

The lack of job security, career progression and varying hours that, inherent issues of insecure work, are having a significantly negative effect on the youth sector in terms of retention of skilled youth workers and the provision of good services for

young people.

Recommendations

YACVic is committed to and recommends the following:-

1. The creation of new employment strategies which include proposals for the creation of real jobs for young disadvantaged Australians that will have social and economic benefit to Australia.
2. The provision of priority assistance to particular groups of disadvantaged young people, including rural young people, early school leavers, Indigenous Australians, CALD and refugee young people, and young people with disabilities.
3. That young people and the youth sector are recognised as being heavily affected by insecure employment and therefore should be considered when changes to employment policy are being developed. The youth peak organisations in Australia could provide advice.
4. The provision of more positions for disadvantaged young people being employed full time within the public sector. This could be achieved through greater use of social procurement at all levels of Government (Federal, State and Local) aimed at increasing workplace participation by young people from these groups.
5. The creation of better incentives for Australia's employment service program (*Job Services Australia*) to place young people from disadvantaged backgrounds into full time work. (Specific recommendations are outlined in YACVic's recent research report '*Swimming Upstream: Young People and Service Provision under Job Services Australia^{xxx}*').

Attachment 2

Demographics of Survey Participants

Gender

The large majority of participants (54 young people) were female and 14 respondents were male.

Age

Of the 68 young people who responded to the question, 16 young people were aged between 15-17 years, 16 young people were aged between 18-19 years, 6 young people were aged between 20-21 years, 13 young people were between aged between 22-23 years, 15 young people were aged between 23-25 years, and 3 young people were aged 25 or older (see Figure 1).

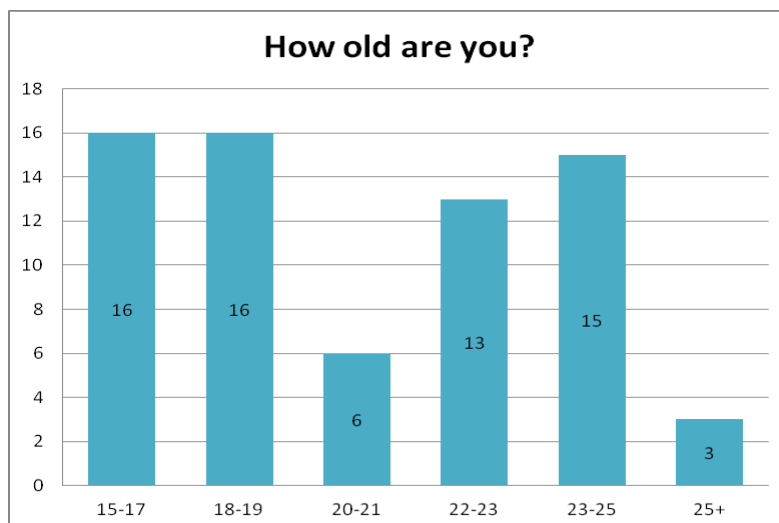


Figure 1

Current living arrangements

The majority of young people (37 young people) reported living with their families, six young people reported 'living at home, but wished to be living independently', 27 young people reported living independently, and 1 young person reported being homeless.

Regions in which the survey participants lived: -

<u>Region</u>	<u>Number of Young People</u>
East, Melbourne:	8
Bayside, Melbourne:	7
Ballaratt, Southern Western Vic:	7
Bendigo, Northern Victoria:	4
North East, Melbourne:	4
North, Melbourne:	4
Shepparton and Central North, Northern Victoria:	4
Great Ocean Rd/Otway Ranges:	3
Murray & Riverina, Regional NSW:	3
Geelong, Melbourne:	2
North East Melbourne:	2
Gippsland, South Eastern Vic:	1
Grampians, South Western Vic:	1
Northern suburbs, Perth WA:	1
Southern suburbs, Perth WA:	1
West, Melbourne:	1

Nature of Work

Responses regarding the nature of the work undertaken by the young respondents was as follows (Figure 2):

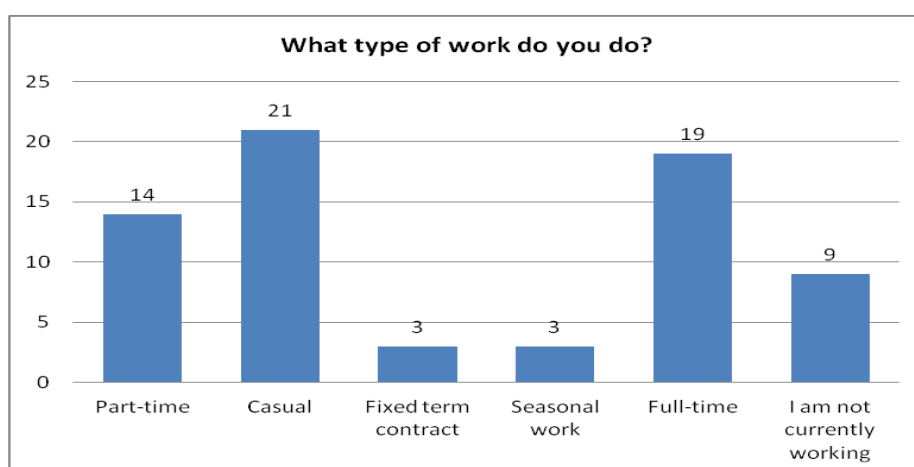


Figure 2

As may be seen, the majority of young respondents were employed in either part-time or casual jobs (35 young people). In addition, 19 young people were employed full-time, 9 young people were not currently working, three young people were employed on fixed-term contracts and three were employed in seasonal work.

Industry in which young people were employed

Of the 60 young people who responded to the question, the young participants worked in the following industries:

- | | |
|---|-------------------|
| 1. Healthcare and social assistance | (14 young people) |
| 2. Retail trade | (12 young people) |
| 3. Other | (16 young people) |
| 4. Arts and Recreation Services | (6 young people) |
| 5. Food services and accommodation | (8 young people) |
| 6. Administration and Support Services | (4 young people) |
| 7. Education and Training | (4 young people) |
| 8. Information Media Telecommunications | (2 young people) |
| 9. Mining | (1 young person) |

The number of hours that young people worked varied significantly (see figure 3). However, it is apparent that the majority of young people who took the survey worked less than 40 hours each week.

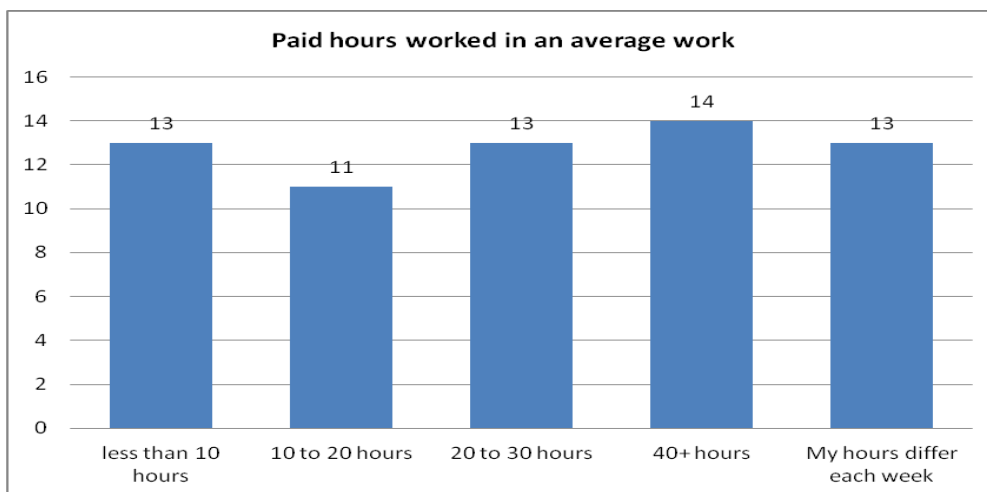


Figure 3

Length of time young people wished to remain in their current industry

Of the 58 young people who responded to the question 'how long do you wish to remain in the type of employment you are currently in', 48.3 per cent (or 28 young people) reported 'while I am at university/TAFE/doing other studies' and 27.6 per cent (or 16 young people) said 'while I am in high school'. Therefore, a total of 75.9 per cent of young people indicated that they wished to remain in the type of employment they were in while they were studying.

ⁱ Rose, J., Morstyn, L. and Tudehope, A. (2011). 'Swimming Upstream: Young People and Service Provision Under Job Services Australia, The Youth Affairs Council of Victoria, p. 1-44.

ⁱⁱ Greenwood, John. (1996). 'Lessons Learned on the Effectiveness of Programs and Services for Youth', chapter 6 in *Evaluating the Effectiveness of Employment-Related Programs and Services for Youth*, a Research Report to Human Resources Development Canada, p. 98.

ⁱⁱⁱ Australian Bureau of Statistics (ABS), (2011). *Labour Force Survey, Australia*, October 2011.

^{iv} Robinson, Lyn, Long, Mike and Lamb, Stephen. (2011). *How Young People are Faring 2011: the national report on the learning and work situation of young Australians*. Foundation for Young Australians, p. 11.

^v Ibid, p. 41.

^{vi} Ibid, p. 17.

^{vii} Ibid, p. 17.

^{viii} Ibid, p. 30.

^{ix} Ibid, p. 43.

^x Ibid, p. 43.

^{xi} University of Melbourne, (2011). *Rethinking Youth transitions in Australia: A historical and multidimensional approach*, p.61 - 62

^{xii} Ibid, p. 18.

^{xiii} See Brotherhood of St Laurence. (2010). Response to the *Stronger futures for all Victorians* discussion paper on the youth transitions system, 18.

^{xiv} Rose, J., Morstyn, L. and Tudehope, A. (2011). 'Swimming Upstream: Young People and Service Provision Under Job Services Australia, The Youth Affairs Council of Victoria, pp. 9-17.

^{xv} Rural and Regional Services and Development Committee, (2006). *Inquiry into Retaining Young People in Rural Towns and Communities*, State Government of Victoria, Melbourne, p. 40.

^{xvi} Ibid, pp.51-53

^{xvii} Ibid, p.241

^{xviii} Pyke, Joanna, Santina Bertone, Grace, Marty and Broadbent, Robyn. (2007). Two birds with one policy stone: youth employment and regional skills shortages in Australia, *International Journal of Training Research*, 5(2), p.16

^{xix} Rose, J., Morstyn, L. and Tudehope, A. (2011). 'Swimming Upstream: Young People and Service Provision Under Job Services Australia, The Youth Affairs Council of Victoria, p. 11.

^{xx} Ibid, p. 28.

^{xxi} Robinson, Lyn, Long, Mike and Lamb, Stephen. (2011). *How Young People are Faring 2011: the national report on the learning and work situation of young Australians*. Foundation for Young Australians, p. 28.

^{xxii} Ibid.

^{xxiii} RCOA (2010) *What Works: Employment strategies for refugee and humanitarian entrants*, http://www.refugeecouncil.org.au/resources/reports/2010_Employment.pdf

^{xxiv} YAPA (2004) *Issues for young refugees*

^{xxv} Australian Services Union, *Building social inclusion in Australia priorities for the social and community services sector workforce, April 2007, p.27.*

^{xxvi} Australian Youth Affairs Coalition, *Environmental scan – Youth sector*, November 2010.

^{xxvii} YAPA, *Youth Work Snapshots 2011*, p. 60.

^{xxviii} ACT Youth Sector Workforce Profile, November, 2010, p. 8-9.

^{xxix} YAPA, *Youth Work Snapshots 2011*, p. 60.

^{xxx} Rose, J., Morstyn, L. and Tudehope, A. (2011). *Swimming Upstream: Young People and Service Provision Under Job Services Australia*, The Youth Affairs Council of Victoria, p. 1-44.