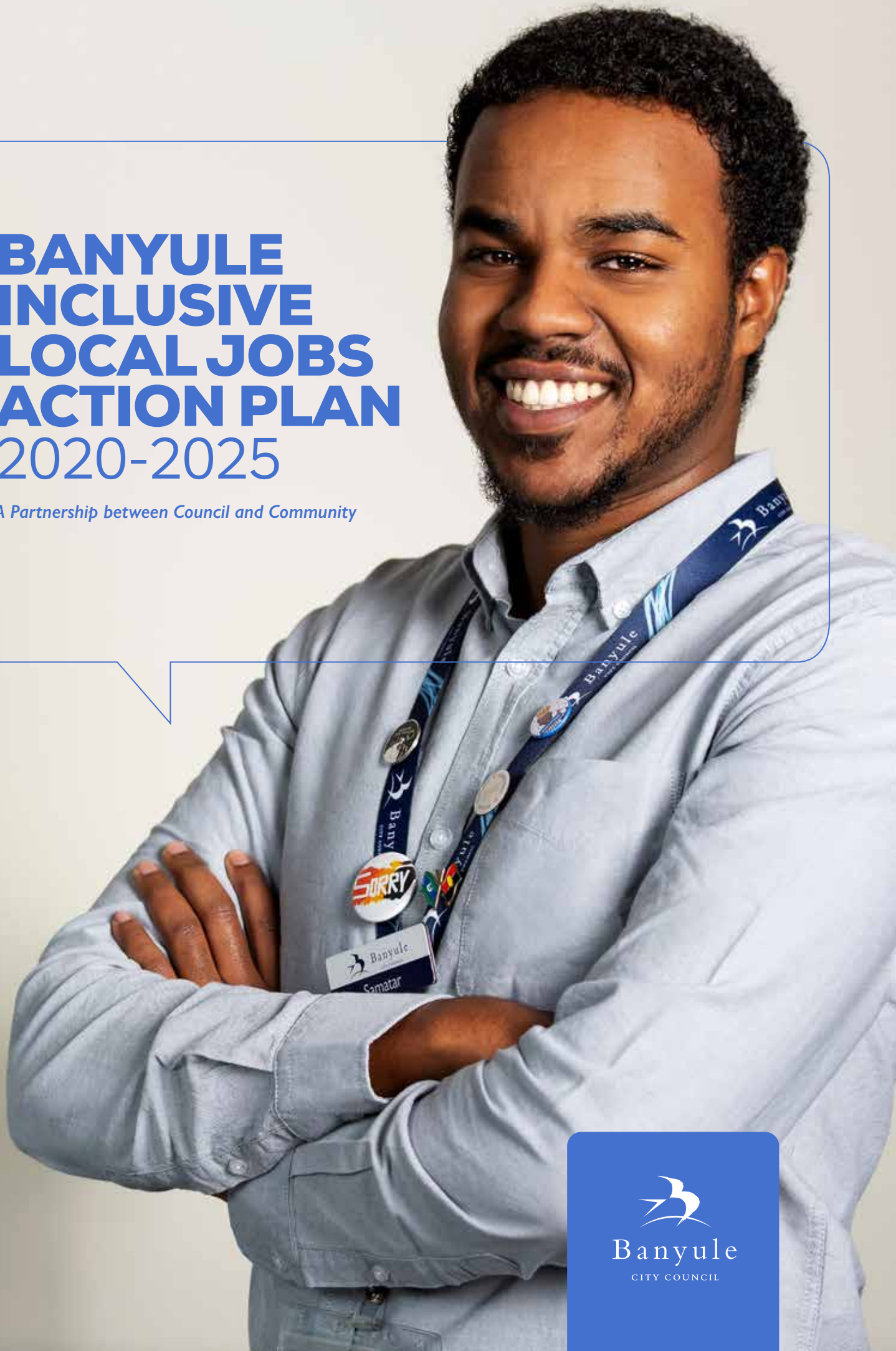


BANYULE INCLUSIVE LOCAL JOBS ACTION PLAN 2020-2025

A Partnership between Council and Community



Inclusive Local Jobs Action Plan 2020-2025

Focus Area 1: Stimulate inclusive employment opportunities

Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Partner with local employers, agencies and other organisations to build inclusive employment opportunities.	1.1 Develop and maintain strong links with local employers, employment service providers, key networks, and other organisations.	SE&LJ	2020-2025	Existing Resource/ Budget
	1.2 Develop and deliver an event with employers to broker external transitional employment opportunities for Banyule Inclusive Employment Program participants.	SE&LJ	2022-2025	Existing Resource/ Budget
	1.3 Collaborate on the delivery of an employment event to broker opportunities for vulnerable community members.	SE&LJ	2022-2025	Existing Resource/ Budget
	1.4 Collaborate on the delivery of an Aboriginal employment event.	SE&LJ	2021-2022	Existing Resource/ Budget
	1.5 Engage with and support local employers to create inclusive employment programs and opportunities.	SE&LJ	2020-2025	Existing Resource/ Budget
2. Proactively create inclusive employment opportunities within Banyule Council.	2.1 Deliver the Banyule Inclusive Employment Program to support targeted community groups experiencing significant barriers to employment.	SE&LJ	2020-2025	Existing Resource/ Budget
	2.2 Deliver transitional employment opportunities within Banyule Council for Banyule Inclusive Employment Program participants.	SE&LJ	2020-2025	Existing Resource/ Budget

Inclusive Local Jobs Action Plan 2020-2025

Focus Area 1: Stimulate inclusive employment opportunities

Priority actions	Key initiatives	Lead	Timeframe	Funding status
3. Realise more inclusive employment opportunities through procurement.	<p>3.1 Develop and embed a whole-of-council procurement framework to enhance economic opportunities for vulnerable community groups.</p> <ul style="list-style-type: none"> • Include sustainable procurement targets in Banyule's procurement policy and guidelines. • Develop and implement a measurement and reporting tool to track procurement targets. • Implement a marketplace for Council staff to source from suppliers that adopt inclusive employment practices. • Enhance Council's procurement training to educate Council staff about sustainable procurement. 	Proc (SPWG)	2020-2025	Refer to future budgets
	3.2 Review Banyule Council's historical spend and future needs to identify and enable potential sustainable procurement opportunities.	Proc (SPWG)	2020-2025	Refer to future budgets
	3.3 Host category specific tender briefings to educate suppliers about sustainable procurement, including opportunities to create inclusive employment outcomes and partnerships with social benefit suppliers and local businesses.	Proc (SPWG)	2022-2025	Existing Resource/ Budget
	3.4 Collaboratively host an annual event to educate suppliers about sustainable procurement in Banyule, including opportunities to create inclusive employment outcomes and partnerships with social benefit suppliers and local businesses.	Proc (SPWG)	2022-2025	Refer to future budgets

Inclusive Local Jobs Action Plan 2020-2025

Focus Area 2: Strengthen pathways to employment

Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Assist people to participate in volunteering activities and create enhanced opportunities for volunteer participation.	1.1 Coordinate and strengthen Banyule Council's approach to volunteer management to meet the National Standards for Volunteer Involvement.	SE&LJ	2020-2025	Existing Resource/ Budget
	1.2 Create and implement a Volunteer Engagement Strategy that facilitates more inclusive and accessible volunteering opportunities.	SE&LJ	2022-2025	Refer to future budgets
2. Grow pathways to employment within Banyule Council that are inclusive and accessible.	2.1 Redesign and centralise Banyule Council's work experience program.	SE&LJ	2023-2025	Existing Resource/ Budget
	2.2 Redesign and centralise student placements and structured workplace learning placements at Banyule Council.	SE&LJ	2024-2025	Existing Resource/ Budget

Focus Area 3: Grow business ownership and entrepreneurship

Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Assist people to participate in business activities.	1.1 Deliver a business skills and empowerment program to support vulnerable community members in collaboration with partners.	Eco Dev	2020-2025	Refer to future budgets
	1.2 Provide specialist business support targeted towards vulnerable community groups, including women.	Eco Dev	2020-2025	Existing Resource/ Budget

Inclusive Local Jobs Action Plan 2020-2025

Focus Area 4: Advance inclusive employment practices across the local government sector and private sector

Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Advocate for inclusive employment opportunities to create a stronger economy.	1.1 Promote and publish insights and case studies with the local government sector and broader community to build awareness of the benefits of inclusive employment.	SE&LJ	2020-2025	Existing Resource/ Budget
	1.2 Develop an inclusive employment toolkit to support inclusive employment outcomes in the local government sector.	SE&LJ	2020-2021	Existing Resource/ Budget
	1.3 Develop an inclusive employment toolkit to support inclusive employment outcomes in the private sector.	SE&LJ	2021-2022	Existing Resource/ Budget Required
2. Support our workplace to be inclusive and diverse.	2.1 Develop and implement mandatory cultural awareness training for all Banyule Council staff.	P&C	2021-2022	Refer to future budgets
	2.2 Develop and implement mandatory diversity and inclusion training for all Banyule Council staff.	P&C	2021-2022	Refer to future budgets
	2.3 Develop and implement an Equitable Employment Framework to improve accessibility of employment within Banyule Council.	P&C	2021-2022	Existing Resource/ Budget

KEY:

Eco Dev - Economic Development

P&C - People & Culture

Proc - Procurement

SE&LJ - Social Enterprise and Local Jobs

SPWG - Sustainable Procurement Working Group

Funding status of 'Existing Resource/Budget' is on the basis that existing EFT and operational budget is carried forward.