



# Focus on Employers: Better Ways to Engage

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September 2009

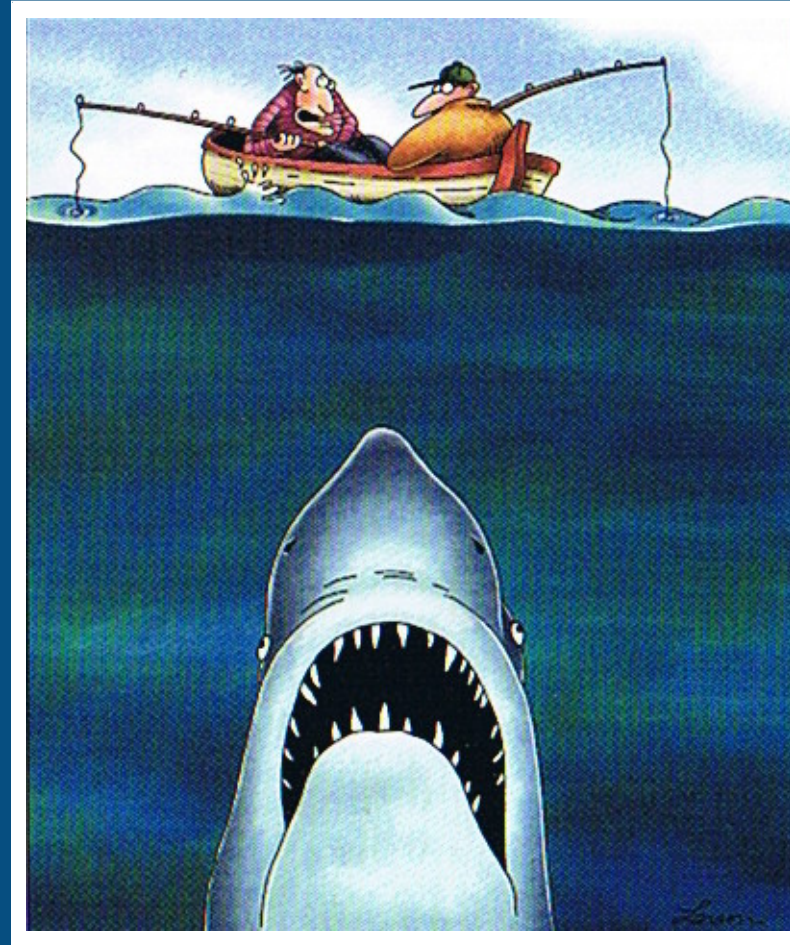


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“There it goes again.....that eerie music” **The GFC**



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# Industry – What is it?

- There are over 5,000 employer and industry organisations in Australia – all of differing size, capacity and coverage;
- Industry have a variety of roles, services, functions, accountability and financial arrangements with variable communication effectiveness;
- All are lean and have limited resources to undertake work that is considered “non core” or outside their scope of membership;
- However, often identified people can be committed to some initiatives that are either community or government related or can initiate involvement in activities that can have a desired business case despite that not being clear by busy employer members;
- Organisations are approached by all range and manner of organisations for “partnerships”, “government funded activity and support” and “good causes – often related in their members interests”; and
- Most have no time to take new activity on in a meaningful way.





# ACE – Industry project

Outcomes of the project are to:

- examine the potential of establishing a set of national agreements in key industry sectors with appropriate operational models and support arrangements such as a model Memorandum of Understanding;
- development of State/Territory models with outcomes based partnerships, including small and medium employer models, with meetings between employers, industry and DENs scheduled for Adelaide, Melbourne, Brisbane and Canberra; and
- produce a report on barriers to employer and industry engagement with the sector, particularly in the context of the overall more challenging economic circumstances and higher unemployment levels.





# ACE – Industry project - national

## The process will:

- Determine interest in entering into an outcome based Memorandum of Understanding (MOU) with ACE;
- Develop models of collaboration across industries and organisations for future follow up;
- Identify industry specific barriers to undertaking placements of people with disability; and
- Identify champions across employer and industry associations that will support and drive forward the overall objectives of the project





# ACE – Industry project - State

## The process will:

- Operationalise placement arrangements, particularly where an organisation is involved in employment and recruitment activity or training arrangements due to labour and skill shortages;
- Determine the level of support required from the national employer organisations down to States and Territory affiliates and the industry community more broadly;
- Develop workable models for employer/provider engagements in other States/Territories or industries; and
- Identify local champions across employer and industry associations that will support and drive forward the overall objectives of the project





# ACE – Industry project - Outcomes

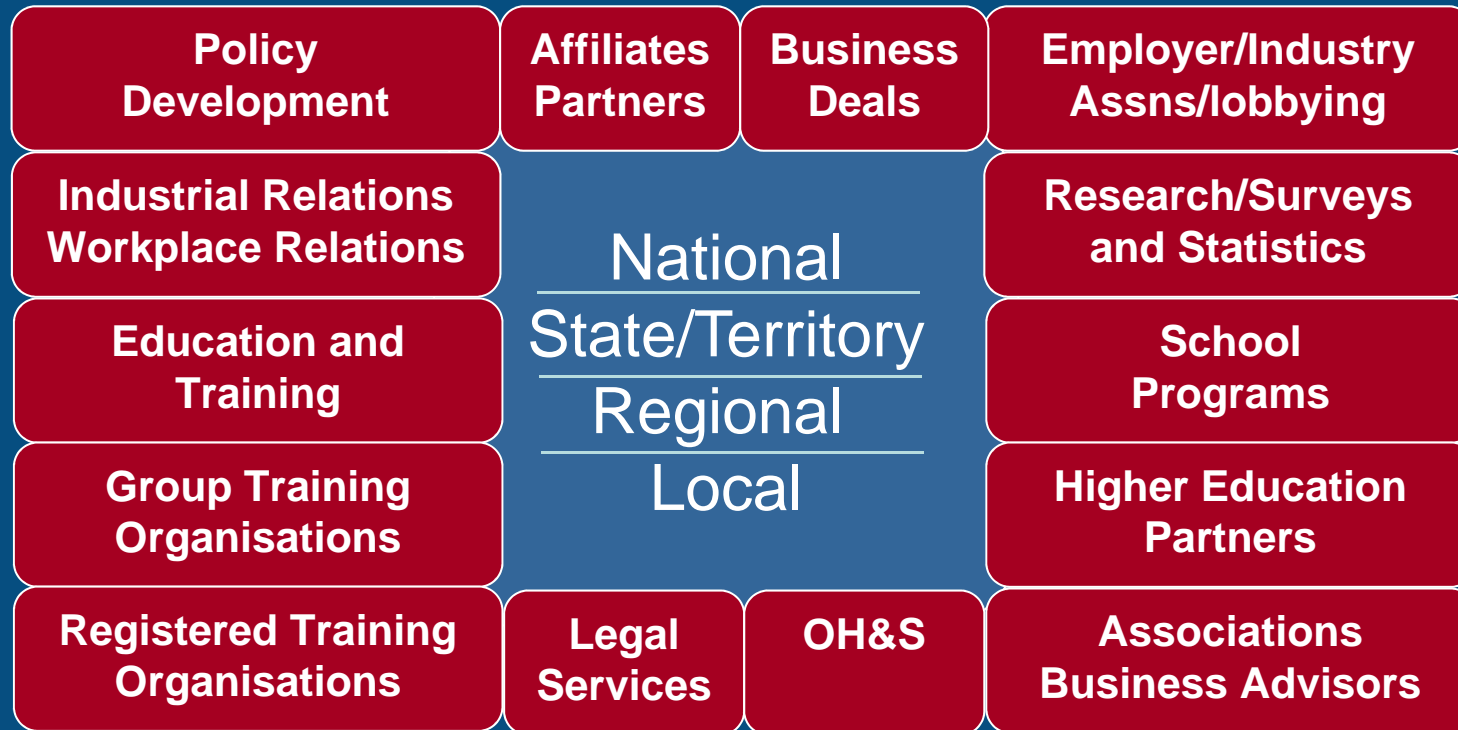
## The findings to date are:

- Limited understanding of sector and related issues;
- Bad experience with Job Network and other employment service providers at systemic and strategic levels or through feedback from individual members;
- Willingness to contribute where upfront support is directly provided by ACE;
- Importance in connecting to other priorities of members (eg OHS, workplace injury, RTO, GTO);
- Support for a clearly defined Code of Conduct/Standards by ACE members when serving employers and members;
- Differences in sectors (eg building and construction);
- Strong support of proposition of doing things in an incremental way across two years where that fits with their services and priorities; and
- Need for case studies, understanding issues, familiarisation phase at first.





## Industry Associations/Employer Organisations Roles and Services





**Mature Aged  
Workers 50+**

**People with  
Disabilities**

**Parenting  
Payment**

## **Existing Workers**

Around 10.5 million domestic (7.5 in full-time), 1 million overseas  
Under-employed, under-skilled, under-utilised primary govt targeted programs

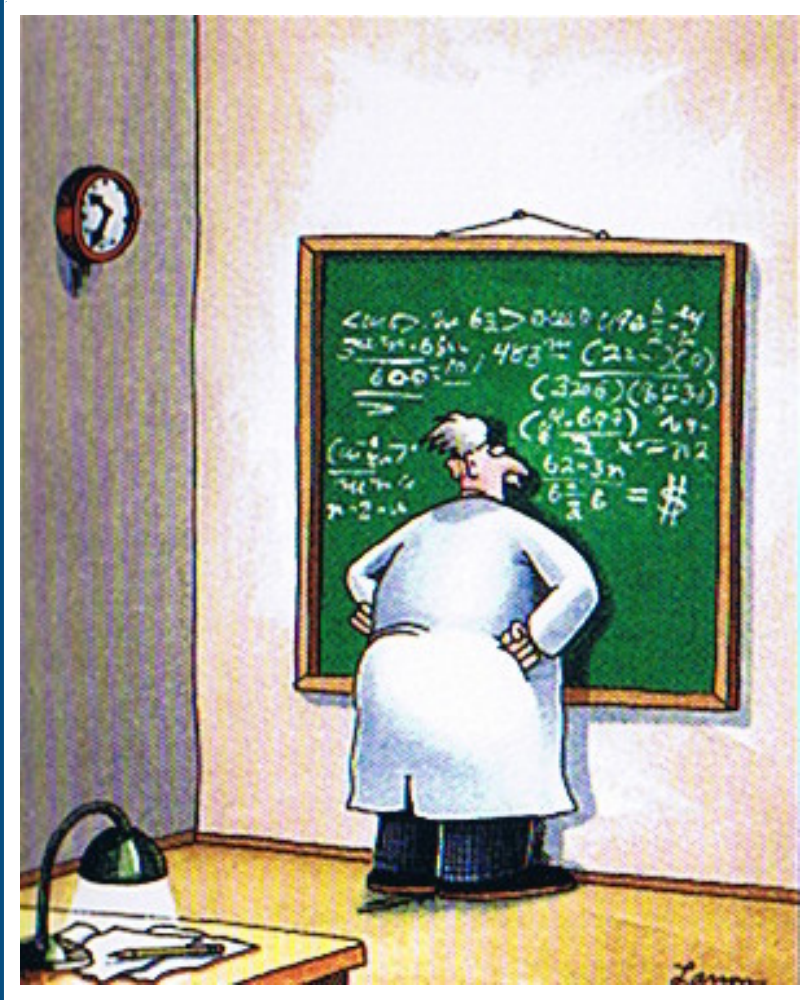
**Migrants**

**Unemployed**

**Youth (15-24)**

**Indigenous**





Einstein discovers that time is actually money.

**It is not that hard just work on it from their point of view !!!**

