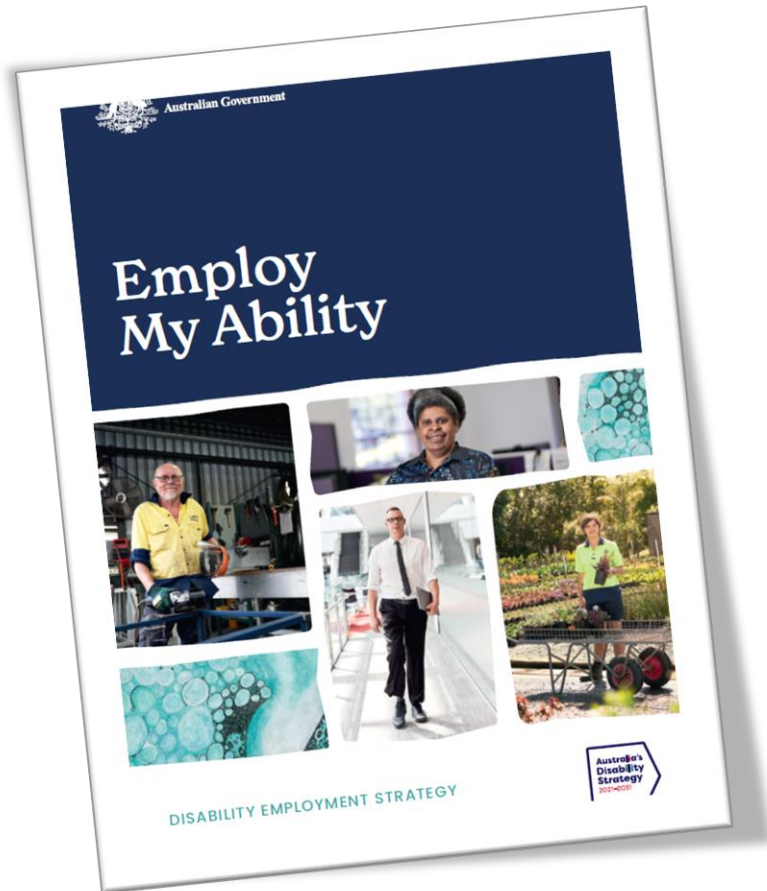




LIFE AFTER SCHOOL - BUSINESS ROUNDTABLE

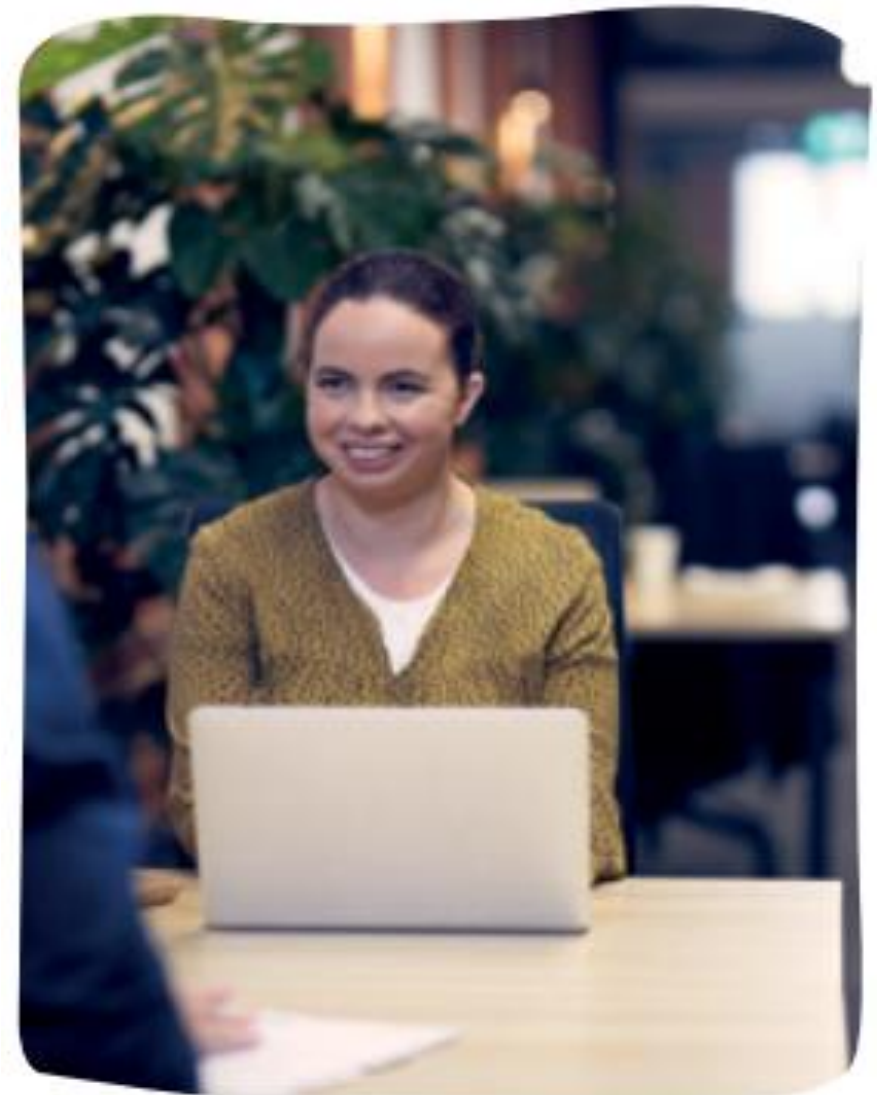
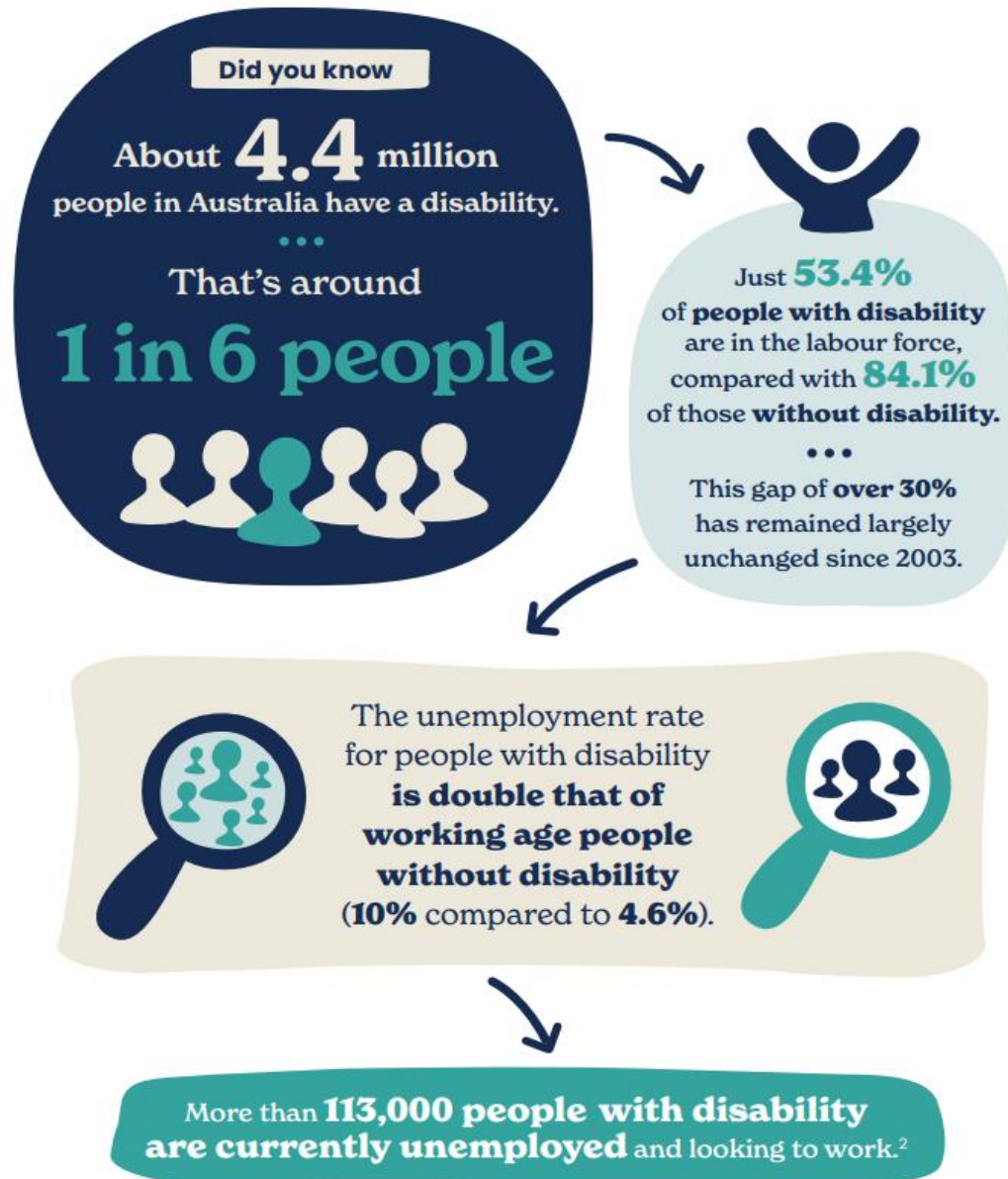


DISABILITY SUPPORT SERVICES FOR EMPLOYERS

Department of Social Services



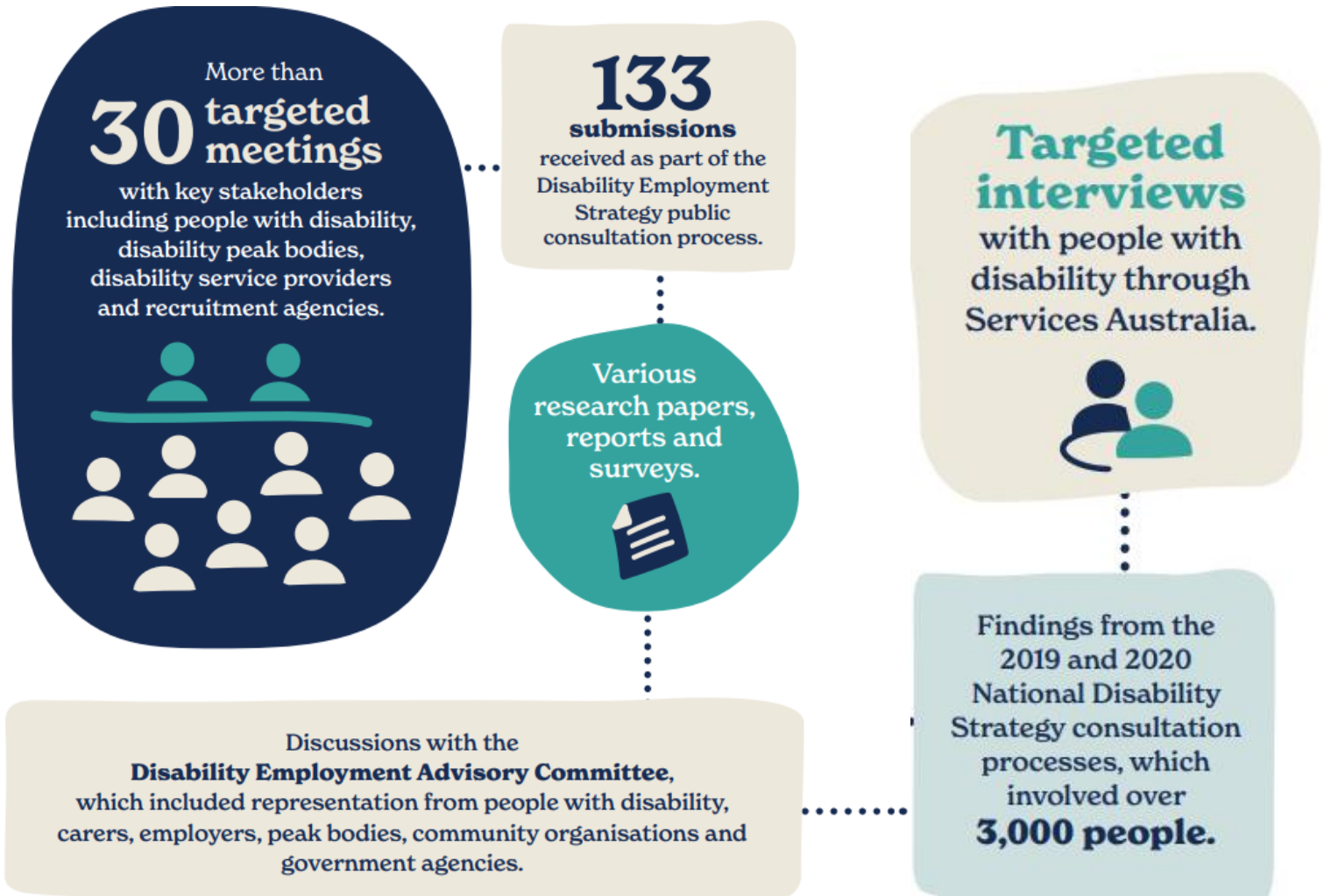
Current state of disability employment



Employ My Ability - Vision

“Inclusive workplace cultures where people with disability thrive in their careers”

Created through collaboration...



Employ My Ability - Priority Areas

- Lifting employer engagement, capability and demand
- Building employment skills, experience and confidence of young people with disability
- Improving systems and services for job seekers and employers
- Changing community attitudes

We all have a role to play



Employers

Can actively work to build their disability confidence and create inclusive workplaces.

Government

Can provide high quality and timely information, supports and services.



Parents and Carers

Can play an important support role, building ambition and providing encouragement.

Teachers and Career Practitioners

Can ensure that young people with disability have the same opportunities and choices as their peers.



Benefits to employers

The benefits of hiring people with disability include:



Increased **revenue**.

Improved **productivity levels**.



Increased **innovation**.

Improved **workplace cohesion**
and respect for difference.



A business more
reflective of the community.

Access to a **broader pool of talent**.



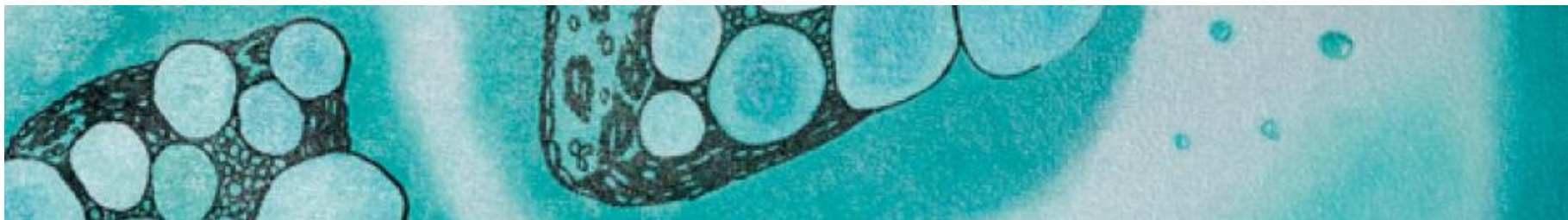
A vertical strip on the left side of the slide shows a microscopic view of plant tissue, likely a cross-section of a stem or root. It features various cell structures, including large, light-colored parenchyma cells and a darker, more densely packed vascular tissue region.

What we have heard from employers

Employers:

- aren't always sure where to start or how to embed inclusive recruitment practices in their business
- aren't always aware of the type of supports and assistance available
- want dedicated, easy to find supports and services
- can find it challenging to balance/drive multiple inclusion agendas
- can be fearful of 'saying the wrong thing'
- are unsure of the resource investment and potential risks.

EXISTING SUPPORTS AND SERVICES



Disability Employment Services

Disability Employment Services (or DES) is the Government's employment service for people whose primary barrier to work is their disability

DES Providers can assist employers who employ a person with a disability via the program with services such as **Post Placement Support** and **Ongoing Support**, as well as assistance engaging services and support via **JobAccess**.



Disability™
Employment
Services

AN AUSTRALIAN GOVERNMENT INITIATIVE

~315,000 participants

JobAccess

JobAccess services include:

- Advice and referral
- National Disability Recruitment Coordinator
- Employment Assistance Fund
- Supported Wage System

Contact JobAccess

1800 464 800

www.jobaccess.gov.au



Access for
People with Disability

Access for
Employers

Access for
Service Providers

About JobAccess

We're here to help anyone who's interested in disability in the workplace. JobAccess was created by the Australian Government to bring together the information and resources that can 'drive disability employment'.

JobAccess – Employer Toolkit

The **employer toolkit** includes guides and downloadable resources with practical advice on disability and employment.



Disability employment basics

Whether you're thinking about hiring a person with disability for the first time or have employees with disability already, there are a few things you need to know to make sure your practices are fair and accessible.

[Go to section](#)



Fundamentals for organisations

When organisations are looking to hire people with disability, or have already, knowing your obligations, what support is available, and how to create and review plans and policies is an important next step.

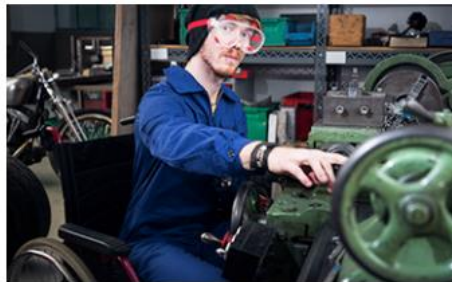
[Go to section](#)



Recruiting people with disability

There's a huge number of people with disability looking for work – you just need to know where to find them, how to attract the best talent and how to make recruitment accessible.

[Go to section](#)



Getting your workplace ready

Sometimes people with disability need adjustments to make sure they can excel in their jobs. Make sure you know your obligations, and the support available to make those changes happen.

[Go to section](#)



Managing your team

Once you've hired people with disability, it's important to make sure that they are supported in the workplace, and other team members know how to be inclusive.

[Go to section](#)

Disability Employment Projects

IncludeAbility

IncludeAbility is a national project developed by the Australian Human Rights Commission. The project aims to increase access to meaningful employment opportunities for people with a disability.

The program promotes a range of resources for both employers and people with disability.

www.includeability.gov.au



RecruitAble

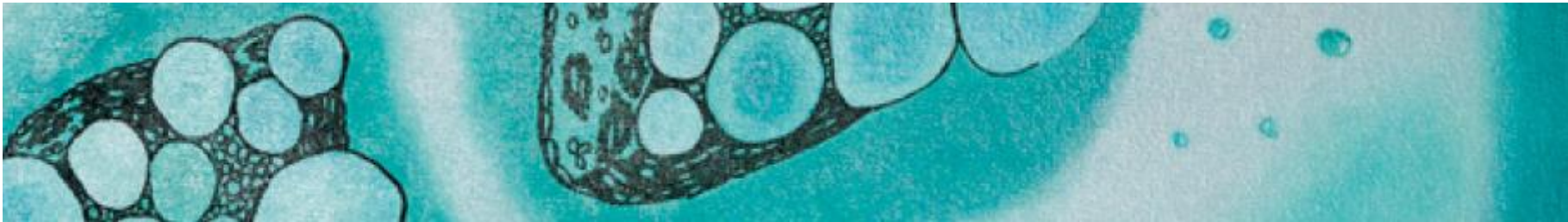


Get Skilled Access and Randstad Australia have partnered to deliver the *RecruitAble* pilot.

The pilot's aim is to reduce the employment gap for people with disability by changing attitudes to hiring, and making mainstream recruitment processes more inclusive.



THANK YOU



Contact us via email: dep@dss.gov.au