

Indigenous Youth Job Hubs Bill 2023

A Bill for an Act to establish Indigenous Youth Job Hubs. There is currently a 16.1% gap in employment between Indigenous and non-Indigenous youth in Victoria. This is a serious issue as failure to gain meaningful employment early on in life affects the chances of gaining substantial work experience for future careers as well as a sustainable flow of income. This is especially true for young people who leave school early, a large portion of whom have an Indigenous background.

This Bill will seek to address this issue through providing valuable resources to Indigenous youth across Victoria to help obtain employment, and by creating pathways to meaningful, and satisfying careers. This Bill will foster these pathways via programs like job readiness workshops and business networks to build skills and experience in the job application process, and by connecting Indigenous youth directly with employment opportunities.

A Bill for an Act relating to Indigenous Youth Job Hubs.
To be enacted by the Y's Victorian Youth Parliament.

PART I—Preliminary

Clause 1 Purpose

The main purposes of this Act are;

- (a) To providing meaningful skills and resources to help Indigenous Youth attain employment;
- (b) To establish physical hubs to roll out these skills and resources;
- (c) To connect Indigenous youth directly with businesses and job opportunities to relieve some of the pressure associated with applying for jobs.

Clause 2 Commencement

This Bill shall commence upon receiving assent from the Youth Governor of Victoria.

Clause 3 Definitions

In this Bill;

- (a) **Accessibility** means the extent to which physical environments are able to be accessed by individuals physically, transportation, and other mental and intellectual accessibility needs;
- (b) **Hybrid method** means either online or in person;
- (c) **Indigenous youth** means any person between the ages of 13 to 20, who also identifies as being Aboriginal, Torres Strait Islander, or First Nations;
- (d) **IYEB** means the Indigenous Youth Employment Board which is established by this Bill;
- (e) **Jobs network** means a partnership between IYEB and businesses to help get Indigenous youth into work easier;

- (f) **LGA** means local government area;
- (g) **Physical Jobs Hubs or Physical Hubs** means any physical building or space where the programs and services provided by this Bill shall run or be implemented from;
- (h) **Public transport** means any mode of transport operated by Public Transport Victoria which may be utilised to access this program, including trains, trams, and buses.

PART II—Establishment

Clause 4 Establishing the Indigenous Youth Employment Board (IYEB)

- 4.1 The IYEB shall be established.
- 4.2 The IYEB's role shall be to;
 - (a) Oversee the implementation of the physical Indigenous Youth Jobs Hubs by;
 - (i) Conducting research into priority locations for such hubs;
 - (ii) Overseeing the construction and establishment of the hubs into their physical spaces.
 - (b) Oversee the implementation and facilitation of associated programs.
- 4.3 The IYEB shall be comprised of;
 - (a) Indigenous community leaders;
 - (b) Industry experts;
 - (c) Department officials.

Clause 5 Establishment of Physical Hubs

- 5.1 The IYEB shall establish physical Jobs Hubs out of which the various programs shall be run.
- 5.2 Physical hubs shall be established via;
 - (a) Construction of a building;
 - (i) Buildings shall be built brand new;
 - (ii) The appropriate permits and planning shall be coordinated by the IYEB.
 - (b) Renting of a vacant space;
 - (c) Utilising unused space in an existing government building.
- 5.3 Physical hubs shall be established in areas which would be most accessible and beneficial for the local population;

- (a) The IYEB shall conduct a survey of Victorian LGAs, assessing and documenting the following;
 - (i) Employment rate of Indigenous young people in the LGA;
 - (ii) Indigenous population in the LGA;
 - (iii) Concentration of businesses in the business district of each LGA.
- 5.4 To determine the accessibility of potential hub locations, the IYEB shall assess and document the following;
- (a) Public transport accessibility in the identified areas;
 - (b) Accessibility restrictions to any established buildings which are under consideration, for example;
 - (i) Physical accessibility such as ramps and rails;
 - (ii) If the building requires identification to enter such as a swipe card or check in process.

Clause 6 Eligibility for the Indigenous Youth Job Hub Programs

- 6.1 The programs and physical hubs established by this Bill shall be made available for use to Indigenous youth.
- 6.2 To be eligible for the programs and hubs established by this Bill, Indigenous youth shall be required to satisfy at least one of the following criteria;
 - (a) Individuals who have never been employed;
 - (b) Individuals who are actively seeking employment;
 - (c) Individuals who are claiming the Youth Allowance payments;
 - (d) Individuals who have recently or will soon be transitioning out of the Victorian youth justice system.

Clause 7 Establishing the Jobs Network

- 7.1 A jobs network shall be established for Indigenous young people to access.
- 7.2 The jobs network shall comprise of;
 - (a) Jobs which are employed by government agencies;
 - (b) Jobs offered by external businesses and corporations.
- 7.3 Partnerships within the jobs network shall be created by;
 - (a) Staff from the hubs contacting workplaces, including;
 - (i) Local businesses;
 - (ii) Local branches of larger corporations.
 - (b) The IYEB shall collaborate with large corporations to establish statewide partners accessible by all hubs across the state.

Clause 8 Job Readiness Program

- 8.1 The jobs network shall offer workshops to support young people.
The workshops shall include;
 - (a) Writing critical job application documents such as;
 - (i) Key selection criteria;
 - (ii) Cover letters;
 - (iii) Curriculum vitae.
 - (b) The workshops shall run in a hybrid method according to the needs and access of the local young people.
- 8.2 The Jobs hubs shall offer interview resources to clients to make the application and employment process accessible;
 - (a) Clients shall be able to borrow a variety of interview attire for different calibres of employment;
 - (i) These items shall then be returned to the hubs to be hired out to future individuals.

- (ii) The hubs shall offer cash cards to individuals who cannot find appropriate attire available at the hub.
 - (b) Clients shall be able to borrow laptops and/or other devices which may be needed to attend an online interview.
 - (c) Clients shall have access to interview resources such as;
 - (i) Video tutorials;
 - (ii) Guides;
 - (iii) Interview practice sessions offered by staff at the hubs.
- 8.3 The hubs shall offer a variety of community workshops;
- (a) The workshops shall be facilitated by;
 - (i) Local Indigenous community members;
 - (ii) Representatives from stakeholder organisations;
 - (iii) Representatives from businesses.
 - (b) The workshops shall cover topics to create conversation about;
 - (i) Different workplaces;
 - (ii) Career paths.
 - (c) The workshops shall work to create a more direct connection between clients and stakeholders.

Clause 9 Business Incentives for Participation in the Jobs Network

- 9.1 Incentives will be offered to business within the jobs network to encourage participation in the program, including;
- (a) Wage subsidies;
 - (b) A logo which businesses shall be able to display as a marker of their partnership with the programs associated with this Bill.