



**Australian Government**

**Department of Education, Employment and Workplace Relations**

# Disability Employment Services 2010-2012

## --- Program A

### ---Employer Incentives Scheme

### Request for Tender

**Information sessions**  
**August/September 2009**

# Presentation Overview

- Probity Principles & Disclaimer
- Statement of Requirements
- Conditions of tender
- Key dates
- Contact details



# Probity Principles

- Promote open and fair competition
- Same information available to all
- Integrity in evaluation and selection processes
  - Objective and consistent assessment of all tenders
  - Conflicts of interest are addressed
  - Defensible process and outcomes
- Confidential information is secured



# Disclaimer

Notwithstanding the information in the Request for Tender for Disability Employment Services 2010 – 2012, tenderers must make their own independent assessments and investigations about the subject matter of the tender and seek advice of business advisers if necessary.

The Australian Government, its employees, consultants and contractors do not have any liability arising from the information, the tender process or any activity associated with them.

The Request for Tender information sessions are conducted for the purposes of providing background information only. Potential tenderers are not to rely on a statement made at the information sessions as varying or adding to the Request for Tender unless DEEWR later confirms a variation or addendum through the AusTender website.



# Disability Employment Services

The Disability Employment Services  
2010 – 2012 Request for Tender covers:

- Program A
- Employer Incentives Scheme  
Services



# Disability Employment Services Review

- Comprehensive review process
- The Government released two Discussion Papers, in September and December 2008
- All feedback was considered and an Exposure Draft of this Request for Tender was released in May 2009



# Disability Employment Services

<b>Centrelink Registration</b>			
<b>JSCI/JCA</b>			
<b>PROGRAM A</b>		<b>PROGRAM B</b>	
<b>Employment Pathway Plan</b>			
<b>For job seekers with disability, injury or ill health</b>		<b>For job seekers with permanent disability plus long term ongoing support</b>	
<b>Single funding level</b>		<b>Funding level 1</b>	<b>Funding level 2</b> For people requiring more intensive support
Flexible ongoing support or exit independent worker		Flexible ongoing support or exit independent worker	Moderate Ongoing Support
			High Ongoing Support
<b>Employer Incentives Scheme</b>			



# Disability Employment Services Program B Invitation to Treat Process

- Continuity of Servicing
- Minimise disruption and uncertainty
- DEN Capped and Uncapped providers
- Run concurrently with the Request for Tender
- Completed around mid October



# Program A - changes between the Exposure Draft and Request for Tender (Request for Tender)

- Bonus outcome payment extended to all apprenticeships
- Breaks in employment during an employment placement



# How will a Job Seeker's Program be determined?

- Assessed by a Job Capacity Assessor
- Direct Registration
  - Eligible school leavers
  - Job in Jeopardy participants



# Assistance provided to Participants

- Initial face to face interview
- Employment Pathway Plan (EPP)
- Minimum fortnightly contact



# Program Review

- 18 months
- Job Capacity Assessment
- Possible 6 month extension



# Post-placement and Ongoing Support

- All job seekers eligible for up to 26 weeks workplace support
- After 26 week outcome
  - Flexible ongoing support (Program A & B)
  - Moderate and High ongoing support (Program B only)



# Flexible Ongoing Support

- Safety net
- Flexible
- Reassurance to employers
- Maximum cap



# New Funding Model - Fees

- Program A – single funding level
  - Service Fees
  - Job Placement Fees
  - Outcome Fees
  - Ongoing Support Fees
  - Other fees



# Program A - Service Fees

Payment Type	Service Fee	Remote Service Fee with 1.7 loading
1st Service Fee	\$1,595	\$2,711
2nd Service Fee	\$1,595	\$2,711
Subsequent Service Fees	\$715	\$1,215

- Paid quarterly



# Program A - Job Placement Fees

Payment Type	Fee
Job Placement	\$770



# Program A - Outcome Fees

Payment Type	Fee
Full Outcome	
13-week Outcome	\$2,860
26-week Outcome	\$4,400
Pathway Outcome	
13-week Outcome	\$945
26-week Outcome	\$1,450



# Program A - Bonus Outcome Fees

Payment Type	Fee	Bonus outcome payment
Full Outcome		
13-week Outcome	\$2,860	\$572
26-week Outcome	\$4,400	\$880
Pathway Outcome		
13-week Outcome	\$945	\$189
26-week Outcome	\$1,450	\$290

- Apprenticeships
- Directly related employment following a Qualifying Training Course



# Flexible Ongoing Support Fees

Payment Type	Fee	Remote Fee with 1.7 loading
Flexible Ongoing Support	\$440 per instance	\$748 per instance



# Job in Jeopardy Fees

Payment Type	Fee	Remote Fee
First 13 week Job in Jeopardy Service Fee	\$1,320	\$2,244 (with 1.7 loading)
Second 13 week Job in Jeopardy Service Fee	\$1,320	\$2,244 (with 1.7 loading)
Job in Jeopardy Outcome Fee	\$2,860	\$2,860



# Other Fees in Remote ESAs

- Remote Foundation Skills Outcome
- Remote Education Commencement Outcome - \$500
- Remote Educational Achievement Outcome - \$1,500



# Scenario 1

- Full 26 week Outcome after 8 months in Program A

<b>Service Fees</b>	
Ist Quarter	\$1,595
2 <sup>nd</sup> Quarter	\$1,595
3 <sup>rd</sup> Quarter	\$715
<b>Outcome Fees</b>	
Job Placement	\$770
13 week Outcome	\$2,860
26 Week Outcome	\$4,400
<b>Total</b>	<b>\$11,935</b>



# Scenario 2

- Pathway 26 week Outcome plus bonus after 14 months

<b>Service Fees</b>	
1 <sup>st</sup> and 2 <sup>nd</sup> Quarter (2 x \$1,595)	\$3,190
3 <sup>rd</sup> to 5 <sup>th</sup> Quarters (3 x \$715)	\$2,145
<b>Outcome Fees</b>	
Job Placement	\$770
13 week Pathway Outcome	\$945
Bonus amount	\$189
26 Week Pathway Outcome	\$1,450
Bonus amount	\$290
<b>Total</b>	<b>\$8,979</b>

# Scenario 3

- No outcome achieved, 24 months in Program A

<b>Service Fees – Employment Assistance</b>	
1 <sup>st</sup> Quarter	\$1,595
2 <sup>nd</sup> Quarter	\$1,595
3 <sup>rd</sup> to 6 <sup>th</sup> Quarter (4 x \$715)	\$2,860
<b>Service Fees – Extended Employment Assistance</b>	
1 <sup>st</sup> Quarter	\$715
2 <sup>nd</sup> Quarter	\$715
<b>Total</b>	<b>\$7,480</b>



# Transition

- Principles for transition
- Establishment of a Transition Reference Group
- Regular news and update items about transition processes will be placed onto:
  - DEEWR's purchasing webpage; and
  - DEN/VRS Secure sites



# Disability Employment Services Employer Incentives Scheme

- National Panel of Assessors
- National Disability Recruitment Coordinator
- JobAccess
- Employment Assistance Fund
- Wage Subsidy Scheme



# Employer Incentives Scheme - Changes between the Exposure Draft and Request for Tender

- The cap on Auslan interpreting lifted
- Increased access to Employment Assistance Fund
- More flexible assistance



# National Panel of Assessors

- Ongoing Support Assessment and Supported Wage System Assessments, or
- Workplace Modifications Assessments, or
- All three types of Assessments



# Ongoing Support Assessment

- Interview with the participant's DES Provider
- File assessment of support provided
- Participant interview
- Workplace assessment, including employer interview



# Supported Wage System

- SWS assessment determines fair pay based on productivity
- Review assessment yearly



# Workplace Modifications

- Assess workplace barriers and recommend modifications
- Tenderers may bid to service a Specialist client group
- Applications managed by JobAccess service



# Allocation of Assessments

- OSA/SWS Assessments will be allocated to Providers by the DEEWR IT System
- JobAccess service will continue to allocate Workplace Modifications Assessments
- Panel Providers may decline allocated assessments with reason



# Fees

Payment Type	Assessment Fee	Additional Assessment Fee
Ongoing Support Assessment Fee	\$420	Nil
Supported Wage System Assessment Fee	\$600	\$120 (up to \$480)
Workplace Modifications Assessment Fee	\$120 per hour (up to \$600)	\$120 (up to \$480)



# National Disability Recruitment Coordinator

- A single national service
- Delivers seven major services
- Payments



# JobAccess

- A single national service
- Delivers four major services
- Payments





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# Disability Employment Services 2010-2012 Request for Tender Break

**Information sessions  
August/September 2009**

# Disability Employment Services 2010-2012

--- Program A

--- Employer Incentives Scheme

## **Purchasing Arrangements**



# Purchasing Arrangements

- Purchasing process
  - Two steps
- Purchasing principles
  - Value for money



# Request for Tender

- User friendly

- Alert icon



# Use of AusTender

- AusTender: [www.tenders.gov.au](http://www.tenders.gov.au)
- Variations to the Request for Tender (Addenda) only through AusTender
- Help desk and training support



# Eligibility to Tender

- Individuals, organisations or groups are invited to tender
- Mix of providers
- Variety of Tendering arrangements



# Tender Lodgement

- Electronic lodgement
- Only with AusTender
- All Purpose Evaluation Tool (APET)
- Allow sufficient time to resolve any problems



# Late Tenders

- Late tenders will not be accepted unless, due solely to mishandling by DEEWR
- DEEWR's decision on late tenders is final



# Financial Viability and other checks

- Security, probity and financial investigations may be undertaken by DEEWR
- Financial viability checks of tendering organisations



# Contracting with DEEWR

- Deeds of Standing Offer
- No guarantee of business
- ABN required
- Disability Employment Strategy
- Indigenous Employment Strategy
- Execution of Deeds



# Bidding for Business – Program A

- Generalist and specialist services
- Bidding on the basis of Employment Service Areas not sites
- Bid for a business share
- Bid ranges
- Number of Providers
- Sites and Conditionality



# Bidding for Business – Gondwana ESA

Employment Service Area	Statistical Local Area	Program A business available for tender in each ESA (%)
Gondwana	Gondwana—North-East, Gondwana—North-West, Gondwana—South	40%

Employment Service Area	Tenderer's Bid ranges	Proportion of total Program A business allocated to each successful Tenderer	Contracted ESA Business Share of total Program A business
CRS Australia	No bid required	Not Applicable	60%
Tenderer A	10% to 30%	20%	20%
Tenderer B	12% to 40%	12%	12%
Tenderer C	6% to 20%	8%	8%
Total ESA business		40%	100%

# Bidding for Business – Program A

## Market Share

ESA	Site(s) and Site Frequency	ESA Business Share	Reason for Business Share Conditionality
Gondwana <input type="button" value="▼"/>	Venus (FT), Mars (FT), Pluto (FT), Saturn (PT)	40.00	Three full time sites and one part time site will be provided for 40%
Gondwana <input type="button" value="▼"/>	Venus (FT), Mars (FT), Pluto (FT)	30.00	Three full time sites will be provided for 30%
Gondwana <input type="button" value="▼"/>	Venus (FT), Mars (PT)	20.00	One full time site and one part time site will be provided for 20%



# Bidding for Business Employer Incentives Scheme

- National Panel of Assessors
- Ongoing Support and Supported Wage System Assessment Services
- Workplace Modification Assessment Services
- National Disability Recruitment Coordinator
- JobAccess



# Labour Market Information

- 116 Employment Service Areas (ESAs)
- Remote Areas
- Labour market data



# Tender Attachments

- General Attachments
- Referee Reports



# Selection Criteria

- Address the criteria for each tendered Service, including
  - Specialists
  - Remote Area
- APET - size of response
- APET - number of characters used



# Program A – Selection Criteria

- Criterion 1 – understanding and general strategies (organisational level)
- Criterion 2 – past performance (ESA level)
- Criterion 3 – local strategies (ESA level)
- Mandatory requirement



# Employer Incentives Scheme Selection Criteria

- National Panel of Assessors
  - SWS/OSA and WMS
- NDRC
- JobAccess



# Tender Evaluation

- Value for money
- DEEWR process
- Advice on outcomes
- Debriefings



# Evaluation Process

- Evaluation stages
- Past performance
- Referee reports
- Comparative assessment
- Capacity to deliver
- Capacity to contract



# Addendum 1

Criterion Text

## Bidding Details for OSA and SWS

List if you will be bidding to provide **WMS** services at the National or ESA level. If bidding at the ESA level you are required to select the ESA(s) you are willing to provide services from and the type of coverage for each of those ESA(s).

Note 1 - If you are tendering to provide National coverage, select Full Coverage from the Coverage drop down menu.

Compliance    Generate Response File (AR)

Please select a compliance statement:

National or ESA*	Coverage
<select>	



# Key Dates

- 21 Aug 09 Release of Request for Tender
- 23 Sept 09 Questions Close
- 1 Oct 09 Request for Tender Closes
- 9 Dec 09 Announcement & Deeds despatched
- 1 March 2010 Services commence



# Contact Details

- Questions by COB 23 September 09
- Email: [espurchasing@deewr.gov.au](mailto:espurchasing@deewr.gov.au)
- Post: Locked Bag 8756, Canberra ACT 2601
- Hotline: 1300 733 514
- [www.workplace.gov.au/ESpurchasing](http://www.workplace.gov.au/ESpurchasing)

