

# Employment Training Program



## Access Employment

- AIM:** To secure short and long-term sustainable and supported training / employment positions with large employers in the Tasmanian labour market.
- HOW:** Screening and selection of suitable applicants from Access Employment who have a desire / goal to work in your industry and would like to learn more about your workplace.
- WHY:** As an employer you need to have the best and most dependable staff on offer. Our Clients are reliable, trustworthy and most of all want an opportunity to contribute to the community.
- WHEN:** Access Employment is a program continually seeking suitable employers for our ever growing Client list. We will carefully place a Client into your workforce with support over any time-frame you require.

Access Employment is a DEEWR (Federal Government Department) funded Disability Employment Service (DEN) in our 13<sup>th</sup> year of successful employment sourcing, securing and support.

Access Employment is part of a greater organisation, Headway Rebuilding Lives (Hrl), a specialist community support, rehabilitation and re-integration service for people with Acquired Brain Injury (ABI) in Southern Tasmania.

Access Employment assists people with all types of disability, not just ABI. We offer pre- and post-employment support for our jobseekers, and well as supporting our growing list of employers. We provide on-the-job support and training to your employees with special consideration given to employing someone with a disability and how it will benefit the workplace / training environment.

Our Employment Training Program is simple and easy to implement. It is fully supported by Access Employment's case managers and Hrl support staff, and is designed to deliver 13 or 26 week employment / training placements with an employer.

The following page outlines 2 different models with which to commence the Employment Training Program, and how best to determine your needs in the workplace with regard to one of our Clients.



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The Employment Training Program has **2 options** which will assist you as an employer.

The **first option** is a funded position in the workplace consisting of a minimum of 8 hours per week for 13 weeks. At the end of the 13 weeks the employer will be eligible for a wage subsidy. If the employee completes 13 weeks of work they will be awarded a bonus payment at 26 weeks. The 26 weeks needs to include a minimum of 8 hours per week.

The **second option** is a Supported Wage System (SWS) position for a minimum 8 hours per week for 13 weeks. The employee will go on the training wage for 12 weeks of not less than \$69.00 per week and undergo an independent assessment of productivity in the 13<sup>th</sup> week. The employee will then start a supported wage which will be a % of the full award as assessed by an independent assessor. At the end of 26 weeks, at a minimum 8 hours per week, the employer will be awarded a bonus payment.

The **2 options** are fully supported and will be viewed as training / employment positions. This is an opportunity for our Clients to learn skills and work capacity that will in turn, strengthen their confidence and futures. The employer has an opportunity to have part-time workers at minimal or no-cost learning on the job. The added bonus is that you have full support from Access Employment in the training of the new employee and a highly likely outcome of successful long-term employment for your business should you wish to continue with them after 13 or 26 weeks.

Below is an example of each option including a breakdown of relevant costs:

### **Option 1**

An employee commences a kitchen hand position on \$14.00 per hour for 8 hours per week, i.e. a weekly cost of \$112.00 per week. For 13 consecutive weeks the cost is \$1456.00. At this time the employer is eligible for a \$1500.00 wage subsidy. The overall employment cost in wages equals zero plus the added benefit of employment support from Access Employment at no cost (NB: If there is a cost it would be minimal, based on employment hours usually between 8 -12 hours per week for our Client group).

A further 13 weeks extended training / employment position of \$1456.00 will be offset by a bonus payment at 26 weeks of a further \$1000.00, minimum. Potentially the out-of-pocket expense to you the employer over 26 weeks will be no more than \$500.00 (NB: The bonus payment is an example only and will be negotiated).

### **Option 2**

The SWS training / employment position is designed to assist a person with a diminished productivity rate to be employed under the award system. You the employer can have a training / employment employee on a training award of a minimum of \$69.00 per week for 12 weeks which is \$828.00. In week 13, the employee will be assessed and given a % of productivity of the full award. If it is the same kitchen hand position and the award is \$14.00 per hour with the SWS determined as 50% (the minimum SWS being 40%), then you the employer can pay the employee \$7.00 per hour. If you continue the position for another 13 weeks, at a minimum of 8 hours per week, you will be awarded \$1000.00 at 26 weeks.

**For further information, contact Access Employment on 6234 8908**



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