



## **Guiding Principles for Pathways to Employment Programs**

Council is committed to building a more inclusive community and recognises the importance of economic participation as a key determinant of health, wellbeing and inclusion for people who live in the City of Darebin ('Darebin').

The Social Inclusion and Pathways to Employment policy is intended to influence and shape Darebin City Council's ('Council') recruitment and employment policies to maximize opportunities for disadvantaged Darebin residents to gain work experience, develop and / or increase skills, and gain employment. The policy recognises that Council's employment function serves not only the needs of the Council, but also the needs of the broader community.

To this end, Council will adopt the following Guiding Principles, where priority will be given to:

1. Employment programs where the organisation and/or the participant resides within Darebin (the participant who is a resident of Darebin will be given priority over the location of the organisation).
2. Employment programs that build employment capacity within the municipality.
3. Employment programs that create opportunity for a potential employee that meets Council's present or future service need/s (workforce planning).
4. Employment programs that meet the Council's objectives and commitments including the Disability Access and Inclusion plan, Neighbourhood Renewal plan, Equity and Inclusion Policy and Council Plans.
5. Employment programs where the benefit to the organisation outweighs the cost (e.g. increasing cultural and disability awareness, leadership development).
6. Well established employment programs as they will have all the appropriate administration, experience and contacts to help increase the potential of a successful outcome.