

Jobs West
newsletter
for employers

Tailored to provide employers
with motivated job seekers
into open employment

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Team work at Fergusson Plarre

Fergusson Plarre Bakehouse Bakery has employed numerous Jobs West jobseekers for over five years. Production Manager Ray Holder remembers receiving a Certificate of Appreciation several years ago from Jobs West. Asked why Fergusson Plarre continues to support their employees with barriers Ray says, "people with disabilities are like anyone else, you just have to give them a little bit more time to allow them to put into their training and they will be fine".

Two current employees of the Bakehouse are Allan Golland and Brendon Richardson, both having worked with the company for over six months. Each one of them are important team members, who assists with the smooth productivity of the baking equipment by ensuring it is prepared and cleaned ready for the next baking batch.

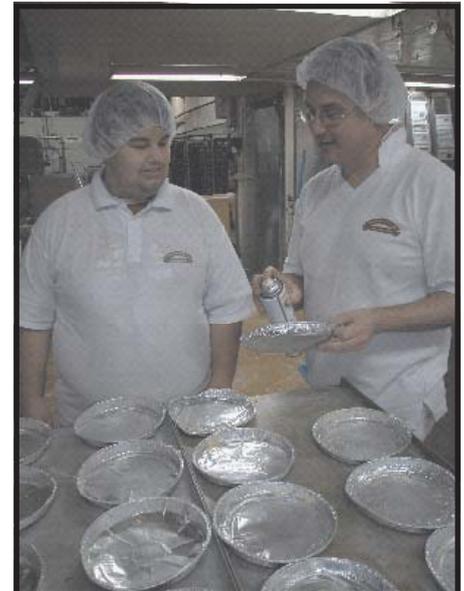
Brendon is our little trooper, says Ray. "Brendon just never stops, he has his head down and off he goes.

You never have to chase him for his lunch breaks or anything, he comes in on time and always does his work on time".

Allan's tasks involve lining baking trays with baking paper, ensuring both smaller and larger baking trays are clean, and placing trays in trolleys provided. "Allan has gained a lot in his confidence and he manages to do everything that we ask, and occasionally he will do things that he isn't asked to do".



Allan working hard to have the baking trays prepared and ready for colleagues to use.



Production Manager Ray Holder, with Allan

He signs delivery dockets if he hears the bell at the back door, and provides me with the invoice. These are things he doesn't have to do" says Ray.

In agreeance, Allan enjoys his first paid employment. "It's really good. Its good experience. I am learning how to line the trays correctly, which I didn't know before. I enjoy meeting the new people. Its really good being a part of

Stereotype Buster: Occupational Diversity for People with a Disability

Proportionally speaking, participation of people with a disability across occupations is nearly equal to the participation of people without a disability.

Tradespersons and related workers 11.9% (People with a disability), 12.8% (People without a disability) - Advanced clerical and service workers 4.4%, 4% - Intermediate clerical, sales and service workers 16.3%, 17.1% - Intermediate production and transport workers - 10.6%, 7.7% - Labourers and related workers - 10.9%, 7.9%

Source: ABS 2003 | Topics: Disability Australian Demographics

Jobs West would like
to thank the following
companies for their
support:

McDonald's, Deer Park

Hungry Jacks, Milleara
Mall

Food Rite, Deer Park

*For enquiries and information
please contact :-*

Jobs West

72a Lincoln Road
Essendon Vic 3040
Phone: (03) 9379 0477
Fax: (03) 9379 0470
www.jobs-west.com.au

How does Australia compare to the rest of the world?

Australia has the seventh lowest employment rate for people with disabilities in the Organisation for Economic Cooperation and Development (OECD). In 2003, nearly two thirds of the OECD countries measured had better employment rates than Australia for people with disabilities. Recent OECD research found that Australia has the lowest average personal income for people with disabilities, at 44 per cent of the income of people without a disability.

-Australian Human Rights and Equal Opportunity Commission. Disability Rights Newsletter. 4th March 2005.

McDonald's Deer Park Walking in with a Smile



Checking napkin and straw levels

Being the first paid job for Darrell Clarke, dining room cleaning duties at McDonald's Deer Park appeared to be a big step into employment. Duties include cleaning tables in the dining area, re-filling straws and napkins, spot sweeping dining room, and mopping floors.

Store Manager Selda Huseyin has seen Darrell's confidence increase over the past eight months. "From what I've seen, working here has increased his confidence and he is doing things he probably never thought he was capable of". Selda says Darrell's productivity and speed has increased by 20% in the time he has been with the company.

Seeing a change in Darrell to a happier employee who interacts well with staff, Selda is confident things will continue to get better.

"The beginning was a little stressful for Darrell, but now he is responding to the volume of customers and their needs, and he is coming to work relaxed now. His levels of coping with stress has very evidently increased. He walks into work with a smile!"



Darrell more confidently performing his duties at McDonald's Deer Park

Darrell agrees, "I am more confident and relaxed. The staff make me feel happy, there are good staff here, they are fun to talk to and interactive, they are very supportive of what I do".

"McDonalds is a great company to be with, they are very understanding with their staff if they need a bit more time to pick up on things, in the sense that they care about their customers, especially the kids, they really take care of their customers and staff".



Darrell with Store Manager Selda Huseyin

Common misconceptions

Myth: *Having an Employee with a disability means someone will always have to help them.*

Fact: This is not the case with proper training. People with disabilities have adjusted to their disability in most cases. It does not affect their ability to work unaided.

Myth: *There are special requirements and skills involved in interviewing people with disabilities for a job.*

Fact: You would conduct the interview the same way for any applicant. If you want to know about the disability and how it might affect job performance, just ask. (If you have any questions, seek guidance from your Employment Consultant).

"Employing people with disabilities: Dispelling the myths" - Equal Opportunity. The University of Melbourne.

**Do you have a vacancy you need filled?
Could Jobs West support your business needs in any way? Contact us on 03 9379 0477**