

# *A Taxonomy of Job Creation/Labour Market Strategies*

The Labour Market (LM) is about the Supply (S) and Demand (D) for labour in the market place where labour is sold ie. the labour market and the price that it is sold for ie. wages. Labour Market strategies cover all labour market levels however they are generally used in the vocational education AQF 2-5 range, while 6-8 are tertiary education. Active LM Program's (LM Categories 6-9 below) concentrate on the S/D interface and have all but disappeared from Australian Public Policy settings, whereas Passive LMPs train for the existing/disappearing LM opportunities. Australia concentrates on the former (LMC's 1-6). The Australian National Job Network (ANJN) concept has many components in these supply oriented categories. In this regard only the components have been allocated to specific LM Strategies with a \* indicating a ANJN component Beyond LMC 9 there is industry policy and further on Tax/welfare policy- the latter however are important however they generally are not part of LMPolicy.

LMC	S/D	Strategies	Tactics	Examples
1	S	<b>Labour Market Analysis</b>	a. Better understanding the dynamics of supply and demand	'Manpower' planning, local labour market surveys, ABS
2	S	<b>Vocational Guidance</b>	a. Occupational, course, and careers information and advisory services	Careers officers, self-employate, DETYA/DETIR web page
3	S	<b>Skills Formation</b>	a. New Apprenticeships b. Resourcing RTO's c. ITABS	Declared Vocations, Skills formation courses, pre-vocational courses, Austudy, NAC*, IES incentives*
4	S	<b>Employment Equity</b>	a. Indigenous employment schemes b. EEO c. Social Justice job programs d. Skills recognition	Job Network, Skills Recognition Homeless youth employment opps, DAWS *, LAFHA*, OOT*, IA*
5	S	<b>Labour Brokerage</b>	a. Job seeking skills b. Employment Counselling c. Job Recruitment & Placement d. Labour Mobility e. Multiployment	JST*, career counselling, recruitment firms, industry restructuring packages
6	S-D	<b>Transition</b>	a. School Based Apprenticeships b. Work experience & shadowing c. Community work experience	World of Work type experiences
7	S-D	<b>Employment Creation</b>	a. Local Employment Initiatives b. SME Enterprise development c. Co-operatives d. Local Economic Development e. Capability building f. Economic History/Regeneration g. Local Finance options	Self Employment Schemes Mentoring, Sales aggregation, NEIS* Local Employment Initiatives Shared Workspace Local currency Enterprise training schemes P2P trading schemes
8	D	<b>Efficiency of Labour</b>	f. Productivity Improvement Deals ie with Unions/employers, work teams g. Micro Economic Reform h. Work Organisation i. Job redesign j. Skills recognition	Skills Recognition, Enterprise Bargaining, Productivity schemes
9	D	<b>Job Retention</b>	h. Wage subsidies i. Funded LM reorientation progs j. Industry restructuring packages	Targeted regional restructuring schemes, Industry closure projects, Labour Market Adjustment schemes

**AQF** Australian Qualification Framework 1 [basic], 3 [trade level], 5 [advanced diploma], 6 [degree]

\* **JN** Australian National Job Network (ANJN) comprising:

**JST** Job Search Training and placement [flex 1, 2, 3]

IA Intensive Assistance

**NAC** New Apprenticeship Centre

**IES** Integrated Employment Services incentives for employers employing New Apprentices

**LAFHA** Living Away From Home Allowance for New Apprentices

**DAWS** Disabled Apprentice Wage Support scheme

**OOT** Out of Trade Apprentice assistance under the Special Assistance Program

**NEIS** New Enterprise Incentive Scheme

**ITAB** Industry Training Advisory Body    **LM** Labour Market    **RTO** Registered Training Organisations

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