

# education → employment

## Redefining the boundaries.

Building the skills and linkages between tertiary disability services and career and employment service providers.

**Debi Toman – Western Sydney NDCO Program**

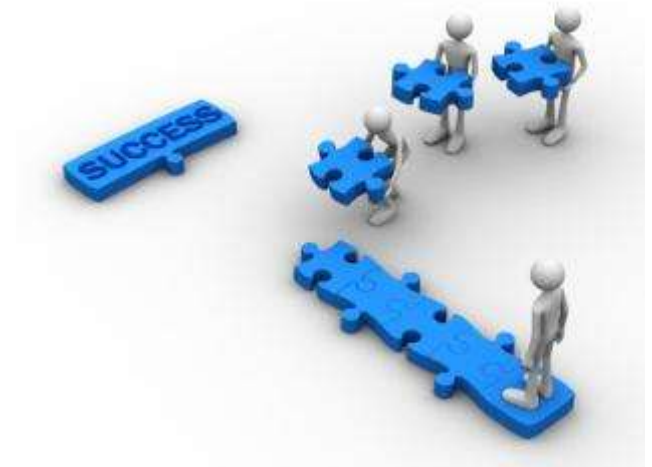


# What is the NDCO Program?

**An Australian Government initiative  
to assist people with disability access  
post-school education, training and  
subsequent employment**

# Our Goals

- **Improve transitions**
- **Increase participation**
- **Establish better links**



# Graduates with disability are less likely to gain employment than graduates without disability



## Overview of this session

- **E2E Website and workshop**
- **NSW/ACT Uni Careers Forums**
- **Other NDCO initiatives**
- **Australian Network on Disability initiatives**

## Rationale

- **The experience of graduates with disability**
  - **What about existing services?**
    - DES services
    - Tertiary career services
- 
- TARGET GROUP**

# E2E Project Overview

## Main components:

- Update and extend the E2E website
- Develop a workshop
- Distribution of final products and promotional materials to all NDCO regions

# education → employment

for graduates with disability, employers and employment and career service providers

## education → employment

education to employment package: for graduates with disability, employers and employment and career service providers.

Home

For graduates

For employers

For employment & career services

About this site

for graduates with disability, employers and employment and career service providers

### Welcome to the Education to Employment Package.

Graduates with disability make great qualified staff. Find here facts, tips and advice to support a successful move from tertiary education to graduate employment.

**Graduates:** Turning your new qualification into qualified employment takes early planning, research, and smart moves.

[for graduates →](#)

**Employers:** Employing graduates with disability is good for business. Find out more about how to recruit graduates with disability.

[for employers →](#)

**Employment and career services:** Supporting graduates with disability to make a successful move into graduate employment is your business. Find advice on how to get better outcomes for graduates with disability.

[for employment & career services →](#)

**Downloadable toolkit:** This toolkit for graduates with disability, employment and career services provide facts, tips and advice on transition planning, legal obligations, disclosure, available services and supports and much more.

[downloadable toolkit](#)





# Education to Employment Website – Revamp

## The old website



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[downloadable toolkit](#)



# E2E Workshop

## Target Audience:

Disability Specialist Employment Services  
(including DES and JSA)

Tertiary Careers Services (including University,  
TAFE and RTOs)

## E2E Workshop – Aims

1. Improve linkages and strengthen relationships
2. Increase knowledge
3. Provide information
4. Promote best practice

All leading to improving employment outcomes for graduates with disability.

# E2E Workshop - Plan

**Session 1:** Who are graduates with disability?

**Session 2:** Concurrent sessions

- a) For Tertiary Careers Advisors
- b) For DES Providers

**Session 3:** How do I prepare a student/graduate with disability for transition

**Session 4:** Expert Q&A Panel

# E2E Workshops - Key Messages

## Successful planning

1. Start early
2. Incorporate disability specific needs into career planning
3. Find out about and utilising career services and graduate opportunities.

# E2E Workshop - The feedback

Feedback	Before	After
<b>Confidence in knowing the unique transition needs of graduates with disabilities</b>	10%	85%
<b>Confidence in knowing where to find more information</b>	15%	79%
<b>Confidence in understanding good transition planning</b>	21%	79%
<b>Confidence about role with swd seeking graduate employment</b>	5%	84%

## E2E Workshop - The feedback

- *Increased awareness of resources and support available to assist with transition. Challenged my own perceptions around disability. Dispelled some myths. Good info & resources to share.*
- *Excellent program with high quality and relevant presenters and participants. I established important contacts which I will follow up.*
- *Fantastic. Very worthwhile. Great source of info and wonderful opportunity to reframe my approach in working with clients.*



# E2E Workshop - The challenges

- Limited geographical pool of stakeholders
- Was it duplicated across the country?
- Free training = no shows on the day

## Comments:

- *Covered a lot of territory in one hit. More workshopping and discussion to share ideas.*
- *Could have brainstormed our issues and solutions on paper as a group.*

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# NSW/ACT Uni Careers Forums

## Managing Disability at Work

The things you need to know



The University of Sydney

## MANAGING DISABILITY AT WORK: ARE YOU READY?



UNIVERSITY OF  
TECHNOLOGY SYDNEY

## Your career. Your future.

Navigating the journey to employment for students with disability



UNSW

## 2012 UNI CAREERS FORUM: ACCESSING YOUR ABILITY AT WORK



National Disability Coordination Officer Program  
An Australian Government initiative

# NSW/ACT Uni Careers Forums

## Partners (the committee)

- University Career Services
- University Disability Services
- Australian Network on Disability
- Corporate Sponsor (KPMG, IBM)
- Disability Employment Services (CRS, BTPS)
- NDCOs (Sydney metropolitan)

## Partners (on the day)

- Employed graduates
- Employers
- Keynote speaker

# NSW/ACT Uni Careers Forums

## Key messages:

- Get an early start!
- Include consideration of your disability at each step of your transition and career planning.
- Positive disclosure
- Find out about essential facts that affect you at work.
- Make use of the services available to you

# NSW/ACT Uni Careers Forums

## The Program

- Panel of employed graduates with a disability
- Panel of employers
- Workshop of career basics
- Expo of services
- Q and A Panel \*
- Action Plan \*
- Keynote speaker \*

# NSW/ACT Uni Careers Forums - Feedback

Feedback	Before	After
How to approach employers	23%	81%
Job seeking strategies	17%	89%
Legal responsibilities re disclosure and adjustment	23%	82%
Legal rights re disclosure and adjustments	23%	79%
Available mentoring and internship programs	15%	77%
Where to get support	23%	87%

## NSW/ACT Uni Careers Forums - Comments

- *“It has given me inspiration and aspirations to even think about working, something I had given up on months back!”*
- *“I want to say thank you very much to the organisers, speakers and IBM. It was an unforgettable, eye-opening and amazing workshop.”*
- *“I learned to be positive about my disability and try to use it to highlight what I’ve been able to manage. I now have some confidence to pursue my career path on my own.”*
- *“The best part was learning about disclosure, interview process – how to turn a disability into an advantage. It was fantastic!”*

## NSW/ACT Uni Careers Forums - Comments

*“FANTASTIC !!!!!!!!!!!!!!! Inspiration really. Working and studying in chronic pain can drain the motivation to persevere.... Anyway the point I want to make is that the careers forum boosted my spirits. I also realise that I am not the only person with a disability doing it tough. And more importantly other people with disabilities have toughed it through and succeeded. I'm determined to get through too. Thanks for the inspiration. “*



# NSW/ACT Uni Careers Forums - Comments

## Action Plan

- Look at [jobs.gov.au](http://jobs.gov.au)
- Apply for ATO internships
- Develop coping strategies at times of stress
- Focus on ability not disability
- Increase work experience to specifically address criteria in cover letter
- Be positive and enjoy a good laugh
- Get enthusiastic about networking and do it!

# NSW/ACT Uni Careers Forums - Comments

## What was missing?

- More on learning disabilities
- What about internships for science, health, education?
- Pens (!)
- More time to interact and network
- More practical workshops
- Break up into different disabilities (ie visible and non visible)

# NSW/ACT Uni Careers Forums - Challenges

- Who does this event 'belong to' ?
- Different host uni each year
- Free event = no shows on the day
- How to include students in regional areas
- Age of students attending
- Support available from DES services

# NSW/ACT Uni Careers Forums – Highlights

**Student grad speakers – always!**

# TAFE Careers Forums

## Employability – from TAFE to work

Similar program to Uni Careers Forum

Students from one campus

DES expo



## Granville TAFE - Feedback

Feedback	Before	After
Job seeking strategies	0%	83%
Understanding of disclosure	0%	72%
How to arrange workplace adjustments	8%	75%
Where to get support	17%	83%

# Coming soon from WSNDCO

Web content for  
Australian University Careers Services  
websites

## Other NDCO activities

### Victoria

- Creating Confidence: Transitions for people with a disability
- Accessing Graduate Talent in 2013
- emPOWER to EMPLOYment workshops

### Queensland

- Life After University.... Are you Ready?



# AND members

- 130 member
  - Government / State Government / Corporate
  - All on a journey to become disability confident employers
    - Recruitment, selection and retention
    - Promotion, transfer, training
    - Access to premises
  - Employers of choice
  - Meeting diversity and corporate social responsibility agendas

# Some AND Members



# Stepping Into

- ▶ Began in 2005
- ▶ Mutually beneficial program
- ▶ In 2012 we received over 200 applications and have placed 36 students with another 18 being finalised for summer internships
- ▶ Building interest from members who have offices throughout the country
- ▶ Evaluation 2006-10, 82% of students who completed an internship were in employment post graduation

# PACE

New program in AND which is built on our past mentoring experience

Mutually beneficial program

Will run in March and August of each year

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# Discussion

## Resources

Education → Employment website  
[www.uws.edu.au/ndco/employment](http://www.uws.edu.au/ndco/employment)

Australian Network on Disability  
[www.and.org.au](http://www.and.org.au)

UTS Managing Disability at Work: 2010  
Employed Graduates with Disability talks:  
[www.ssu.uts.edu.au/careers/jobsearch/managing-disability.html](http://www.ssu.uts.edu.au/careers/jobsearch/managing-disability.html)

## Reference materials

- ABS File 4438.0 - Disability, Vocation and Education Training, 2009. Available from [www.abs.gov.au](http://www.abs.gov.au)
- Deloitte Access Economics (2011). *The economic benefits of increasing employment for people with disability*. Commissioned by the Australian Network on Disability. Available from [www.and.org.au/data/Conference/DAE\\_Report\\_8May.pdf](http://www.and.org.au/data/Conference/DAE_Report_8May.pdf)
- Griffin, T & Beddie, F (2011). *Researching VET and disability: at a glance*, NCVET, Adelaide.
- Miles Morgan (2012). *Guidelines for Facilitating the Career Development of Young People with Disability: A Research Paper for the Career Industry Council of Australia (CICA)*. Available from [www.milesmorgan.com.au/assets/Downloads/CICAGuidelines.pdf](http://www.milesmorgan.com.au/assets/Downloads/CICAGuidelines.pdf)

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Find your local NDCO:

[www.innovation.gov.au/ndco](http://www.innovation.gov.au/ndco)