



Building a Skilled Workforce

Recruit a person with a Disability

To maintain strong performance and growth, business must overcome the double effects of an ageing workforce and skill shortages. As competition increases for valued workers, employers must be innovative to attract and retain skilled employees to meet the vital labour needs of their business.

It is important employers recognise Australia's labour market is changing as baby boomers retire and there are less younger workers replacing them.

Often people with disabilities are dismissed as unsuitable for a position, without thought to the real limitations of the job.

Disability can result from accident, illness, congenital or genetic disorders. There are many different kinds of disability. A disability may be visible or hidden, may be permanent or temporary and may have minimal or substantial impact on a person's abilities.

In many cases a simple modification of a workspace, or the delegation of some functions, would open up positions to people with a disability who are otherwise just as good, if not better than other candidates.

Research on employer feedback has shown that employers with a disability rated average or better on job performance, work safety, and attendance.

Many people with disabilities are capable of performing complex tasks, learning new skills and knowledge, and are just as productive as other workers.

Employees with a disability on average¹

- > Stay longer in a job than employees without a disability
- > Rate higher on reliability for attendance and sick leave
- > Have fewer recorded OH&S incidents

Research has shown that 90% of employers who employed a person with a disability would do so again.¹

Support Services

Job Access

If you have not previously employed a person with disability you may have some questions or require additional information about the process. JobAccess has been developed to meet your needs and to assist you to take the first steps to creating a more diverse workforce.

JobAccess is an information and advice service funded by the

Australian Government. It offers practical workplace solutions for people with a disability and their employers.

JobAccess includes a comprehensive, easy to use web site with resources and information and a free telephone information and advice service where you can access confidential, expert advice on the employment of people with disabilities.

Not sure where to start? Contact the JobAccess Advisers on 1800 464 800 or visit www.jobaccess.gov.au

Disability WORKS Australia

Disability WORKS Australia (DWA) is a charity established to facilitate the provision of employment for people with a disability by providing employers with access to a single, free, effective contact point for recruiting people with disabilities.

The Commonwealth and State Governments fund a range of programs to encourage employers to employ people with disabilities and a large number of

disability employment network services (DEN) support people with disabilities into employment.

For more information go to www.dwa.org.au

Work Experience Placements

There are many benefits of work experience for your business and for job seekers. You have the chance to try somebody out before hiring them, and they have an opportunity to gain experience and learn new skills.



¹ Information sourced from www.JobAble.gov.au Department of Employment and Workplace Relations



The Australian Government, through the Work Experience Placement (WEP) programme, will meet the cost of work-related insurance (personal accident and public liability insurance) for eligible job seekers with a disability to help overcome one of the main problems when organising work experience.

You will not be required to pay someone who participates in WEP. Work Experience Placements can be between 5 days and a maximum 8 weeks long. For more information go to www.jobaccess.gov.au

Apprenticeships and Traineeships

Apprenticeships and Traineeships for people with a disability combine paid work with accredited training leading to a nationally recognised qualification. Australian Apprenticeship Centres provide a 'one stop shop' service to simplify the process of registration, funding and administration for employers who employ traditional trade apprentices or trainees. The State and Australian Governments are committed to assisting people with a disability to maximise their participation in the workforce.

Apprenticeships and Traineeships are flexible and can be full or part-time, depending on industrial arrangements, to suit the needs of the employer and the employee.

School based apprenticeships or traineeships may also be available. These are designed to enable senior secondary students to combine school, training and employment. Students work as paid employees under a contract of training.

Financial Support

An employer who takes on an Apprentice or trainee with a disability, may be entitled to:

- > Australian Government incentives of up to \$4,000 or
- > Wage Support of \$104.30 a week for a full-time Apprentice or Trainee (pro-rata for part-time)

An employer may also be entitled to:

- > Workplace modifications of up to \$5,000 (GST excluded) if required
- > Up to \$5,000 (GST excluded) a year for Tutorial, Interpreter and Mentor Services
- > State Government funded training places with Registered Training Organisations

Incentives may also be available for an Apprentice or trainee who has become disabled during their Apprenticeship or Traineeship. If persons with a disability are not able to work at the same productivity level as their co-workers, the Supported Wage System should be considered. For more information go to www.jobaccess.gov.au

Further information can be obtained by contacting:

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