

**DISABILITY
EMPLOYMENT
NETWORK
MEMBERS.**

**WHAT WE CAN OFFER
THE PUBLIC SECTOR**

**Employees with Disabilities
in the WA Public Sector**

Workforce Participation

- **Unemployment rates of people with disabilities twice the rate of non disabled**
- **Employment participation rate of people with disabilities is 70% below non-disabled**
- **Average income of people with disabilities is 44% of the normal population**
- **Only 10% of DSP recipients have earnings from paid employment**

The National Average Income is \$63,675. $44\% = \$28,017$.

There are currently over 700,000 people on a Disability Support Pension.

Public Sector Participation

**Working Age People
with Mild to Moderate Disabilities**

4%

**Public Sector Employees
with Mild to Moderate Disabilities**

1.7%

The aim of the Public Sector is to employ 4% Disabled persons in its total workforce.

Current figures show 102,000 are currently employed through the public sector

The target is therefore is 4,080

Actual is 1,768.... A way to go

Barriers to Public Sector Employment

- **Attitudinal**
- **Industrial**
- **Entry qualifications**
- **Recruitment practices**
- **Policy**
- **Physical**
- **Training**
- **Supervision**
- **Resources**
- **Duties**

**How
Disability Employment Agencies
Can Help**

Before we begin...

Disability Employment Network:

- the term describes services funded under the Disability Services Act 1986 to support eligible jobseekers with disability into 'open' employment
- 'Open' refers to regular work in the community alongside workers without a disability. Award wages and conditions are a key feature

An Introduction to ACE

The Association of Competitive Employment (known as ACE) is the peak body for Open Employment Services to people with disabilities across Australia. 'Open' employment means regular work in the 'real world' with award-based wages and conditions, alongside people without a disability.

ACE's 34 members in WA, ranging from Port Hedland, East to Kalgoorlie and down to Esperance, help people with a disability find open employment by developing their skills, identifying jobs, readying workplaces and providing the right mix of support to secure and maintain quality employment in the longer term. ACE represents the interests of services providers to government and other stakeholders, with its membership base accounting for 80 per cent of the total sector.

ACE's members deliver specialist employment assistance and have in common the desire to provide effective and streamlined systems for people with disabilities who want regular employment opportunities.

DEN services for job seekers:

DEN providers focus their work on gaining jobs. To do this DEN providers have a focus on connecting the jobseeker to the job that best matches their skills, interests and capacity in order to ensure strong job retention rates.

Once the job is gained the focus is on assisting the client to **keep** the job

What does DEN do?

- Individual vocational guidance, planning and support
 - Individualised jobsearch strategies – including one to one job negotiation with employers and job creation
 - Work trials or Work Experience to test the suitability of the selected job and facilitate ‘reality checks’ with the jobseeker in some instances
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What does DEN do?

- Support in managing disability-related issues before and after starting work
 - On-the-job support to assist in settling into a new job – including training, co-worker education and regular workplace visits
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Supporting Employers

- Recruitment and selection assistance
 - Technical assistance with workplace adjustments
 - Job creation and design services assisting employers to think creatively about the ways jobs are structured
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Supporting Employers

- Facilitating access to; Workplace Modifications, Wage Subsidies and the Supported Wage System (Capped only)
 - Re-training of employees as required
 - Advice and training to co-workers
 - Job in jeopardy support
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Post-Placement Support

- A key distinguishing feature of DEN
 - On-the-job for many
 - Off-site for those who do not require on-the-job support or do not disclose their disability
 - Regular on or off-site visits &/or contacts
 - **Ongoing** & can be long term in nature
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What do jobseekers think of us?

“I like all the professional help they have given me, and the moral support”

“Friendly, supportive, encouraging, interested in me as a person (not just a statistic), patient and understanding in times of ill health or confusion”

What do employers think of us?

“High staff turnover has always been a problem for us. But the employees our Disability Employment Network provider has supplied turn over less frequently. They seem to have the ability to do the job much better and they last much longer.” Retail Manager, NSW

What do employers think of us?

“Our local Disability Employment Network provider found us a staff member who is focused, motivated, values the job and has access to the level of support needed to do the job. All of this takes pressure off me.”

Market research proprietor, NSW

Placement and Support Services

- **Jobs Audit**
- **Access Audit**
- **Candidate Identification**
- **Disability Awareness Training**
- **Wage Subsidies**
- **Workplace Modification Subsidies**
- **Graduate Employment**
- **Apprenticeships and Traineeships**
- **On-the-Job Support**

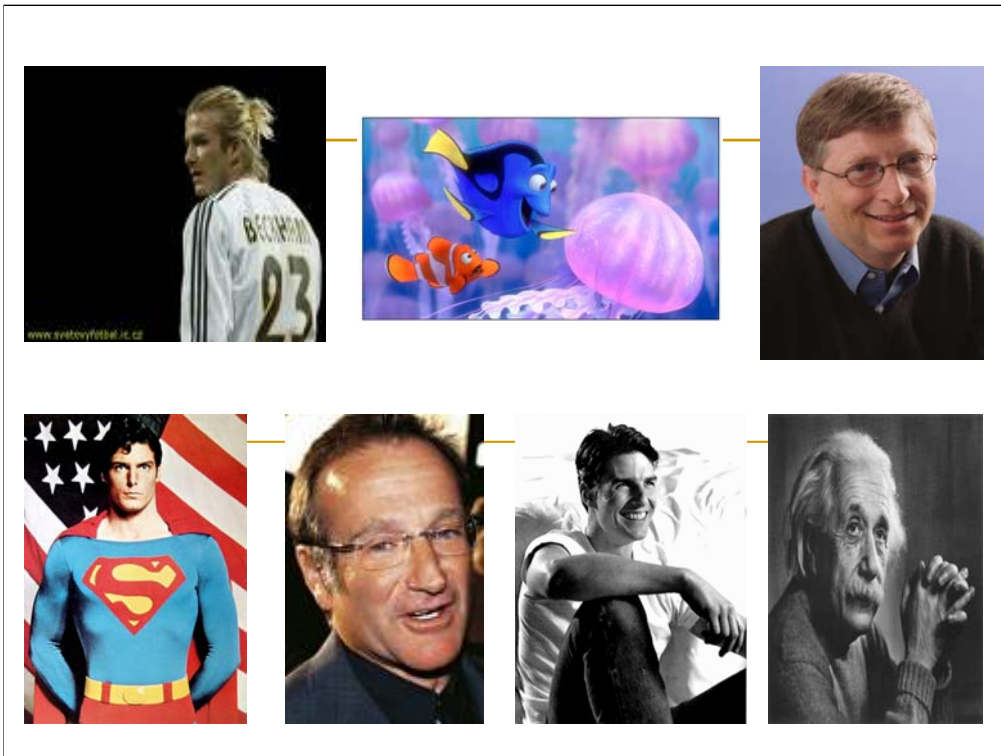
On-the-Job Support Strategies

- **Job Co-ordinator**

- **Co-Worker Support**

WIIFM?

- Assists agency to meet its equity performance targets
- Helps agency achieve the 'triple bottom line'
- Positions agency as an 'employer of choice'
- Enhances agency's internal profile
- Enhances agency's public profile
- Brings to agency a dedicated, motivated and loyal workforce
- Delivers to agency improved attendance, safety and turnover outcomes



David Beckham- OCD

Nemo- Short Fin
Paraplegic

Bill Gates- Aspergers

Einstein- Autism

Tom Cruise- Dyslexia

Robin Williams- Bi-Polar and ADHD

Christopher Reaves (Superman)-