

eQUALITY NEWS

Jobs West
newsletter
for Employers

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

Issue 28
November
2008

Maria at Kmart.



Maria Esposito commenced employment at Kmart Airport West on 24/04/08. Maria's supervisor is Suzi Ristevska who is the Apparel Manager. Maria works in cosmetics for approximately 8 hours a week and some of her duties include; making sure the cosmetics are in their correct location and that the department is kept in a clean and orderly manner.

Maria says that she really enjoys her job at Kmart and would like to learn to use the registers in time.

Maria enjoys working with the other team members and has also made some friends, which Maria feels is an achievement as she is quiet shy. Maria hopes to still be working at Kmart in 20 years time

When asked, Suzi said "Maria is a dedicated worker who follows directions well. Maria is always on time for work".

You can find Kmart at Airport West Shopping Centre which is located at Louis St, Airport West.



Employing people with learning disabilities.

Opening up your recruitment processes to people with learning disabilities will enable you to tap into a valuable source of potential employees. A public commitment to equality of opportunity means a positive public image. It is important not to make assumptions about what a person with learning disabilities is capable of doing or to assume that they can not learn new things.

What are some examples of changes you might make?

Many employers find they do not have to treat employees with learning disabilities any differently from their other workers, or if they do, the changes are easy, cheap and minimal. You might want to use a support agency; some people with learning disabilities use Employment Support Agencies to help them settle into their new jobs.

"We work alongside the person for the first few weeks until they are competent and confident to do the job. We help find natural supports within the working environment. We gradually withdraw our support so that the individual becomes independent, and the relationships and support network are natural- the same as anyone else has in the workplace."



Western Vocational Association Inc.

*For enquiries and information
please contact :-*

Jobs West

72a Lincoln Road

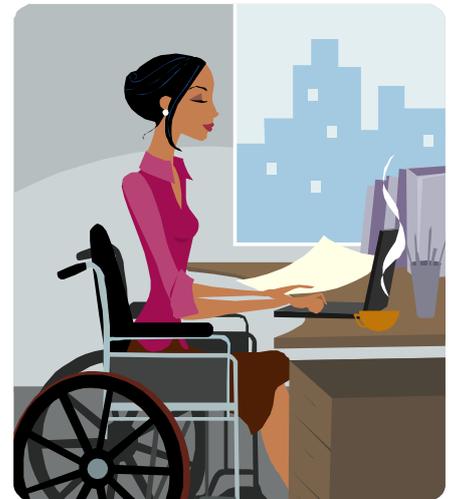
Essendon Vic 3040

Phone: (03) 9379 0477

Fax: (03) 9379 0470

www.jobs-west.com.au

**Approximately one in
every 10 people have
some form of hearing
impermanent.**



JobAccess. An Australian Government Initiative. March 2008.

The Australian workforce is changing. Our economy continues to grow but our population is ageing. Some industries are experiencing a tightening labour market and, without action now, Australia could face a potential shortfall of nearly 200,000 workers over the next few years. You can help address future staffing shortfalls through the employment of people who have traditionally been under-represented in the workforce.

Strengthen YOUR business by employing people with disability

People with disability bring a range of skills, abilities and qualifications to the workplace. Many businesses already employ workers with disability because it makes good business sense:

- people with disability can have fewer accidents at work—the workers compensation costs for people with disability can be as low as four per cent of the workers compensation costs of other employees (Graffam, Shinkfield and Polzin 2002)
- people with disability can have lower absenteeism and often take less sick leave than other employees
- the costs of hiring people with disability can be significantly lower than hiring other employees—as low as 13 per cent of the cost of other employees (Graffam et al 2002)

employing people with disability can build staff morale, raise management awareness of workplace practices and conditions, and increase customer and staff loyalty.

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

KFC— Sydenham

McDonalds— Deer Park

McDonalds—Oak Park

Reject Shop—Deer Park

Kmart—Airport West

Victoria Hotel—Melbourne

Mantra on Russell— Melbourne

**Flower Power Garden Center—
Chadstone**

Visit www.jobs-west.com.au