

Disability Employment Strategy



Developing a disability employment strategy

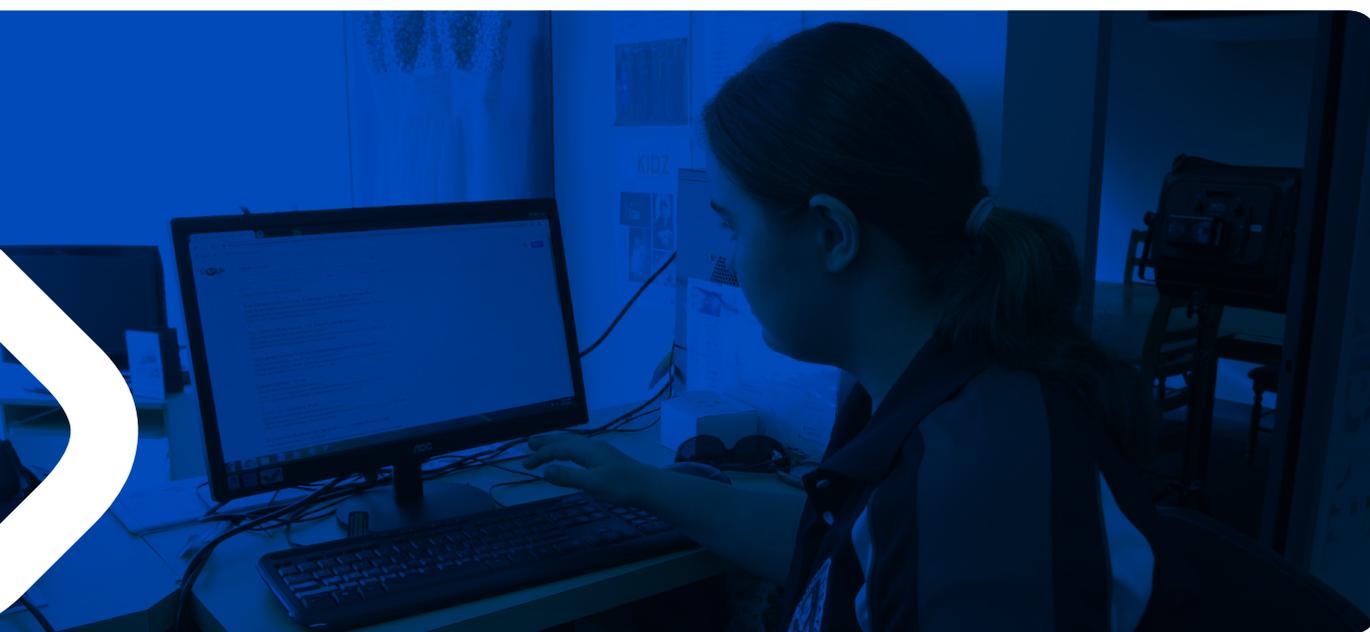
A Disability Employment Strategy is best practice in any business. It shows a business's intention to eliminate discrimination and outlines its plan for how this will be tackled. It details how a business is making its workplace, products and services accessible to people with disability, and informs the public how it is approaching diversity and inclusion. This strategy compliments the equality and discrimination policies, along with complementing the workplace diversity strategy.

A disability employment strategy can help support the development of a diverse business. The strategy can focus on areas such as attracting a diverse workforce, recruitment processes, guidelines for shortlisting candidates, protocols for interviewing people with disability, and engaging with providers of Disability Employment Services (DES).

Best practice for any business is to organise disability awareness training in the workplace. This can include using some of the tools, resources and videos that are supplied in this tool kit. Other ways would be asking businesses from your community that are employing people with disability to come and chat to the staff in your business. Also including people with disability in the development of the strategy would be very beneficial to your business.

Your business's disability employment strategy may also include ways to raise the level of disability awareness in your business not only staff members, but also with customers.

Celebrating key dates throughout the year, such as the International Day for People with Disability and AccessAbility day, can assist with raising awareness across your business.





Why a Disability Employment Strategy?

The strategy will identify focus areas crucial to disability employment including:

- Diverse workplace environment
- Attraction and recruitment of a diverse workforce
- Retention of all employees

Through the strategy you can also help the business build the skills of all your employees, so they are confident, and capable, in developing and delivering service to the entire Australian community.

Key points for any business having a disability employment strategy;

- Improving employment for people with disability
- Making it a business priority to diversify your workforce
- Understanding and utilising businesses that are successful in employment of people with disability

A good disability Employment strategy depends on having:

- An easy to implement strategy
- A workable strategy
- A senior member of the business to progress the actions from the strategy and reinforce expectations
- Managers and team members to support and moderate the workplace experience
- Engaging people with disability to be part of the formation of the disability employment strategy

Remember If you promote yourself as a diverse workplace make sure you deliver on this!

Developing a disability employment strategy

This strategy should provide for effective support and infrastructure to establish a programme of recruitment, training, and career development, with the objective of maintaining sustainable employment equity.

A valid strategy will commit to an increase in the business of engagement and employing people with disability. Including this in your strategy goals and outcomes makes for a robust strategy.

It can look like:

Business X will by <date X> have employed xx% of people with disability. This should be in all workforce plans and any other employment strategies that your business may have.

For a business to benefit from the work involved in developing a disability employment strategy you should include:

- Eliminate discrimination in an active way
- Improve services to existing consumers or customers
- Enhance business image
- Reduce the likelihood of complaints being made around lack of diversity in your business
- Allow for a planned and managed change in business or services
- Open up new markets and attract new customers
- Make your business a socially conscious business

Developing and implementing a disability employment strategy is a voluntary, proactive approach to good business. It benefits both your business and people with disability.



Developing the strategy

Key steps to develop the disability employment strategy:

- Review current practices to identify any possible barriers
- Review, develop, and implement compatible policies and programs to eliminate barriers in the workplace
- Include an action plan that includes allocation of responsibility
- Include a communication of the strategy. How are you going to communicate it to your business key stakeholder(s) and customers?
- Develop and implement review and evaluation strategy to ensure that the strategy is meeting key targets

Owners of business and managers in businesses play a key role in employee retention and engagement and should see people management as a key responsibility. A good induction process and a supportive workplace contributes to retention of all employees.

If you have a turnover of people in your workplace, gaining an understanding of why employees leave your business will help address any negative workplace factors.

For a successful Disability Employment Strategy, you will need consider the allocation of possible financial and people resources required to implement the required changes. An action plan that is not supported by financial and people resources is destined to fail.

