

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Supplementary Budget Estimates 2016 - 2017

#### Outcome 1 - Employment

Department of Employment Question No. EMSQ16-000938

Senator Marshall asked on 19 October 2016 on proof Hansard page 42

#### Question

##### Youth PaTH management processes

Senator MARSHALL: If this has been discussed and my concerns are already documented in answers that would be good, but the most obvious concern for me is what processes have you put in place to ensure that PaTH will not be used to displace workers simply with subsidised interns.

Ms Jensen: We would need to take that on notice. I do not have the documents in front of me. We were consulting more with peak groups—the likes of the Australian Council of Social Service—so it was different from the consultation process we would run with individual organisations.

#### Answer

A number of measures will ensure the Youth Jobs PaTH Internship program does not displace employees.

Host organisations that participate in PaTH Internships must be able to show reasonable prospect of employment following the internship. An employment services provider will need to be satisfied that any potential host organisation:

- has a current vacancy;
- is likely to have a vacancy following the internship; or
- has a regular pattern of recruitment,

for a position that is aligned with the participant's interests, experience and qualifications.

Before a PaTH Internship commences, the host organisation must mandate, in an agreement between it, the employment services provider and the intern, that it will not use the internship in lieu of creating paid employment opportunities or to displace an existing employee.

The Department's monitoring activities will ensure that host organisations and providers use the program appropriately. This will include, but is not limited to, analysing the number of internships and the proportion that move into a job. The Department will also investigate any feedback received through the Tip-Off Line, National Customer Service Line or feedback loops from job seekers, providers and businesses.

Host organisations found to be misusing the program may be excluded from future participation.