



Community Employment Partnership

BELONGING MATTERS & ROTARY
EMPLOYMENT PARTNERSHIP



Good for Business

Employment is important for all people. It gives us a sense of self-worth, purpose, financial security, relationships and friends.

People with intellectual disability are one of the most underemployed groups of people in Australia with only 16% employed in the open market. Often people with an intellectual disability are in a permanent cycle of job training, job courses and work experience without these experiences ever leading to meaningful employment.

People with intellectual disability and/or autism are not able to compete for employment in the open market in the same way as others. Although having the skills and other attributes to offer a workplace, they lack pathways into the job market and can find it difficult to demonstrate on paper or at an interview what they could bring to the workplace.

Workplace Benefits

Businesses that represent and cater for all consumers in products and services will attract a diverse clientele and can tap into an emerging market place. Inclusive workplaces can stand out in the market place, and can act as a point of difference from other businesses. Many businesses say that increased diversity in their team increases innovation, solutions to problems and inspire creativity.

Businesses that employ people with disability have found their employees to be hardworking, dedicated and often require much less support than anticipated. According to research, the benefits of hiring people with a disability are:

- fewer accidents at work— lower workers compensation costs for people with disability
- lower absenteeism and often take less sick leave than other employees
- lower hiring costs
- build staff morale
- increase customer and staff loyalty

(Source: Research Graffam, J. Smith, K. Skinkfield, A & Polzin (2002))

Another study conducted on behalf of Telstra Australia found that there were no significant differences when comparing people with disability to people without disability in the areas of performance, productivity and sales.

Contact us to learn more about the Belonging Matters' Community Employment Partnership



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Busting Common Myths



Myth 1 - People with Intellectual Disability have limited skills and are only suited to certain jobs

As with everyone in broader community, people with Intellectual disability and Autism have a wide range of skills, talents, interests and abilities. It has been suggested that people with disability have developed skills, patience, fortitude and different ways of learning and are highly adaptable. People with disability work in all areas including professional, administrative, trade, retail, and run their own businesses.

Myth 2 - People with disability do not want to work

As with the broader community, most people want to work - it provides financial security, purpose, personal fulfillment, and an opportunity to increase social connections. Like all people, people with a disability seek purpose and contribution to society, and do want to work but need more opportunities.

Myth 3 - People with disability would be less reliable or less productive

This has been unfounded both in statistics and by employers. Statistically people actually stay in a job longer, have less absenteeism, than non-disabled employees.

Myth 4 - People with disability have a higher accident rate and other safety issues

Businesses should have already in place Occupational Health and Safety policies and procedures for all employees. Statistics reflect that employing people with a disability **does not** increase employer liability or the rate of incidents and accidents. All staff require OH&S induction on commencement, they also require training and induction around cyber or financial security, privacy etc. People with a disability, like other people can learn and avoid risks.

Myth 5 - Workplace modifications are expensive

Workplace modifications do not always mean structural changes to work space. Some modifications can be quite easy, such as the height of a desk, a task list or pictures of layouts or information in Easy English. The Commonwealth government Employment Assistance Fund may provide funds to cover costs of alterations to accessibility.

Myth 6 - People with disability will negatively affect workplace culture

Often concern that employing people with disability will disrupt the productivity and have a negative impact on workplace morale. Research shows that the opposite of this is true. People with a disability actually increase workplace moral.

Myth 7 - It is difficult to attract qualified applicants with disability

Inaccessible websites, application processes and advertisements can be an immediate barrier to people with intellectual disabilities applying for a position. Face to face interviews with several people on the selection panel can be daunting and people may not perform well at them, but this may not reflect how well they can perform the role. Other ways to recruit the right people could include accepting alternative forms of applications - such as video applications. Some workplaces unknowingly cut out potentially excellent candidates by way they advertise.

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Creating Opportunities

The CEP team support businesses to create the right role for a person with disability. We work closely with individual job seekers and can offer onsite support and training to ensure smooth transition into the workplace. This is a very individualised process, and involves customising a job to ensure the role is mutually beneficial.

What is Job Customising?

Job customisation involves carving or reallocating certain tasks or duties of a job role thus customising a role for a particular candidate. Job customisation matches the skills, interests and strengths of the job seeker to the needs of the business.

Job customisation can be an opportunity for experienced and skilled staff to take on more responsibility while the person with disability is able to work to their strengths. Job customisation needs to be of benefit to the profitability of the business.

Customised or carved job roles might assist a business in regard to:

- jobs that are not getting done or jobs that could be completed more often
- tasks other employees are doing that takes them away from their area of expertise
- peak times where other staff are under pressure with too much work or when customers are walking away because they cannot be seen to
- busy times where extra help can be used, rather than pay other staff overtime

As customised employment specialists, Belonging Matters CEP mentors can help businesses to develop customised roles in the workplace. They are available to:

- Have a conversation with business about potential roles
- Source the ideal candidate for roles
- Support the workplace and the candidate ongoing or for as long as either party needs
- Always be a phone call away from any potential concerns that may arise

Interested in discussing inclusive options for employment in your business? We would love to hear from you!