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Creating jobs, changing lives

White Box Enterprises Our manifesto

2019

White Box Enterprises

Our manifesto



The value of a job.

A job is worth so much more than just a wage, it gives an individual independence, an improved sense of self-worth and confidence, stronger relationships and improved health and wellbeing.

A job also creates value for society, reducing contact with justice services, reducing the use of health services, increased housing security and increasing community connections and support.

When an individual is a young long-term unemployed person with a vulnerability these benefits have the potential to alter the trajectory of an individual's life and ultimately the wider community.

The problem

"Youth unemployment is double the average Australian unemployment rate."¹

"Nearly half of all working aged Australians with disability don't have a job, that's over 1 million people."²

"People with mental illness are almost 20% less likely to have a job than others."³

"Six months after release almost 70% of ex-offenders in QLD are unemployed."⁴

"Less than 50% of working age indigenous Australians have a job."⁵

"Only 6% of refugees have a job six months after they arrive in Australia."⁶

The current system

The Australian Government understands the wider value of a job too. That's why they've spent \$33.8 billion⁷ over the past three years on supporting unemployed Australians and helping them get back to work.

In order to support people with a disability get a job, the Australian Government spends \$800 million on Disability Employment Services (DES) every year. Which gets 26,680 people into work on the average year. Unfortunately, for numerous reasons, a lot of these jobs don't work out and close to 60% of these people end up unemployed again only 13 weeks later⁸.

That means our current system spends \$29,985 to get someone with a disability a job and only 40% of those people will still be at work three months later⁸.

We think there is a better way, a way that doesn't cost the system as much and has better outcomes for the people it is supporting.

People leaving prison shouldn't have a 50% chance of going back in due to unemployment. If given a job, recidivism is reduced from 50% to less than 10%.

The number of people in Australia with a disability in the workforce has barely increased since the early 90's (2.1%), but for people without disability it has increased by almost triple (5.6%).





White Box's solution

White Box Enterprises (**White Box**) believes that employment-focused social enterprises are a much more cost-effective way of getting people into long-term work.

White Box is a social impact project that will build and establish 15 large-scale employment focused social enterprises to create 5000 jobs for vulnerable young Australians by 2030. We will work with disadvantaged Australians that have a willingness to work and transition to the open labour market.

This next generation of social enterprises will change our business landscape, develop new leaders and provide "pollen" (see "Our name and logo", page 6) to the Australian social enterprise sector.

There are currently no more than 25 employment-focused social enterprises in Australia that provide open and sustainable employment, paying a minimum of award-wage to more than 50 people at a time⁹. These incredible businesses average a rate of more than 80% of people working to 52 weeks and beyond.

We believe that young disadvantaged Australians - from refugees and asylum seekers, to Indigenous Australians, people with mental health issues, ex-offenders and those living with a disability - can fill our labour shortages.

In February 2019, there were 244,900 job vacancies in Australia, and 106,700¹⁰ of those job vacancies didn't require the individual to have a degree. The tourism industry alone is projected to need an extra 6,900¹¹ workers year on year in Australia.

The majority of the people White Box seeks to support aren't included in the Australian unemployment rate. This includes people who are working just an hour a week, people who want work but have given up trying to find a job, and those that are highly skilled but in low skilled jobs. In Australia underemployment affects young people the most, 31% of 15-19 year old's are underemployed and 19.8% of 20-24 years old's are underemployed¹².

We believe that there is a market mechanism that can solve the high rates of unemployment and underemployment young, vulnerable and disadvantaged Australians face and that large-scale, employment-focused, self-sustaining social enterprises are an ideal mechanism.

White Box and our partners will build and support employment-focused, large-scale social enterprises to create meaningful, sustainable jobs. We will create at least 100 jobs in the 1st year and 5000 by 2030. We believe in a world where all business should be social.

We will do this by; building new social enterprises, supporting existing social enterprises to replicate, creating a social enterprise district in QLD and providing financial capital support through a specialised partnership fund.

We believe:

It doesn't make sense that a qualified teacher from Iran is working in a job making beds and cleaning toilets.

- Everyone who is willing to work should be given open, sustainable job opportunities.
- Indigenous Australians should have the same rate of unemployment as other Australians.
- Someone with a mental health problem or a disability will benefit from work as much as, if not more than, the next person.
- People who have been to prison should be given a chance to be released from a cycle of unemployment, homelessness, poverty and crime.
- Every refugee should be able to fulfill their full potential in this country and use the skills they have acquired in their country of origin.
- Australians who are homeless want a hand up and not a hand out.
- Anyone living in this country with the willingness to work should have the opportunity to contribute.
- With the right support, everyone with a willingness to work can find and sustain employment.

Our name and logo



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White Box, a Eucalyptus tree, is a valuable winter honey and pollen tree for local beekeepers.

We will provide much-needed pollen to social entrepreneurs working to create jobs for disadvantaged Australians.

The hexagons in our logo represent the hive of employment focused social entrepreneurs that we will create, working together to solve unemployment for disadvantaged Australians.



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References

1. Australia's latest 20 youth unemployment hotspots ranked, Brotherhood of St Laurence, 2019.
2. 4433.0.55.006 ABS, 2012, Disability and Labour Force Participation.
3. Australian Government, National Mental Health Commission, Economics of Mental Health in Australia, 2016.
4. Professor Stuart Kinner, University of Melbourne, 2014.
5. Australian Government, Australian Institute of Health and Welfare, Australia's Welfare 2017: in brief, 2017.
6. Australian Government, Department of Social Services, Building a new life in Australia: The Longitudinal study of humanitarian migrants, 2018.
7. Year 2018/19

Amount	Break down	Sources
\$10,476,000,000	Assistance to the unemployed and sick (Including Newstart allowance, job-seekers allowance)	https://budget.gov.au/2019-20/content/bp1/download/bp1_bs5.pdf , page 5-22
\$800,000,000	Disability Employment Services (DES)	Australian Government, Department of Social Services, New Disability Employment Services from 2018 DISCUSSION PAPER, 2018

= \$11,276,000,000 x 3 (3 years)
 = \$33,828,000,000
 = \$33.8 billion
 8.

Statistics	Break down	Sources
208,996 people got a job through a DES provider in the 94 months from March 2010 till December 2017. (Information page, introduction box, This report includes all data since the commencement of DES in March 2010)	Outcome rates data page, Column P (Job Placement Rate (Got a job)), summed.	Disability Employment Services, December 2017 DES outcomes report.
26,680 people get a job a year	208,996 (March 2010 – December 2017 = 7 years and 10 months, or 94 months) / 94 = 2,223.36 people get a job each month. 2,223.36 X 12 = 26,680	Disability Employment Services, December 2017 DES outcomes report.

Statistics	Break down	Sources
39.9% average 13-week national rate of success 60% unemployed just 13 weeks later.	Outcome rates data page, Column W (13-week outcome rate), summed/no. of programs).	Disability Employment Services, December 2017 DES outcomes report.
\$29, 984.65 spend per person to get a job	\$800,000,000 spend annually on DES \$800,000,000 / 26, 680 = \$29,985	Australian Government, Department of Social Services, New Disability Employment Services from 2018 DISCUSSION PAPER, 2018

9. (White Box Enterprises Research – we welcome any feedback to make this list more comprehensive.)

1. Ability Enterprises
2. Soft Landing Mattress Recycling
3. Resource Recovery Australia
4. Outlook Employment
5. Outlook Environmental
6. TRY Build
7. Wangarang Industries
8. Clean Force Property Services
9. Streat
10. Ceres Fair food
11. Ceres - Environment park
12. Good cycles
13. Ability Works
14. Jigsaw
15. Bread and butter project
16. Bama services
17. Cape York Timber
18. Vanguard
19. Nundah Community Enterprises co-op
20. Green collect
21. Murumittigar
22. Career Trackers

10. 6354.0 – Job Vacancies, ABS, Australia, February 2019.

11. Deloitte Access Economics, Australian Tourism labour Force Report: 2015 -2020, Australian trade commission, Austrade, October 2015.

12. The guardian, Underemployment has risen and it's young people paying the price, Greg Jericho, 2018.