

eQUALITY NEWS

Jobs West
newsletter
for Employers

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

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Story of The Month



Nicole Nugent (*pictured left*) is currently working for KFC Roxburgh Park. With Jobs West assistance, Nicole will be reaching a ten year milestone in July 2012.

This is a great achievement, but Nicole felt she needed to try another field of employment and in February 2012, she commenced work with the Strathmore YMCA.

YMCA Victoria is a “not for profit” organisation which provides special programs and school holiday activities for the community.

Nicole assists staff with Prep to Grade 6 students, monitoring homework and helping to run activities such as archery.

This is for 4 days/24 hours a week both in the mornings and afternoons. Asked if Nicole enjoyed it, her response was, “love it!”

Even though Nicole is fairly busy, in May she started volunteering (*general team help*) with the Melbourne Vixens, who are an Australian Netball team.

In December 2011, Western Vocational Association Inc. which auspices Jobs West presented Nicole with an achievement award for her dedication and success over the past year .

Once again, congratulations, Nicole!

“A disability confident organisation is an organisation that is genuinely inclusive of people with disability, putting policies into practice.”

www.jobaccess.gov.au



Western Vocational Association Inc.

*For enquiries and information
please contact :-*

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**People with Disabilities are
Assets for Business.**

**Focus on Ability not
Disability**

People with Disabilities are Assets for Business

There are many advantages in employing people with disability. These advantages have been confirmed repeatedly in international studies and recently in a significant study of Australian workplaces.

Reliability

Overall, employees with a disability rate better than other employees for reliability factors, with:

- lower levels of absenteeism
- less sick leave
- the costs of absenteeism and sick leave at only 34 per cent of the cost incurred by their colleagues.

Lower ongoing costs

Employees with disabilities rate better on average than their colleagues for 'employee maintenance factors', such as:

- fewer accidents at work and significantly lower recorded workers' compensation incidents than other employees
- an annual retention rate that is 72 per cent higher than people without disabilities
- lower recruitment costs-hiring people with disabilities can be significantly less costly than hiring other employees.

Productivity, morale and loyalty

People with disabilities:

- have productivity comparable to other employees
- demonstrate high levels of loyalty through excellent retention rates.

Employing people with disabilities can:

- assist in staff morale and team development – organisations who employ people with disabilities are often perceived to be good employers
- assist in heightening management awareness of workplace practices and conditions for all staff members
- increase customer and staff loyalty to the organisation.

Taken from: JobAccess, An Australian Government Initiative

What type of work can people with disability do?

Employees with disability can be successful in all areas of the workforce, including in 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 tradespeople, production, and transport workers as well as labourers and related workers (Australian Bureau of Statistic 2003)

Taken from www.jobaccess.gov.au

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

Hungry Jacks Monee Ponds

Mantra Hotel LT Bourke Street

Hunter Leisure Keilor Park

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