



Australian
Human Rights
Commission

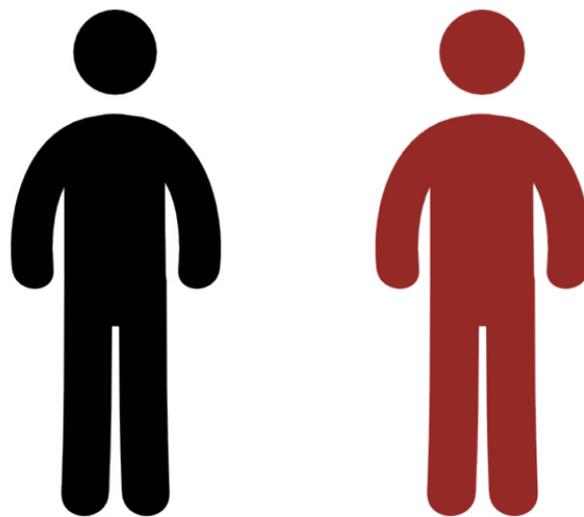
Willing to Work: National Inquiry into Employment Discrimination Against Older Australians and Australians with Disability

Marlene Krasovitsky

August 2016

**WILLING
TO WORK**

Labour force participation rates of Australians with disability



In 2015, **1 in 2** (53.4%) of people with
disability were participating in the
labour force

Prevalence of disability discrimination



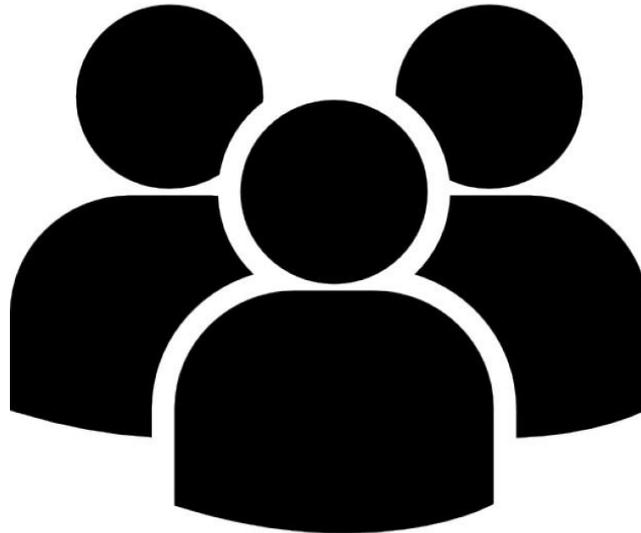
Almost **1 in 12** Australians with disability reported that they had experienced **discrimination** or **unfair treatment** because of their disability.

When I told the manager she said if I had of told her I had a disability when I went for the job she wouldn't have hired me.

I wanted to be honest with them about the small adjustments I would need. I didn't expect them to react the way they did. I was now being told that I could not work for this organisation because I had cancer.

I was getting the interview on paper, and then I would front up and they would see the possible challenges.

At what point are you supposed to disclose? When you're applying for a job you are selling your abilities.



Feedback about Disability Employment Services

None of the DES caseworkers that I dealt with knew what to do with the fact that I had a university qualification. One caseworker simply deleted my degree from my resume.



The lack of flexibility and incentives means providers cannot always act in the best interests of people with disability and often focus on 'easy wins'.



I was told to put on my best suit and find work. But they gave me jobs I was not suited for. They sent me for a job that you needed a forklift license for...I do admin.



Willing to Work Report: Recommendations

Priority Government Commitments

- National workforce strategy
- Expanded national agency
- National community education campaign
- Government as a leader in procurement and employment

Improving existing systems

- Social security
- Educational attainment and school to work transitions
- Disability Employment Services Framework
- JobAccess and the Employment Assistance Fund

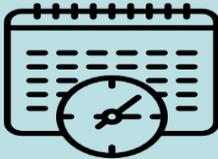
What business and employers can do

- Leadership commitment
- Ensure non-discriminatory recruitment and retention
- Build workplace flexibility
- Facilitate transitions
- Provide targeted education and training in the workplace

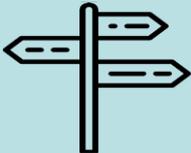
Disability Employment Services: Recommendations



The Australian Government reform the Disability Employment Services Framework based on the principles of choice and control.



Outcome Payments should be linked to longer-term outcomes such as 12 to 18 months, not 3 to 6 months.



Accessible, user-friendly information should be provided to enable people to make informed choices.



The Star Ratings system should be aligned with the National Disability Standards, particularly in relation to measures of client satisfaction.



DES providers to receive training in disability awareness; cultural competence; job matching; and engagement with employers.

Good Practice Examples

Clickability

- Clickability is an online directory of disability service providers. It provides information such as contact details, location, funding arrangements and the specific services provided.
- People who have used a service can review the provider and give a rating out of five based on their experience.
- Aims to give effect to the principles of choice and control underpinning the NDIS by providing consumers with greater information.

JobSupport

- Jobsupport is a DES established in 1986 which provides employment support to persons with intellectual disabilities.
- Places people into paid jobs in open employment and has had high rates of success.
- Key elements include: job creation or 'job carving' for candidates, training of candidates at the work site — the 'place then train' model and the provision of regular, ongoing support to candidates once they are in a job.

St John of God Health Care

- St John of God Health Care is one of Australia's largest non-government hospital operators.
- In partnership with DES, St John of God Health Care includes at least one applicant who meets the inherent requirements and is registered with a DES in the interview stage of any advertised vacancy.
- Since July 2013 they have received over 223 applicants through DES, interviewed 128 and appointed 51.



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