

# Job Access

Driving disability employment



Australian Government

## Build your disability confidence

In partnership with JobAccess and  
the National Disability Recruitment  
Coordinator (NDRC)

[jobaccess.gov.au](http://jobaccess.gov.au) | 1800 464 800

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## Why disability employment makes good business sense

One in six Australians lives with disability<sup>1</sup>. However, a lack of awareness, exposure and understanding can cause people with disability to be overlooked for employment opportunities.

With Australia's ageing population and significant skill shortages in many industries, smart employers are taking advantage of this relatively untapped potential while ensuring their team best reflects the community in which it operates.

Like all employees, people with disability bring a range of skills, abilities and qualifications to the workplace and work in all sorts of jobs.

Australian and international studies have also shown people with disability to be reliable and productive employees, with lower recruitment, insurance cover and compensation costs.

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## NDRC: your partner in building disability confidence

The National Disability Recruitment Coordinator (NDRC) is the employer engagement service of JobAccess. It is designed to help large employers build their disability knowledge and skills and access the talents of people with disability.

The NDRC works side-by-side with large employers through a free, expert and tailored 12-month partnership. The partnership provides employers with practical recommendations to implement long-term, sustainable changes that help improve workplace accessibility and inclusion.

The program is an Australian Government funded service, which means there is no cost to enter into an NDRC partnership.

Our partnerships are delivered by a team of high-performing, expert advisers including those with lived experience of disability. Having worked with a breadth of cross-sector organisations, NDRC advisers provide tailored advice on good practice in disability employment, supplemented with co-designed materials and resources that are current, relevant and easy to apply to business.

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<sup>1</sup> People with disability in Australia. Australian Institute of Health and Welfare. [aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/people-with-disability/prevalence-of-disability](https://aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/people-with-disability/prevalence-of-disability). Last updated: 05 Jul 2022.

# How can employers work with the NDRC?

There are three ways in which you can engage with the NDRC to support your organisation's disability initiatives.

## 1 Enter into a formal partnership agreement with JobAccess

(Available to large organisations with 100 or more employees)

Over a period of 12-months, partners receive a range of services tailored to your individual business needs. As part of the partnership, you will:

- Work with a dedicated Professional Adviser to identify business needs and develop a customised 12-month plan
- Review of existing employment processes and policies and identification of any barriers which could prevent the employment of people with disability
- Support to develop and implement good practice policies, procedures, tools and resources
- Access practical content and materials to implement long-term, sustainable change that can easily apply to your business
- Individualised training for your people and access to educational resources
- Assistance to develop job vacancies that are targeted at candidates with disability
- Support in managing communications about your commitment
- Distribution of your vacancies to a national network of Disability Employment Services (DES) providers
- Information about and referral to a broad range of Australian Government employment and related services

## 2 Use our free vacancy distribution service

(Available to all organisations, big or small)

The NDRC provides a free job vacancy distribution service for businesses – big or small. We can broadcast your vacancy to the national network of **Disability Employment Services (DES)** providers with thousands of candidates with a wide range of qualifications, skills and experiences to fit your vacancy. In short, you access a significant portion of Australia's talent pool that you may otherwise have missed.

## 3 Attend our employer events

(Designed for all organisations, big or small)

The NDRC hosts seminars designed to help employers, big or small, to begin or further their efforts in employing people with disability.

Employer seminars are free and clearly demonstrate the business benefits of a diverse workforce. You can learn about creating job opportunities for people with disability and accessing services and financial support funded by the Australian Government.

The seminars also showcase good practice in disability employment and provide advice on developing an action plan to support people with disability in your workplace.



If you're interested in attending a free seminar on disability employment, **register for updates**, email **[jobaccess@workfocus.com](mailto:jobaccess@workfocus.com)** or call **JobAccess on 1800 464 800**.

# What are employers saying about our partnerships?

“ Quality service has been provided by the NDRC, who have been great to work with and has provided excellent guidance.”

[Department of Fire and Emergency Services WA](#)

“ Compared to the previous year applications, we saw a 200% increase in applications from people with disability, which is similarly translated at the hiring stage; in 2021 the number of people with disability hired tripled.”

[Australian Broadcasting Corporation](#)

“ The biggest improvement the NDRC has given Ventia has been confidence, and that has been second to none.”

[Ventia](#)

“ Getting the NDRC’s advice has built our confidence, showing us all the things that we’re actually doing right, while keeping an eye out for where we can improve.”

[Unilever Australia](#)

“ This program has complemented our inclusion strategy vision to build a workplace which is inclusive and empowers everyone to be the very best they can.”

[The Perth Mint](#)

“ There’s a perception that it costs too much to be inclusive but with the likes of JobAccess, it’s possible to hire and support people in an inclusive environment without any additional cost.”

[KPMG](#)

## What happens after the 12-month NDRC partnership?



Upon successfully completing the partnership, your organisation will be invited to become part of JobAccess Alumni.

**JobAccess Alumni** is a cohort of Australian organisations leading the way in workplace diversity. Over the years, the NDRC has built a strong network of public and private sector organisations committed to improving disability inclusion in Australian workplaces.

By becoming a member of the alumni program, you will be:

- Invited to networking events
- Promoted as alumni in our communications
- Considered for speaking opportunities for events we run during the year
- Invited to an annual refresher of disability awareness training
- Able to use the JobAccess alumni partner branding to promote your commitment to disability inclusion

You will also continue to receive access to:

- The NDRC vacancy development and distribution service
- Latest news and updates

### Stay up to date with the latest from JobAccess

Register for updates from JobAccess to receive invitations to upcoming events near you. You can also keep up to date with the latest industry news and good practice in our e-news, coming to your inbox once every two months.

### How to get started? It's simple.

Contact JobAccess on **1800 464 800** or [submit an enquiry](#) to learn more about the NDRC.