

A Bill for an Act relating to Inclusive Paid Placement for Victorian Young People Bill 2020.  
To be enacted by the YMCA Victoria Youth Parliament;

## **Inclusive Paid Placement for Victorian Young People Bill 2020**

A Bill for an Act to address the reality that youth unemployment in Victoria is higher than ever before<sup>1</sup>; drastically limiting the opportunities available to young people to gain experience in their industries of interest. This Bill aims to improve rates of meaningful youth employment through the implementation of an inclusive paid placement program.

Acknowledging the implications and obligations low socioeconomic environments place upon the career progressions of young Victorians, this bill specifically seeks to ensure that every young Victorian invested in advancing themselves professionally is able to do so. To do this, the bill seeks to establish a board to act as a coordinating body for an inclusive placement program which will provide financial incentive to employers to employ young Victorians for placement in their businesses, whilst also ensuring young Victorians receive both a wage and practical support while they do placement in their relevant industry.

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<sup>1</sup> Australian Bureau of Statistics, 2018, 'Table 25b. Labour Force status for 15–29 year olds by Age, Educational attendance (detailed) and Sex', Labour Force, Australia, Detailed, Quarterly, cat. no. 6291.0.55.003, ABS, Canberra, August 2018, accessed via: <http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6291.0.55.003Aug%202018?OpenDocument>

## PART I—Preliminary

### Clause 1 Purpose

The main purposes of this Act are—

- (a) to provide all Victorian young people with the opportunity to find paid work placement in their industry of interest or study;
- (b) to ensure Victorian young people are able to gain relevant professional experience to advance their careers;
- (c) to reduce long-term rates of underemployment and unemployment in the state, and in so doing reduce the pressure on state and federal welfare service providers.

### Clause 2 Commencement

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

### Clause 3 Definitions

In this Bill, we define the following to mean—

- (a) **Placement** shall refer to an extended, paid internship or work experience;
- (b) **Inclusive Paid Placement Board** shall from herein be referred to as the Board.

## PART II—Establishment

### Clause 4 Establishment of the Board

- 4.1 A Board shall be established within the Department of Jobs, Precincts and Regions Department to facilitate the creation of paid placement opportunities for all Victorian young people.
- 4.2 The Board shall work in conjunction with Jobs Victoria.

### Clause 5 Responsibilities of the Board

5.1 The role of the Board shall be—

- (a) to establish an office for placement coordination;
- (b) to provide all Victorian employers the opportunity to be subsidised for employing a young person to complete work placement;
- (c) to create an inventory of all placement opportunities;
- (d) to advertise placement opportunities to Victorian young people;

- (e) to facilitate an application and placement service between Victorian young people and subsidised employers;
- (f) to facilitate continual support to both employers and young people as placements occur.

**Clause 6 Placement standards**

- 6.1 All Victorian young people shall have the right to conduct placement regardless of their background, abilities, level of education or socio-economic background. Including but not limited to—
  - (a) young people who are engaged in tertiary or secondary study;
  - (b) young people who have been released from prison;
  - (c) young people aged from 16-30 who are newly arrived to Australia;
  - (d) young people who identify with either mental and/or physical disabilities.
- 6.2 All young people engaged in paid placement shall be paid a salary appropriate for their work; at least minimum wage for the first 3 months of their employment.
- 6.3 At the start of a placement the employer and the young person shall negotiate weekly hours, accommodating the young person's responsibilities and commitments.
- 6.4 At the beginning of every placement both the young person and employer shall sign a contract that clearly stipulates the roles and responsibilities of both parties.
- 6.5 Both young people and employers shall be accountable to the Board for their actions during placement. Repeated accounts of misconduct shall be reported to the Board office for mitigation.

**Clause 7 Employment coaching**

- 7.1 Following their initial application to the Board for placement every young person shall be able to access an employment coach.
- 7.2 The role of the employment coach shall be—
  - (a) to inform the young person of the placement and educational opportunities available to them in the state of Victoria;
  - (b) to support the young person to develop a plan for their professional progression;
  - (c) to support the young person's search and application for employment and placement;

- (d) upon the young person being positioned for placement, the employment coach shall remain available to the young person to offer support and advice around their placement.

7.3 Employment coaches are accountable to the young person and the Board and must maintain reasonable response times when interacting with young people.

**Clause 8 Transport to location of placement**

8.1 Young people will be provided with free public transport passes to travel and return from their location of placement.

**Clause 9 Post-placement employment**

9.1 After the success completion of a placement the young person may opt to retain their position as a paid employee.

9.2 In the instance that an employee retains a young person for continued employment they shall receive a one-off bursary.

**Clause 10 Union for young people on placement**

10.1 The Board shall make grants available for young people on placement to coordinate the establishment of a youth support and advocacy group.

10.2 The Board shall provide support for the young people to—

- (a) establish a support network for young people to discuss matters concerning their rights and responsibilities within the workplace;
- (b) review all businesses and employers involved in employing young people to ensure they are following discrimination protocol.