

Contents

Page 1 Quote of the Season. A word from the Editor.

Page 2 Media Release

Page 3 News, AFL and Western Bulldogs leading the way in Employment of people with disability

Page 4 Disability Employment: the issues

QUOTE OF THE SEASON:

“The Australian Not for Profit sector needs to develop a stronger voice to advocate on behalf of itself, invest more in training leaders from within its ranks and lead the way in employing disabled people,” Assistant Treasurer Bill Shorten speaking at the 2011 ACOSS National Conference

A WORD FROM THE EDITOR:

This autumn newsletter shows us that Bill Shorten must have made an impact when he was involved in disability issues in the Rudd government as he is still involved even though he is now Assistant Treasurer in the Gillard Government. I have used his quote in this issue from a speech he gave at the 2011 ACOSS conference as it has relevance to the research project that was launched by ADDE in 2007 with the title ‘Leading from the Front?’ Shorten is arguing that the not for profit sector must lead the way (note the similarities?). Does this mean that government might finally be acknowledging that unless these sectors lead from the front by employing more people with disabilities in their workforce then they can hardly ask other sectors of the economy to take up the call?

Also in this issue information about our Best Practice Employment Workshops are now up and running due to some funding support from DHS. Look out for the special offer!

The AFL and Disability Employment???? Read on to find out more.

Hope you enjoy this issue – I certainly enjoyed putting it together.

Kathy Leitch - Newsletter editor

MEDIA RELEASE:

ADDE Best Practice Disability Employment Workshops - delivered at your organisation.

Australians for Disability and Diversity Employment (ADDE Inc., are offering **Best Practice Disability Employment Workshops**, which will provide organisations with learnings from best practice case studies, to show how they can increase employment of people with disabilities in their workforce.

Workshop details

- Duration: 3 hours
- Cost: \$80 per person (morning or afternoon tea provided)
Refer to special offers below
- Numbers: Minimum number of 8 people (Board or Staff members)
(these workshops are aimed at Board and/or Senior Staff members)
- Venue: Delivered on-site at your organisation

**Special offers: Free for the first 5 organisations to book
Next 10 organisations - Cost \$40 per person
(minimum 8 people)**

Workshop outcomes

- Learn about why it is so important to increase employment opportunities for people with disabilities
- Learn the business case for employment of people with disabilities
- Outline your present understanding of current disability employment practice in your organisation
- Learn about what is best practice and how to implement best practice disability employment strategies in your organisation
- How to measure success

The workshop will examine award winner case studies from the *Diversity at Work National Disability Employer of the Year Awards* 2008, 2009 and 2010.

Workshop style is participatory /case study analysis format and runs for 3 hours. It can be tailored to suit your organisation's needs and includes delicious morning or afternoon tea. These workshops will be facilitated by Peter Rickards, a judge of the annual awards.

About the facilitator

Peter is a passionate advocate for increasing employment opportunities for people with disabilities or from diverse backgrounds. His work (of 30 years) in the not-for-profit sector, gives him an inside knowledge of how to achieve best

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practice. As a small business owner/operator and a person with disability, he understands the issues from both the employers and employees perspectives. Peter is the Founder and President of ADDE Inc., a Leadershipplus graduate, Certificate 4 Workplace Training and Assessment, Post graduate in Recreation and Leisure, and Small Business Management.

Further information

For further information or to book a workshop for your organisation contact Geoff Crawford at ADDE Inc.

Tel: (03) 9662 3324,

Mobile: 0419 380220,

Email: geoff.crawford@adde.org.au

NEWS:

“ADDE is proud to announce that, after 2 years of working with the Department of Human Services (DHS) and with support from Helen Macpherson Smith Trust to action the findings of our ‘Leading from the Front?’ research, we have received funding. We are now able to work towards increasing the employment of people with disability in the government and not for profit sectors by running workshops on best practice and working with DHS to find an effective way to get more people with disability employed and the not for profit and Government sectors.”

“Our office staff, Kathy Leitch and Geoff Crawford, are working with ADDE Website Coordinator, Asitha Gurusinge, on continually improving and updating the ADDE website. Asitha is aiming to keep the home page uncluttered so that people with vision impairment can use it, but at the same time he wants to make it vibrant and lively – a balancing act to be sure. Check it out: www.adde.org.au . We will also have Edward Manuel joining our staff for 4 hours a week to assist with administrative tasks and funding submissions,” **said Peter Rickards, ADDE President**

AFL AND WESTERN BULLDOGS LEADING THE WAY ON DISABILITY EMPLOYMENT

FederalAssistant Treasurer, Bill Shorten has welcomed a new partnership with the AFL, Disability Works Australia (DWA) and the Australian Government to create more job opportunities across the Australian football industry for people with a disability.

Twenty two people with a disability are already working with the AFL and AFL clubs as a result of the program which has been funded through the

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Australian Government Department of Education, Employment and Workplace Relations.

And in another example of the Western Bulldogs leading the industry on disability inclusion and partnerships, the Club has two employees as part of the program.

They include Renee Stephenson who is employed at Bulldogs Central and works up to sixteen hours a week as a merchandise assistant and Jo Ferguson in the Football department (both were on hand at the launch during the Round 3 President's Club).

Renee has an intellectual disability and her role is tailored towards her strengths which include stock control, store presentation and customer service.

The Program's Ambassador is Western Bulldogs player Sam Reid. Sam found out last season that he has Type 1 Diabetes but has learned to manage the condition as he forges an AFL career.

Sam said the program would make a significant difference to the lives of people with a disability and equally, organisations would benefit from the program.

"We have really benefitted from employing people with a disability at the Western Bulldogs and I'm proud to be involved in a program which gives people an opportunity to be an important part of the team," he said.

Western Bulldogs Club President, David Smorgon OAM said the Western Bulldogs were extremely proud to be involved in the launch of the Program.

"We have a long history of disability engagement through education & training services, employment opportunities and community development programs."

"Through our education and community engagement arm SpiritWest Services, the Western Bulldogs aim to build community capacity in our own backyard, by providing opportunities for the active participation of traditionally marginalised groups," he said.

The Western Bulldogs are committed to eliminating discrimination for people with a disability by working in partnership with disability service organisations like the AFL, Disability Works Australia, Annecto, Mambourin Enterprises and Scope.

For more information on the Program, contact Disability Works Australia on 1800 356 670.

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DISABILITY EMPLOYMENT: THE ISSUES

This is the first article in a series, to do with issues around employment and people with disability. Edited by Kathy Leitch.

Your organisation: a leading employer of people with disability?

Different treatment of people with a disability is not unlawful discrimination, where it is reasonably intended to ensure that these people have equal opportunities, or to meet their special needs.

Is it clear how many of your staff have a disability? Having measurable data will show that your organisation is a proactive employer of people with disability and would show the community and your employees that you value a diverse workforce. Other advantages include:

- Improving the quality of life of people with disability
- Lifting the profile of disability issues within the wider community
- Confirming your organisation as a leader in your community
- Address significant OH&S responsibilities of your organisation
- Leading by example is one of the best ways of being an advocate

There are many best practice examples of 'disability friendly' workplaces. Leaders include IBM, Telstra and Coles Supermarkets. Practices include:

- Provision of flexible working hours which enable people with disability to work shorter hours, take time off when needed, even have a rest in the middle of the day
- Use of telecommuting and technology in conjunction with flexible working hours
- Identification of jobs that suit the particular person such as using people with hearing impairment to handle all email customer service queries and providing AUSLAN training to staff.
- Training 'diversity contact officers' in each work unit
- Establishment of traineeships and graduate recruitment program specifically targeting people with disability

Rethinking Australia's employment services

Summary of this essay, by Lisa Fowkes (board Member, Australian Council of Social Services (ACOSS)), presented at the Whitlam Institute, March 2011. Edited by Kathy Leitch

With a jobless rate of just 5 per cent, Australia is said to be close to 'full' employment. But not everyone who wants a job can get a job. According to employment services expert Lisa Fowkes our low jobless rate hides at least two million Australians who are either long-term unemployed, under-employed or are stuck on disability benefits. The essay covers a history of Australian governments' responses to unemployment and disability and proposes some solutions which are quite outside the square. Cut and paste this complete summary of the essay on:

http://www.adde.org.au/articles_policy.html

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