

### **WHY EMPLOYMENT?**

All people and communities around Australia deserve the chance to thrive, and employment is one way for people to have economic dignity and social mobility. Employment can also provide social connection and purpose.

Quality employment, that is, employment or self employment which provides a living wage should be accessible to all. Yet many people face systemic barriers (social and economic factors outside their control) to entering the workforce or hold low paid and insecure jobs, which keep them trapped in poverty.

We invest in organisations and initiatives that help reduce the systemic barriers to employment, so all people have access to secure work and economic dignity. We aim not only to confront the immediate manifestations of unemployment, but also the deeper social and economic conditions that perpetuate unemployment and prevent social mobility.

To help us achieve this, PRF is launching an Employment National Open Grant Round, with the goal of supporting young people, and households with children with no one employed, to engage in economically secure employment. We are looking for initiatives that are either:

- Innovative solutions (still testing efficacy of model) that contribute to the targets above; and/ or
- Achieving good outcomes for this cohort and can be scaled, or replicated; and/or
- Multi-disciplinary approaches (also known as a 'polymath approach') to addressing this challenge for the target cohort.

### **WHY NOW?**

In the latest ABS Labour Force survey for December 2022, the national unemployment rate in Australia was 3.5% and underemployment was 6%. Despite these tight labour market conditions, 8% of young Australians aged 15-24 were not engaged in education, employment or training in 2022; and there were 1.4 million jobless families. These figures reflect that despite a record tight labour market in Australia, many people continue to face systemic barriers to employment and economic dignity. This is coupled with challenging economic conditions – high inflation, rising costs of living and stagnant wages growth. Those most impacted by this are those least able to absorb the additional pressure.

Despite this context, now is the time to test different models of what works and take advantage of high demand for workers and skill shortages, by investing in those who can participate but are shut out due to systemic barriers.

#### **Target populations for our Employment Open Grant Round:**

- Young people, aged 15-24, at risk, or not engaged in education, employment or training; and
- Households with children with no one employed

This may include, for example: Aboriginal and/or Torres Strait Islander people; People living with disability or mental illness; Survivors of domestic and family Violence; Single parents (especially single mothers); People who have had contact with child protection, out-of-home care or the justice system; Refugees and people seeking asylum; People residing in regional or remote areas.

## **ELIGIBILITY**

### **Recipient organisations must:**

- Be an entity with a charitable purpose or social impact mission relevant to increasing employment in the target cohorts
- Additional eligibility criteria for for-profit social enterprises: the initiative must be run as a separate program on a not-for-profit basis and have measures to avoid private benefit
- Operate in Australia
- Have programs which aim to contribute to these targets:
  - Improve engagement in economically secure employment or employment pathways, for young people and/or households with children, especially single parent households; and
  - Disproportionately benefit groups at higher risk of unemployment, under-employment or disengagement from the workforce (see Target Populations)
- Have programs which are either:
  - Innovative solutions (still testing efficacy of model) that contribute to the targets above; and/ or
  - Achieving good outcomes for this cohort and can be scaled; and/or
  - Multi-disciplinary approaches (also known as a polymath approach) to addressing this challenge for the target cohorts

### **Use of funds**

- Funding can be used for:
  - Establishment and/or delivery of new initiatives with potential to scale impact over time
  - Scaling initiatives that are already backed by evidence
  - Building the evidence base of what works for program outcomes and target populations
- Funding cannot be used for:
  - General fundraising appeals
  - Projects that support or oppose political parties or candidates
  - Retrospective activities
  - Private benefit

## **PROPOSAL ASSESSMENT**

### **What we will take into account in assessing eligible applications**

#### **Impact**

- Demonstrates a clear theory of change or logic that is supported by best practice and/or informed by evidence to achieve the program outcomes
- Operates in geographic locations that are commonly under-resourced or serving cohorts that are underserved
- Has potential to scale and/or replicate and/or likely to contribute to positive systemic change in policy and practice
- Demonstrates potential in breaking the predictive power of family context on future employment and social mobility outcomes
- Impact measurement framework in place or being developed.

#### **Target Populations**

PRF will support organisations that support young people and households with children who are at higher risk of unemployment, under-employment or workforce disengagement and are not currently well served by other funding sources. Our target populations are:

- Young people, aged 15-24, at risk, or not engaged in education, employment or training; and
- Households with children with no one employed.

This may include, for example, people who are: Aboriginal and/or Torres Strait Islander; Living with disability or mental illness; Survivors of Domestic and Family Violence; Single parents (especially single mothers); People who have had contact with child protection, out-of-home care or the justice system; Refugees and people seeking asylum; People residing in regional or remote areas.

#### **Geography**

PRF will support projects of any geographic scale in the Australian context - local, state/territory or national, that seek to have a positive impact on the outcomes above. We are most interested in communities and places that face the greatest levels of disadvantage.

#### **The following are not essential, but we are also interested in people-centred, collaborative and innovative approaches:**

- Have a demonstrated commitment to meaningful participation of people with lived experience in initiative design and/or delivery
- Demonstrate strong partnerships in their community and the employment sector (including employers)
- Adopt an holistic approach that addresses the structural barriers to secure and decent work (directly in initiative itself or indirectly through key partnerships)
- Uses innovative practice to deliver the program outcomes and/or demonstrates ability and willingness to learn and adapt model

### GRANT VALUES AND TIMEFRAMES

The indicative available funding for this grant round is \$12.5M including evaluation. Individual grant size will be determined on a case-by-case basis, depending on the proposal and the other successful proposals in the open grant round. Individual grant funding periods will be determined on a case-by-case basis.

The applicant should indicate the funding ask based on a costing of what is needed to deliver the proposal and the proposed funding period.

### APPLICATION PROCESS

1. Attend an (online) Employment Open Grant Round information session:  
**11am-12pm (AEDT): Tuesday 7 and Thursday 9 February 2023 (optional, but recommended)**
2. **Book in and have a 15 minute scoping phone call** with a PRF Employment team member – they will give you an indication of whether your idea meets what we are looking for and encourage you to submit an EOI (optional, but recommended). We are open to hearing about your initiatives before you take the time to submit an EOI application.
3. **Submit an Expression of Interest (EOI)** by 11pm Sunday 26 February 2023
4. EOIs will be assessed and shortlisted against our criteria (27 February – 10 March 2023)
5. Full applications are by invitation only, based on the outcome of the EOI process (advised by 10 March)

### KEY DATES

These are indicative time frames; some investment opportunities may take longer and some may be expedited

- EOIs open: 31 January 2023
- Webinar 1: 7 February 2023
- Webinar 2: 9 February 2023
- EOI close: 11pm 26 February 2023
- Full applications (by invitation) open: 20 March 2023
- Full applications close: 14 April 2023
- Successful applicants notified: 20 June 2023 (Indicative)

### Contact details

If you have any questions in relation to the grant guidelines or expression of interest form, please email [hello@paulramsayfoundation.org.au](mailto:hello@paulramsayfoundation.org.au)