

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Budget Estimates 2017 - 2018

#### Outcome 1 - Employment

Department of Employment Question No. EMSQ17-004263

Senator Marshall provided in writing.

Relates to previous Employment Question No EMSQ17-003997

#### Question

##### Youth Jobs PaTH - Monitoring

The answer to Question on Notice EMSQ17-003997 (copy of QoN on page 73) says: "There will be a range of ongoing mechanisms and indicators to trigger reviews by the department. These will vary according to the information source and nature of the concern." That appears to be a very vague list of the mechanisms and indicators that will trigger monitoring by the Department. Given the very real concerns that this program could lead to displacement, churn or exploitation, can the Department please list and explain exactly how placements will be monitored and how they will stop exploitation, churn and displacement?

#### Answer

The Department is monitoring the program to ensure host businesses do not churn job seekers through internships, displace existing workers or otherwise exploit interns. The following mechanisms are used to assure that host businesses use the program appropriately in line with the department's program assurance strategy:

- prevention— the host business, provider and participant must sign a PaTH Internship Agreement which outlines the conditions of the placement, including:
  - a reasonable prospect of employment following the internship;
  - that the host business cannot use the internship to displace paid current employees or reduce their hours, including casual or part-time workers; and
  - empowering participants through information in the PaTH Internship Agreement, fact sheets, contact cards and targeted videos.
- deterrence—making clear the impact of not meeting the objectives of the program, such as preventing host businesses from further access to the program;
- detection—triggering a review of a business' use of the program through data analytics, feedback from job seekers or other workers through the Department's National Customer Service Line, feedback from providers, and job seeker surveys; and
- correction— education activities, terminating internship agreements and suspending or preventing host business access to the program if not meeting the program objectives.

In addition, to prevent and detect where businesses may not be meeting the objectives of the program, providers have access to up to date information on the number of interns previously placed with the host business, the number of placements that have resulted in employment and the number of current placement with the host business.

To prevent host businesses who may seek to work around the Department's program assurance arrangements, the details of indicators to trigger reviews are not published.