

EMPLOYMENT SERVICES BEYOND 2015 THE ROLE OF SOCIAL ENTERPRISE

A response to the Issues paper on Australia's employment services system beyond June 2015

On behalf of social enterprises established to create employment, skills and training for disadvantaged and unemployed people.

March 2013

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EXECUTIVE SUMMARY

The current economic strength of Australia is not being realised in jobs for people who are marginalised in the labour market. Long term unemployment is growing, even as the working age population is shrinking, while at the same time the government aims to increase the employment participation of older workers, parents on income support, and many more people with disabilities.

Everyone working in the employment services industry recognises that employers look for the most skilled and experienced people to fill their vacancies. The employment services market is driven by the same competitive forces. Because of these realities, the Job Services Australia and Disability Services systems, despite the government's intentions and weighted fees and ratings for placing disadvantaged people, are not working as intended.

Social enterprises have emerged in many forms around Australia to provide employment opportunities, work experience, skills training, and social support in response to the failures of the labour market and competitive employment services. State and Commonwealth Governments have often supported these, most steadily in the form of Australian Disability Enterprises. Yet there is an evident need and many more opportunities to develop and support social enterprises around Australia to provide a stepping stone for unemployed disadvantaged people into the world of work.

Currently DEEWR has been concerned to ensure the integrity of claims processing for employment outcome fee claims for the Disability Employment Services and Job Services Australia systems. Though these concerns can be understood as consistent with DEEWR's contract management responsibilities, the larger point could be missed: there is a significant gap in services and assistance that social enterprise fills, and it has an important contribution to make to the landscape of employment services by providing the very 'wrap-around' support that DEEWR, FaHcSIA and DHS elsewhere aim to provide.

We therefore welcome this opportunity to contribute to the design of the future employment system and make a series of recommendations for:

1. Ways that social enterprises could be recognised by DEEWR as legitimate employers in the current JSA and DES systems;
2. Enabling systems that can support social enterprise development through information and business advice, seed funding, loan finance, and research;
3. Social procurement policies at all levels of government to support social enterprise development;
4. How the resources for employment services and in the form of income support could support paid employment in social enterprises under a redesigned employment services design;
How job creation schemes are warranted for some particularly disadvantaged groups in the labour market and in some economically depressed regions.

INTRODUCTION

WHO DEVELOPED THIS SUBMISSION

This submission has been prepared by a group of organisations and individuals whose work has involved developing, supporting, researching and evaluating social enterprises that create employment and provide opportunities for people who are unemployed or particularly disadvantaged in the labour market.

This work has been led by members of the Social Innovation, Entrepreneurship and Enterprise Alliance: Social Firms Australia, Jobs Australia, Social Traders, Social Ventures Australia. Lisa Fowkes, employment services consultant and previously CEO of Job Futures, has also been a contributor.

THE LABOUR MARKET AND THE EMPLOYMENT SERVICES MARKET FAILS MANY

The two markets in Australia that are meant to generate and distribute employment opportunities to the Australian working age population are not working as they should.

The labour market is driven by employers looking for the most skilled and experienced people to fill their vacancies, so it typically overlooks people not considered ready or able to work. The employment services market is driven by the same commercial reality, with providers competing with each other to place people who they have got job-ready using fees provided by the government.

Despite fee incentives and star ratings in the Job Services Australia system to prepare and place people who are more disadvantaged, a large number of people are missing out on the opportunity to work. At December 2012, a third of the 731,147 job seekers aged over 15 registered with Job Services Australia had been looking for work for more than 24 months.

A further 151,000 people were on the caseload of Disability Employment Services, two thirds of whom had been assessed as able to work more than 15 hours per week. (August 2012 DEEWR Labour Market Information Portal data).

A more worrying development is the numbers of young people who are not in employment, education or training.¹ Increasing the numbers of young people who achieve Year 12 or equivalent Certificate II qualification level is a reasonable objective, but experience has shown that the education settings available are not able to cater to the learning needs of young people, and that opportunities to learn on the job, which would support learning and achievement for a large cohort of otherwise disengaged young people, are sorely missing from the landscape of options. This applies also to people who suffer from mental illness, new arrivals, Indigenous people, and some mature age people.

The Australian Workforce and Productivity Agency's National Workforce Development Strategy recognises the restricted access of disadvantaged people to vocational education and training activities, and the lack of alignment in the incentives currently available in the Job Services Australia system to work with RTOs to deliver training that is 'flexible, fit for purpose, and more closely linked to job outcomes'.²

¹ *Unemployed and Inactive Youth: What Works* Professor Richard Sweet, for Youth Attainment and Transitions Branch, DEEWR, 2012.

² *Future Focus: 2013 National Workforce Development Strategy*, Australian Workforce and Productivity Agency, March 2013.

Social enterprises of various kinds have sought to plug gaps in government programs at both State and Commonwealth level.

THE PURPOSE OF WORK-FOCUSED SOCIAL ENTERPRISES

The QUT 2010 report, *Finding Australia's Social Enterprise Sector* estimated that there are 20,000 social enterprises operating in Australia, and the following definition of social enterprise was developed by managers of social enterprises, researchers, and relevant policy makers participating in workshops held as part of that research project.

Social enterprises are organisations that:

- a. Are led by an economic, social, cultural, or environmental mission consistent with a public or community benefit;
- b. Trade to fulfil their mission;
- c. Derive a substantial portion of their income from trade; and
- d. Reinvest the majority of their profit/surplus in the fulfilment of their mission.

Within this broader group, a type of social enterprise has emerged with the specific intention to provide employment opportunities for people who are disadvantaged in the labour market, and who are at risk of remaining unemployed.

Research undertaken by Lisa Fowkes in 2012 for Social Traders, Job Futures and Jobs Australia defined 'work focussed social enterprise' for the purpose of that research as:

Organisations that provide temporary or ongoing paid employment to people who face disadvantages in the labour market and that secure some funding through trading.³

The Department of Employment Education and Workplace Relations (DEEWR) defines social enterprises in this way:

Social enterprises are organisations that provide community benefit and operate business activities that create and support employment for disadvantaged job seekers.⁴

Community organisations and other entities around Australia continue to investigate and to invest in social enterprise development because:

- a) Social mission-driven organisations and entities see **no other option than to create jobs for disadvantaged people** who might not otherwise have the chance of getting work experience and workplace-relevant skills;
- c) They offer **on-the-job skills training**, and a **supportive workplace** employment for people who would have been at risk of discrimination and exclusion in the labour market, and this includes better capacity and willingness to accommodate the intermittent ability to work of people who are re-joining the workforce;
- d) The **work experience and skills** gained in a social enterprise can serve as a stepping stone to improved job prospects;

³ *The contribution and potential of work-focussed social enterprises in Australia*, Lisa Fowkes, Dr Heather Middleton and Jobs Australia, October 2012. This research was funded by DEEWR (Innovation Fund and Jobs Australia.)

⁴ <http://deewr.gov.au/job-services-australia-work-experience-social-enterprise>

- e) Some social enterprises also **enhance community amenity** and **support local community and economic development**.
- f) In some cases, government organisations, not for profits, or companies find **opportunities to support employment creation in social enterprises through social procurement policies** by purchasing goods and services from social enterprises creating jobs for disadvantaged and unemployed people.
- g) Some organisations find that they are in possession of facilities, equipment, cash reserves, volunteered expertise and labour or other kinds of **resources that can be configured into a trading entity to achieve a social outcome**.

TYPES OF WORK-FOCUSED SOCIAL ENTERPRISES

It is helpful to think of the employment generated by work focused social enterprises in two categories, although most enterprises use both forms to create a model that is socially and financially sustainable.

- 5. Transitional/intermediate places of work and skills training for a time-limited period; and/or
- 6. Ongoing employment.

A particular sub-category of work focussed social enterprises is the 'social firm'.⁵ Social firms are not for profit businesses that provide ongoing employment for people with mental illness, disability or who are otherwise disadvantaged in the labour market. The emphases of this model are on generating a *majority* of income by the business activity and having an integrated workforce. There is generally a fixed proportion of 'target group' workers (typically 25-50%) who enjoy the same rights and conditions as their co-workers and who are either on Award pay or productivity-based wages.

A different group of organisations, some of which are considered 'social enterprises' in that they generate *substantial* income through trading, are Australian Disability Enterprises (ADEs). These ADEs pay their employees with disabilities productivity-based wages and they rely on a combination of trading income and grant funding from the Department of Families, Housing, Community Services and Indigenous Affairs.

GOVERNMENT PROGRAM RECOGNITION OF SOCIAL ENTERPRISE

The Australian government has recognised the role that social enterprises can play in various policy initiatives.

- 1. The **Remote Jobs and Communities Program** to begin in 59 remote regions around Australia from July 2013 has recognised the place of social enterprises as a way to support employment:
*Communities, individuals and Indigenous businesses may be able to access support to develop or expand small businesses, industry specific labour-hire arrangements or intermediate labour markets and social enterprises that lead to job opportunities or provide services not previously available in the community.*⁶
Social enterprises will be eligible to apply to the Community Development Fund (CDF) managed by FaHCSIA. The CDF is a complementary program to fund community and employment initiatives in remote regions.
- 7. The government through DEEWR established the **Social Enterprise Development and Investment Fund (SEDIF)**, launched in 2010, 'to improve access to finance and support for social enterprises to help them grow their business and increase the impact of their work in their communities'.

⁵ For more information go to <http://socialfirms.org.au/>

⁶ Information booklet about the RJCP, Australian Government, 2012.

4. In 2010, the government began a process to consider future options for supported **employment for people with disabilities**, in ways that honour Australia’s commitment to the United Nations Convention on the Rights of Persons with Disability. The resulting vision statement for supported employment, published in 2012, affirmed the importance of allowing people with disability to make choices about where they want to work, about who supports them in employment, and how.

Choices may include working:

- in a job of their own choosing in the public or private sector
- in an Australian Disability Enterprise (ADE)
- in a social enterprise or similar environment [and presumably this would include a social firm]
- in their own micro-business, or
- in a family run business.⁷

FAHCSIA funding for ADEs is now available (in early 2013) to enable them to adapt one of their business lines if they choose to move towards a social enterprise business model in 2012-2013. .

5. The **Community Jobs Fund** (CJF, 2009-2012) is estimated to have committed around \$74million towards social enterprises to create jobs and support training opportunities as part of the government’s response to the global financial crisis. In funding applications for CJF, organisations were specifically invited to apply for funds to establish a social enterprise. (We await the release of evaluations of these projects and activities.)
6. The **Innovation Fund** (2009-2012) was a fund created alongside the Job Services Australia system to fund (on a submission basis) innovation projects supporting employment and training initiatives. In June 2010, the then-Minister for Employment Services announced that applications could be made to the fund to support the creation of social enterprises for people with disabilities.
7. Providers of **Job Services Australia** and **Disability Employment Services** are also able to place people in social enterprises for work experience and claim outcome fees for people employed in social enterprises, subject to certain conditions being met.

JOB SERVICES AUSTRALIA AND DISABILITY EMPLOYMENT SERVICES

Both the Disability Employment Services (DES) and Job Services Australia (JSA) contracts offer providers financial and performance points (and consequently future business share allocation) for placing people in sustainable job outcomes of 13 and 26 weeks.

This objective of sustainable employment has been particularly stressed by DEEWR in relation to claims made by providers for employment placements in social enterprise organisations, due in part to a DEEWR view of social enterprises as offering only time-limited employment or the perception that social enterprises do not in some way generate ‘real’ jobs.

In 2012 DEEWR clarified the DES Guidelines to ensure that **outcome fee claims can be made for employment outcomes meeting certain criteria**. These are that the workplaces should be ‘open’ and the person should be in ongoing sustainable employment.

Social Firms Australia, which supports the development of social firms that have 50 per cent or more workers without disability, sought clarification from DEEWR about the qualification of social firms for outcome fee claims. In its response, DEEWR recognised ‘the valuable role that social enterprises play between

⁷ Inclusive Employment 2012-2022: A vision for supported employment, Australian Government, 2012.

unemployment and the open labour market', and acknowledged that outcome fees for employment in a social firm would be available if :

1. DES participants are not employed in an 'enclave' arrangement where a majority of workers have disability; and
2. DES participants are performing tasks equivalent to those in a mainstream commercial enterprise (even in some circumstances where some ADE participants are in that workplace).
3. Wages are paid through the income generated by the business

According to DEEWR, some social firms and other social enterprise employers meeting these conditions 'would certainly appear to provide employment under conditions which would result in payable outcomes for DES participants'.⁸

This DEEWR correspondence also acknowledged that even social enterprises which do not meet DES Outcome requirements 'can nevertheless provide job seekers with valuable work experience and would be expected to improve the participant's opportunities for other opportunities in the open labour market. DES providers are likely to recognise the benefits that both forms of social enterprise offer in terms of moving DES participants towards ongoing, open employment.'

Consistent with this position, the DEEWR website tells job seekers in the Job Services Australia program that they can meet their work experience obligations by undertaking **unpaid or paid work in a social enterprise**

As a job seeker you can participate in work experience activities at any time—with the assistance of your Job Services Australia provider.

Your involvement in work experience activities can give you the opportunity to build on your existing job skills, learn new skills and improve your chances of finding a job. In particular, undertaking work experience can provide practical ways for you to connect with your community and to demonstrate your abilities to potential employers.

Job seekers may undertake unpaid or paid work in a social enterprise as a work experience activity at any time during Stream Services, or as an activity to fulfil their work experience activity requirement in the work experience phase.

This background for DEEWR's current policy position on social enterprise serves as a basis on which we can consider its place in the employment services system now and in post 2015. In the following sections, we consider the founding principles of the employment services system when it was established in 1996, then consider what new principles should be incorporated to take us into the future, given some of the market failures of both competitively contracted employment services and employer demand.

FOUNDING PRINCIPLES OF OUR EMPLOYMENT SERVICES SYSTEM IN 1996

These founding principles for the Howard government's radical reform of employment services announced in 1996 are still applicable today. They were:

- Assistance provided to jobseekers should be based on their **individual needs** and their **capacity to benefit** from it in terms of achieving a **sustainable employment outcome**.
- Providers should have access to **flexible forms of assistance** that fit the needs of jobseekers.
- Conditions for payment of income support for unemployed people should be linked closely with **active employment assistance measures**.

⁸ Correspondence from DEEWR to Jobs Australia, October 2012.

- Jobseekers and employers should be able to receive **high quality and streamlined service** from the agencies and providers with which they interact.
- The incentive framework should reward providers **of labour market assistance primarily for placing jobseekers in real jobs**, *with additional incentives for placing those most in need.* [emphasis added]

However, subsequent experience has shown that ‘those most in need’ are not always prioritised for the services and assistance providers could give them. This is known in the industry as a tendency to ‘park’ some customers by failing to invest resources in people unlikely to achieve sustained job placement and retention, and, correspondingly, to ‘cream’ the most job-ready candidates – all consistent with the system’s financial rewards and performance ratings.

This suggests that the intended ‘additional incentives’ for those most in need have not gone far enough. At December 2012, for example, a third of the Job Services Australia caseload (744,974 people) had been looking for work for 24 months or more; 23 per cent for 36 months or more. The unemployment rate for young people aged 15-24 was 11.9 per cent in December 2012⁹ and the rate of young people not participating in education, training or any labour market activity is rising.

It is clear that fees and incentives in our current employment services system, though weighted to favour more disadvantaged people, are not sufficient by themselves to avoid the ‘residualisation’ of those most vulnerable, consigning them to a round of ‘participation activities’ in the absence of ongoing unemployment.

An investment approach is needed to develop the human capital needed for our future workforce.

PRINCIPLES FOR THE FUTURE EMPLOYMENT SERVICES SYSTEM

In light of the statistics showing increasing numbers of long term unemployed, continuing to do the same things is not an option. This is further exacerbated by the upwards trend in basic employability skills required in the workplace.

The biggest mining boom since the gold rush has not had a significant impact on providing entry into employment for our expanding numbers of long term unemployed. Even if we realise the economic growth expected for Australia, it is hard to see how the increasing numbers of long term unemployed and disadvantaged people will find an entry point into employment without the kind of additional support that is available through social enterprise employment. A major and compelling option is to create more entry points into employment via social enterprises.

An employment services system that genuinely supports and shares opportunities for the most disadvantaged people would add to its original founding principles these features:

- **More investment** in more disadvantaged people.
- **More say for our unemployed citizens** about the kinds of services that would work for them.
- **More choice of options**, particularly after long periods in compulsory participation activities.
- **More development work with employers** to create opportunities for disadvantaged people to join the workforce.

We also propose that there should be job creation where the competitive employment market has left disadvantaged people without access to paid employment for two years or more.

⁹ ABS, December 2012.

PLACE OF SOCIAL ENTERPRISE IN THE EMPLOYMENT SERVICES SYSTEM

The following policy recommendations are made on the basis that social enterprises can support the government's objectives for employment services, both now and in a future employment services system.

Our recommendations are made with four different frames of reference:

4. Current JSA and DES funding terms
5. Enabling systems and policies
6. Future employment services design
7. The role of job creation schemes

1. CURRENT EMPLOYMENT SERVICES

These recommendations are broadly intended to support the fair and reasonable treatment of social enterprise in the claims process.

1. **Social enterprises should be recognised by DEEWR as legitimate employers** rather than as a higher-risk category necessarily meriting greater scrutiny for outcome fee claims processing. DEEWR's guidance on contrived outcomes has been developed for application to any kind of employer, and DEEWR rules for validating outcome claims or scrutinizing for contrived outcomes should be applied on a case by case basis to all employers. Where a job seeker is placed or has secured work in a social enterprise, the starting point should be that this is a legitimate placement.
2. DEEWR should recognise **that social firms offer ongoing employment** to people with disabilities, as well as some opportunities to transition to other employment options, though in the absence of any accreditation system at this stage, it is reasonable for DEEWR to consider claims for employment in social firms (as well as any social enterprise) on a case-by-case basis. Social Firms Australia is developing an accreditation process for this purpose.
3. **'Open' employment should be determined on a case by case basis** rather than 'category' basis for social enterprises set up to benefit workers with disabilities.
4. To alleviate concerns by DEEWR that social enterprises might derive a significant or unreasonable proportion of their wage costs from wage subsidies, we propose that the **wage subsidised employees in a social enterprise should be limited**, either through a ceiling on the percentage of the staff employed with a wage subsidy, or (for established social enterprises) only be allowed for access by social enterprises that derive 50 per cent or more of their income from trading.
5. Social enterprises can reasonably be expected to demonstrate that they offer ongoing employment, consistent with the outcome fee Guidelines, but this **scrutiny by DEEWR should not be more intensive simply because they are social enterprises.**

2. SYSTEMS SUPPORT FOR SOCIAL ENTERPRISE EMPLOYMENT GOALS

To enhance the contribution that social enterprises can make to support the government's objectives for disadvantaged unemployed people, we suggest some processes, or development work, in these areas:

6. **Social enterprise development support** should be offered by both Commonwealth and State Governments and should take the form of:
 - i. Information, advice and business development support services for social enterprise development.
 - ii. Access to start-up grants for social enterprise on the basis of their viability, community contribution and social impact. The Social Traders social enterprise challenge program called 'The Crunch' is an example. This model helps to screen out social enterprises with lower chances of achieving business viability in combination with their intended social impact.
 - iii. Access to loan capital such as is available through the Social Enterprise Development and Investment Funds.

There is a **specific role for DEEWR to play** in supporting the development of social enterprises created to generate employment, skills and workplace experience opportunities for unemployed and disadvantaged people.

7. Social enterprises and intermediary support organisations (see signatories to this submission) are willing to establish a **system of accreditation** that ensures social enterprises meet quality standards that include minimum terms and conditions of employment (which would be at least equivalent to what DEEWR expects of *all* employers placing people for whom employment services providers claim outcome fee payments). Such a system of accreditation and sector-accountable scrutiny could also support the management of **related-entity rules** for social enterprise fee claims.
8. Projects and development work should be undertaken to ensure that **social enterprises link to areas of local skills-in-demand** and thus serve as a training ground for local industry. In the case of DEEWR, this might be in the context of the NDRC or Remote Jobs and Communities Program; in the case of FAHCSIA it could be related to the commercialization of Australian Disability Enterprises.
9. Resources are needed to support **research and development** for social enterprise; for example, investigations of cost/benefit for investment in social enterprise employment, or investigations of ways that social enterprises can meet employer skills in demand, or models of on-the-job social support for disadvantaged people, or how social enterprise jobs can work for people with people with limited work capacity, in particular, people with disabilities.
10. Resources are also needed, as well as access to DEEWR data, to support **research and evaluation** to analyse and share more widely the learning derived from government investments in social enterprise successes and failures; also to support longitudinal studies of the outcomes of social enterprise employment and skills training.
11. Beyond DEEWR, **social procurement policies** at Commonwealth level can play a key role in modelling the adoption of social procurement policies for State and Local Government, for regional development and infrastructure investments as well as for a broad range of government purchasing. This would foster the creation of job opportunities for people otherwise locked out of the labour market. Resources should also be applied to promote social procurement policies for companies with Corporate Social Responsibility goals.

3. FUTURE EMPLOYMENT SERVICES

12. **The future employment services system should resource the option of working in a social enterprise** with employment services fees and unemployment benefit savings translated into helping social enterprise employers meet the social support costs and reduced productivity of disadvantaged and (otherwise unemployed) workers.
13. **A reduction in service prescription in the JSA and DES employment assistance system and more choice for job seekers** could open up a broader range of options to develop work readiness and employment pathways, which might include social enterprise employment.
14. DEEWR should build on the work done in establishing Social Enterprise Development Investment Funds (SEDIFs) to work with State Governments to **ensure that in every State and Territory there is a social enterprise support intermediary** that generates the growth and development of social enterprises in the exploration and start-up phase.

4. JOB CREATION AND THE ROLE OF SOCIAL PROCUREMENT

Social procurement is a way for the government to create opportunities to give disadvantaged people a bridge to the labour market, without significant additional costs to its budget. This also delivers benefits for communities and for the provision of integrated social support for social enterprise employees.

Job creation schemes, such as the former Green Corps program (1997-2009) or the former Queensland Community Employment and Infrastructure Program, typically fund wages, training, and other program/social support costs. Similarly, programs like Wage Connect, which fund wages for eligible employees who have been previously disadvantaged unemployed, point to a broad rationale for the government to step in and create time-limited funding for people who need a paid work placement, sometimes also training, to support work-readiness and the distribution of opportunities and resources to those most in need.

With this rationale established, we consider that there is a clear and legitimate role that social enterprises can play to support learning on the job for unemployed and disadvantaged people, to open up employment pathways, and to support community amenity and development.

SIEE ALLIANCE MEMBERS

This policy submission has been developed by some members of the Social Innovation, Entrepreneurship and Enterprise Alliance (shown shaded in blue), in consultation with managers and evaluators of social enterprises, listed further below.

The SIEE Alliance is a strategic partnership of organisations working to support the growth and improve the impact of the social economy in Australia. The SIEE's vision is of a dynamic, productive and sustainable social economy as an integral part of an inclusive and growing economy and society. Its members are:

Organisation	Activities and services	Contact information
Australian Centre for Philanthropy and Non profit Studies, QUT	Brings to the community the benefits of teaching, research, technology and service relevant to philanthropy and nonprofit communities	Jo Barraket Associate Professor
The Australian Centre for Social Innovation (TACSI)	Identifies and promotes innovative ideas, programs, and solutions to tackle social, economic, environmental and cultural challenges of the 21st century	Brenton Caffin CEO www.tacsi.org.au
bankmecu	bankmecu is a community bank working with the community sector to develop financial products and services that meet their needs and it supports the community sector in a number of ways.	Rowan Dowland General Manager, Development www.bankmecu.com.au
Employee Ownership Australia Limited (EOA)	Promotes employee ownership (or co-ownership) of businesses where the employees work.	Alan Greig Director www.employeeownership.com.au
Centre for Social Impact (CSI)	Creates and fosters beneficial social impact in Australia through teaching, research, measurement and the promotion of public debate	Andrew Young, CEO www.csi.edu.au
Foresters Community Finance	Provides the community sector, social purpose businesses and financially excluded individuals with access to community finance and social investment to build assets and wealth and increase financial capability.	Sandra Nugent Manager, Strategy & Policy www.foresters.org.au
Jobs Australia	Builds the business and innovation capacity of not for profit member organisations across Australia to support unemployed and disadvantaged people in their pathways to learning, training and employment.	May Lam Deputy CEO www.ja.com.au
School for Social Entrepreneurs Australia (SSE)	Provides learning programs to enhance the effectiveness of social entrepreneurs and their social ventures. Promotes social entrepreneurship more broadly.	Celia Hodson CEO www.sse.org.au
Social Business Australia (SBA)	Assists social business forms with participatory structures such as mutuals, co-operatives, and employee-owned enterprises to develop and grow.	Melina Morrison Director www.socialbusiness.coop
Social Enterprises Sydney	Supports and promote the success of social enterprises, with a focus on connecting and developing practitioners.	Liz Yeo Chair www.socialenterprises.com.au
Social Firms Australia (SoFA)	Creates accessible workplaces for people with a mental illness or disability by establishing social firms and providing training and support to all workplaces.	Caroline Crosse Executive Director www.socialfirms.org.au
Social Innovation in WA (SiiWA)	Co-creating Western Australia's social infrastructure through supporting entrepreneurs, communities and business to deliver social good through innovation.	Brodie McCulloch Managing Director www.SiiWA.org

Social Traders	Provides a range of specialist social enterprise products and development support services to start-up and existing enterprises and undertakes broader policy, research and sector development activities.	Mark Daniels Head, Strategy and Market Development www.socialtraders.com.au
Social Ventures Australia (SVA)	Invests in social change by helping increase the impact and build the sustainability of those in the social sector.	Kevin Robbie Social Enterprise Director www.socialventures.com.au
Social Enterprise Finance Australia (SEFA)	SEFA was established as part of the SEDIF initiative to provide finance and innovative lending solutions to social enterprises in Australia.	Duncan Power Chief Executive Officer www.sefa.com.au

PEOPLE ATTENDING CONSULTATION MEETINGS TO INFORM THIS SUBMISSION

MELBOURNE			
Jo	Tabit	Senior Manager, Given the Chance: Workforce Solutions	BSL
Greg	Comer	Victorian State Manager	Workskil (also Manager of Foodskil)
Nyorie	Lindner	Test Manager	Infoxchange (Social Firm TesIT)
Tim	Pitt	Regional Manager for Maroondah ESA	EACH Employment
Joe	Cataldo	Vocational Enterprises Operations Coordinator	EACH Employment
Quinn	Pawson	CEO	Prahran Mission
Katrina	Currie	General Manager, Work and Learning	BSL
Jim	O'Connor	CEO	Worktrainers Limited
Adrian	Pitt	CEO	FWS - Finding Workable Solutions
Tim	Potter	Social Enterprise Development Manager	WISE Social Enterprises
Ross	Cheesewright	Manager Commercial Services	Outlook Vic Inc.
Ron	Miers	CEO	Westgate Community Initiatives Group (WCIG)
Louise	Ward	Business	Job Futures
Brendan	Fitzgerald	Digital Inclusion Manager	Infoxchange (Social Firm TesIT)
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SYDNEY			
John	Perry	General Manager	BoysTown
Brendan	Bourke	Regional Manager	BoysTown
John	Weate		Great Lakes Community Resources
Luke	Terry	Director	Toowoomba Clubhouse
Ka	Chan	Manager	Job Quest
Jenny	Lauristen	Manager, Participation Policy, Participation and Equity Directorate	DFEEST (SA Govt)
Bernie	McEvoy	Community Development Worker	Northern Adelaide Local Health Network

David	Puckeridge	Local Employment Coordinator	DEEWR: Canterbury Bankstown and South West Sydney Priority Employment Area
Suji	Upasena	Executive Manager	Cabramatta Community Care
Chris	Martin	CEO	Indigenous Job Connections
Bill	Parker	Executive Committee Member also Business Development Manager / Facilitator	ME Australia also Liverpool Business Enterprise Centre
Paul	Edginton	CEO	SYC
Gerrie	Mitra	Deputy CEO	SYC
Deenie	Adams	Project Manager, Knowledge and Information	Job Futures

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Solving Employment Exclusion using Social Enterprises Social Ventures Australia , November 2012.

Working in a social enterprise, Jobs Australia and Social Traders, 2011.