



Western Vocational Association Inc.

*For enquiries and information
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Jobs West

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Over 1 million Australians
have a significant hearing
impairment, with around
30,000 Australians being
totally deaf.

Sourced from www.disabilityconfidence.org.au



Reaping the Benefits

The Australian workforce is facing a major labour skills shortage, with a shortfall of 195,000 workers predicted from 2009 onwards. Our ageing population means many existing workers are approaching retirement age. To secure our workforce for the future, organisations need to take a more open-minded approach to identifying and hiring talent.

Benbro Electronics, an engineering based electronic equipment design and manufacturing company, recognises and actively promotes the benefits of including people with disability in their workforce.

Director Steve Bennett attributes much of the business's success to their employment policies:

"Our father had a disability after being injured during military service. When he came out of service, he had difficulty finding a civilian job due to his disability. So when we started our own business, we decided to give people with disability a go. Our adage is there's only one question that's important and that's "Can they do the job?"

Currently 35% of our employees have some type of disability.

"People sometimes think that employees with disability are doing menial tasks, but they forget there are people with disability that have run countries – like Roosevelt and Churchill.

"We have employees with various disabilities in a range of highly skilled roles, like electrical engineers, as well as in less skilled roles. As a result of our policies we have a loyal and committed workforce with high morale and productivity".

www.disabilityconfidence.org.au

Businesses all over
Australia are benefiting
and utilising skills of
people with a disability by
providing employment
opportunities.

As an employer you can
join them today and reap
the rewards.

Tap in to this
underutilised talent pool.
Call Jobs West, now.

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

**Champions Supa IGA—Bourke St.
Bunnings—Coburg
Mantra on Russell
Ibis Hotel Melbourne
Safeway—Altona North**

Visit: www.jobs-west.com.au

eQUALITY NEWS

Jobs West
newsletter
for Employers

**Do you have a vacancy that
you need filled?
Contact Jobs West 9379 0477**

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INDEPENDENT WORKER



Job seeker of the month.

Luke (17) is seeking part time employment in re-tail. Luke will consider unpaid work experience to learn new skills and gain experience.

Luke would prefer to work in Sunbury or surrounding suburbs.

Please contact Jan on 9379 0477 if you have a suitable vacancy for Luke.

From time to time, some Jobs West clients become Independent Workers. Independent Workers are those clients who have worked consistently well over a long period of time to the point where they and their employer are confident that they do not need Jobs West ongoing support.



Recently, Nicholas Brennan, who has been with Jobs West since 2001, after discussion with his employer, has decided to become an Independent Worker. Nicholas has achieved a lot, both personally and professionally during the time he has been with Jobs West and during his Gardening Apprenticeship.

Nicholas has obtained a certificate in Horticulture Landscape and has been working as a gardener of a Secondary College since 2002. The school principle says that Nicholas "works to a very high standard and we are amazed at the progress he has made and the confidence he has gained since he first started."

Jobs West would like to congratulate Nicholas on his achievements over the years and we are confident of his continued progress in the workforce. Nicholas is looking forward to working independently in 2010.

Independent Workers are not cut off immediately from Jobs West if they are still not sure about the process. They can receive 'flexible' support and are able to contact Jobs West during the next 6 months, which is what Nicholas has asked for.

After 6 months of this 'flexible' support they are finally an Independent Worker, whereby Jobs West can no longer give support. If after this time a person circumstances changes and or they wish to come back to Jobs West for some other reason, they have to re apply.

Once again, congratulations Nicholas.