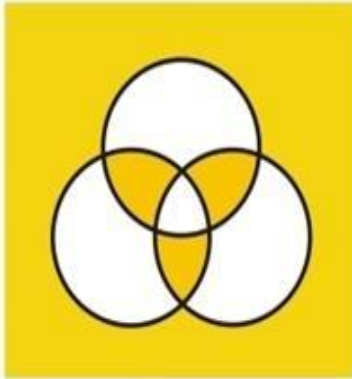


**ADDE**



**Australians for  
Disability and  
Diversity Employment**

**Australians for Disability and Diversity Employment (ADDE) Inc.  
Association No. A005222V      ABN 37 573 031 165  
Ross House, C/O AFDO 247 Flinders Lane Melbourne VIC 3000  
Tel – 9662-3324  
Fax – 9662-3325**

## **ANNUAL REPORT – June 30<sup>th</sup> 2013**

ADDE was formed by Mr Peter Rickards (President) from the completion of his Leadershipplus project in 2005. From his own personal experience and frustration in trying to find meaningful employment after twenty six years in a major agency in the disability sector, he and a group of passionate individuals decided to do something about it. A public meeting led to the formation of a steering committee and decided the first project was to obtain funding to undertake the “Leading from the Front?” research project. ADDE has since become an incorporated association with DGR status and has carried out a number of significant training sessions and research projects.

### **VISION**

To increase employment opportunities in Australia of people with disabilities and from diverse backgrounds

### **MISSION**

To provide systemic advocacy, social enterprise, strategic partnership and member participation to increase employment opportunities for people with disabilities and from diverse backgrounds.

## OUR COMMITTEE OF MANAGEMENT

Peter Rickards	President
Jeff McNeill	Vice President
David Sullivan	Secretary
Edward Manuel	Treasurer
Asitha Gurusinghe	Committee Member
Gordon Trott	Committee Member
Kathy Leitch	Committee Member
Mark Glascodine	Committee Member
Julie Farthing	Committee Member

Julie Farthing, Mark Glascodine and Jeff McNeill will be standing down from the committee as per the constitution.

## OUR STAFF

Geoff Crawford	Public Officer / Operations Coordinator
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## OUR ACTIVITIES

Apart from our ongoing systemic advocacy work for people with disability around employment issues, we carried out two projects throughout the year. The first funded by the ANZ Trustees was a research project on graduates with disability transitioning to work. The second was to run disability employment workshops in partnership with Australian Federation of Disability Organisations AFDO in the NDIS launch sites of Barwon and Hunter.

Following is a brief summary of our achievements:

- Finalised a research and policy paper documenting the issues facing people with disability finding employment. Disability Employment in Australia. – The Way Up. The paper has been submitted to the three major political parties.
- Continue to apply for funding to undergo various projects and assist in the sustainability of the organization
- Disability Employment Partnering for Success workshops and forums.

Australians for Disability and Diversity Employment (ADDE) Inc. in partnership with Australian Federation of Disability Organisations (AFDO) delivered a series of attitudinal change workshops and forums to achieve improved employment outcomes for people with disability. The Project aimed to raise awareness of disability employment issues and to promote the services available to prospective employers from DES Providers.

This project was 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 included Newcastle, Maitland and Lake Macquarie, and Barwon included the City of Greater Geelong, the Colac-Otway Shire, the Borough of Queenscliff and the Surf Coast Shire.

This project aimed to present twelve attitudinal change workshops and two forums facilitated in the two regions.

The attitudinal change workshops were run 'in house' and undertook an 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 were 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.

Workshops were run for Barwon Water, TAC Geelong, Pathways Deakin University Geelong, SurfCoast Council, Golden Plains Council, City of Geelong Council, Leadership Geelong, Newcastle Tafe, Newcastle University, Lake Macquarie council and the HunterNet.

Two public forums were held with keynote speakers Graeme Innes, Human Rights Commissioner, Rob Watkins, State Manager NDIS NSW and Alex Gunning, Marketing Manager NDIS.

- Accessing Graduate Talent Research project

The research project was based on the contention that Australia is currently experiencing challenges in the facilitation of students with disability into graduate roles. The evidence base for this is largely anecdotal as data collection methods are unreliable and irregular and results inconclusive. The intended outcomes of the research were to:

1. Identify and document the core issues and concerns through the experience and perceptions of different stakeholder groups.
2. Discover what is already being done to address and overcome these issues and concerns, and what success had been achieved (appreciative inquiry).
3. Recommend specific strategies to improve outcomes for graduates with disabilities.
4. Inform further research in order to better understand the situation and the key issues. Our research was qualitative in nature, adopting a 'breadth' rather than 'depth' approach in order to represent the various stakeholder

groups. This involved face-to-face interactions with individuals and stakeholder groups, as well as a survey of Victorian university Career Services.

Australia needs a skilled workforce, and this can only be achieved by making the best use of all graduates. Likewise, our economic viability into the future depends on more people contributing, as workers and as business owners, and, as a result, being less dependent on the welfare system.

Recent activities, including those conducted as part of this project, have led to a higher level of awareness of the issues for all stakeholders regarding employment of graduates with disabilities.

We can say with confidence that graduates with disabilities are not achieving their full potential in the workplace, including the hours they work, the type of work they do, the extent to which they realise their career potential, and whether, in fact, they work at all, compared with graduates without disabilities. This imbalance is unlikely to be related to a lack of capability; rather, they fail to progress through the various stages of the recruitment process, or, worse still, are not alert to opportunities in the first place.

Employers and recruiters are becoming increasingly interested in redressing this imbalance; some have created targeted roles and adapted their recruitment processes, while others are keen to see more talented graduates with disabilities applying generally. It makes good business sense to have access to the full range of available talent in an inclusive recruitment program. Many of the participants (university staff and employers) are already engaged in activities in preparation for next year's recruitment programs, armed with great ideas developed in the workshops (using both learnings from the UK and those developed during the workshops themselves).

Building strong alliances between stakeholders is a key to success; a partnership approach requires strong initial coordination to build and maintain strong partnerships that involve government (policy makers and service providers), university staff, employers and third parties (including graduate recruiters and disability organisations) is an essential precursor to action. In Australia, we recognise the good work that has already begun by the Australian Network on Disability (AND) 'PACE' and 'Stepping Into' programs and the 'Willing and Able Mentoring' (WAM) program, all of which provide worthwhile opportunities for students with disabilities to prepare for work. These programs all have the capacity to be adapted and extended, and there is also scope for the development of other creative solutions

ADDE sponsored a leading expert in the field Helen Cooke to come to Australia and run a series of workshops for both employers and university careers staff. A full report can be found on our website [www.adde.org.au](http://www.adde.org.au)

## **FINANCIAL STATEMENT**

July 1<sup>st</sup> 2012 to June 30<sup>th</sup> 2013

Total Income                      \$46,960

Expenses                              \$43,293

**Net Profit/(loss)                  \$3667**

Cash in hand at bank              \$46,960 (30<sup>th</sup> June 2013)

Total Assets                        \$4,000

Liabilities                            \$0

**Association Equity                \$50,960**

Financials audited by Mr. Edward Manuel

Geoff Crawford

Australians for Disability and Diversity Employment

Ross House, C/O AFDO 247 Flinders Lane Melbourne VIC 3000

[Geoff.crawford@adde.org.au](mailto:Geoff.crawford@adde.org.au)

Tel – 9662-3324

Fax – 9662-3325

Mob – 0419-380220.