

## FACT SHEET – INDIVIDUAL JOB PLANS

### How do they work?

Individual Job Plans will begin with a comprehensive work-readiness needs assessment that will go beyond someone's work experience, availability and career aspirations to examine any other barriers to employment, including their:

- Reading and writing skills
- Childcare needs
- Driver licencing requirements
- How comfortable they are with digital technology
- History with the justice system
- Any physical or mental health issues they may have
- Any issues with substance abuse or addiction they may have

The case manager and job seeker will then come up with a personalised plan that includes an agreed set of actions to address these and a timeline for completion. The job seeker will be referred to any programmes or support services as required. These activities must be something they can reasonably do.

### Why is this necessary?

Individual Job Plans are designed to help job seekers overcome any unique challenges they may have that are a barrier to employment.

MSD's recently published Benefit System Insights report shows people on Jobseeker Support benefits are:

- 6.4x more likely to have been placed in social housing in the previous three years
- 6.3x more likely to have been involved in police proceedings in the previous three years
- 4.9x more likely to have accessed publicly funded, community or inpatient, specialist mental health or addiction services in the previous three years
- 26x more likely to have received a main benefit for at least half of the previous five years (or since turning 16)
- 12.3x more likely to have served a Corrections (either a community or custodial) sentence in the previous year
- 2x more likely to have been discharged after receiving acute hospital care in the previous three years.

Almost 50 per cent of people on Jobseeker Support benefits have two or more risk factors, compared to less than 5 per cent of people not on a main benefit.

## **Who will get a Job Plan?**

The rollout of Individual Job Plans will begin with the 10,000 people currently in phone-based case management.

From early next year, these plans will start to become available to all people on benefits who are in Employment Case Management (approx. 70,000 job seekers), based on need, as they attend their regular appointments.

## **Will job seekers face benefit sanctions if they don't complete the tasks?**

Case managers and job seekers will agree on the tasks in their Job Plans, and it will be the responsibility of the job seeker to complete these by the agreed dates.

Any tasks related to the work obligations attached to someone's benefit could result in an obligation failure if not completed without a good and sufficient reason.

Under the Traffic Light System, a job seeker will have five working days to dispute the obligation failure or re-comply before a sanction is imposed.

Job seekers cannot receive an obligation failure for an activity they have opted into, rather than being required to do, such as driver training or rehabilitation.

## **What else is the Government doing to achieve its Jobseeker Support target?**

The Government's Welfare to Work programme also includes:

- A \$1.1 billion investment into MSD's employment supports and programmes through Budget 2024
- A Traffic Light System that makes it easier for job seekers to understand their benefit obligations and to stay on track with them
- Funding 2100 more places for young people to get community-based job coaching
- New work seminars to make sure job seekers check in with MSD after two weeks and six months to ensure they are being proactively supported
- Putting 'beneficiaries first' by setting targets that ensure the majority of those receiving MSD's employment supports are on Jobseeker benefits
- New non-financial sanctions from next year to further motivate those who are not complying with their work obligations by having a portion of their benefit put onto payment cards or having them perform community work
- Requiring people on Jobseeker Support to reapply every 26 weeks from mid-2025 to increase the amount of engagement long-term job seekers have with MSD.