



# Try, Test and Learn Fund

## Initiative: *Next Steps*

Location: Adelaide, South Australia

### What are we trying to achieve?

Improve older jobseekers' chances of finding and keeping a job, through a combination of training, mentoring and transformational coaching to improve their job search skills and emotional wellbeing.

### What is *Next Steps*?

The project aims to deliver positive mental health tools and techniques alongside effective job search skills training.

It aims to address the psychological impacts of unemployment that can affect older jobseekers in particular. This includes low self-esteem and loss of self-identity. This project also aims to increase participants' understanding of effective job search techniques, including widening the scope of the type of work they are looking for.

Participants will take part in a range of activities, such as group workshops, individual help to find a job, working alongside other participants and peer mentors to seek contacts and employment leads, attending networking opportunities with employers, and completing work fitness readiness assessments, if required. Positive psychology approaches will be threaded through the activities, to help participants boost their confidence and self-belief.

### What does the evidence tell us?

- Many older Australians want to work but find it difficult to get work.
- Australians are on average living into their 80s, and older jobseekers may draw on income support payments for many years.
- If nothing changes, 75 per cent of this group will be receiving income support payments in 10 years, and 74 per cent will be receiving income support payments in 20 years.

### How is this initiative new and innovative?

The interweaving of this type of psychological support, combined with group and individualised job-skills training, makes this project unique.

### Fast facts

**Priority group:** Older unemployed

**Participant numbers:** 350

**Location:** North/South/West Adelaide

**Trial period:** 17 months

**Total funding:** \$0.9 million

**Service provider:** HR Development at Work

**Potential future saving:** If around two per cent of participants move off income support because of this project, the savings to the welfare system are likely to outweigh the

Using insights from the Priority Investment Approach, the \$96.1 million 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.