

eQUALITY NEWS

Jobs West
newsletter
for Employers

**Do you have a vacancy you
need filled?
Contact us on 03 9379 0477**

Issue 24
February
2008

Two Jobs for Joel

Joel has been working at KFC in the city for the past 9 months. Joel has the responsibility of cleaning the restaurant during trading hours, as well as chasing the pigeons out of the store. Working 15hrs a week at the city store was not enough of a challenge for Joel, so in October of last year he started working at the Sydenham KFC as well. He does 12 hrs a week at Sydenham scrubbing the outside eating area, wiping down the menu boards in the drive through and cleaning behind the cookers in the kitchen. Joel enjoys working at both the stores, saying that doing different things at each of them keeps things interesting. The other staff are nice and helpful and his managers Shari and Margaret make sure he gets time off between shifts as some days he works at both stores. Joel also said that the city store is a lot busier than the Sydenham one and this means the time goes quicker. Margaret, Joel's manager at the city KFC says that Joel is a hard working and conscientious employee, and that she hopes to offer him more work in the future. *"Well done Joel for holding down 2 jobs at the same time, it's a top effort."*



Apprenticeships and Traineeships for People with Disability

New Apprenticeships (Apprenticeships and Traineeships) can provide significant incentives to employers who provide apprenticeship opportunities to people with disability. New Apprenticeships combine practical work with structured training to give people a nationally recognized qualification and the experience they need to get the job they want. For more information on the incentives available to employers for New Apprenticeships, visit <http://www.newapprenticeships.gov.au/>

Organisations benefit from having employees who have the skills to do the job effectively and efficiently. For many people, having a disability does not impact on their ability to do the essential requirements of a job.



Western Vocational Association Inc.

*For enquiries and information
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**15% of Australians
of working age have
a disability.**

Interviewing and hiring people with disabilities

For some people with disability an interview may not be the best way to demonstrate their skills. Some may be nervous about interviews, particularly if they have been unemployed for some time. A person with disability may have the skills to perform the job but not interview well.

If this is the case there are alternatives to consider including offering work for a contractual period, work experience or a trial date. These options let you assess the candidates suitability for a particular job before hiring permanently, and allow the candidate to fully demonstrate their skills.

What type of work can people with disability do?

Like all employees, people with disability bring a range of skills, talents and abilities to the workplace. Many people with disability are tertiary or trade qualified and hold senior managerial positions.

Employees with disability can be successful in all areas of the workforce, including apprenticeships and traineeships. People with disability are employed across many occupations:

- 37 per cent of employees with disability are professionals, managers and administrators
- 30 per cent of employees with disability are clerical sales and service workers
- 33 per cent of employees with disability are from remaining occupational categories including trades people, production, and transport workers as well as laborers and related workers (Australian Bureau of Statistics 2003).

By using non-traditional recruitment strategies and looking at the skills a person brings to a job rather than the disability, you can attract a more diverse—yet equally skilled—workforce.



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

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Flower Power Garden Center—Chadstone
IGA—Bourke St.
Warren & Brown Technologies—Maidstone
Ballan Holden—Werribee
Safeway—Newmarket
Safeway—Watergardens**

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