



Economic Participation Plan 2023-2026

Acknowledgement of Traditional Owners

We recognise the rich Aboriginal heritage of this country and acknowledge the Wurundjeri Willum Clan and Taungurung People as the Traditional Owners of lands within the City of Whittlesea.



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About the Economic Participation Plan

The City of Whittlesea will be an exemplar for championing equality of access to economic participation opportunities for all in our local community.

In particular we will target local economic participation of Aboriginal and Torres Strait Islanders, Culturally and Linguistically diverse people, People with disability, Women and Young people by actively representing the community within the organisation and facilitating relevant participation and employment opportunities.

The Economic Participation Plan (the plan) outlines the City of Whittlesea’s contribution towards vulnerable groups that do not have equal access to employment pathways and are more likely to be unemployed or under employed and face unacceptable barriers to economic participation.

This plan seeks to influence more effective service system responses to both place based and priority group needs.

COVER IMAGE
State Government funded North link “Growth Sector Jobs: Caravans” project is recruiting and training 150 new employees for the Caravan manufacturing sector. Yamada Takahiro (right) and John Aran (left) were employed by Royal Flair Caravan manufacturers in Epping. Peter Deralas (middle) is the General Manager Operations at Royal Flair Caravans.

LEFT
Djirri Djirri dance group

The priority groups

The priority groups identified in the Strong Local Economy Strategy include:



Aboriginal and Torres Strait Islanders



Culturally and linguistically diverse people (CALD)
including refugees and asylum seekers



People with disability



Women
(Gender equity in employment)



Young people
(Aged 15-24)

What is Economic Participation

Economic participation extends from a sole focus on access to jobs to encompass the range of ways locals contribute to and participate in the economic life of our community, this can include:



Career progression



Education and training



Employment



Enterprise development



Self-employment



Volunteering

This Economic Participation Plan provides an unprecedented opportunity to respond to unfilled vacancies and skill shortages by actively engaging and supporting our residents that are not in the labour force and face barriers to employment.

This will not only provide an opportunity to help meet workforce skills needs and gaps matched to local industry to strengthen the local economy. It will also provide financial, health and social benefits that are central to the wellbeing of a population.

The plan objectives include:

- support collaboration and improved local coordination with stakeholders across the municipality to design place-based solutions and help meet local business needs and priorities
- support a more effective alignment of workforce skills matched to local industry needs, now and into the future
- collaborate with business and other stakeholders to develop sustainable and inclusive employment practices and opportunities for people with a range of skills and support needs
- develop opportunities to expand social enterprise and social procurement initiatives within Council and across the municipality.

Economic participation for local residents will help address inequalities of access to employment and opportunities for vulnerable community members who are under-utilised and experience higher levels of unemployment and under-employment. Improved economic participation opportunities is particularly important in the context of residents who are financially vulnerable and live in poverty.

The plan aims to increase economic and social value through strengthening the local economy by:

- increasing support to businesses, including targeted recruitment to fill local job vacancies and matching workforce skills to local industry
- increasing household consumption
- growing disposal income and circulating the income within the City of Whittlesea and reducing inequality between priority groups and places
- maximise local employment and reducing the job deficit.

Key stakeholder consultation

Extensive engagement was conducted with internal and external stakeholders which has informed the plan.

Pre-consultation included targeted surveys of over 80 key stakeholders, from employment and training providers, community organisations, community members and local business.

Community feedback was sought between 10 March to 9 April 2023 through Council's Engage Whittlesea platform, direct conversations, and activities at six community-based pop-ups and meetings. The community engagement process featured a voting tool for participants to identify their top three challenges and /or opportunities and a poll on the key focus areas of the plan. There were 368 contributions with 18 people participating online and 350 at community-based pop ups.

How this plan supports a Strong Local Economy Strategy

The Economic Participation Plan is identified as a key action in the Strong Local Economy Strategy 2022-2026 to support the City of Whittlesea's economy to be inclusive and accessible for all. The plan supports two key directions:



Key direction 1:
Increase access to local employment



Key direction 2:
Education opportunities for all

The plan directly aligns with the key goal of Council's 'Whittlesea 2040' vision: A Place for All and aligns with the following strategies and plans, including:

- **Strong Local Economy Strategy 2022-26**
- **Connected Community Strategy**
- **Municipal Public Health and Wellbeing Plan 2021-2025**
- **Reconciliation Action Plan (RAP)**
- **Whittlesea Youth Commitment 2023-2025**
- **Sustainable (Social) Procurement Policy**
- **Disability Action Plan.**

RIGHT

Jasper Laheulu, a participant in PRACE's *Work in the North* (WIN) project got employment with Winslow.

Achievements to date and current activities

In developing the plan it is important to recognise the activities and work that have helped shape the focus and intent of the plan, these include:

- in partnership with Preston Reservoir Adult Community Education (PRACE), currently delivering the *Work in the North* project to provide tailored training and support assistance for over 40 residents to transition into jobs in industry skills shortages
- delivered a Social Procurement and Inclusive Jobs Event to support over 40 residents into local jobs in partnership with Social Outcome Solutions
- in partnership with Whittlesea Community Connections to deliver the State Government funded Jobs Advocate program to provide residents with over 8,000 referrals to vocational and/or non-vocational services to help them achieve their employment goals
- recruited and supported skill development of eleven neurodiverse young people in a co-design project to improve their employability and inform employer's on creating a diverse and inclusive workplace
- Council's Youth Development *Thomastown First Steps Barista and Employment* Initiative to provide 10 young people with employability skills and training.



Policy context and key drivers

Economic snapshot

The City of Whittlesea is a diverse and a fast-growing municipality with 244,124 residents and is predicted to grow to an estimated 355,144 residents by 2040.



151,161
people aged 15-64 make up our labour force



106,991
residents workers and **69,936** jobs in our municipality



49.5%
of the jobs in our municipality are filled by locals



62.9%
of residents who are working travel outside the municipality

The top five employment industries in the City of Whittlesea provide 60% of the jobs:



16.6%
Health Care and Social Assistance
Number of jobs: 11,616



12%
Retail
Number of jobs: 8,357



11.4%
Construction
Number of jobs: 7,992



10.5%
Manufacturing
Number of jobs: 7,341



9.5%
Education and Training
Number of jobs: 6,660

The Economic Participation Plan will focus on residents who are experiencing unemployment and people not in the labour force, including those from identified priority groups who are under-utilised and experience higher levels of unemployment and under-employment.

This will help address unfilled vacancies and skill shortages while also helping address the job deficit and contribute to the reduction of people commuting out of the area.

Federal and State Government

Federal and State Government have identified the need for greater targeting and engagement of place-based employment services for identified priority groups in response to low unemployment, unfilled job vacancies and labour market shortages.

- The Federal Government held a Jobs and Skills Summit (September 2022) that proposed a range of strategies to tackle barriers faced by identified priority (vulnerable) groups to employment, with a key focus on people with disability and women.
- The Department Jobs, Precincts and Regions Jobs Victoria (October 2022) held a series of local jobs forums and a state-wide conference to consider and develop strategies to tackle the barriers faced by these priority groups, recognising a need for different thinking and actions to improve economic participation opportunities for the most vulnerable.

In November 2022, the State Government released a snapshot of the learnings and emerging themes from these local job's forums and the key emerging themes to support ideas for action into the future included:

- changing attitudes and practices underpins inclusive employment
- investing in supports in the workplace boosts employee retention
- accessible and practical transport options are critical to engage workers
- active support is needed to overcome hesitancy to enter the workforce and disengagement from the workforce
- re-imagining traditional ways of working will help remove barriers to attracting workers
- employers would value support to build more inclusive employment practices.

Local Government

Local Government can play an important role in supporting economic participation, including:

- promoting local collaboration, coordination and advocacy of employment and training services to resident needs and priorities
- as one of the largest employers, provide inclusive recruitment and employment of local people, including work 'readiness' experience opportunities for residents, secondary school students, University and TAFE students
- the support for retaining local wealth in the municipality through targeted procurement with local supply chains and social procurement outcomes, equitable land development and better use of under-utilised community assets.



CASE STUDY

The City of Whittlesea, in partnership with Whittlesea Community Connections have been successfully delivering the State Government's Jobs Victoria Advocate program in the local government area to help residents find the right support in their search for employment, including training options, helpful resources and referrals to programs and services that pave the way to employment.

Since its inception in April 2021, it has provided residents with over 8,000 referrals to a range of vocational and non-vocational services to assist local residents into work. The success factors for this initiative are that the Job Advocates have a lived experience and help other local residents in local spaces to help them navigate the range of local vocational and non-vocational services in the community.

ABOVE

Whittlesea Community Connections Jobs Advocate (JVA) team. Rennie Ervinawati (right) Suzan Makhoul (middle) and Rita Hippi (left). Other Job Advocates not in the picture are Hassan Rasool, San Rupasinghe and Sonali Sehgal.

Priority groups

The Strong Local Economy Strategy identified five priority groups in the municipality that do not have equal access to employment pathways and face additional barriers to economic participation.

- **Aboriginal and Torres Strait Islanders**
- **Culturally and linguistically diverse people (CALD) including refugees and asylum seekers**
- **People with disability**
- **Women (Gender equity in employment)**
- **Young people (Aged 15-24)**

This plan recognises that these priority groups are relatively under-utilised in the labour market and that investment into more effective engagement and support is required to help these priority groups transition into the many unfilled job vacancies and address skill shortages.

As detailed in the below table, these priority groups are disproportionately unemployed or outside the labour market.

	Unemployment rate %	Not in labour force %	Participation Rate %	Full Time Employment	Part Time Employment
Municipal Wide	6%	23%	73%	41%	23%
Women*	6%	27%	68%	30%	30%
Aboriginal & Torres Strait Islander **	8%	32%	66%	37%	19%
People with Disability	16%	80%	19%	5%	8%
Culturally Linguistically Diverse***	7%	25%	67%	37%	22%
Young People 15-24	13%	34%	62%	19%	30%

* Note 53.32% of male residents (15-64) are in full time employment and 15.91% in part time employment and a labour force participation for men of 77.87%.

** Note Indigenous men are twice as likely to be unemployed (11.1%) than indigenous women (5.5%)

*** Residents who speak a language other than English at home

Aboriginal and Torres Strait Islander Peoples

The City of Whittlesea has experienced a growth of 655 Aboriginal and Torres Strait Islander people (37 per cent) between the 2016 census (1,734) and 2021 (2,389). Both Doreen and Mernda experienced a growth of more than 50 per cent of Aboriginal and Torres Strait Islander residents.

As a result of intersecting historical, social, cultural, geographic and economic factors, Aboriginal and Torres Strait Islander Australians have, on average, lower employment rates than other Australians, are underrepresented in leadership roles and are paid less.

While there is an employment gap nationally between all Indigenous and non-Indigenous Australians, employment outcomes tend to be worse for Aboriginal and Torres Strait Islander women, who:

- have substantially lower rates of workforce participation (51.5 per cent) than Indigenous men (65 per cent) and non- Indigenous women (59.2 per cent)
- are paid less, on average, than Indigenous men, being over-represented in most of the lower weekly income brackets and under-represented in the highest income brackets.

Culturally and Linguistically Diverse (CALD)

The CALD community has a large presence in Whittlesea with 46.9 per cent of residents speak a language other than English at home and over 39 per cent of residents born overseas. The main languages spoken at home other than English (69.41 per cent), include Arabic (6 per cent), Macedonian, (5.3 per cent) Italian (4.59 per cent) and Punjabi (4.56 per cent).

CALD residents in the City of Whittlesea may face a range of barriers and issues, this includes:

- overseas qualifications generally not recognised
- poor English language skills
- lack of Australian workplace experience
- financial hardship
- insecure employment – hardest hit by COVID often in contract or casual jobs
- racism and discrimination.


People with disability


The participation rate of people with disability (aged 15-64) in the City of Whittlesea is only 19 per cent compared to a municipal wide rate of 73 per cent and experience an unemployment rate of 16 per cent (more than double the 6 per cent unemployment rate across the Local Government area). The broader structural and systemic issues that most people with disability identify as the real barriers to finding and maintaining work (Olney & Devine 2022), include although not limited to:


- discrimination in education and training, the job market and in workplaces
- a shortage of jobs that meet their diverse needs, capabilities and aspirations
- inaccessible public transport and
- workforce disincentives, moving in and out of income support and maintaining access to concessions to cover extra costs of living.


Employing people with disability has many business benefits.

The Australian Human Rights Commission, *IncludeAbility Report* on the economic and business benefits of employing people with disability undertook a systematic review of 39 international studies showed four key improvements including:

 **Improvements in profitability related to both employee performance and increased customer satisfaction.** Employees with disability consistently demonstrated punctuality, loyalty and high attendance rates leading to improved customer experience and a competitive advantage for the business.

 **Inclusive and diverse workplace culture** which benefits all employees and increases workplace motivation and engagement.

 **Increased ability awareness** including challenging stereotypes and misperceptions of disability and recognition of the benefits of hiring people with disability.

 Secondary benefits for employees with disability who report **improved quality of life, enhanced self-confidence and a sense of community**

Women (Gender Equity in Employment)

The City of Whittlesea undertook research in 2018-20 on Gender Equity in Employment (February 2021) highlighting that some women in growth area suburbs trade off careers and financial independence with lower paid jobs closer to home due to caring responsibilities.

The combination of relatively higher wages for men and the fact that women are disproportionately the primary carers, contribute to both unemployment and underemployment of women.

The Gender Equity into Employment report highlighted that women in the City of Whittlesea (and Local Government Growth Areas more broadly) are more likely to:

- be unemployed
- under-employed
- work part time
- earn less with a tertiary education
- undertake unpaid childcare
- rely on jobs closer to home.

Young People

Currently, young people (15-24) in the City of Whittlesea experience double the unemployment rate 13.46 per cent than the municipal wide rate of 6 per cent.

The impact of COVID-19 pandemic was significant on young people. While young people made up 14 per cent of the workforce, they bore 55 per cent of the job losses during the 2021 lockdown. It was found that young people on low incomes and those previously in casual work are facing rising unemployment, declining mental health and unprecedented interruptions to their education and lives.

The City of Whittlesea Mentor program (November 2022 Update) identified the following barriers faced by young people to employment:

- stress and anxiety
- lack of confidence at interviews
- english not good enough
- not having a full license
- doubts about performing well in the workplace
- lack of work experience
- vaccinations.

Equally older people are shut out of work because of underlying assumptions, stereotypes or myths associated with their age. These beliefs lead to discriminatory behavior during recruitment, in the workplace and in decisions about training, promotion and retirement.

Challenges and opportunities

Place based context

The socio-economic profile of residents across the municipality is varied, with different economic participation challenges in precincts and this may require different local solutions that is more tailored to local jobseeker needs and industry/businesses.

The plan will support targeted and tailored place-based responses to improved economic participation for the different precincts within the municipality. For example, there are different opportunities and barriers in the more established areas such as Thomastown and Lalor, that are older, have lower incomes and are less skilled.

These areas have a relatively higher share of non-English speaking households and have a higher proportion of single parents.

Thomastown and Lalor are among the most socio-economically disadvantaged suburbs in Victoria. Whereas Doreen and Mernda in growth areas are attracting a different demographic, with higher incomes and higher skill levels. These areas are located further away from highly skilled jobs and disadvantage is exacerbated by additional transport costs incurred by growth area residents to access employment and support services, which are located further away and without public transport options.

The City of Whittlesea comprises distinct geographical areas comprising diverse demographic and socio-economic populations:



Rural areas

(north of the municipality, Whittlesea Township, Donnybrook, Rural Balance)

- Older age profile
- High home ownership
- Less multicultural diversity
- More trades workers
- Higher levels of civic engagement and volunteering
- Higher sense of community
- Higher levels of physical activity



Growth areas

Wollert, Epping North, Doreen, Mernda and South Morang

- Young couples and families
- Higher incomes but also large mortgages
- More professionals
- Challenge of balancing work/family life
- Longer commute times
- High impact of traffic on stress and lifestyle
- Higher levels of food insecurity and budgeting
- More likely to volunteer
- Higher perceptions of safety



Established areas

(south of the municipality) Thomastown, Lalor, Bundoora, Mill Park and Epping

- Older age profile
- High home ownership
- More low-income households
- More multicultural communities
- Find it easier to get to destinations by car and public transport
- Lower levels of civic engagement
- Lower sense of community
- Lower perceptions of safety
- Lower levels of physical activity.

Hot Spots

The following suburbs have been identified as hot spots that experience high levels of disadvantage based on key identified socioeconomic factors as measured by Socio-Economics Indexes for Areas (SEIFA) (unemployment, low incomes or education levels, lack of internet access, low car ownership and high percentage of people that are not fluent in English.)

The SEIFA data below recognises the suburbs within the City of Whittlesea that experience relatively higher levels of disadvantage as compared to all suburbs within the State of Victoria.



It is proposed that the targeting of Economic Participation Actions appropriately consider and target these suburbs.

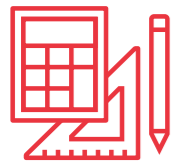
Vocational and non-vocational barriers

People in these priority groups tend to experience multiple barriers to economic participation. Individuals can be disconnected from the services that are intended to assist them to become work-ready and maintain employment.



LEFT
Ty Paros –
Employee Funfields

Vocational barriers include:



Poor educational attainment and employability skills
and poor employment history



Labour market conditions that require new skills
e.g. there is declining demand for manufacturing skills and an increasing demand for new technology and service industry skills



Low qualifications of existing workers
Only 23.4% hold a bachelor or higher degree compared to 32.8% for Greater Melbourne



Fragmentation and complex local employment
services, training advice and advocacy

The impact of these barriers is often compounded by non-vocational barriers such as:

- welfare dependency and potential to be involved in the cash economy
- being a single parent and/or lack of access to affordable childcare
- under employed – high rate of casual workforce in the City of Whittlesea (25-30 per cent). This particularly impacts women and young people who are more likely to be in precarious and low paid employment
- health and personal problems (drug, alcohol, mental health etc.)
- lack of transport to and from work opportunities
- language barriers (poor English skills) and lack of recognition of overseas qualifications
- housing stress/homelessness/family violence
- employment discrimination.
For example young people, suburb, people with disability and CALD. This also discourages people applying for a job in the first place.

Inclusive recruitment and employment

A key issue and/or priority is for the promotion and adoption of inclusive recruitment and employment practices for employers across the municipality. As identified in this report, this will both help tackle unfilled vacancies and skill gaps for employers with people that are under-utilised and with the right level of engagement and support will provide loyal employees and workers.

There is an increasing priority for employers to offer more flexible and hybrid work arrangements that can offer their current and prospective employees a better work-life balance, which in turn drives productivity and helps businesses to operate more efficiently and effectively. For example, this could include flexible hours of work ie ‘family-friendly’ times or investing in information technology to support working from home where appropriate. Employers, such as Jayco Caravans, in response to a tight labour market, have changed shift times to suit part time mothers or provided more part time work and/or job share arrangements to encourage retirees.

As part of the consultation for this plan, employers were asked about inclusive recruitment and employment and 44 per cent indicated that they would like support to create more inclusive recruitment & employment practices. This was consistent with the Department Jobs, Precincts and Regions Jobs Victoria (October 2022) findings from the local jobs forums held by the Department, that employers would value support to build more inclusive employment practices.

The Diversity Council recent *2021-2022 Inclusion@Work Index: Mapping the State of Inclusion in the Australian Workplace*, found that workplace inclusion significantly increases performance and well being and decreases discrimination and/or harassment.

Workers in inclusive teams are:



11 times more likely to be highly effective than those in non-inclusive teams.



10 times more likely to be innovative.



6 times more likely to provide excellent customer service.



4 times more likely to work extra hard.



10 times more likely to be very satisfied.



4 times less likely to leave their job in the next 12 months.



4 times less likely to feel work has a negative or very negative impact on their mental health.



5 times less likely to experience discrimination and/or harassment.

Local jobs and careers

Whittlesea’s job deficit means 62.9 per cent of workers travel outside the municipality for work and as such, local job creation is a priority. Where possible, targeted programs for priority groups should be developed to maximise these groups to secure new jobs that will characterise the future of work.

There is an opportunity to promote local jobs and career pathways for young people, both in school and out of school settings. This could be in partnership with the Hume Whittlesea Local Learning Employment Network (HWLLEN) to deliver the Whittlesea Youth Commitment objectives, including better engaging local employers to promote the diverse range of jobs and careers available to young people, as well as being role models and providing feedback on workforce skills and attitudes needed to succeed.

The creation and generation of diverse local jobs will also enable women with caring responsibilities to compete for these jobs and help address gender inequality. This could include innovative practices such as co-working spaces and hubs to support working from home, including home-based businesses. It is anticipated that this will also assist CALD communities and people with disability that want to establish home-based businesses and/or micro enterprises.

Self-employment (including home based businesses)

Council is providing resources and assistance to support residents to start, maintain and grow their business. This includes facilitating small business mentoring services to connecting businesses to a range of Federal and State Government small business programs.

There is a demand for tailored business start-up services as evidenced by the Good Incubator into delivering free Inclusive Microenterprise programs for people with disabilities in Victoria who want to run their own microenterprise. According to research undertaken by the University of Technology Sydney (UTS), people with disability who are employed are over 40 per cent more likely to be self-employed than people without disability.²

Volunteering, mentoring and work experience

Volunteering, mentoring and work experience was identified across the priority groups as a pathway to employment. In Australia, approximately five million volunteers contributed over 596 million hours to the community in 2020.

Council has commenced a pilot for inclusive employment to employ community members that face barriers to employment on a six-month fixed term position. It is anticipated that the intake of residents will be subsequently expanded and delivered annually to integrate this as part of an annual intake. The current Work Ready program delivered by Council provides local migrant residents with Australian workplace experience and could provide a pipeline of residents into the Inclusive Employment program.

Targeted and coordinated labour market programs

It is expected that continued partnership with Jobs Victoria and the Federal Government employment services will help enable the development of bespoke local solutions to address acute labour shortages through targeted employment initiatives. For example, the State Government is making a significant investment in key Workforce Priority projects to support local industry fill skill shortages and unfilled vacancies.

This plan will support a more effective targeting and promoting of these programs to benefit local employers, as well as jobseekers, school leavers and graduates.

Social enterprise and social procurement

Business Victoria states that there are currently more than 3,500 social enterprises trading across metropolitan and regional Victoria employing an estimated 60,000 people and contributing \$5.2 billion to the Victorian economy.

These enterprises provide real paid work experience, training and enables these employees to establish networks. Social Enterprise Australia, Business for Good (2022) found that:

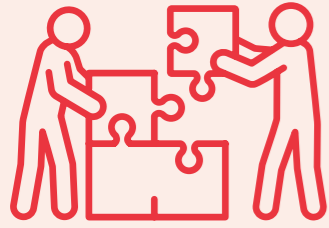
“For every \$1 million in turnover, social enterprise produces 9 jobs. For comparison, the mining industry, and the construction industry each produce around 1 job for every \$1 million in turnover.”

Council has a Sustainable Procurement Policy to support both sustainable and social outcomes from local procurement, more work is required to identify and develop key performance indicators in the procurement of services that could include employing local residents and/or engaging social enterprises.

² People with disability have higher levels of self-employment (13.1 per cent) than the non-disabled population (9.2 per cent)

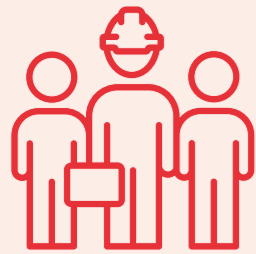
Focus areas

The key focus areas for this Economic Participation Plan has been identified to respond to the above challenges and opportunities and to support the achievements and key directions in the Strong Local Economy Strategy.



Collaboration and improve economic participation for priority groups

Develop and implement local solutions that improve economic participation for priority groups and help meet local business needs and priorities.



Align workforce skills to industry needs

Collaborate and support Industry alignment of workforce skills matched to local industry needs, now and into the future.



Develop inclusive employment opportunities

Collaborate with business and stakeholders to develop sustainable and inclusive employment practices and opportunities.



Strengthen social enterprise and procurement initiatives

Develop and implement internal and external opportunities to expand social enterprise and social procurement initiatives.

Making it happen

The Economic Participation Plan will support actions that will result in improved economic participation opportunities for the most vulnerable groups in the community and address inequalities of access to employment and help support jobs that are inclusive and accessible for all.

While at the same time it will endeavour to support a workforce to have the skills matched to industry needs both now and into the future.

The Economic Participation Plan will support actions from 2023 - 2026 that will be measured against the Strong Local Economy Strategy Action Plan (Attachment 1).

BELOW

Bek Lilley (Thank You t-shirt) a job seeker attended the Mernda Aboriginal Jobs Event and is speaking to Lennette Broadfield from DPV Health



Sources

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- P. 12 Sources ABS Population of Census and Housing (2021)
- P. 12 Sources Victorian labour force djsir.vic.gov.au/what-we-do/employment-programs/victorian-labour-force
- P. 13 Sources Diversity Council recent 2021-2022 Inclusion@Work Index: Mapping the State of Inclusion in the Australian Workplace
- P. 14 Sources Volunteering Australia www.volunteeringaustralia.org/wp-content/uploads/VA-Key-Statistics_2020.01.pdf (Accessed 11/11/2022)

Glossary

A placed-based approach – City of Whittlesea have a place based approach to planning, service delivery, engagement and advocacy that is inclusive and equitable in its response to local community needs and aspirations.

Inclusive employment – Efforts that promote fair and equitable access to decent employment, ensuring satisfactory pay and conditions, career prospects and opportunities for social integration.

Economic participation – An individual's engagement in work and/or education, and their access to economic resources that results from such participation. It also extends from a sole focus on access to jobs to encompass the range of ways locals contribute to and participate in the economic life of our community, this can include: employment, self-employment, career progression, enterprise development, education and training and volunteering.

Economic inequality – Refers to the disparities in income and wealth among individuals in society.

Sustainable procurement – Sustainable procurement involves decision making that has the most positive environmental, social and economic impacts possible across the entire lifecycle of goods, services and works.

Social procurement – The City of Whittlesea is committed to building stronger communities and meeting social objectives which benefit the municipality and commits to integration of measures in its procurement processes and documentation which promote improved social outcomes.

Social enterprise – Social Traders, which certifies social enterprises across Australia, defines these businesses for good as organisations that have a defined community cause; derive a large portion of its income from trade; and invest efforts and resources into its purpose so that public benefit outweighs private gain.

Priority groups – The five target populations who do not have equal access to employment or pathways to employment were Aboriginal and Torres Strait Islander people, Cultural and linguistically diverse people, including refugees and asylum seekers (and international students), People with disability, Women and Young people.

Underemployment – The ABS underemployment framework classifies persons who are not fully employed according to whether they are looking for and/or available to start work with more hours.

Gender inequality – Social process by which people are treated differently and disadvantageously, under similar circumstances, on the basis of gender.

Remote working – The practice of an employee working at their home, or in other place that is not an organisation's usual place of business.

Coworking spaces – coworking space is an environment that's designed to accommodate people from different companies who come to do work. Coworking space is characterized by shared facilities, services, and tools.

Skills gap – a mismatch between the skills that employers need and the skills jobseekers possess.

Vocational barriers – Vocational barriers relate to an individual's level of education and training, skills and qualifications, work experience and work history, and capabilities to undertake job searches and job-related tasks.

Non-vocational barriers – are additional to vocational barriers and can include: mental health problems, homelessness, family breakdown, substance abuse, chronic health problems, social isolation, lack of access to childcare, welfare disincentives, negative employer perceptions, intergenerational disadvantage and trauma.



LEFT

Seamstress Olivera Petkovska working at Social Living, a Bed and Mattress Manufacturer social enterprise, in Thomastown

References

About the Economic Participation Plan

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