

# Rebuilding the Career Ladder Employer Innovation Lab

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ERSA Employer Engagement Forum  
April 2024

# About Social Ventures Australia

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## Consulting

We help social purpose organisations, government, funders and corporates strengthen their ability to alleviate disadvantage.



## Impact Investing

We invest in organisations and projects that deliver both social and financial returns.



## Programs

We work with partners to pilot, prove, refine and scale effective approaches to tackling disadvantage.



## Policy and advocacy

We engage with government and convene networks to build momentum for effective practice.



**SVA**

# The challenge facing young people

*Productivity Commission reports that we need to address the **types** of jobs young people are getting so that they can move up the occupational ladder.*



The career ladder is **broken**



**One in 5 young people** actively looking for more work



**Stagnating wages** and fewer opportunities



**The most impacted** by COVID and the economy

# The business challenge



**Blocked hiring and training pathways**



**Barriers to attract and retain young talent**



**Ageing workforce & looming skills gaps**



**Difficulty delivering on DEI targets**



**The world's most diverse companies** see anywhere from **15-35%** better financial performance than competitors.

*McKinsey, 2017*

# Rebuilding the Career Ladder: Building momentum for change



**Our Vision:**  
*Employers creating more, higher quality jobs for young people at risk of exclusion.*

**More information:**

[Rebuilding the Career Ladder](#)

[Employer Innovation Lab](#)

# About the Employer Innovation Lab

The Lab model has been adapted in partnership with US-based Talent Rewire.

**TALENT  
REWIRE**



## 2-day applied kick-off workshop

Learn & collaborate with peers, youth consultants, and practitioners

### Conceptualise a workforce pilot

Generate immediate, actionable steps to drive quick wins



## 12-months of expert support

Regular meetings with SVA team providing advice, resources, partnership opportunities

### Implement and measure impact of bespoke workforce pilot program

Nurture long-term business growth



Philanthropically funded



Opportunities for young people

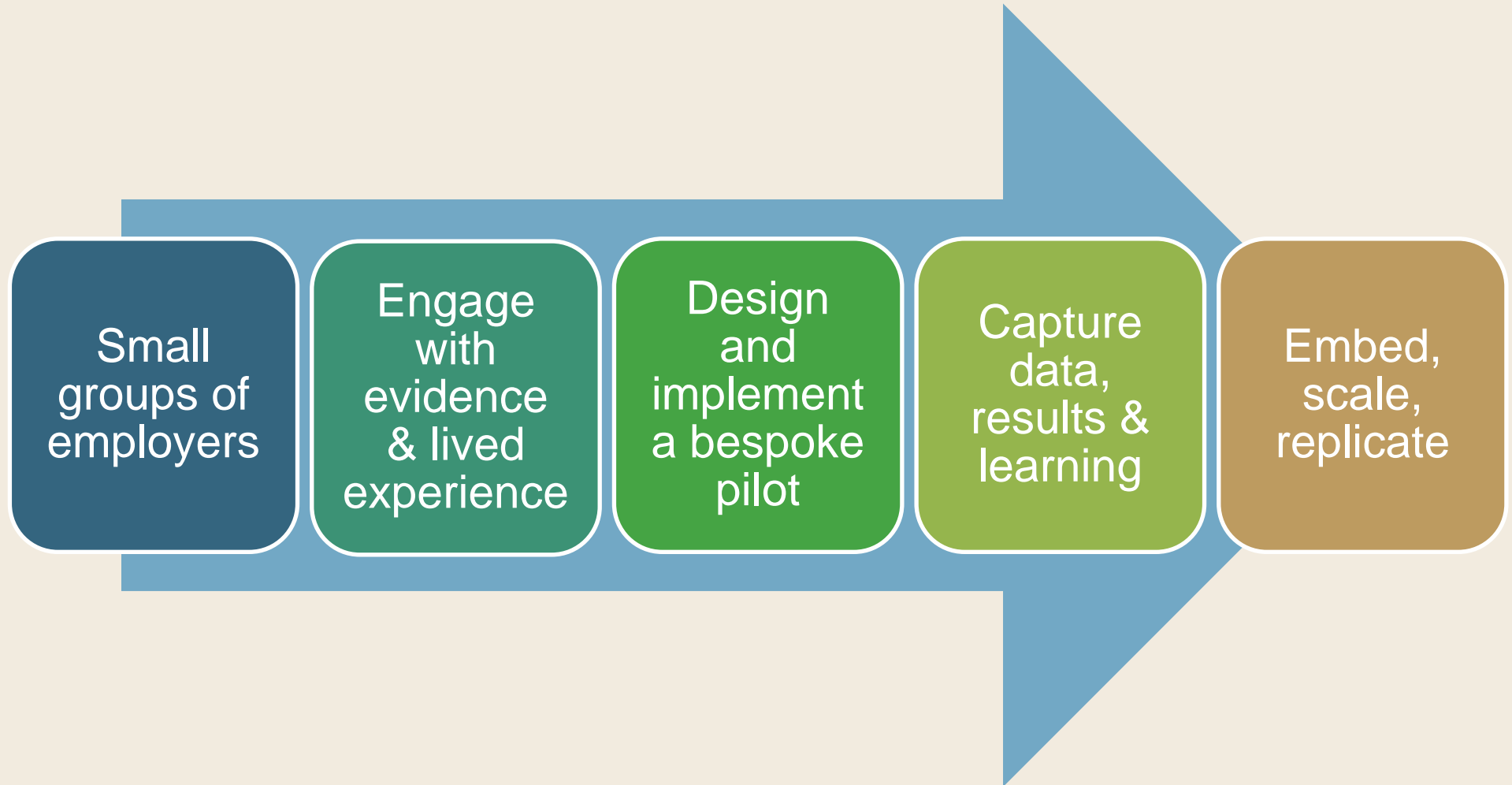


Better business outcomes



Enhanced market position

# Employer Innovation Lab: practice change in action



# How we're creating sustainable local connections



*We support employers by helping them to understand their workforce challenges and clarify their needs and expectations.*

*We then establish sustainable partnerships with the existing local ecosystem.*



# Pilot Case Study: Consep Engineering (Lab Alumni)

The case study video played during the session is available on YouTube:  
<https://www.youtube.com/watch?v=0sZstuXzlwM>



## Feedback from Employer Innovation Labs

### **Our recent evaluation found:**

**85%** of employers explicitly mentioned some form of **practice change** within their organisation.

**100%** found the tools, resources or examples provided by SVA useful.

**100%** gained a fuller understanding of the **difficulties faced by young people & how they could better support them.**

*"I would recommend this in a heartbeat. I think every employer who has the opportunity to do this, should."*

**Kate Mills, Consep Engineering**

*"It's definitely important for employers to take part in a workshop like this, to ensure the growth of their business."*

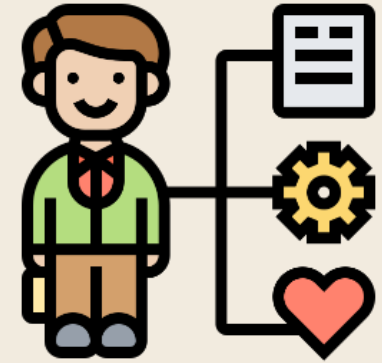
**Michelle Mordike, 99 Bikes**

*"I'm really excited about the process we're about to go on; it's a win win: we'll win commercially while also helping the disadvantaged."*

**Peter Adcock, GW Landscapes**

# Engaging employers to drive practice change: reflections

- Speak the language of employers
- Adapt the narrative to align with market settings
- Find a balance between head and heart
- Unpack workforce challenges
- Identify and remove BAU barriers
- Define & measure success
- Connect the dots & 'hide the wiring'
- Reduce the burden on staff
- Clarify & align expectations
- Promote practical steps that are within reach
- Support the employer on their change journey



# Thank you

The Employer Innovation Lab  
is the feature program in SVA's  
**Rebuilding the Career Ladder**  
initiative.

Generously enabled through  
philanthropic support:



MACQUARIE

**paulramsay**  
**FOUNDATION**

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