

Job Seeker Classification Instrument (JSCI) in Disability Employment Service, Australia

Introduction:

A pertinent issue of the job market is lack of repository of persons with disability who are looking for employment opportunities and a platform that can assess their capabilities to help select the appropriate employment opportunities or counselling session. To address this issue, Australia introduced the Australia's Job Seeker Classification Index.

Intervention:

Australia's Job Seekers Classification Index is performed at the time a jobseeker registers with the country's online account for social and health-related payment and services—Centrelink. The online account helps by providing employment assistance, such as by preparing an individual profile, recognising the jobseeker's labour market disadvantage, identifying people at risk of long-term unemployment and, especially helping people with disability, by triggering a Job Capacity Assessment. The Job Capacity Assessment helps to assess work capacity and refer the person to appropriate assistance and coaching.

The JSCI is calculated using a statistical model that determines a Participant's relative level of disadvantage in the labour market and it helps to gauge the Participant's possibility of becoming or remaining long term unemployed. This helps to ensure that the available resources are shared with those who are in need of them, as per the government policy. The assessment is done using an interview-based questionnaire and apart from the two roles mentioned above, JSCI indicates whether the participant has identified multiple and/or complex barriers to employment that may require further assessment. Participants who require further assessment are referred for an Employment Services Assessment.

In addition, the JSCI identifies Participants who may have disclosed personal concerns such as domestic violence, or concerns related to skilling such as poor language, literacy and numeracy skills and hence may benefit from referral to the Skills for Education and Employment (SEE) program. Or may have reflected poor English language skills and may hence be referred to the Adult Migrant English Program (AMEP). The JSCI can be conducted by different parties such as the Job Providers, Community Development Programme Providers, DES Providers, and Services Australia.

The AT Lab at TAMU-C has been created to support university efforts in providing pre-service teachers with exposure to and experiences with AT, to empower individuals with disability, to for future research related to students' use of AT and the information provided can be act as a point of reference for those seeking to establish similar learning experiences.

Impact/ Learning:

Government of India can design a similar index and a central online portal that can help to create a repository of persons with disability across the country, and, ensure that they are assessed to be engaged in meaningful economic activity. Persons who need further assistance can be identified and be referred to specialised services. The data can be linked to NCS or be supported with the census

information to ensure that as school children or teenagers grow up, they or their families are reached out to provide support. The information can be further used by interested parties, such as corporates (good practice shared in next box) and trusts to ensure that persons with disability are provided with adequate opportunity and are included in the society.

Source : DES Job Seeker Classification Instrument Guidelines, Department of Social Service, Government of Australia, accessed at: <https://www.dss.gov.au/>