

BRISBANE CITY COUNCIL

Career Connection - CALD* Work Placement

*Culturally And Linguistically Diverse

Skilling Queenslanders for Work initiative – Work Placement

Project Brief

About the Project

The Career Connection - CALD work placement project is a partnership between Brisbane City Council and the State Government's Department of Employment, Economic Development and Innovation (DEEDI) to provide work experience and opportunities to gain more sustainable employment for people from migrant and refugee communities who have interest to continue their career in Australia.

The Career Connection project will employ 10 participants who have overseas gained qualification, but are lacking in local experience. The participants will be placed in Council and different non-for-profit organisations to gain Australian work experience in areas of their interest. The participants whose qualifications have not been recognised in Australia will be assisted through a recognition process.

Recruitment

Participants for this project will be selected through Council's recruitment and selection process. They will be required to go through an interview process before being appointed to the position. Host organisations will be invited to participate in the recruitment and interview process and choose the most suitable participants for their business.

Supervision

A Council project supervisor will be appointed to oversee and monitor the project, gather feedback from host organisations and participants and report to DEEDI on its progress. The supervisor will provide support to the participants, liaise with the host organisations and handle HR issues relating to the participants.

Remuneration

The participants are employed as temporary Council employees and paid under the Trainee Wage Award - State. Council's Community Employment Programs, Organisational Services will cover remuneration of participants, worker's compensation and superannuation. There is no cost to the host organisation.

Training of participants

The participants will be required to have good English and communication skills. It is expected that participants will attend their work placement 4 days per week and 1 day training as a group. However some of that time may be reserved for attending training relevant to their placement, jobsearch training and personal development.

The training will be identified jointly by the business area and the Community Employment Programs area depending on the placement.

During this project, participants will be encouraged to actively seek ongoing employment. Some participants may end up gaining employment even before the completion of the project. If not they will gain enough skills to compete in the job market.

Expectations of participating Council Business Units / Host Organisations:

- Define role/s for participant/s for up to 20 weeks (based on 4 days per week on-the-job and up to 1 day per week in training/project activities)
- Provide participant/s with on-the-job induction and training to perform their role
- Provide day-to-day leadership and supervision to participant/s
- Liaise with the project supervisor throughout the placement to provide feedback on participant progress and resolve any issues.

Benefits for participating Council Business Units / Host Organisations:

- Extra resource (potentially highly skilled) to assist your business for up to 5 months at no cost to your business unit
- Introduce/improve diversity of your workforce, enabling your business to better meet the needs of Brisbane's diverse population
- Support from Council's Community Employment Programs team to identify roles, define tasks participant/s will perform, and to manage the participant/s' development and post-project employment
- Developmental opportunity for team leaders, who will be supported in learning to optimise the benefits of a culturally diverse workforce.

Proposed Start Date

End September 2011 to February 2012

Project Duration

20 weeks

Contact

For further information about this project please contact

Francisca Quintero on 3027 5754 or email francisca.quintero@brisbane.qld.gov.au

(Please note: All media for this project needs to be approved by the Department of Employment, Economic Development and Innovation as they are the major funding body for this project)