

Disability Employment Tools

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Some facts about disability

- As at Sep 3, 2019 - 48% of working-age (aged 15–64) **people with disability** were **employed**, compared with 79% without **disability**.
 - Graduates with disability take 61.5% longer to gain full-time employment than other graduates.
 - Almost one in five (18.9%) of people with disability aged 15-24 years experienced discrimination. In almost half of those instances, the source of discrimination is an employer.

Potential options for employers

There are organisations that provide services to ensure a comprehensive approach to disability employment. These include:

- Job Access.
- Australian Network on Disability.

Other options to improve pathways for people with disabilities and the disability confidence of the organisation include:

- Ensure job ads state that the organisation welcomes applications from people with disability
- Reserving one or two job interview spots for people with disability who meet key selection criteria for a particular role. This enables PWD to gain interview experience and enables panels to get experience discussing reasonable adjustments and imagining PWD in different roles
- Partner with a disability employment service. Find one that is committed to sustainable employment outcomes.
- place job advertisements where PWD will find them: Toozly (www.toozly.com.au) and Enabled Employment (www.enabledemployment.com) are two organisations
- See www.jobaccess.gov.au for information about hiring people with disability and support for reasonable adjustments that may be funded by the Australian government. But remember most reasonable adjustments cost nothing.
- Consider training and awareness for teams who will start working with a person with a disability. For example a vision impaired person will need the team to provide documents in accessible formats etc.
- Ensure you have a Reasonable Adjustments Policy. However, approach the discussion around reasonable adjustments as a positive one – “How can we make sure you succeed in this role”.
- Build trust with your employee with a disability by checking in often so you can resolve things as they arise. Trust and positive dialogue is more important than everything being perfect all the time.
- Approach universities, TAFEs and schools to enable work experience and internships. Sometimes these can be part of the practical placement requirement for a course. They are easy to set up and are a great pathway into a workplace for a person with a disability.
- Set up a disability or accessibility network to provide support for allies, hiring managers and people with disability in your organisation.