

# eQUALITY NEWS

Jobs West  
Newsletter  
for Employers

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

Issue 30  
February  
2009

## Work Experience Placements



Recently two of Jobs West clients completed a Work Experience Placement. Lachlan Winnall completed a 2 days per week spread over a 6 week placement at Bargain Wheels in Tullamarine. This was quite a change to the kitchen work that Lachlan has been doing for a number of years.

It proved to be a valuable experience for Lachlan. *“Work experience was great!; It was not stressful like my other job. I was able to work at my own pace and was able to learn what is involved in car cleaning and detailing. It was a great opportunity for me to see what it’s like working in the car rental business and now I want to find permanent work with cars. Completing the work experience let me see if I had the ability to do the job so now I feel confident to apply for more work in this field”*. The Manager at Bargain Wheels has given Lachlan a very good reference about his ability on the job and now he is actively seeking work in this field.

Michael Scarrott also recently completed 4 days per week spread over a 4 week period at ASA Logistics in Derrimut. He had never worked in a warehouse previously but does have a certificate in logistics from a course that he completed. During the work experience, Michael was able to learn how to sort packages and replenish stock on the shelves in the warehouse. They taught him to use the handheld scanner and showed him how to correctly fill out the paperwork. At the completion of his work experience placement, ASA Logistics has since offered Michael casual employment.

Jobs West would like to thank both Bargain Wheels Car Rentals and ASA Logistics for giving both Lachlan and Michael the opportunity of a Work Experience Placement.

Australian employers should take pride in breaking down barriers for people with disabilities by improving opportunities in the labour force. Such action not only makes good business sense but is also supportive of the Australian ethos to give the next person a go. All Australians have the right to participate as fully as possible in society. People with disabilities have the right to access premises. People with disabilities have the right to achieve their potential in the labour force. Providing access to such opportunities is good for business and good for Australia.

## Disability Rights

People with disabilities have the same human rights as all members of the community. The Australian Human Rights Commission provides a range of resources and links on disability discrimination and other human rights and disability issues. Visit [www.humanrights.gov.au](http://www.humanrights.gov.au) for more information.



Western Vocational Association Inc.

*For enquiries and information  
please contact :-*

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**98% of employees with  
disabilities rate average or  
better in work safety .**

Source: Graffam, J., Shinkfield, A., Smith, K., & Polzin, U. (2002)  
Employer benefits and costs of employing people with disability,  
Journal of Vocational Rehabilitation (17) 251.

### **Wage Subsidies.**

Wage subsidies provide a financial incentive to eligible employers when considering the employment of job seekers with disability or with other barriers to employment. Wage subsidies are payments made to employers to help cover the costs of paying (*part*) wages in the first few months of employment of a person with disability or a person experiencing other barriers to employment. They also aim to increase the competitiveness of job seekers, including those with disability.

Wage subsidies are available through a number of programs including:

- The Wage Subsidy Scheme for job seekers registered with the Disability Employment Network (DEN) members or the Vocational Rehabilitation Services

### **Employer Role.**

Providers of Australian Government Employment Services may negotiate wage subsidies with you if you are eligible for this assistance and when employment is offered under normal employee and employer arrangements.

You must also agree that the employment arrangement will continue for the period required by the relevant wage subsidy criteria.

As an employer, you are required to pay all wages and meet all other entitlements for your employee as required by state or federal law and include payments such as superannuation, insurance costs, occupational health and safety requirements, tax and so on.

### **More Information.**

For more information or assistance with wage subsidies, including eligibility criteria for job seekers, call Jobs West on **9379 0477** or the JobAccess Advisers on **1800 464 800**.

### **Job seeker profile**

#### **Jacki Henshaw**

Jacki has had over 10 years experience working in the Administration / Customer Service areas.

- Very strong customer service skills
- Very team orientated
- Pride taken in punctuality, presentation and achieving targets.

If you have a vacancy in the Administration / Customer Service area for Jackie, call Eileen at Jobs West on 9379 0477.

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

**Crown Plaza Hotel- Melbourne**

**Fergusson Plarre Bakery- Keilor**

**Safeway- Roxburgh Park**

**Mantra on Russell-Melbourne**

**KFC- Swanston Street**

**Mc Donalds- Deer Park**

**Visit [www.jobs-west.com.au](http://www.jobs-west.com.au)**

