

Works PROGRAM

MAKING A
DIFFERENCE
SINCE 2008

TRAINING AND EMPLOYMENT INITIATIVES FOR LOCAL PEOPLE

In 2008 Renewal SA established a community training and employment model, the Works Program, to maximise social inclusion benefits from our urban renewal activities.

Our earliest training pre-employment programs were run within our Playford Alive project. These first programs proved so successful that we progressively extended these initiatives across all Renewal SA projects.

The Works Program delivers economic outcomes in three ways:

- 1 Unpaid work experience and paid employment opportunities in Renewal SA-managed contracts.
- 2 Pre-employment training and live training site programs with registered training organisations and local employers.
- 3 Educational activities with industry to promote career pathways.

Activities are developed in partnership with project partners, training providers, community organisations and stakeholders to ensure they benefit the community.



“It can be difficult to resource artisan trades in South Australia, working with the Works Program over the last few years has provided us with several great opportunities to train new apprentices and deliver programs focused on developing much needed heritage trade skills.”

TRISCH BAFF

Director, FCTA - Building Careers, November 2023

RENEWAL SA CONTRACTORS

Unpaid work experience and paid employment opportunities

Renewal SA-managed contracts generally include an economic development commitment clause to ensure contractors provide unpaid work experience and/or paid employment opportunities for local people and job seekers. The number of unpaid work experience and paid employment opportunities are dependent upon the scope, value and duration of the contract.

The Renewal SA Works Program team assists contractors to help them deliver these commitments. To date, 948 people have undertaken work experience and 324 people have gained employment with our contractors. These roles have been across a variety of industries, including building and construction, retail, hospitality, design and real estate.

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HOW IT WORKS

- 1 Contract awarded.
- 2 The Works Program team:
 - ▼ Meets with contractor to understand their business requirements and timeframes.
 - ▼ Coordinates unpaid work experience placement for the contractor:
 - ▼ Candidates sourced and selected in consultation with the contractor.
 - ▼ Insurance cover provided by Renewal SA's Works Program for placement and evidence of any required licences, tickets or qualifications provided.
- 3 Candidates are sourced from Works Program's wide range of networks including training program participants who are work-ready for industry.
- 4 Work Experience participants can be placed with the successful tenderer's sub-contractor. The Works Program team works with the successful contractor to coordinate this.

EDUCATIONAL ACTIVITIES WITH INDUSTRY

Educational activities foster stronger connections between industry and the next generation of employees and are critical to preparing young people for the world of work. By visiting real workplaces and interacting with our contractors, students and their teachers gain valuable first-hand exposure to the industry while learning about available pathways and the skills that are valued in the workplace.

These activities are designed in consultation with contractors and coordinated by the Works Program.

WHAT'S IN IT FOR ME?

- ▼ Work experience placements help both the participants and job seekers recognise and achieve their potential.
- ▼ Contractor able to trial and recruit employees at no cost.
- ▼ Potential 'good news stories' for the contractor arising from the unpaid work experience and/or paid employment opportunity.
- ▼ Participation in this program provides evidence of the contractor's commitment to social inclusion and workforce participation for future tender proposals.
- ▼ Opportunity for the contractor to give back to the local community.
- ▼ Attract future generations of workers to the contractor's industry.

WANT TO KNOW MORE?

Contact the
Renewal SA
Works Program

E renewalsa.worksprogram@sa.gov.au
P 1800 993 439
W renewalsa.sa.gov.au/our-approach/works-program

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Renewal SA



**Government of
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