



Inclusive Employment Program

The ask

Councils in Melbourne's north are seeking to work in partnership with the Victorian Government to deliver an Inclusive Employment Program for local residents who face barriers to employment by:

- rolling out Banyule's highly successful and federally award-winning Inclusive Employment Program across the region
- funding eight new placements and three transitional placements per year, as well as an inclusive casual pool in each of the region's seven Councils
- funding the employment of seven dedicated Program Officers responsible for supporting participants and delivering this program in an integrated way within each of the seven Councils
- funding the employment of a dedicated Project Manager (based at Banyule) to oversee the program implementation and facilitate a community of practice
- funding the program and training costs required to deliver the program
- ensuring pipeline funding for the program to be sustainable for three years.

About the program

The first of its kind within local government, this Inclusive Employment Program supports local people experiencing barriers to employment with a six-month job opportunity in a paid role tailored to an individual's areas of interest, goals, strengths and ability. Participants gain local government experience and are provided with tailored coaching and development opportunities to help build their core skills for work and networks.

The program was co-designed with community, adopts a place-based approach and is aligned with the *Equal Opportunity Act 2010* to help reduce localised unemployment for disadvantaged groups.

The program has proof of concept and evidence of impact. Banyule City Council has run this program once per year since 2018. An open-source toolkit of the program framework and program delivery materials has been developed, as well as an accompanying guide to support Councils to implement the program in each municipality. (Visit www.banyule.vic.gov.au/About-us/Careers/Inclusive-employment-for-residents for participant stories.)

The seven Councils are seeking government support to roll this program out across the region from 2024. An investment of \$13.6m over four years will deliver inclusive job creation outcomes across Melbourne's north – enabling up 336+ inclusive employment outcomes for local residents who are experiencing barriers to employment and seeking a chance to work and change their lives.