



Strategic Framework 2021-2023

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LinkedIn: JobsBank Victoria

Our Vision

A fairer and more inclusive Victoria where everyone, regardless of background or barriers, has the opportunity to secure stable employment

Our Purpose

To partner with employers & government to understand and secure the benefits of inclusive employment & create more jobs for priority jobseekers

What We Do

We make inclusive employment, including the Social Procurement Framework, work for business & government. We advocate for & inspire change

Our Objectives

Make employing priority jobseekers work for Victorian businesses & Government

- Establish an Inclusive Employment/Social Procurement Advisory Service, that assists employers to understand and capture the benefits the benefits of inclusion & to navigate the Social Procurement Framework
- Establish an industry and sector engagement program to target key industries, intermediaries & employers to identify opportunities for priority jobseekers
- Establish an Inclusive Employment Demonstration Projects Program

Establish JobsBank as a recognised & valued partner

- Establish a skilled and influential Board, recruit & support a committed & talented workforce; establish robust administrative & financial management policies & systems and key performance indicators

Be the thought leader on inclusive employment & the Social Procurement Framework

- Establish a research program to Identify and measure the business & community benefits flowing from employment of priority jobseekers
- Develop a program that promotes innovative approaches to remove systemic barriers
- Establish a research & information portal that provides access to the latest research & information, resources and tools to enable efficient & strategic inclusive employment

Promote the benefits of inclusive employment & break down negative stereotypes

- Develop an Advocacy and Communications Strategy that promotes the case for inclusive employment and builds support across business, government and community

Our Value Proposition

EMPLOYERS

We are THE source of practical, tailored support to make recruitment and retention of priority jobseekers work for you

GOVERNMENT

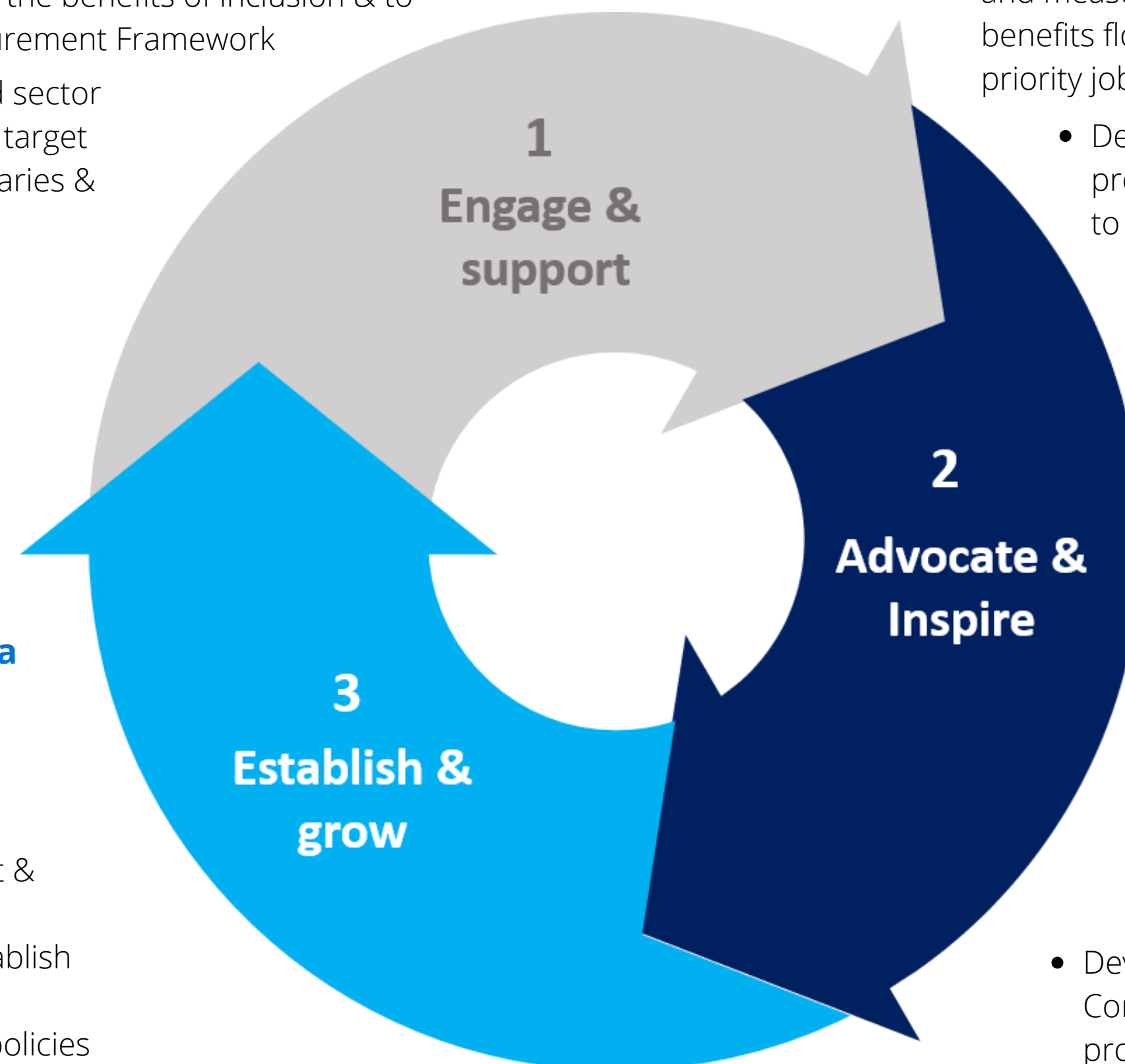
We will help you deliver a fairer, stronger, more inclusive Victoria by maximising the impact of inclusive employment and the Social Procurement Framework

COMMUNITY SECTOR

We will work with you to amplify and add value to the work you do

JOBSEEKERS

We will increase the number of employers who practice inclusive employment, understand and respect your needs and the challenges you may face to provide a wider range of meaningful job opportunities

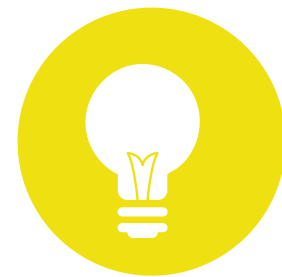


Our Values



Collaborative

We form strong partnerships & facilitate connections



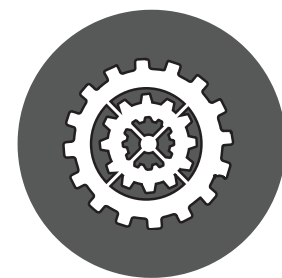
Innovative

We embed curiosity, testing & learning into everything we do



Customer-focused

We find evidence-based solutions that work for employers, our partners, & jobseekers



Strategic

We seize opportunities that play to our strengths & do not duplicate what is already being done well

The Social Procurement Framework

There are many ways to achieve outcomes under the SPF and create meaningful opportunities for Victorian jobseekers:

- 1 Opportunities for **Victorian Aboriginal people**
- 2 Opportunities for **Victorians with disability**
- 3 **Women's equality** and safety
- 4 Opportunities for **disadvantaged Victorians**
- 5 Supporting **safe & fair workplaces**
- 6 Sustainable Victorian **social enterprise** & **Aboriginal businesses**
- 7 Sustainable Victorian **regions**
- 8 Environmentally **sustainable outputs**
- 9 Environmentally **sustainable business practices**
- 10 Implementation of the **Climate Change Policy objectives**



66%

A majority of consumers are willing to spend more on products from ethical brands with sustainable business practices

35%

Companies in the top quartile for racial and ethnic diversity are 35% more likely to have above average returns

33%

Companies with diverse executive teams are 33% more likely to see better than average profits

15%

Companies in the top quartile for gender diversity are 15% more likely to have above average returns

Business benefits

x6

Diverse workplaces are six times more likely to be innovative & to be able to effectively anticipate change

90%

90% of people with disabilities rated average or better on performance compared to colleagues without disabilities

47%

47% of millennials (who will make up 75% of the workforce by 2025) consider diversity & inclusion in the workplace important while looking for a job

The Benefits of Inclusive Employment

Economic benefits

\$43bn

Employment of more people with disabilities would result in a \$43bn increase in Australia's GDP

\$25bn

Increasing women's participation in the workforce by 6% would add \$25bn annually to Australia's GDP

\$24bn

Closing the gap in Aboriginal and Torres Strait Islander outcomes by 2031 would contribute \$24bn to Australia's economy

\$12.7bn

The economic dividend from a more inclusive Australia is estimated at \$12.7bn annually

x2

Diverse and inclusive workplaces are twice as likely to meet or exceed financial targets

\$10.8bn

Having equal gender representation in leadership could be worth an extra \$10.8 billion to the economy