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NATIONAL DISABILITY RECRUITMENT COORDINATOR

WHAT IS THE NATIONAL DISABILITY RECRUITMENT COORDINATOR SERVICE?

The National Disability Recruitment Coordinator service (NDRC) aims to increase the number of job vacancies available to people with disability registered with Disability Employment Services.

The NDRC is funded by the Australian Government to create at least 1000 new job opportunities each year nationally.

HOW DOES IT WORK?

The NDRC essentially acts as a 'conduit' between large employers and Disability Employment Services. The NDRC aims to create more employment opportunities for people with disability by acting as a central point of contact for large employers and supporting them to develop their overall level of 'disability confidence'.

By participating in the NDRC service large employers can:

- Ensure their recruitment processes attract, welcome and support candidates with disability;
- Have access to a broader talent pool of candidates, including people with disability; and
- Develop internal processes and external partnerships that will sustain their commitment in this area in the long term

The NDRC starts its work with large employers through the signing of a Memorandum of Understanding (MOU), or Partnership Agreement, which commits the employer to increasing their recruitment of people with disability. Some of the companies that have already signed MOUs include Woolworths Limited, Telstra, Australia Post, ANZ and Western Power.

Once this commitment is made, the NDRC helps the employer implement strategies and practices to employ people with disability as well as support and develop existing staff to welcome people with disability as colleagues.

The NDRC sends information about the employer's job vacancies to Disability Employment Services who service the area where the jobs are located. It offers a free pre-screening interview service at the point of recruitment to obtain suitable referrals of potential candidates for the vacancies.

The NDRC facilitates the development of relationships between large employers and Disability Employment Services, highlighting the support available to people with disability through initiatives including workplace modifications and employer incentives.

The NDRC can also provide advice about the Employment Assistance Fund (EAF) which can be accessed via the JobAccess service to support people with disability and mental health conditions through financial assistance to purchase a range of workplace modifications and support services. This is available to both people who are about to start a job or who are currently working.



WHERE DOES WORKFOCUS AUSTRALIA FIT IN?

The National Disability Recruitment Coordinator service is provided by WorkFocus Australia.

WorkFocus Australia also manages JobAccess - the free, confidential telephone service providing information and expert advice to employers about recruiting and working with people with disability.

WHY EMPLOY SOMEONE WITH DISABILITY?

A major concern of any employer when recruiting staff is getting the right person for the job. Sometimes the right person will be someone with disability.

Hundreds of thousands of skilled Australians with disability are being underutilised by employers. As Australia moves into another period of skills and labour shortage, employing a person with disability makes good business sense.

Consider this:

- People with disability can have fewer accidents at work—the workers compensation costs for people with disability can be as low as 4 per cent of the workers compensation costs of other employees.
- 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 the other employees.
- Employing people with disability can build staff morale and teamwork, raise management awareness of workplace practices and conditions and increase customer and staff loyalty.

People with disability will bring a range of skills, talents and abilities to the workplace. They work in all sorts of jobs and can hold a range of tertiary and trade qualifications. Recruitment in Australia must be responsive to changes in economic conditions and social trends. Businesses can address future employment requirements by expanding their workforce through the employment of people with disability.

WHERE DO I GET FURTHER INFORMATION?

To speak to one of the expert advisors about the range of government programs that support and assist employers, including access to the National Disability Recruitment Coordinator, visit www.jobaccess.gov.au or phone 1800 464 800.