



Australian Government



# Employment initiatives and programmes

a snapshot for jobactive and Disability  
Employment Service providers





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# Employment initiatives and programmes

jobactive is the Australian Government's way to get more Australians into work. It connects job seekers with employers and is delivered by a network of jobactive providers in over 1,700 locations across Australia.

Disability Employment Services (DES) provides specialist help for people with disability, injury or health condition who require support to find and maintain sustainable employment.

This booklet is designed to give jobactive and DES providers a snapshot of jobactive initiatives, including what programmes are available, eligibility requirements, changes to existing initiatives and some key points that you should know.

Check the Provider Portal for the most up-to-date information, programme details and links for more information.

# Wage subsidies

**Wage subsidies** are available to support employers who hire eligible job seekers, including young, mature, parents, long-term unemployed or Indigenous job seekers. Wage subsidies can assist with the costs of recruitment, including training and wages for new employees.

Employers will also receive ongoing support from a local employment services provider to recruit eligible job seekers and retain them in sustainable employment.

Employers may be able to receive assistance from the:

- Tasmanian Jobs Programme (closed to new applicants from 31 December 2015)
- Restart programme
- Long Term Unemployed and Indigenous Wage Subsidy
- Youth Wage Subsidy
- Parents Wage Subsidy.

The Government has made changes to wage subsidies so they are more accessible to employers, including:

- Access to all wage subsidies is now demand driven.
- Each wage subsidy will include payments to employers of up to \$6,500 (GST inclusive) over

12 months for full time positions. Pro rata payments will be available for part-time positions, based on the hours worked (with a minimum of 15 hours per week, except for the Tasmanian Jobs Programme which is 25 hours per week).

- Employers will be entitled to receive pro rata payments for terminated wage subsidy agreements which end on or after 1 November 2015. The employer will be entitled to a pro rata payment provided that the employee has worked the required minimum hours during that period of employment.
- Through the Restart programme, a bonus of up to \$3,500 (GST inclusive) is also available for employment which lasts the full 12 months, making it a total of \$10,000 (GST inclusive).
- Employers who hire eligible job seekers will be able to receive a wage subsidy from the time they start in the job, rather than waiting until the end of a qualifying period.
- Payments can be made progressively, and as frequently as necessary to meet the employer's business needs—employers can negotiate a payment schedule which suits them with their jobactive or DES provider.
- Employers who take on 10 or more mature age staff will be eligible to bundle the Restart Agreements and negotiate upfront payment to help meet the costs associated with hiring multiple staff.







## Eligibility requirements

### Employers

To be eligible for a wage subsidy, employers must:

- be a legal entity with an Australian Business Number
- have not previously received a wage subsidy for the same employee
- not be an Australian, state or territory government agency.

### Job seekers

To be eligible for a wage subsidy, job seekers **must have commenced with an employment services provider** (jobactive or DES or Community Development Programme depending on the wage subsidy) at the time of placement in the job.

Additional eligibility requirements exist for job seekers and differ based on the circumstances of the job seeker and the wage subsidy, which can be viewed on the following page.

- Employment services = jobactive, DES, former Job Services Australia or Remote Jobs and Communities Programme, and the Community Development Programme (CDP).
- For the Long Term Unemployed and Indigenous, Youth and Parents Wage Subsidies = jobactive participants only.
- For the Restart and the Tasmanian Jobs Programmes = jobactive or DES or CDP participants.

### Want to know more?

Provider Portal:

- **The Employment Fund Wage Subsidies Guideline**
- **Style guide and signage, including logos**
- **DES Restart Guidelines**

Fact sheets:

- **Restart wage subsidy fact sheet**
- **Tasmanian Jobs Programme fact sheet**

Additional information:

- **Wage subsidies**
- **Employer information**
- **Get assistance**

jobactive wage subsidies summary

Eligibility requirements for job seekers							
Wage subsidy	Amount (GST inclusive)	A Fully Eligible Participant commenced with an employment services provider	Have been in receipt of specified* income support payments for a prescribed period	Have mutual obligation requirements at the time they commence a job	Age/Other requirements	Minimum number of working hours per week	Specified income support payments
Tasmanian Jobs Programme	One-off wage subsidy of \$6,500 for a full-time position or \$3,250 for a part-time position (working a minimum of 25 hours per week), will be paid to eligible Tasmanian businesses	Yes—jobactive or DES participants	Yes—for six months	Yes	Resident in Tasmania for at least previous six months	Full-time work in accordance with the relevant award classification with reference to the Fair Work Act 2009 or at least 25 hours per week for part-time work	Newstart Allowance; Youth Allowance (Other) or Parenting Payment
Restart programme	Employers can receive up to \$10,000 if they hire and keep a job seeker aged 50 or older over 12 months (this includes \$6,500 and a bonus of \$3,250 when 12 months is reached)	No—must be registered with jobactive, DES or CDP when the Wage Subsidy Agreement is created	Yes—for six months	No	50 years of age or older	30 hours per week or more, or pro rata payments for 15-29 hours per week part-time or casual work	Newstart Allowance; Parenting Payment; Disability Support Pension; Bereavement Allowance; Widow Allowance; Carer Payment; Special Benefit; Partner Service Pensioners; War Widows Pension; Age Pension; Mature Age Partner Allowance; Wife Pension; Widows B Pension; or Austudy
Long Term Unemployed and Indigenous Wage Subsidy**	Wage subsidy of up to \$6,500 to businesses who employ eligible job seekers who are long-term unemployed or Indigenous	Yes—commenced with a jobactive provider for 12 months or six months for Indigenous	Yes	Yes	N/A	30 hours per week or more, or pro rata payments for 15-29 hours per week part-time or casual work	Any payment which has mutual obligation requirements e.g. Newstart Allowance; Youth Allowance (Other) or Parenting Payment
Youth Wage Subsidy**	Wage subsidy of up to \$6,500 to businesses who employ eligible job seekers aged under 30 years	Yes—commenced with a jobactive provider for six months	Yes	Yes	Under 30 years of age	30 hours per week or more, or pro rata payments for 15-29 hours per week part-time or casual work	
Parents Wage Subsidy**	Wage subsidy of up to \$6,500 to businesses who employ eligible job seekers who are parents	Yes—commenced with a jobactive provider for six months	Yes	Yes	N/A	30 hours per week or more, or pro rata payments for 15-29 hours per week part-time or casual work	Parenting Payment or a Principal Carer Parent receiving Newstart Allowance, Youth Allowance or Special Benefit

Note \* - specified income support payment requirements  
\*\* - a provider includes the former JSA & RJCP as well as jobactive, DES & CDP

# Other employment programmes

## Work for the Dole

**Work for the Dole** places job seekers in activities where they can gain skills, experience and confidence to find and keep a job, while giving back to their community. Eligible job seekers registered with a jobactive provider will need to participate in Work for the Dole or another approved activity for six months each year to keep receiving their income support if they have Mutual Obligation Requirements.

Work for the Dole focuses on individual, work-like placements to help job seekers to develop on-the-job skills and prepare them for the workplace. These places can be hosted by not-for-profit organisations, local councils and Australia and state governments, and not-for-profit arms of for-profit businesses. There are some limitations on the type of activities job seekers can do (e.g. no personal care of people of an intimate nature, or work in childcare or preschools).

Work for the Dole Coordinators work with jobactive providers and host organisations to find suitable activities for job seekers.

## Who is eligible?

Work for the Dole is the principal activity for job seekers who:

- are aged 18 to 49 years
- have full-time Mutual Obligation Requirements
- are in the Work for the Dole Phase.

These job seekers may also choose to participate in another approved activity where their jobactive provider considers this will be of benefit to them.

Job seekers aged 50 to 59 with full-time Mutual Obligation Requirements, Principle Carer Parents or those with a Partial Capacity to Work may choose to undertake Work for the Dole or other approved activities during their Work for the Dole Phase.

Eligible job seekers are able to volunteer to undertake Work for the Dole activities outside of their Work for the Dole Phase if they wish to do so.

Stream A Volunteer job seekers cannot participate in Work for the Dole.







### What you should know

- The Work for the Dole programme gives organisations help to undertake an activity that would not normally get done.
- It must not replace paid work, or reduce the hours or overtime paid to a paid employee.
- The priority is on finding individual work-like places, but some group-based activities are still permitted under the Work for the Dole (e.g. construction of public walking paths).
- A job seeker's age determines how many hours per week they are required to participate:
  - Under 30 years: 25 hours per week of an approved activity for six months of each year.
  - 30–59 years: 15 hours per week of Work for the Dole for six months of each year.
  - 60 years or over: can volunteer for Work for the Dole or other approved activities for six months of each year.
- Job seekers with a partial capacity to work or who are principle carer parents will need to do about half the number of hours as other job seekers.

### Examples of Work for the Dole placements in not-for-profit organisations include:

- retail work in not-for-profit stores
- administrative support in not-for-profit organisations
- assisting in the operation of soup kitchens
- warehousing duties in not-for-profit organisations
- kitchen hand work in a not-for-profit organisation
- rehabilitation works of public parks and roadways
- work on environmental projects
- beautifying or restoring community facilities
- testing, stripping, refurbishing and distributing unwanted computers for not-for-profit organisations
- producing a publication that builds job seeker's skills in desktop publishing and graphic arts
- growing fresh produce at community market gardens, during which job seekers learn practical skills and undertake training in horticulture, irrigation techniques and operation of machinery gardening or maintenance activities.



## National Work Experience

### The **National Work Experience**

**Programme** is a new programme to give job seekers an opportunity to develop practical skills, gain workforce experience, and better connect them with real jobs.

Eligible job seekers can volunteer to undertake work experience in a business for up to 25 hours per week for up to four weeks. Participants will continue to receive their income support payment from the Government, and will be paid a supplement to assist with the costs of participation. Employers are not required to pay job seeker wages during the work experience period.

Employers will receive assistance from their local jobactive provider to assess the suitability of candidates before having to commit to take them on. Employers who offer a job seeker paid employment after the initial work experience period can receive a wage subsidy from the Government of up to \$6,500 (GST inclusive) over 12 months.

### Who is eligible?

To be eligible job seekers must be aged 18 years or over and:

- be registered with a jobactive or DES provider
- must volunteer to participate
- be in a position to benefit from work experience.

### What you should know

- Eligible job seekers can undertake work experience in a business for up to 25 hours per week for up to four weeks.
- Participants will receive an Approved Programme of Work Supplement of \$20.80 per fortnight on top of their income support to help with the costs of participating.
- A National Work Experience Programme agreement will be signed between the job seeker, employer and provider.
- The Agreement will include a declaration from the employer that a job is available following the work experience placement, however there is no obligation by employers to offer ongoing employment.
- Employers do not pay wages during the work experience period.
- A wage subsidy of up to \$6,500 (GST inclusive) is available to employers who offer eligible job seekers paid work following a work experience placement.

## Example:

### Employer looking to hire

Julie has been running her small bakery for many years. Her business is growing and Julie has been thinking about hiring a young local job seeker to help serve customers, clean and set up displays.

However, Julie has concerns that some young people don't present with the right attitude for work, or take too long to train up due to inexperience.

Julie's local jobactive provider lets her know that she can offer a young job seeker work experience for up to four weeks, giving her the chance to provide on-the-job training and see whether the job seeker is a 'good fit' for her business. Taking into account the nature of the work to be undertaken in Julie's business, the jobactive provider identifies a number of suitable job seekers.

In consultation with the jobactive provider, Julie makes a work experience placement available to Ben, a young job seeker who has volunteered for the programme.

Ben is keen to have a go and continues to get his Youth Allowance payment, as well the additional supplement which helps with his travel costs, during his four-week work experience stint.

Julie helps Ben develop his skills and is pleased with how he is working out, so she offers him a paid job at the end of the work experience placement.

As Ben is eligible for a wage subsidy, Julie can get up to \$6,500 (GST inclusive) over 12 months to help with his wage and training costs as the business grows.

The timing and amount of each wage subsidy payment is flexible, so Julie can get the payments when it suits her business.



## Relocation Assistance to Take Up a Job

The **Relocation Assistance to Take Up a Job** programme provides practical and financial support to job seekers who need help relocating to take up ongoing employment.

The Relocation Assistance to Take Up a Job programme provides up to \$6,000 to long-term unemployed job seekers if they move to a regional area to take up a job, or up to \$3,000 if they move to a capital city.

Job seekers with dependent children may be able to receive an extra \$3,000 to help cover additional relocation costs.

The assistance is flexible and could be used to cover up to two months' rent, rental bond and utility connection costs, removalist and travel costs or some employment related expenses.

The job seeker's new location must be within Australia and at least 90 minutes away from where they currently live, based on normally acceptable travel routes. If the move is between capital cities, the new location must have a lower unemployment rate than where the job seeker currently lives.

## Who is eligible?

To be eligible job seekers must:

- be registered as a fully eligible job seeker with a jobactive provider, or be participating in DES
- have mutual obligation requirements
- have been receiving an eligible income support payment (Newstart Allowance, Youth Allowance (Other) or Parenting Payment) for at least 12 months
- apply for assistance before moving and starting work.

## What you should know

- Participants will have actual relocation expenses paid for by their provider on their behalf or can be reimbursed for their relocation expenses. Providers may also make up front payments for job seekers with significant financial hardship.
- The participant can take up any suitable work or apprenticeship, but the job must be ongoing.

## Want to know more?

- [Guidelines on the Provider Portal](#)
- [jobactive News](#)
- [Relocation Assistance Fact sheet](#)

## Job Commitment Bonus for Young Australians

The **Job Commitment Bonus for Young Australians** payment is designed to encourage long-term unemployed young Australians to find a job and keep it.

Under the programme, eligible young Australians aged 18–30 may be able to receive \$2,500 if they find and keep a job and remain completely off welfare for a continuous period of 12 months.

Eligible young Australians can also receive another \$4,000 if they remain in a job and off welfare for a continuous period of 24 months.

Young people are able to take on more than one job either at the same time or one after the other in order to claim the Bonus, however they cannot receive more than one Job Commitment Bonus for the same 12-month period.

### Who is eligible?

To be eligible, job seekers must, while aged 18–30:

- be in receipt of Newstart Allowance or Youth Allowance (Other) or a combination of both continuously for 12 months, and then
- find and keep a job and remain completely off income support for a continuous period of 12 months from 1 July 2014.

### What you should know

- The Department of Human Services pays the Job Commitment Bonus directly to job seekers, once they have confirmed eligibility, their work has been ongoing and that they have not returned to income support.
- Job seekers should sign up for the Australian Government Department of Human Services online services (myGov online account) (preferably while they're still receiving an income support payment), and link Australian Government Department of Human Services (Centrelink account) to their myGov account. This will allow them to receive reminder messages and make it easier for them to submit a claim for the Job Commitment Bonus if they are registered to receive Online Letters and/or Electronic messaging.
- Job seekers need to keep evidence that they have been in work continuously for the relevant period (such as payslips and group certificates) in order to claim the Bonus.

### Want to know more?

- [Job Commitment Bonus for Young Australians](#)

