



Australians for Disability
and Diversity Employment
(ADDE) Inc.

ADDE Update

March 2013

This update is for ADDE members to keep informed about the current work of ADDE. It comes out approximately every two weeks. Please feel free to distribute to your appropriate networks. Items of more general information will be placed on the ADDE website and face-book page. We encourage you to visit www.adde.org.au and join ADDE's face-book page, <https://www.facebook.com/groups/28577322674/>

Employment Discussion Paper

On 3 December 2012 Bill Shorten, Minister for Employment and Workplace Relations, released the Discussion Paper: *Improving Employment Participation of People with Disability*. Copies of the discussion paper are available at <http://deewr.gov.au/increasing-employment-opportunities-people-disability> or by email request to dmh@deewr.gov.au.

ADDE responded to the discussion paper with a submission. The paper, Disability Employment in Australia – “The Way Up” can be found on our website on the following link.

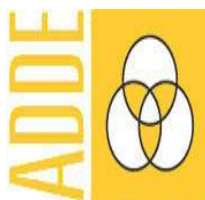
<http://www.adde.org.au/pubs/ADDE%20-%20The%20Way%20Up%202013.pdf>

Disability Employment Broker Program Employment Project

AFDO in conjunction with ADDE has been successful in getting funding from DEEWR to run employment workshops and forums in the NDIS launch sites of Hunter and Barwon. Following is a brief outline of the project.



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DEEWR Disability Employment Broker project

Project Overview

The Australian Federation of Disability Organisations (AFDO) will partner with Australians for Disability and Diversity Employment (ADDE) Inc. to deliver a series of workshops and forums to achieve improved employment outcomes for people with disability. The workshops aim to develop an understanding amongst employers of what "Disability" can bring to their business. The Project aims to raise awareness of disability employment issues and to promote the services available to prospective employers from DES Providers

This project will be undertaken in the two main regional launch sites for the National Disability Insurance Scheme (NDIS); the Hunter NSW and Barwon Victoria regions. The Hunter region will include Newcastle, Maitland and Lake Macquarie, and Barwon will include the City of Greater Geelong, the Colac-Otway Shire, the Borough of Queenscliff and the Surf Coast Shire.

This project will see six attitudinal change workshops and one forum facilitated in each region. The attitudinal change workshops are run 'in house' and will undertake analysis of the current disability employment situation, group discussions on the best practice used in national disability and diversity employment award winners and brainstorming for what the organisation could implement itself. Case studies of best practice employers are also examined in detail. Workshops are tailored to the individual organisation and designed to build improved networks between potential employers and DES Providers. The workshops also aim to increase the employers' knowledge of disability and awareness of programs and financial assistance available.

The workshops will be run from mid April to mid May and are free. Places are very limited so workshops will be allocated to the first six organisations to register in each region.

The project will target local government, Department of Health and Ageing, hospitals, non-government disability service providers and community health centres. Within the Hunter region the Department of Primary Industry and the Roads and Traffic Authority will also be targeted.

For more information contact Geoff.crawford@afdo.org.au or on 0419-380 220

Graduate recruitment transition to employment research project

This project commenced in the second week of January and is set for completion by 30 June, 2013. The project is funded with the assistance of an ANZ Trustees grant. This grant has been provided to undertake important research and present recommendations to facilitate the employment of graduates with disabilities.

Key deliverables are:

Conducting research and making recommendations to govt and key stakeholders

Conducting a workshop in Melbourne for employers

Connecting with DEA regarding the viability of a dedicated DES for graduating students

Establishing a working group to develop long term strategies

We are in the process of securing the visit of Helen Cooke of My + Consulting in the UK who has had considerable experience in working with graduate employers with regard to employing graduates with disabilities. Helen will be in Australia for two weeks and dates have been set for Melbourne workshops on 20 and 21 May, and with the provision of extra sponsorship outside the scope of this project, Helen will also be a keynote speaker at the Australian Network on Disabilities Conference in Sydney on 15 May, and will conduct a workshop for employers as part of the Pre-Conference Program on 14 May).

On February 20th we ran a three hour workshop hosted by Victoria University to commence researching the current practices and gathering of research data. The workshop was pitched at Disability Liaison Officers and Career Advisors. The workshop was very well received and we gained some very valuable feedback.

Over the coming month students will be invited to attend focus groups/individual interviews – Sue Cummings, a senior researcher, is providing support for this part of the project. We will be setting up a series of questions on Survey Monkey as part of our research.

For further information contact Geoff.crawford@adde.org.au or phone 03 9662-3324