

Workplace disability employment strategies

The below strategies outline how you can continue to implement and celebrate your disability employment strategy.

Assess your starting point:

- Complete the JobAccess [employer accessibility self-assessment checklist](https://jobaccess.gov.au/sites/default/files/documents/2024-11/5191-accessibility-checklist.pdf) (<https://jobaccess.gov.au/sites/default/files/documents/2024-11/5191-accessibility-checklist.pdf>) on disability and employment

Raise awareness of your organisation's commitment to employing people with disability:

- Create an event to celebrate [International Day of People With Disability](https://www.idpwd.com.au/) (<https://www.idpwd.com.au/>)
- Roll out Disability Awareness Training across your organisation (we can also train your trainers)
- Utilise your existing internal communications to maximise impact.

Give recruiters and managers 'permission' to try different approaches – how DO you best assess whether someone can meet the inherent requirements of a role:

- Offer unpaid work placement opportunities (consider this an extended job interview)
- Test skills 'on the job' rather than via an interview alone
- Identify and promote an internal point of contact in HR for candidates with disability.

Offer 'meet and greet' opportunities for your local Inclusive Employment Australia (<https://www.jobaccess.gov.au/find-a-provider>) to meet your recruiters and hiring managers - either face to face or via webinars:

- Outline what it's like to work for your organisation, the types of roles, what you look for in candidates, hints and tips for success and the 'rules of engagement' when it comes to your recruitment processes - this can be particularly helpful when recruiting for high volume roles.

Offer information sessions for candidates with disability about what it's like to work in your company:

- This is a great way to provide people with disability exposure to your company and its requirements ...and vice versa, exposing your recruiters to candidates with disability.

Offer a specific role to a candidate with disability or guarantee an interview to candidates with disability:

- Again, a great way to expose your recruiters and hiring managers to the diversity of disability.

Offer mentoring opportunities to people with disability:

- Mentoring can be extremely valuable to people with disability who, despite having skills and abilities may lack confidence, leading them to being overlooked by employers.

Identify and promote your disability champions:

- They are usually very senior people who 'own' raising disability awareness internally - a very powerful way to attract attention.

Ensure you have a link to JobAccess (<http://www.jobaccess.gov.au/>) on your intranet.

