

Information for the Specialist Family Violence Sector on Recommendation 209 and the Jobs Guarantee Initiative

January 2023

Background

On 29 August 2022 a media release by the Victorian Government announced a jobs guarantee for Diploma of Community Services graduates with the objective of supporting the workforce pipeline across community services roles, including the specialist family violence sector.

The specialist family violence sector has early career roles that fall into two categories:

- Roles which have been identified by the employer as not in scope of the Mandatory Minimum Qualifications policy ('the MMQ policy') e.g. case support workers, reception, administration, and brokerage roles.
- Roles which have been identified by the employer as in scope of the MMQ policy e.g. specialist family violence practitioner roles.

With specialist family violence practitioner roles making up the vast majority of vacancies in the sector, it is important to understand how organisations can take advantage of the Jobs Guarantee for these roles. Key points for consideration are:

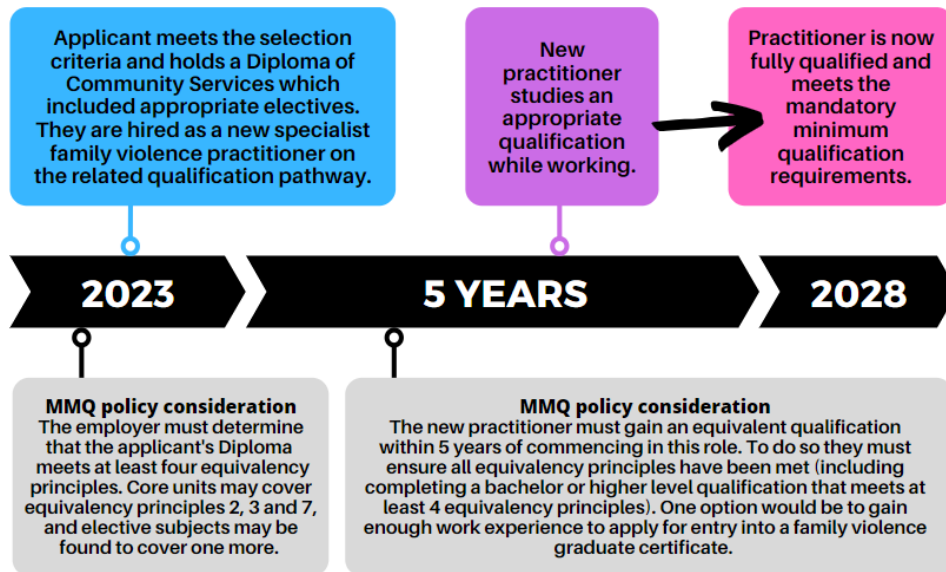
Mandatory Minimum Qualifications Policy and the Diploma of Community Services

A Diploma of Community Services is not an equivalent qualification under the MMQ policy. It may, however, be considered a related qualification if the graduate has covered at least 4 equivalency principles through their studies.¹ The core units of a Diploma of Community Services meet equivalency principles 2, 3 and 7, and there are several elective units that meet other equivalency principles.²

¹ There are a total of seven equivalency principles (areas of knowledge) that need to be studied through formal accredited training to make up an equivalent qualification.

² For elective details, see p 33-34 of the [Qualifications Mapping Document](#).

Holding a related qualification is one of the MMQ policy's transition period employment pathways.³ If appropriate elective units have been taken, a graduate of a Diploma of Community Services could transition to becoming a fully qualified specialist family violence practitioner per the diagram below.



This means that the specialist family violence sector could take advantage of the Jobs Guarantee to fill vacancies for roles that are required to meet the MMQ policy as well as for roles that aren't.

What are the requirements of the roles an organisation needs to make available for graduates in order to participate in the Jobs Guarantee?

Where the Employer receives funding as part of the Guarantee (see below), the roles must be based in Victoria. The roles must be:

- Permanent or fixed term for at least 12 months.
- For a minimum of 19 hours per week (or for a minimum of 8 hours per week for employees with disability or employees who provide constant care and meet the evidence requirements).
- Paid at least at the award rate as specified in the applicable industry award or enterprise agreement, plus superannuation.

What are the benefits of the Jobs Guarantee program?

There could be significant benefits for the specialist family violence sector in taking advantage of the Jobs Guarantee, most significantly:

1. Employers can upload vacant positions to the Online Hub (free of charge) and Jobs Victoria will undertake the initial assessment and vetting of candidates to ensure suitability for family violence roles. They will then put them forward for consideration by the employer.
2. Jobs Victoria Mentors can provide graduates with work readiness training and assist them to prepare for job interviews, become job ready, address any personal needs, including providing transport to attend interviews. Jobs Victoria will provide formal personalised mentoring for at least the first 6 months of the graduate's employment and up to 12 months in the role.

3. There are funding supports of up to \$20,000 per FTE available to support the hiring of graduates (see Appendix 1).
4. Employers could create a consortia arrangement to access extra funding supports.

What is the process for accessing the Jobs Guarantee program?

Step 1	As an employer, you must register your interest in participating in the Guarantee via the EOI form . If you are interested in pursuing a consortia arrangement, you can nominate this in the EOI form, including if you would like support in developing a consortia arrangement.
Step 2	Read the program guidelines, checklist and information on the funding pathway options.
Step 3	Employers who have expressed interest in funding will be invited to complete a grant application process with the Department of Jobs, Precincts and Regions (DJPR). Fill out the funding application (as an individual organisation or as part of a consortium).
Step 4	Department of Families, Fairness and Housing (DFFH) will lead a negotiation on the funding proposal put forward. A panel will assess the funding application.
Step 5	Successful employers will be asked to complete role submission form(s). DFFH will assess role descriptions to ensure they meet the program requirements.
Step 6	Jobs Victoria will match eligible graduates to role(s) then put them forward for consideration by the employer.

How can my organisation find out more about the program?

Read the attached program guidelines.

Safe and Equal will hold an information session in 2023 to discuss the program in further detail.

Appendix 1

Funding supports available

New worker orientation and setting up workers for success	<ul style="list-style-type: none"> • Work readiness training (e.g. time management, interview preparation, financial literacy, workplace conflict) and material supports (e.g. paid pre-employment checks including Working with Children and Police Checks, uniforms, course tools and materials). • Industry and/or job specific training to improve job-readiness, including meeting minimum qualifications or skills requirements. • Culturally appropriate supports, including those delivered by community organisation partners. • Flexible wrap around supports for vulnerable students to start well – brokerage funding, employment establishment costs – one off flexible funding for barriers to work (e.g. relocation costs) • Additional supports for mental health or family violence supports. • Occupational Health and Safety assessments, along with reasonable adjustments for people with a disability to start work.
Staff supervision	<ul style="list-style-type: none"> • Employing a supervisor to oversee Graduates. • Funding a supervisor time to on-board new workers to role. • Career coaching or professional development to upskill existing staff who will be supporting the employment of new graduates – e.g. covering cost of training and backfill so existing staff can attend externally provided supervision training. • Building a community of practice to connect and support new supervisors in an organisation.
Training and development	<ul style="list-style-type: none"> • Sector specific induction and training to build staff knowledge and skills. • Health, safety and wellbeing initiatives for new workers and staff.
Project management to participate in the Jobs Guarantee program	<ul style="list-style-type: none"> • Recruitment coordination and HR functions to aid the design and identification of vacancies. • Improved data collection to streamline reporting requirements (including new IT builds). • Contributing to the evaluation and related research for the Jobs Guarantee program.