



Housing SA Employment Pathways Program

About the Program

The Employment Pathways Program (the Program) was created as a result of Housing SA's belief that all South Australians deserve to share in the benefits of our growing economy and have access to employment opportunities. The Program achieves this in three ways:

1. Creating employment, traineeship and apprenticeship opportunities across various sectors including:

- Building and construction
- Maintenance
- Civil construction
- Call centre
- Horticulture
- Administration

2. Delivering engagement and training programs by partnering with training organisations and support agencies. These programs prepare our customers for the opportunities made available to them and can include:

- accredited and non-accredited training
- learner support services
- hands on practical experience working on Housing SA properties, and
- mentoring

3. Identifying works and services for delivery by social enterprises who use their business to tackle social problems such as providing access and support to employment and training opportunities.

Who can participate in the Program?

The Program is available to Housing SA customers and provides an important pathway for those who want to gain secure and sustainable employment.

Program participants may include:

- Housing SA tenants
- Tenants of community housing providers (e.g. Junction Australia, Unity, Housing Choices SA)
- Wait-listed customers
- Recipients of Housing SA Private Rental Assistance
- People at risk of homelessness



Housing SA contractors

Commitment to the program is mandatory in tender submissions where an economic participation clause is included and contractors working with Housing SA are required to employ participants as per the contract terms as follows:

- Employment should be no less than 80% of the original contract period with suitable job roles for participants.
- Participants must be employed under the same conditions available to all employees of the contractor or sub-contractor.
- Participants working for a contractor or sub-contractor on construction projects/sites other than Housing SA projects will satisfy Program requirements.

Through the Program, Housing SA provides a dedicated resource to assist contractors with a free recruitment service to identify suitable job roles, develop selection criteria, advertise, source and screen participants. Work experience trials can be conducted to determine the suitability of participants with public liability and personal accident insurance covered by Housing SA.

Benefits of the Program

Benefits of the program for employers and participants include:

- Improved social inclusion, giving Housing SA customers the opportunity to participate in their community and the economy.
- Targeted training and employment opportunities for individuals who may be overlooked in mainstream recruitment practices.
- Voluntary participation, meaning program participants are motivated to gain employment.
- Increased workforce diversity.

Get in touch

If you're interested in joining the Program either as a customer or contractor, please contact Melissa De Leo at Melissa.DeLeo@sa.gov.au.

