



Australian Government

Job Access

Driving disability employment

Removing barriers to opportunity: how to set graduates with disability on the path to employment success

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Pathways15 Online: Advancing Inclusion in 2020 and Beyond

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www.JobAccess.gov.au

Today, we will cover...

- Current scenario for graduates with disability
- Supports available through JobAccess
- Funding for workplace adjustments
- Supporting graduates with disability transition to employment
- Sharing information about disability



Icon: checklist with three tick marks and straight lines.

Disability in Australia

1 in 5
Australians

lives
with
disability

More than
2.4
million

have a mental or
physical health
condition

2.1
million

people of
working age
have disability

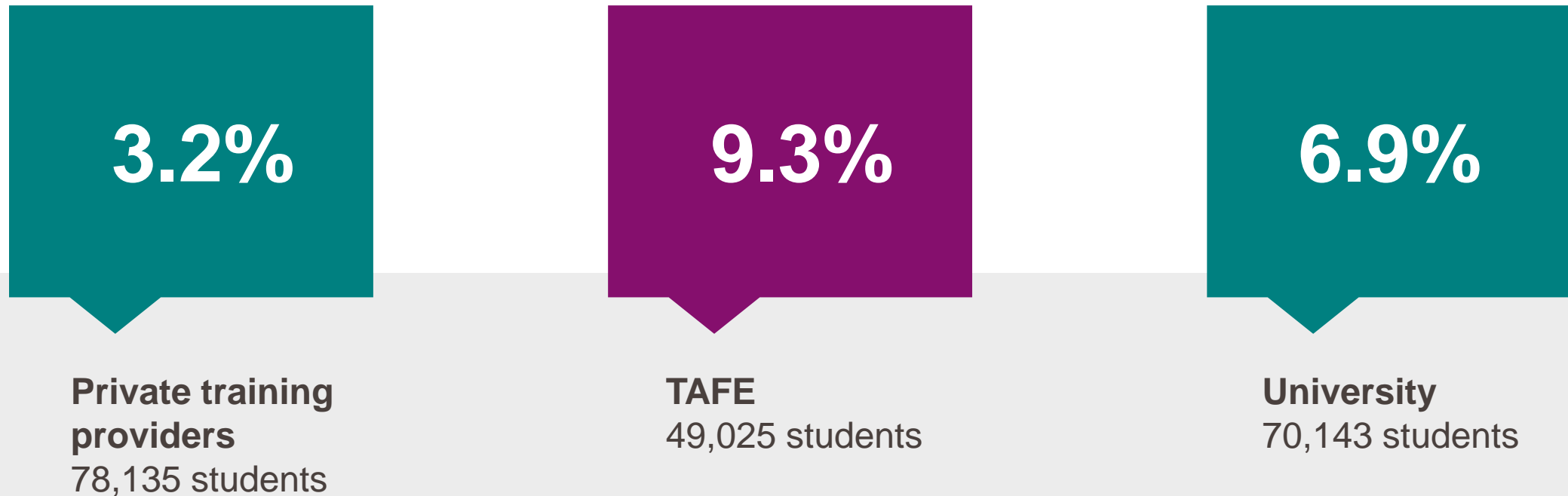
90%

of disability
is
invisible

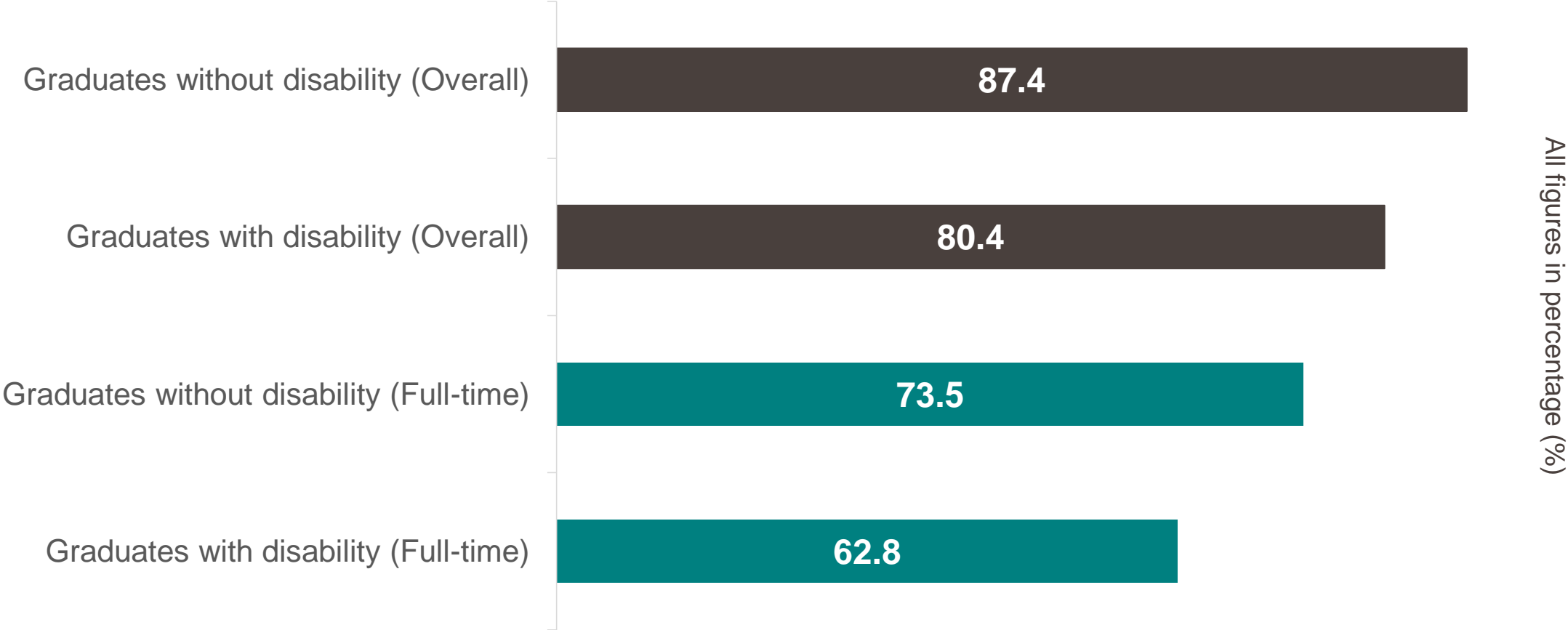
31%
of population

have
accessibility
requirements

Students with disability enrolled in tertiary education in Australia

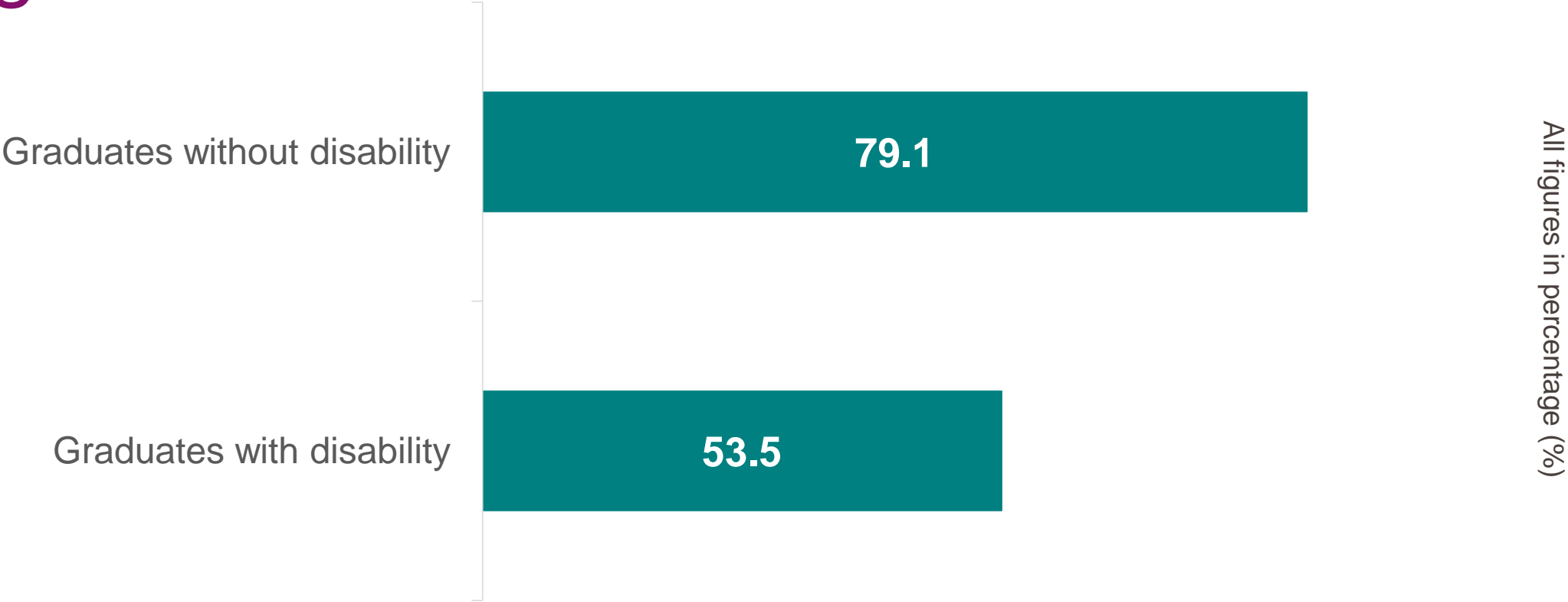


Overall and full-time employment rate



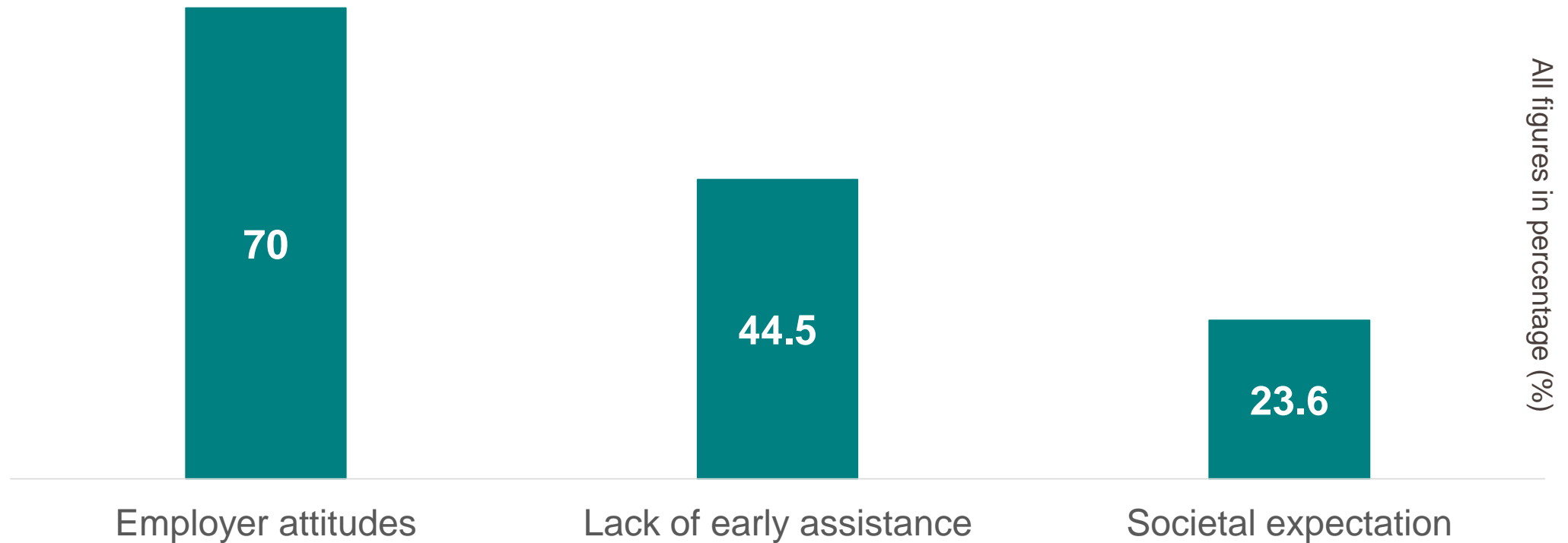
Source: 2018 Graduate Outcomes Survey (GOS), Quality Indicators for Learning and Teaching (QILT).

Post-training employment for VET graduates



Source: NCVET, VET student outcomes 2019: data slicer.

Barriers to employment for graduates with disability



Source: *Exploring Disability Employment Services consultant interactions with University students with disability*, Swayn, 2017.

JobAccess

The national hub for disability employment for people with disability, employers and service providers.

JobAccess: We are here to help



Diagram: a list of services under images of a computer, dollar sign, two heads, a handshake and binoculars.

All-in-one disability confidence toolkit

- Online resource for employers
- Disability employment strategies
- Career practitioners can use downloadable resources, videos and case studies to guide employers
- Visit www.jobaccess.gov.au



Picture: Employer Toolkit on the JobAccess website

Disability Employment Services

- Ensure a good job fit.
- Offer access to candidates with disability, provide support and information.
- *JobAccess vacancy service* shares employer vacancies with the local DES network at no cost.



Picture: logo of Disability Employment Services

Employment Assistance Fund

Provides financial assistance to purchase a range of work-related modifications and services to meet the access requirements of employees with disability.

Application process

An employer, employee or service provider can apply online @ www.jobaccess.gov.au.

JobAccess reviews the application, informs applicant of the outcome and whether a workplace assessment is required.

If required, a **free workplace assessment** is conducted to identify any barriers and recommend changes in the workplace.

Employer purchases the modifications and costs are reimbursed by JobAccess.

An eligible applicant must...

- Work at least eight hours per week.
- If self-employed, work at least 20 hours per week; earn an hourly income equivalent to National Minimum Wage.
- Have at least 13 weeks of employment.
- Be an Australian citizen or a permanent resident.
- Have an ongoing disability – two-year duration.



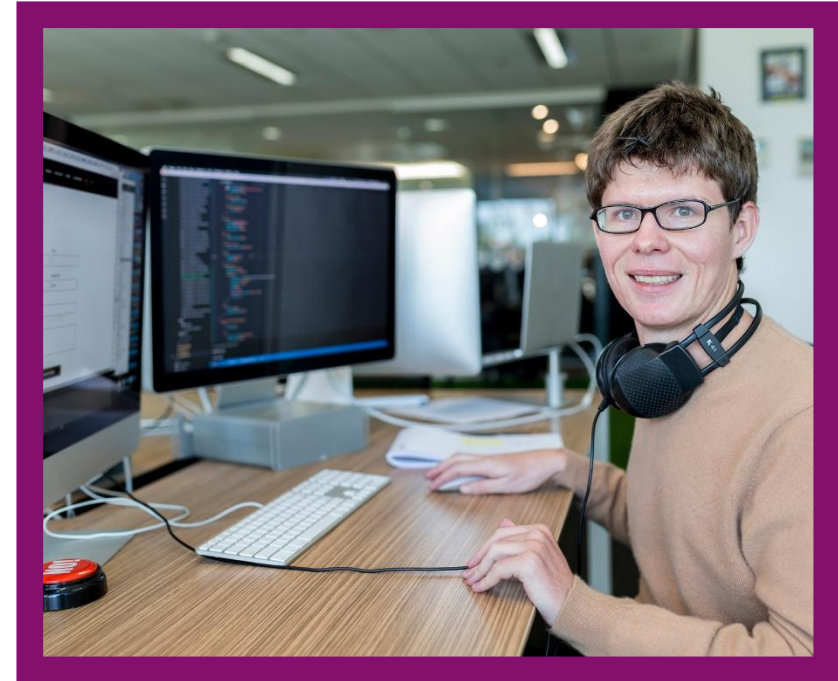
Picture: Woman looking at her laptop, talking over the phone, and writing notes at a work desk

Giving graduates a head start

Useful tips and resources for career practitioners to support graduates with disability transition into employment.

How to support graduates with disability?

- Identify inclusive employers
- Visit www.jobaccess.gov.au for expert tips, templates and resources
- *Stepping Into* internship and *PACE* mentoring program by Australian Network on Disability www.and.org.au
- Join our mailing list
www.jobaccess.gov.au/register



Picture: Man working on his computer in the office.

Dedicated programs to support graduates

- National Disability Coordination Officer (NDCO) program
- University Specialist Employment Partnerships (USEP) and TAFE Specialist Employment Partnerships (TSEP)
www.usep.com.au
- Australia Association of Graduate Employers (AAGE) Annual Big Meet events www.thebigmeet.com.au



Picture: An automotive mechanic at work in the factory.

Sharing access requirements

There are many reasons why a person may or may not choose to share information about their disability and access requirements.

What do students think about sharing access requirements?

57% of students believe

... it would be **beneficial to be open** during the recruitment process.

71% of students say

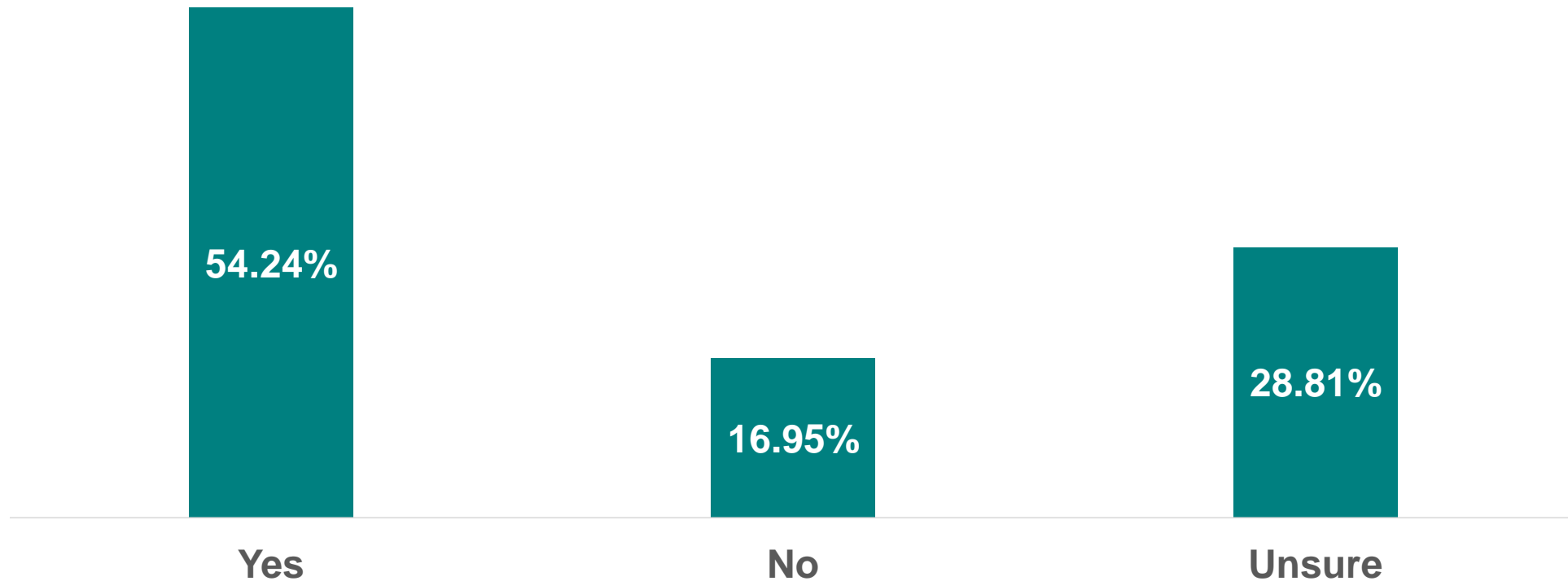
... the most important factor in encouraging them to share would be to **know what the benefits are.**

81% of students are

... more likely to share if they are told that the employer is disability confident **by their career advisor/service.**

Source: MyPlus Consulting, 2015 (United Kingdom). For more information about this report, please email: info@myplusconsulting.com.

Do graduates with disability intend on sharing access requirements?



Source: Australian Association of Graduate Employers candidate survey, 2017.

When to share access requirements?



No legal obligation for an employee to share information about their disability unless it:

- Affects their ability to do their job.
- Impacts their safety or the safety of other workers.



If an employee shares information about their disability:

- Employers should consider training or adjustments to accommodate their work-related needs.
- Ask for consent before sharing with others.

Some people may choose not to share and we need to respect that choice.

**We'd love to answer any questions
you have.**

Thank you

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