



Australian Government

**Job Access**

Driving disability employment



National Disability Coordination Officer Program  
An Australian Government Initiative



Queensland  
Government

# Setting up for success: how JobAccess supports graduates with disability to transition into employment

**Daniel Valiente-Riedl**

General Manager, JobAccess

**NDCO webinar**

Wednesday, 29 April 2020

[www.JobAccess.gov.au](http://www.JobAccess.gov.au)

# Today, we will cover...

- Current scenario for graduates
- Supports available through JobAccess
- Funding for workplace adjustments
- Supporting graduates into employment
- Sharing information about disability
- *“What happens if I tell you?”* – perspectives from Queensland Public Service Commission



*Icon: checklist with three tick marks and straight lines.*

# Disability in Australia

**1 in 5**  
Australians

live  
with  
disability

More than  
**2.4**  
million

have a mental or  
physical health  
condition

**2.1**  
million

of  
working age  
have disability

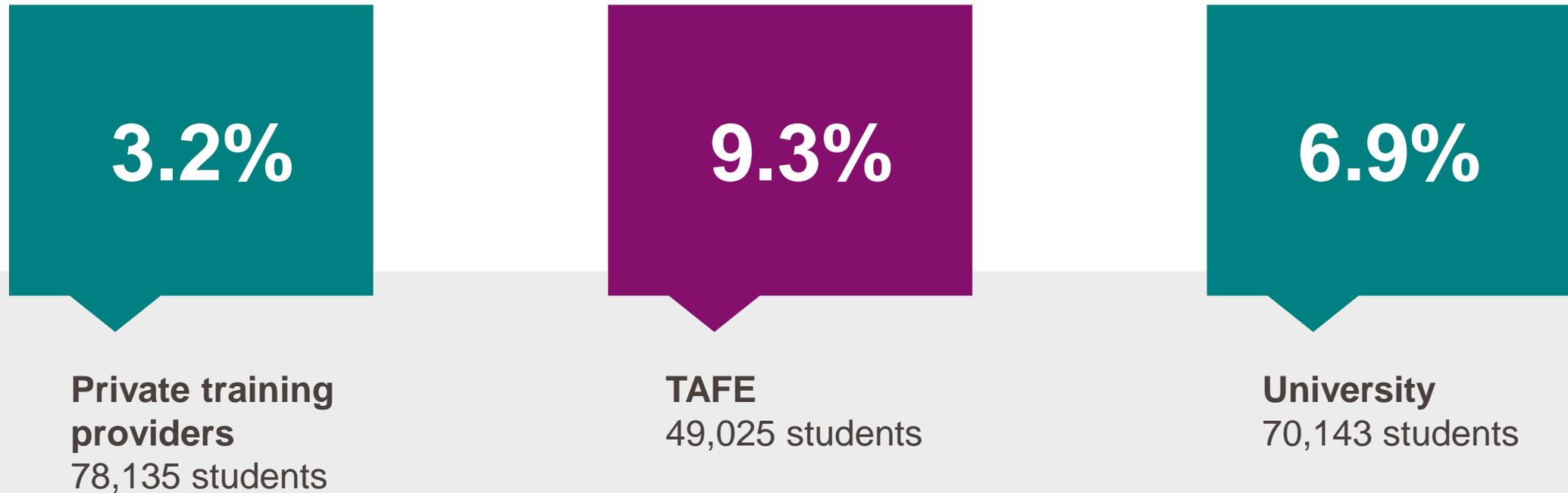
**90%**

of  
disability  
is invisible

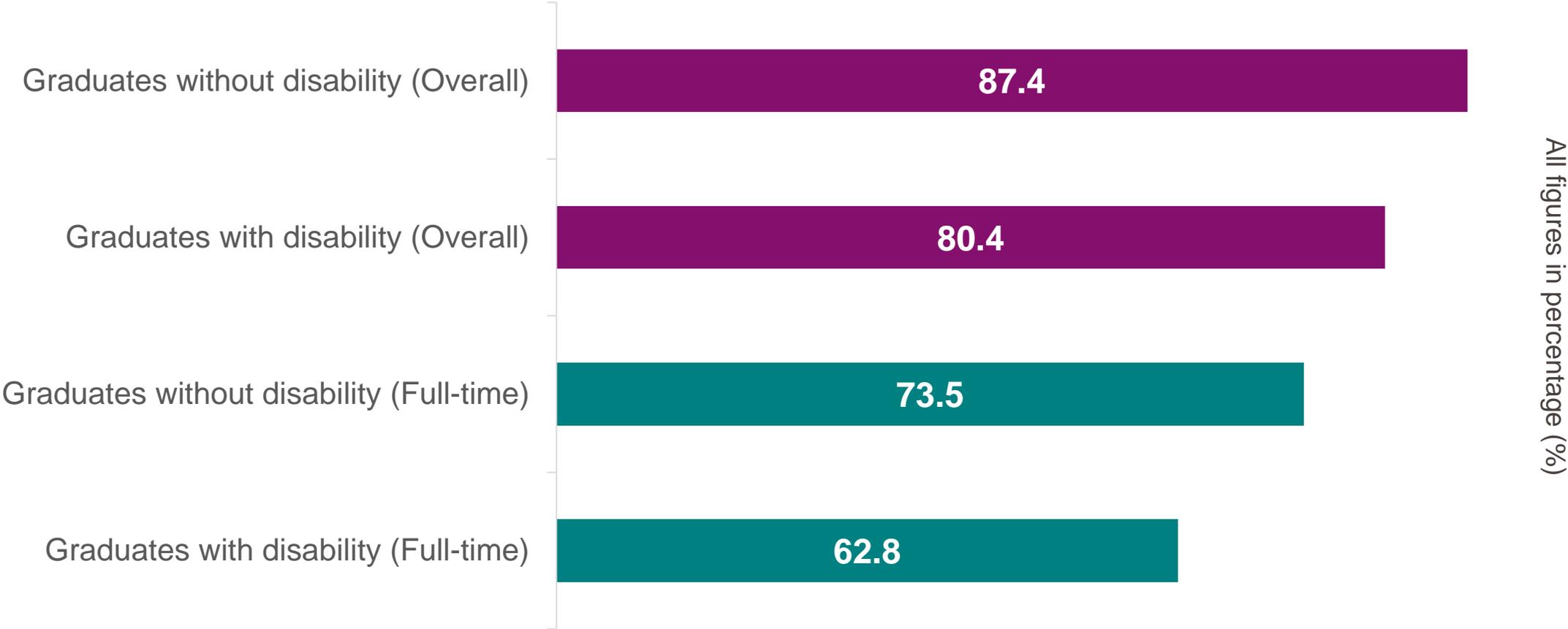
**31%**  
of population

have  
accessibility  
requirements

# Students with disability enrolled in tertiary education in Australia

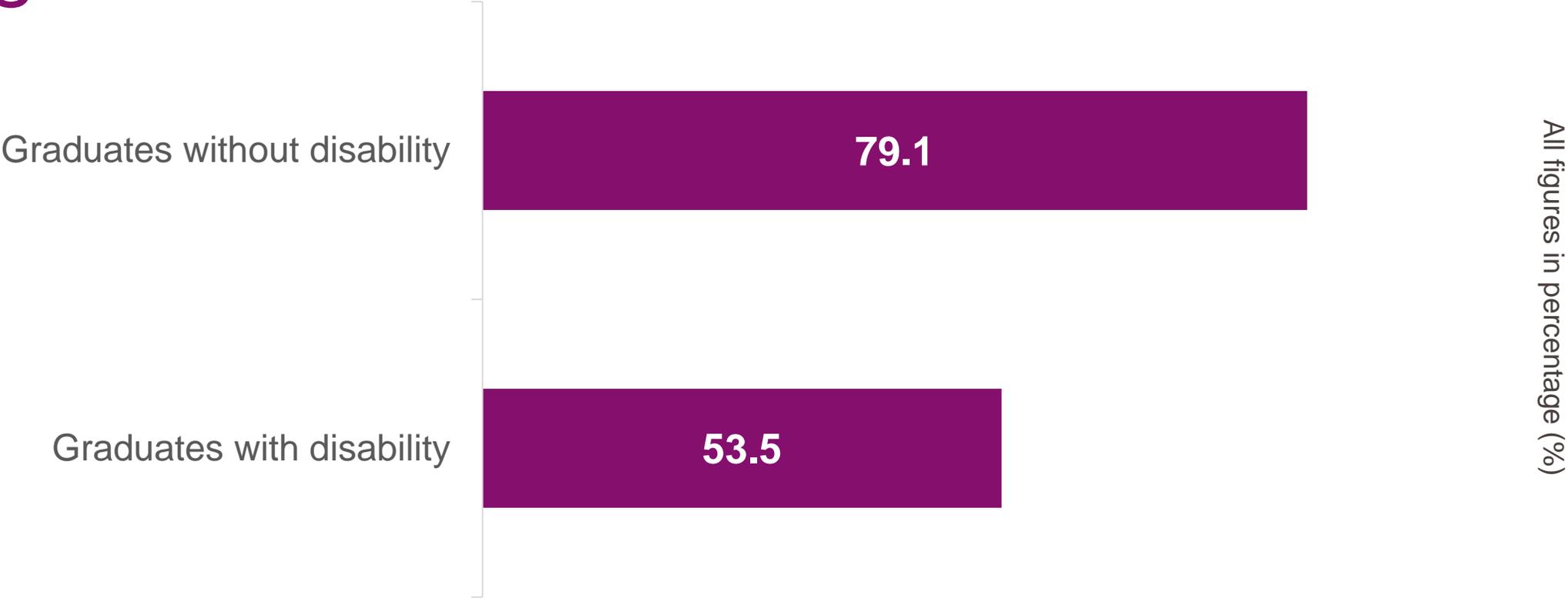


# Overall and full-time employment rate



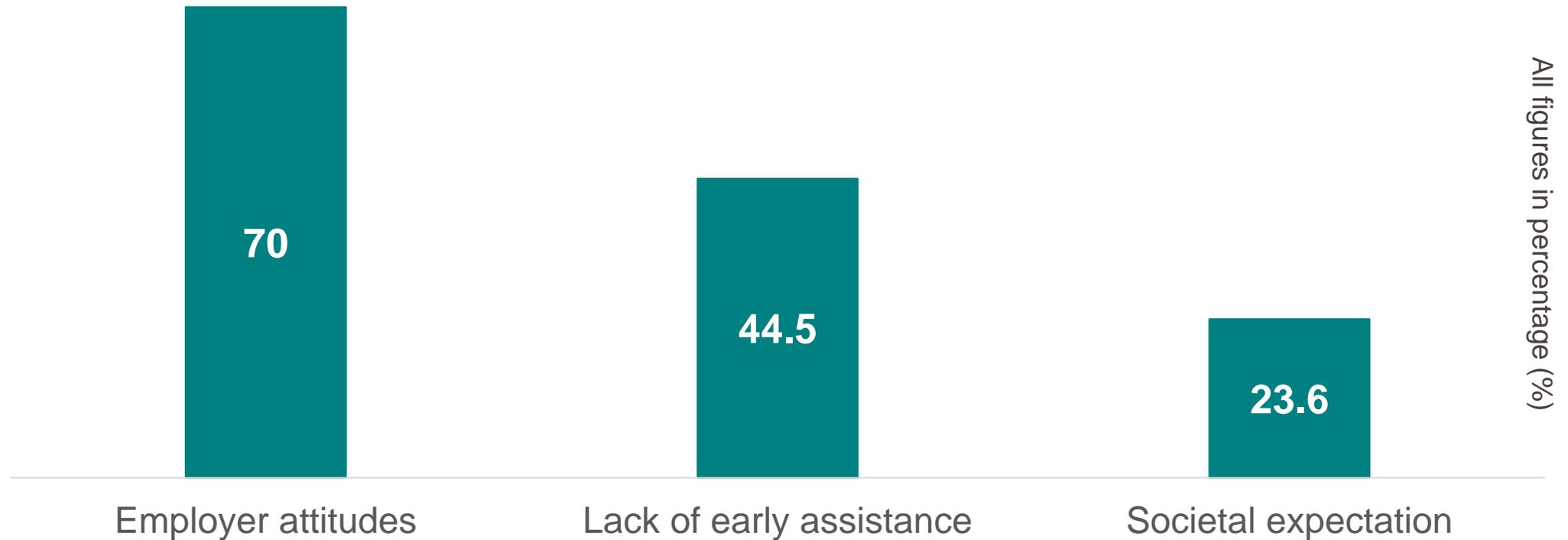
Source: 2018 Graduate Outcomes Survey (GOS), Quality Indicators for Learning and Teaching (QILT).

# 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.

Poll question 1

**Have you heard about JobAccess?**

# 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](http://www.jobaccess.gov.au)



*Picture: Employer Toolkit on the JobAccess website*

# Disability Employment Services

- Access to candidates, support and information.
- JobAccess vacancy service shares employer vacancies with the local DES network at no cost.



*Picture: logo of Disability Employment Services*

Poll question II

**Do you know how the Employment Assistance Fund can support people with disability at work?**

# 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](http://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...

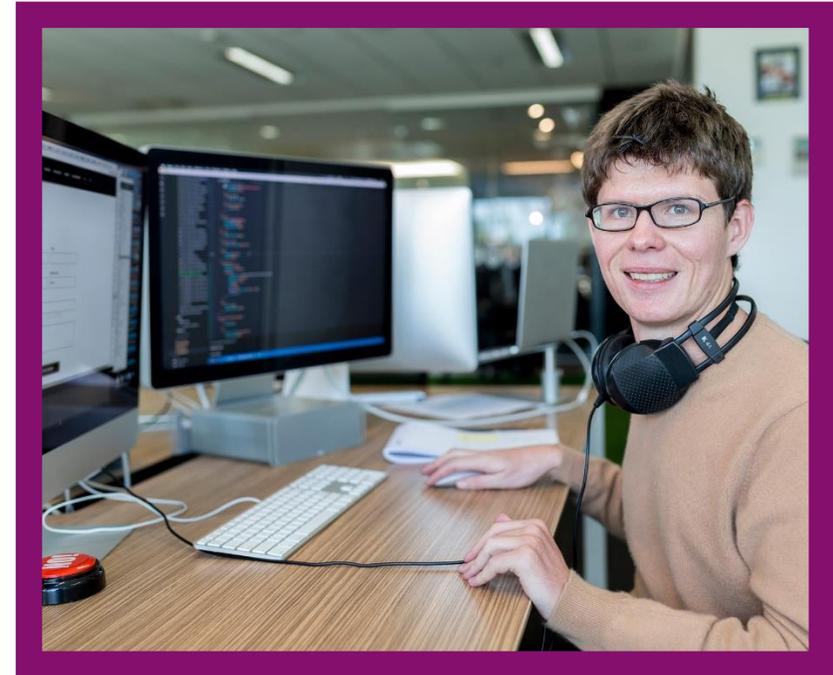
- Work at least eight hours per week.
- If self-employed, work at least 20 hours per week; earn an hourly income equivalent to National Minimum Wage.
- Have at least 13 weeks of employment.
- Be an Australian citizen or a permanent resident.
- Have an ongoing disability – two-year duration.

# 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](http://www.jobaccess.gov.au) for expert tips, templates and resources
- *Stepping Into Internships* by Australian Network on Disability [www.and.org.au](http://www.and.org.au)
- Join our mailing list  
[www.jobaccess.gov.au/register](http://www.jobaccess.gov.au/register)



Picture: Man working on his computer in the office.

# How to support graduates with disability?

- University Specialist Employment Partnerships (USEP) and TAFE Specialist Employment Partnerships (TSEP)  
[www.usep.com.au](http://www.usep.com.au)
- Australia Association of Graduate Employers (AAGE) Annual Big Meet events [www.thebigmeet.com.au](http://www.thebigmeet.com.au)



*Picture: An automotive mechanic at work in the factory.*

Poll question III

**Are you aware when a person with disability is required to share information about their condition?**

# 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**

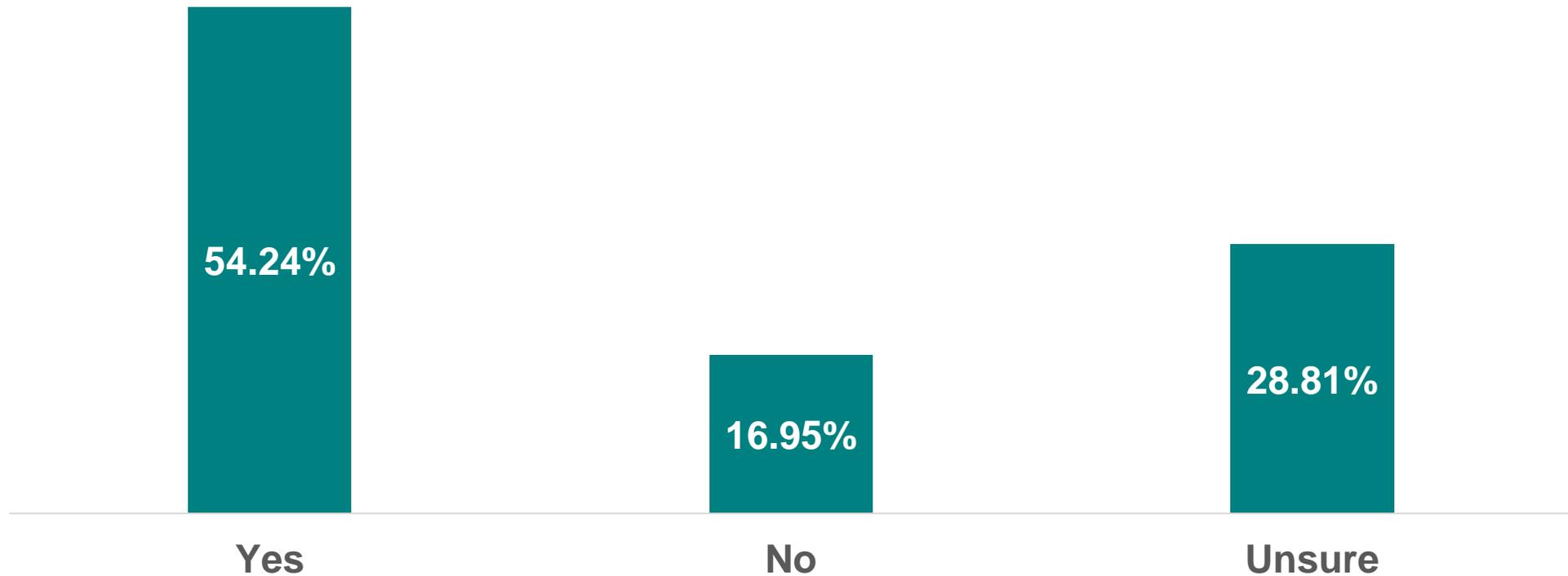
... the most important factor in encouraging them to share would be to **know what the benefits are.**

**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](mailto: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.



# What happens if I tell you?

**Allana Bianchi**

Manager, Workforce Futures and Inclusion – Queensland Public Service Commission

# Queensland public service

Graduate recruitment for people with disability

# Qld Government graduate programs

- Policy Futures, Greater Graduate Program and IT Graduate Program (**not yet open**)
- Department of Transport and Main Roads, Queensland Audit Office, and Queensland Treasury (**open now**)

## Disciplines

- Vary from program to program
- *Policy Futures* – all disciplines
- *IT Program* – all disciplines (recruit from both IT technical backgrounds e.g. information technology, computer science degrees to non-technical backgrounds e.g. to marketing, procurement and project)
- *Queensland Treasury* – Economics, finance, accounting, commerce, public policy, law, mathematics and statistics





# Qld Government graduate recruitment

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- First point of contact is generally through an online portal
  - Expression of interest by candidates
  - CVs are submitted, as well as other information (demographic, areas of study etc)
- Different programs use different processes to select candidates, eg:
  - Video submission
  - Psychometric testing
  - Assessment centres

# Support for people with disability

## Recruitment process

- Providing examples of adjustments that
- can be made for each stage of the process
- Asking candidates to advise of any other adjustments
- Encouraging candidate to make contact to discuss requirements
- Conducted video interview assessments over the phone

**Recruiters may not know what candidates need..... please tell!**



# Building the Queensland Government employer brand #BeHere4Qld

- By supporting people with disability, we are strengthening our employee value proposition
- In late 2016, sector employees were asked to rank five reasons to **#BeHere4Qld** – what they value in working for the Queensland Government.
  - **be the difference** – make Queensland better through what you do
  - **be challenged** – create a career with Queensland's largest employer
  - **be rewarded** – benefit from competitive pay, conditions and development opportunities
  - **be balanced** – find a healthy blend of work and life with contemporary flexible work practices
  - **be you** – bring your authentic self, diversity is embraced.





# Assessment centre adjustments

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- Provide printouts of powerpoints
- Make sure there are regular breaks
- Advise candidates with disability who they can talk to for support throughout the process
- Provide quiet areas
- Set a comfortable and calm tone for the centre, to reduce stress



# Examples of adjustments

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- Provide more time for assessments (online, video or during assessment centre)
- Provide alternative materials for instructions
- Provide alternative technology for the process
- Provide support/contact person throughout the process

**Adjustments are made for people in the workforce all of the time, for permanent or temporary basis**

**Queensland public support supports flexible work**



# Advice to students

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- Don't be afraid to mention your disability when registering on the Portal
- Let program coordinators know if you require adjustments – we want to give you the best opportunity to show what you have to offer
- Adjustments will be supported wherever possible, for recruitment and for roles within Queensland Government

**Be courageous** – tell us what you need!

<https://www.qld.gov.au/jobs/finding/graduates>



Developed by the  
Public Service Commission

(07) 3003 2800  
[commission.psc@psc.qld.gov.au](mailto:commission.psc@psc.qld.gov.au)



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Over to you...

**Any questions?**

# Thank you

**Contact us**

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1800 464 800

[www.jobaccess.gov.au](http://www.jobaccess.gov.au)

[jobs.ndrc@workfocus.com](mailto:jobs.ndrc@workfocus.com)

JobAccess on LinkedIn

#EmploytheirAbility



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