

INSULATION WORKERS' ADJUSTMENT PACKAGE -

Providing flexible support for Insulation workers

Insulation Workers' Adjustment Package

The Australian Government's \$41.2 million Insulation Workers' Adjustment Package provides assistance to support the retention and retraining of former insulation workers in the industry. This assistance aims to increase the employment resilience of workers by increasing their skills sets, particularly in areas of high employment demand.

The package includes:

- **\$29.7 million** for 7000 retraining places for workers.
- **\$10 million** for the Insulation Workers' Adjustment Fund to help workers and firms through the transition period. From early March 2010, up to \$4000 per employee is available to employers to help them retain employees in work or training activities or to support workers directly.
- **\$1.5 million** for up to 25 new, dedicated Insulation Employment Coordinators who will work with the existing 21 Local Employment Coordinators to broker assistance packages for eligible installers, manufacturing and assembly businesses. These packages could include access to training and employer incentives.

The Package now also includes assistance for small businesses under the Insulation Workers' Adjustment Fund to support operational diversification into the broader construction industry, and the purchase of business diagnostic services to reposition themselves and to identify new revenue opportunities.

The Insulation Workers' Adjustment Package Guidelines have been adjusted to improve flexibility and increase support to the industry .

Who can get assistance?

- Insulation installing businesses.
- Insulation manufacturing and assembly businesses.
- Workers in insulation installing, manufacturing and assembly businesses who have been stood down as a result of the cessation of the Home Insulation Package.
- Workers who used to work in insulation installing, manufacturing and assembly businesses and who have become unemployed or are subcontractors and are out of work as a result of the cessation of the Home Insulation Program.

Insulation Workers' Adjustment Fund (call 13 17 64)

The \$10 million Insulation Workers' Adjustment Fund includes assistance to support the retention and retraining of former insulation workers in the industry. A \$4,000 incentive per

employee, plus up to an additional \$1,000 per worker for training modules, training related expenses and ancillary costs is available. Changes to the guidelines mean that most employees will now be eligible for the full \$4000 payment. Assistance is available to workers even if they are unable to return to previous hours of work.

The \$10 million Insulation Workers' Adjustment Fund will also be available for small business assistance up to the value of \$10,000 for operational enhancements to enable diversification into the broader construction industry and/or professional business advice to help you plan for the future and to seek new opportunities that will ensure your longer term viability.

Casual employees and sub-contractors will be eligible for assistance where it can be demonstrated they have a long-term, consistent pattern of work with the business.

Insulation Employment Coordinators and Local Employment Coordinators will broker assistance packages and make the necessary arrangements with participating Registered Training Organisations under contract with DEEWR.

Payment under the Insulation Workers' Adjustment Fund are available for eligible businesses who meet the eligibility requirements set out in the revised Guidelines at (www.keepaustraliaworking.gov.au).

Eligibility for Assistance - Retrenched Workers (call 13 28 50)

Insulation workers who are made redundant and subcontractors who are out of work as a direct result of the cessation of the Home Insulation Program will be able to immediately access personalised assistance, career advice, referral to available training places and job search help through a Job Services Australia provider. They will have access to a personal Employment Pathway Plan that will set out the services and training that will assist them to find and keep a job.

This assistance is available to all workers previously employed in insulation manufacturing, assembly, and installing businesses including subcontractors (and their employees) and sole-traders.

Workers who have been retrenched, or employees on 'short working week' arrangements, may receive a variety of training opportunities toward future employment, including special support in language and numeracy skills and pre-apprenticeships courses.

Approved training could include:

- A minimum of Certificate II level qualification in a course available under the Productivity Places Program. Insulation Employment Coordinators can assist in determining suitability and availability of courses. Please note that the last day to enrol in training under Productivity Places Program—Structural Adjustment Places is 30 June 2010.

Other assistance for employees on 'short working week' up to the value of \$1,000 per worker is now also available for a training plan of a substantial nature that leads to significant upskilling. This plan may include training modules (such as English as second language, licences and part qualifications), training related expenses and ancillary costs (such as travel, accommodation, and equipment required under course outlines) as considered appropriate.

Centrelink on 13 28 50 or Job Services Australia providers will organise access to training for retrenched workers and support to find another job.

Further information

For further information on the package, call 13 17 64 (employers) or 13 28 50 (employees) or visit www.keepaustraliaworking.gov.au.