

# LONG TERM UNEMPLOYMENT RESEARCH FINDINGS

How atWork Australia can assist

**Long term unemployment is defined as being unemployed for a period of 52 weeks or longer.**

As at June 2021, there were 213,745 people in Australia that were long term unemployed. The total number of unemployed people in Australia is 679,146, meaning 31.5 percent of these people have been unemployed for more than 12 months (Australian Bureau of Statistics data).

This problem is not just limited to Australia – integrating long term unemployed people back into work is a global priority.

atWork Australia undertook a literature review, within Australia and internationally, to understand the barriers to employment for long term unemployed people looking for work, as well as the optimum methods and strategies to assist them to overcome these barriers.

This review provided atWork Australia with a renewed snapshot and understanding of international best practice to manage these people looking for work.

It also served to reinforce that the initiatives, tools and service delivery developed and implemented by atWork Australia was in line with international standards.

Three core elements were identified for service providers who are assisting long term unemployed people back into work to consider:

- motivation to work
- employability
- opportunity to gain work



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## CHARACTERISTICS OF THE LONG TERM UNEMPLOYED:

Low skills or qualifications, third-country nationals, persons living with disability, disadvantaged minorities and young or old people looking for work.

Australia and New Zealand reports the same trends in vulnerable groups with the addition of people looking for work from Indigenous backgrounds, sole parents and regionally located people. Males have increased likelihood of being in this cohort.

With more than half a million Australians looking for work:

# 31.5%



are defined as being long term unemployed

It is a national priority to improve the employment rates of these individuals



## WHAT ARE THE BARRIERS:

Barriers to long term unemployed people looking for work include skills, education and training, but also incorporate other needs such as behavioural skills, interpersonal skills, practical work-focused skills, vulnerable demographics and family demands.

Long term unemployed people looking for work are likely to remain in their current situation of unemployment should some of these holistic measures be overlooked.

## HOW TO REDUCE THE BARRIERS:

To fully understand the barriers holding long term unemployed people back from locating work, individual assessments should be part of the service provision. There should also be a variety of tools made available to these people.

Integrating multidisciplinary soft and hard measures into employment support services, including prevention measures, aids in reducing barriers.

Hard measures include job seeker activation, employment, education and training as a result of participation in employment services programs such as jobactive and Disability Employment Services. Soft measures include a range of behavioural, interpersonal and practical work-focused skills.

The most effective efforts in reducing long term unemployment include targeted and tailored approaches to the needs of these people looking for work.

atWork Australia has several service delivery models and tools to assist long term unemployed people looking for work which are aligned with the best practice interventions from around the world.



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## SERVICE DELIVERY MODELS AND TOOLS INCLUDE:



### Bounce Program

Online work-readiness group training program which assists people looking for work to overcome fears and frustrations and take them on a journey to see their life in a completely different way.\*



### Positivum™

Online one on one health and wellbeing coaching developed by atWork Australia in partnership with Monash University to understand the health and wellness of people looking for work, and to build the right mindset to get work.



### Ready and Willing

Targeted Pre-employment Training Program (non-accredited training aimed at improving employability and foundation skills). This soft skills program is focused on interpersonal skills in communication; self management; technology and preparing for work.\*



### In House Psychology Services and access to other allied health services within atWork Australia's parent company MedHealth

atWork Australia offer valuable psychological support to clients experiencing personal or emotional concerns, as well as access to allied health services. atWork Australia also support employers to maintain their workforce via a post-placement support service.



### Work for the Dole Program

The program places people looking for work in the jobactive program into activities where they can gain skills, recent work experience and core competencies as an employee which will assist in employability.\*



### Community Hubs

These are a one stop shop for people looking for work to access services and resources that they need to support them on their job seeking journey. These local Hubs bring together local community supports related to job seeking in one place.



### Digitised Résumé Building and Matching

atWork Australia have systemised processes which enable a résumé to be built on a desktop or mobile device.\*



### Job Seeker Wellbeing Index Survey

In an Australian first, the Job Seeker Wellbeing Index survey completed in July 2021 by atWork Australia in collaboration with Huber Social has monitored the shift in wellbeing of people looking for work. It has identified what people need in terms of capability and provided an opportunity to maximise wellbeing to better inform policy development and program implementation for atWork Australia.



### Alex the Avatar

Developed in collaboration with Clevatar, Alex is assisting with ongoing communication with clients as they move into employment as another way to embrace technology to communicate with clients in the Post Placement Support Service.\*



### Jobs Now

Jobs preparation program with peer to peer sessions (online and face to face) focused on getting clients job ready via résumé creation, interview practice and information on accessing the hidden job market.\*

*\*Please note, some of these tools are only available in select regions and within specific employment programs.*