



Try, Test and Learn Fund

Initiative: Women's Employment into Action

Location: South Australia

Using insights from the Priority Investment Approach, the Try, Test and Learn Fund is gathering evidence on new or innovative approaches to addressing barriers to work.

The Try, Test and Learn Fund will help achieve the objectives of welfare reform—that is, to develop a modern welfare system that increases the capacity of individuals, reduces the risk of welfare dependency and maintains a strong welfare safety net.

What are we trying to achieve?

This project seeks to increase the workforce participation of migrant women by providing culturally appropriate training and support to help them find employment in aged-care and disability-care.

What is *Women's Employment into Action*?

Migrant and refugee women are trained to prepare them to work in the aged-care and the disability-care sectors. The training is delivered at no cost to participants.

The participants have a range of work experience, qualifications, skills and levels of proficiency in English. The training and support is tailored to the needs of the participants, including assisting people with overseas qualifications to have them recognised; arranging for recognition of prior learning; delivering pre-vocational training for people who need support to study; and delivering Certificate II and Certificate III courses for people who are ready to study. Participants are supported with study assistance from bi-cultural classroom assistants, free child-care if needed, and mentoring support.

Participants are supported to find employment and/or are linked with an aged-care or disability-care service provider to undertake work experience or undergo further training. All host work places are offered cultural awareness training.

What does the evidence tell us?

- While many migrants and refugees successfully gain employment within the first few years of arrival, a small group continues to struggle and this group is at elevated risk of long-term welfare dependence.
- On average, migrants and refugees who currently receive working-age payments are likely to be on income support for some or all of 32 years over the rest of their lives.
- If nothing changes, 60 per cent of this group will be receiving income support payments in 10 years, and 55 per cent will be receiving income support payments in 20 years.

How is this initiative new and innovative?

This initiative tests this model of supported learning in aged-care and disability-care for this group, and tests the ability of graduates to gain employment in this growing industry.

Fast facts

Priority group: Migrants and refugees

Target participant number: 118

Location: Adelaide

Trial period: 26 months

Total funding: \$1.44 million

Service provider: Australian Migrant Resource Centre

Potential future saving: The purpose of these initiatives is to test whether an intervention works to reduce long-term reliance on welfare. If around 12 per cent (14) of participants move off income support because of this project, the savings to the welfare system are likely to outweigh the costs of the project.

Note: Due to changes in circumstances, adjustments have been made to target participant numbers, trial period and total funding.