



Australian Government

Job Access

Driving disability employment



How JobAccess can help Tertiary Providers better support employees with disability

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www.JobAccess.gov.au



Budyeri kamaru / Hello

Gadigal

We acknowledge the Traditional Custodians of the land upon which we live and work, and pay respect to Elders past, present and emerging.

Today, we will cover...

- Supports available through JobAccess
- What are workplace adjustments and how to support staff
- How to access funding for adjustments through the Employment Assistance Fund (EAF)
- How JobAccess can help employers be confident in recruiting and retaining people with disability



Image: woman smiling at the camera.

JobAccess: We're here to help



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

Workplace adjustments

Any **administrative, environmental or procedural changes** that enable people with disability to have equitable employment opportunity and work effectively and comfortably.

What do you know about workplace adjustments?



70%

haven't heard of workplace adjustments.



66%

of people with disability aren't aware of workplace adjustments.



Only 1 in 3

see workplace adjustments as something that is easy.

Source: 'Understanding disability and the Australian workplace' survey by JobAccess. Sept 2021.

What do you know about workplace adjustments?



2 in 5

estimate the cost of workplace adjustments to be significant.



35%

agree that talking about workplace adjustments with an employee is outside their comfort zone.



61%

are unsure or do not know how to arrange workplace adjustments for an employee with disability.

Source: 'Understanding disability and the Australian workplace' survey by JobAccess. Sept 2021.

Making workplace adjustments can...



Increase work performance



Increase staff retention



Increase staff capabilities



Improve access to buildings and rooms



Become part of everyday work practices

Workplace adjustments can be made to the...

- Physical environment
- Recruitment process
- Job design process
- Training and development



Image: man sorting mail at the post office.

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.

How JobAccess facilitates workplace adjustments

Expert, confidential advice on adjustments
Advice service @ 1800 464 800

Independent workplace assessments conducted by
National panel of assessors

Financial assistance for workplace adjustments through
Employment Assistance Fund



Image: woman using assistive technology at work.

Application process

An employer can apply online @ www.jobaccess.gov.au.

JobAccess reviews the application, informs employer 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 employee should...

- Work at least eight hours per week
- If self-employed, work at least eight 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

* A jobseeker with a Job Plan may also be eligible to apply

Who owns the modifications?

- Ownership must be agreed to in writing
- Ongoing maintenance, repair or replacement are the owner's responsibility
- Portable modifications should be taken by the employee upon changing jobs
- If employee isn't the owner, the owner should ensure modifications move with the employee, transferred to their provider or retained for another person with similar needs



Image: two women looking at a laptop screen and having a conversation at work.

EAF also provides funding for...

- Auslan interpreting for work-related tasks, including job interviews and meetings
- Disability awareness, Deafness awareness and Mental Health awareness trainings that are aimed at increasing confidence and reducing stigma
- Access to specialist services for one-to-one individualised support



Image: man pointing at a board while delivering a training session.

The impact of workplace adjustments on...



Retention

96%

of employees remain with the same employer after receiving EAF support.



Productivity

95%

of employers indicated employee productivity increased.



Results

100%

of employers reported EAF achieved desired outcomes post implementation.

Diagram: employer feedback on the EAF under images of two heads, two mechanical wheels and a rising bar graph.

Building disability confidence

The National Disability Recruitment Coordinator (NDRC) – your dedicated Disability Recruitment adviser.

How NDRC supports employers



Partner

with the NDRC team to build your organisation's disability confidence and capability.



Access

a dedicated Disability Recruitment Adviser at no cost.



Broadcast

your vacancies to attract candidates with disability via DES providers.

Email: jobs.ndrc@workfocus.com

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



Image: Employer Toolkit on the JobAccess website

Disability Employment Services

- Access to candidates, support and information
- JobAccess Vacancy Service shares employer vacancies with local DES network



Image: logo of Disability Employment Services

Sharing access requirements

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

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.

JobAccess: 16 years of service and innovation



Supported
415,000+
people with
expert advice and
support.



Managed
60,000+
applications for
workplace
adjustments.



Partnered with
360+
larger employers to
build disability
confidence.



Lodged
15,200+
complaints or reports
of abuse through the
CRRS and the Hotline.

Diagram: listing support delivered by JobAccess under icons of a speech bubble, document, three heads and a telephone receiver.

Frequently asked questions

Common queries from employers JobAccess services and supporting people with disability in the workplace.

Common employer queries...

- Is there a limit on how many times an employee can apply for EAF funding?
- What's the scope of adjustments for physical buildings and facilities through EAF?
- Can public sector agencies apply for EAF?
- How can we get support from JobAccess for a work experience program?
- How can we support employees with managing mental health in the workplace?

Thank you

Contact us

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1800 464 800

www.jobaccess.gov.au

jobs.ndrc@workfocus.com

JobAccess on LinkedIn

#EmploytheirAbility



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