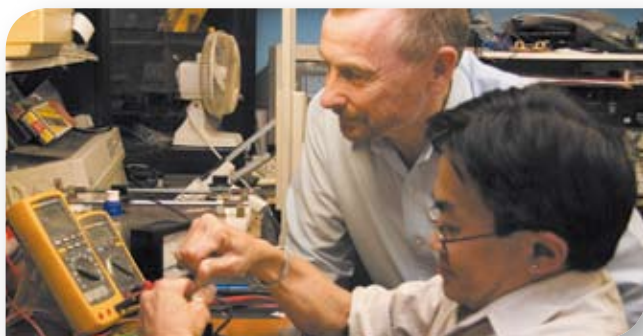


# Employing people with disability—success stories



## Benbro Electronics

Benbro Electronics has a proud history of giving opportunities to people with disability. When the firm opened its doors more than fifteen years ago, its founders, Steven and John Bennett, made this undertaking: at least 25 per cent of employees would be people with disability.

“We know very well the value of this staffing strategy and wouldn’t have it any other way. However, what we want now is to show others how their businesses will benefit, and at the same time, how they can help someone else”, Mr Steven Bennett said.

Over time, the design of Benbro’s factory has been adapted to accommodate employees with disability, including two engineers and six assembly-line staff.

Workshop modifications, such as special handrails and new lighting, together with regular staff meetings, training in new skills and support from management all contribute to the remarkable success of Benbro Electronics.

The direct benefit is clear: turnover is low; productivity is high; and there is an increased stability in the workplace.

Assistance is available to help with the cost of workplace adjustments or solutions needed to accommodate a worker with disability in a job. While the majority of workers with disability won’t require any workplace modifications, the Workplace Modifications Scheme aims to make accommodating employees with disability in your workplace easier.

**For more information on the Workplace Modifications Scheme, call the JobAccess Advisers on 1800 464 800 or visit [jobaccess.gov.au](http://jobaccess.gov.au).**

JobAccess—help and workplace solutions for the employment of people with disability



**Australian Government**



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## Elynwood Pty Limited

Elynwood Pty Limited, a professional cleaning and commercial catering services in Victoria, operates at over 100 sites. Elynwood aims to have people with disability make up at least ten per cent of its workforce.

Over the last five years, Elynwood has implemented a five-week training programme teaching people with disability, who have never cleaned before, the essential skills for the job. By concentrating on each trainee's ability, and by using its training programme in conjunction with other job-placement programmes, Elynwood has employed more than 60 people with disability.

Elynwood's policy of employing people with disability has had a positive effect on the culture of the company—creating an inclusive environment marked by friendliness, motivation and nurtured competitiveness.

The business benefits for Elynwood are clear: its clients continue to give positive feedback, and its employees are more motivated and committed.

Catering manager, Jo Spiteri said, "we find people with disability take less time off, they're more conscientious and motivated to get the job done...they're out there to prove they can do the task put before them".

## IBM Australia and New Zealand

IBM Australia and New Zealand has a long history of diversity and inclusion in employment, including people who have a disability. IBM recognises that people with disability bring a wide range of skills, abilities and qualifications to the workplace.

Recruiting and retaining a talented and diverse workforce is a business priority for IBM Australia, and is fundamental to the company's competitive success.

Emerging skills shortages and an ageing population are fuelling a war for talent and impacting business in Australia. Employers can't afford to disregard potential skilled workers such as people with disability.

As an innovation company, IBM needs people from a range of backgrounds and experiences who can look at the same issue from a different angle and fuel innovation.

'Innovation requires differences of opinion: and you only get that with an extremely diverse workforce. So diversity and business opportunity are intricately linked', says IBM's CEO and Managing Director in Australia and New Zealand: Glen Boreham.

There is also a substantial market opportunity to consider. 'People with a disability can and do purchase the products and services we produce. At IBM we recognise the business opportunity represented by the 20 per cent of the population who are living with a disability', says Glen.

IBM's inclusive principles and practices and respect for a diverse workforce help employees reach their full potential and deliver value to the business.

**Call the JobAccess Advisers on 1800 464 800 for assistance or visit [jobaccess.gov.au](http://jobaccess.gov.au) for more information.**