Scope 1: The Changing Nature of Work: Opportunities and Challenges for Mirrabooka

Research shows that we are seeing the nature of work change significantly at a rapid pace. Changes include:

- the mode of work (e.g. increases in part-time/casual work, 'portfolio' or project-based work, self-employment, the black market, job carving);

- work place locations (e.g. working from home options, offshore delivery of services)

- the key industries for employment (e.g. areas of growth and decline) and the jobs within these industries (e.g. skilled, unskilled, casual, contract-based)

- new technologies (e.g. job obsolescence, emergence of new roles, emergence of self-organising systems using apps to connect supply and demand)

- shifts in assumptions about work (e.g. 'jobs for life', the 40-hour working week, employment rates as a marker of economic health, job design, the connection between work and wellbeing or self-realisation, debates about basic universal income)

How are such changes impacting employability in Mirrabooka? Where are realistic future opportunities for job seekers in the region [intersects with Scopes 4 & 5]? Further, what opportunities are there to exploit the changing nature of work in order to design employment in Mirrabooka [intersects with Scopes 2, 3, 4 and 5]?

Scope 2: Barriers to employment in Mirrabooka

Research has repeatedly shown a higher rate of unemployment in Mirrabooka than most other suburbs in Australia, and this is linked to other socioeconomic indicators associated with systemic disadvantage. In this sense, unemployment in this region is a deeply complex problem, and barriers to accessing work include:

- mental health or trauma issues

- disability

- intergenerational unemployment

- lack of networks

- lack of educational training / opportunity

- lack of resources to fund travel / clothes / meals associated with employment

- difficulty obtaining a driver's licence

- difficulty accessing appropriate transport

- caring responsibilities

- limited English language
- sexism / racism / ableism / ageism
- homelessness
- the lure of the black market
- unsympathetic job design
- social disengagement
- lack of support to ensure success once a job has been attained

What barriers are most pressing for job-seekers in Mirrabooka? What kinds of support exist to help people overcome these barriers [intersects with Scopes 3 & 4]? How integrated are these support systems and what are their collective shortcomings, especially in terms of preparing people for employment [intersects with Scopes 3 & 4]? How could more sympathetic job design assist in addressing some of these barriers [intersects with Scopes 1, 4 & 5]? What opportunities are there for job-seekers to collaborate [intersects with Scopes 3 & 5]?

Scope 3: Support and training that job seekers are receiving

Given the challenges of the changing nature of work and barriers to employment, programs and services to support job seekers are necessary. Aspects to consider in designing such support include:

- the role of existing Mirrabooka employability services
- education and training needs
- design of internship programs
- the role of schools
- person centred approach (what do people want to give to their community?)
- encouraging volunteers (especially older Australians?) to mentor job-seekers (e.g. through the RYDE driver training program)
- transition support to ensure success in a job
- job design / job carving
- the relationship between central and satellite offices in City of Stirling
- experiential learning opportunities in English classes e.g. visits to workplaces / networking with employers
- job-seeker support groups or collaborative initiatives

What demographics are currently benefiting from employability services and which demographics are missing out [intersects with Scopes 2 & 4]? Can we gain a better understanding of the journeys of job seekers in the region and how they are supported along the way [intersects with Scopes 2 & 4]? What additional programs or services could assist job seekers in this region [intersects with Scopes 1, 2, 4 and 5]?

Scope 4: Institutional governance, roles and responsibilities

A range of institutions have a role to play in supporting employability. Examples of relevant institutions include:

- Job Active Service providers
- local government (including central and satellite offices)
- employer / industry associations
- education and training providers
- not-for-profit organisations
- state government agencies
- federal government agencies
- research institutions

Apart from directly matching job seekers with jobs, what are the roles and responsibilities of these institutions? How can they integrate their work and governance to achieve better results? Collectively, how can they impact workplace culture, employer values and environmental factors to support job seekers [intersects with Scopes 2, 3 and 5]? And, how can they collectively address and even exploit the changing nature of work (intersects with Scope 1)?

Scope 5: Role of urban design in fostering employment

The design of public spaces and community connections plays a significant role in facilitating people into employment. In the Mirrabooka context, urban design includes:

- care for and usage of the natural environment including Mirrabooka Bushland (roles and responsibilities?)
- design, care for and usage of the built environment (roles and responsibilities?)
- Metronet planning (including light rail proposal) and adjacent urban design
- consideration of Indigenous land usage and engagement with design processes
- design and implementation of community processes and opportunities

- development plans

What kind of environment is needed to support employability? How can the community participate in urban design processes? Can community urban design processes be leveraged to facilitate employment skills and opportunities [intersects with Scopes 1, 2, 3 and 4]?