

Belonging Matters Community Employment Partnership (CEP) Project

Employer and Business Information

The CEP Project

Employment is important for all people; it gives us a sense of self-worth, purpose, financial security, relationships and friends. However, people with intellectual disability and/or autism are one of the most underemployed groups in Australia, with only 16% employed in the open market and only 5% have paid work as their main source of income.

The CEP project aims to address some of the barriers to employment for this group and increase our collective response to improve employment inclusion for those with a disability.

The impact of not having a job is clear. Many people with intellectual disability and/or autism are living below the poverty line (45%). Low expectations and negative assumptions create barriers to employment, as does a lack of opportunities due to social isolation and personal connections to work.

The CEP project in partnership with Rotary, aims to work with businesses to change the employment outcomes of people with intellectual disability and/or autism, to create a future where employment is an expectation rather than an exception.

Benefits for Business

Hiring someone with a disability for an award wage not only change someone's life for the better but can provide some great benefits to businesses.

In general, businesses find that employees with disabilities:

- Are highly regarded, have a high work ethic and positive outlook
- Are hardworking, dedicated and require less support than anticipated
- Create a positive work culture and increase customer and staff loyalty
- Have fewer accidents at work and lower absenteeism
- Build staff morale and increase customer loyalty

(Graffan, J., Smith, K., Shinkfield, A., Polzin, U, 2002).

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



**Mike finds work at
Keysborough Golf Club**



WATCH VIDEO

Mike and Keysborough Golf Club

After searching for inclusive employment for years, with the assistance of the Community Employment Partnership, Rotary Central Melbourne and Keysborough Golf Club, Mike landed his dream job at the Keysborough Golf Club. Watch video <https://youtu.be/72aN-k-Pfd8>

Finding the Right Person for your Business Needs

It starts with a conversation....

We want to take time to understand your business, answer any questions and help you develop a role that benefits both your business and the employee.

Our CEP business mentors will come to you to discuss potential job roles within your business, looking at ways to increase productivity for other employees or adapt an existing role. We can also provide information on developing strategies to ensure inclusive practice in the workplace.

Once we have an idea of your business needs, we will look for a suitable participant match who has the skills and strengths to fulfil the role. We will then provide intensive on-the-job support, mentoring and training for participants and staff, to build independence and positive experiences at each stage.

No two businesses or people are exactly the same, so we're here to help.

Questions?

Do I have to offer a role? While we are keen to discuss the CEP project with businesses, we realise not all businesses will be in a position to offer a role straight away and may need time to explore options. Every business is different; some opportunities will take longer than others to develop. Even if you decide you are not able to offer a role at the moment, you may be able to in the future or know another business that can. Every conversation helps.

What if it doesn't work? We will do everything we can to ensure the employment process is a smooth one, and ensure we are always available to address any challenges you have along the way. As with any employee, sometimes the job match is not right and that's OK! Every experience of paid work helps to build the skills and knowledge for future work.

Are there financial incentives/wage subsidies for taking part? It's important that employees are provided with 'real work for real pay'. To be sustainable, employers should expect to create roles that fulfill the requirements of an award-based rate, without subsidies or other employer incentives. Businesses may be eligible to receive Government Employment Assistance Funds for workplace adjustments if needed.

Belonging Matters is a not-for-profit, education and advisory service that was established in 2003 by people with disabilities and their families. The main purpose of Belonging Matters is to assist people with a disability to belong and contribute to the social and economic fabric of the community. Belonging Matters has been recognised as a leader through a National Disability Award in Social Inclusion and through its various partnerships with the University of Melbourne and the National Alliance of Capacity Building Organisations.

Funded by the Australian Government Department of Social Services.

Get In Touch

If you have a business and are interested in knowing more about the CEP project, please call or email.

We would love to hear from you.



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