



People with disability make great employees

See how your business can benefit



This project is delivered by Jewish Care Victoria and funded by the Australian Government Department of Social Services. Visit www.dss.gov.au for more information.

The Benefits to Your Business

Hiring people with disability can provide numerous benefits to your business including:



+1

ACCESS TO A WIDER POOL OF TALENT

By including people with disability, you can tap into a pool of talented individuals who may have skills and experiences that are relevant to your business.



+2

IMPROVED CUSTOMER SERVICE

People with disability often have exceptional customer service skills, which can be a key differentiator for your business in an increasingly competitive market.



+3

INCREASED PRODUCTIVITY

Hiring people with disability can lead to increased productivity, job satisfaction, and lower rates of absenteeism and turnover.



+4

BETTER STAFF RETENTION

It has been shown that offering a supportive and inclusive workplace can improve your staff retention rates and reduce costs associated with recruitment and training.



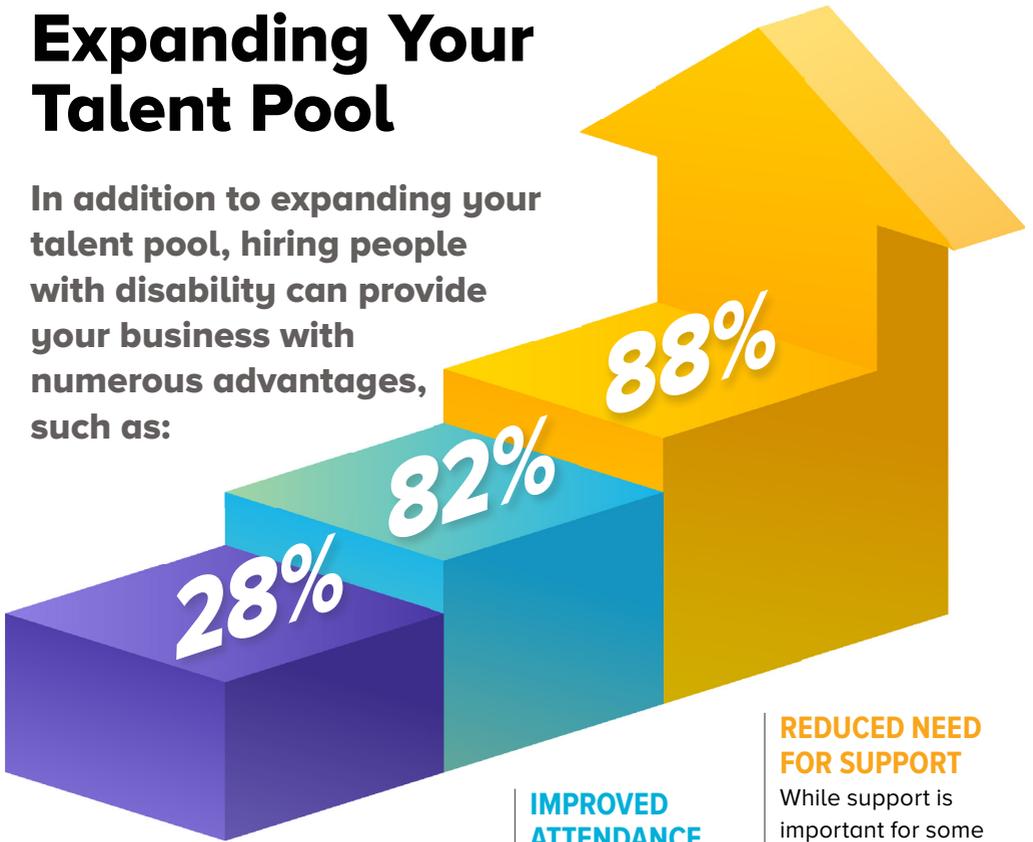
+5

POSITIVE IMPACT ON WORKPLACE CULTURE

Hiring people with disability can have a positive impact on your workplace culture, promoting diversity and inclusion, and fostering a sense of community and social responsibility.

Expanding Your Talent Pool

In addition to expanding your talent pool, hiring people with disability can provide your business with numerous advantages, such as:



EXPANDED CUSTOMER BASE

Employing people with disability can help your business tap into new markets by better understanding the access and communication needs of customers with a disability.

INCREASED SALES AND REVENUE

Businesses focused on disability engagement **grow their sales three times faster and profits four times faster** than their competitors in Australia. Companies that hire people with disability have been found to have **28% higher revenue**¹.

IMPROVED ATTENDANCE

Contrary to common misconceptions, 82% of staff with disability do not need more time off work². Hiring people with disability can help you build a **reliable and committed workforce** that are dedicated to their work.

REDUCED NEED FOR SUPPORT

While support is important for some staff with disability, 88% do not require additional support from their employer at work³. Hiring people with disability can help you gain **loyal and independent workers** who are committed to their roles.

Workplace inclusion significantly increases performance and well-being and decreases discrimination and/or harassment. **Workers in inclusive teams are:**

11x MORE LIKELY TO BE HIGHLY EFFECTIVE THAN THOSE IN NON-INCLUSIVE TEAMS

10x MORE LIKELY TO BE INNOVATIVE

6x MORE LIKELY TO PROVIDE EXCELLENT CUSTOMER SERVICE

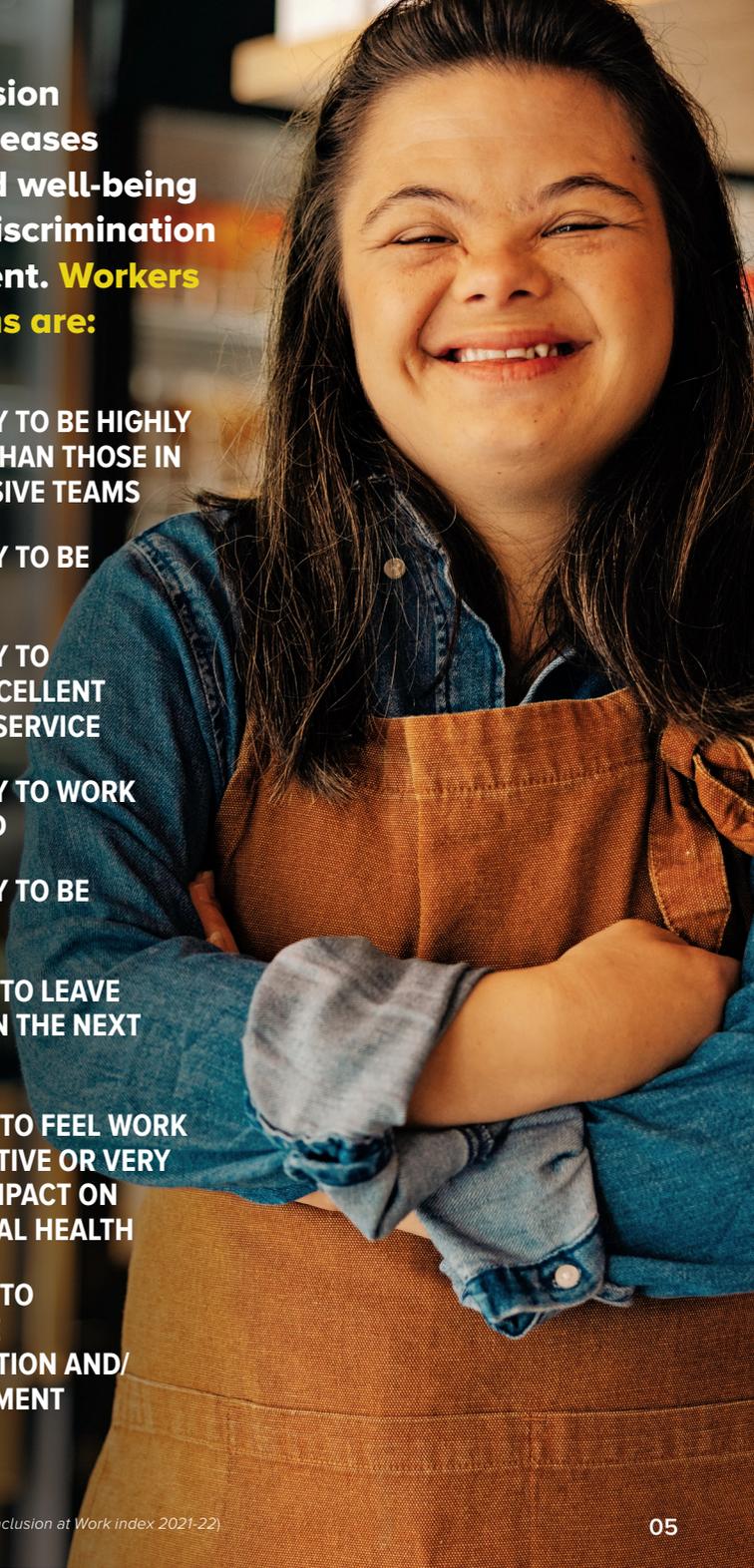
4x MORE LIKELY TO WORK EXTRA HARD

10x MORE LIKELY TO BE SATISFIED

4x LESS LIKELY TO LEAVE THEIR JOB IN THE NEXT 12 MONTHS

4x LESS LIKELY TO FEEL WORK HAS A NEGATIVE OR VERY NEGATIVE IMPACT ON THEIR MENTAL HEALTH

5x LESS LIKELY TO EXPERIENCE DISCRIMINATION AND/OR HARASSMENT



Successful Disability Employment in Businesses

Learn from successful businesses who have already embraced disability employment. These case studies showcase the benefits and challenges of hiring people with disability and provide insights into how to create a more inclusive workplace.

BECON CONSTRUCTIONS



Phillip, an individual living with Down Syndrome, was recruited by Becon Constructions. This leading construction company implemented an inclusive workplace policy and partnered with Down Syndrome Victoria to ensure the best job match for an administration role.

After assessing four candidates' skills and attributes, Phillip was chosen for the job. With the support of Down Syndrome Victoria, Becon Constructions provided on-the-job training for all staff to help Phillip settle into his new role and routine.

Phillip's impact on the workplace has been remarkable. He takes ownership of his work and has become a key contributor to the team.

His co-workers welcome his support and expertise and his presence has created a more accepting and inclusive workplace culture. Becon Constructions' decision to hire Phillip has contributed to a positive shift in individual attitudes about the talents and capabilities of people with disability.

By providing necessary support and training, Becon Constructions has shown that any business can make a positive difference by employing a person with a disability. Phillip's success serves as an example of a company that has created a workplace where people with disability can contribute their skills and talents.

“Employing Phillip has contributed to a more accepting workplace culture, creating a positive shift in attitudes towards people with disability.”

David, Design Manager, Beacon Constructions



G-STORE

Over the past three years, Dion, Managing Director at G-Store, has hired four people with disability.

He was able to find suitable candidates with the help of a Disability Employment Services (DES) provider and he also had personal experience with a friend living with a disability. Dion was motivated to say yes to employing a person with a disability by learning about the wage subsidies and other incentives available to small business owners. He found the financial commitment of hiring someone with a disability to be low and he accessed these supports to make the process easier.

Dion's experience has been positive, and he encourages other business owners to consider employing people with disabilities as it not only benefits the community but also the business. Employees with disability at G-Store have made valuable contributions to the workplace, and their skills and abilities have been appreciated by customers and co-workers alike. Employers can tap into a pool of talented individuals and make a positive impact on society by offering employment opportunities to people with disability. Dion believes that the process of employing a person with a disability needs to be made easier for small business owners.

“Small businesses can benefit from hiring people with disabilities, with low financial commitment and access to wage subsidies and incentives.”

Dion, Managing Director, G-Store



GOTTLIEB'S BUILDING SUPPLIES

Yona, General Manager at Gottlieb's Building Supplies, believes that everyone deserves a chance to work and contribute to their community.

When Yona was introduced to the idea of hiring a person with disability, she had her reservations. However, with the help and support of a fellow business owner, Yona was able to employ Darren a person living with Down Syndrome, through a Disability Employment Services provider and an NDIS support program.

Although he needs a full-time support worker with him when he comes into work, Darren does his job with enthusiasm and is always ready to help customers.

Today, customers come into the store expecting to see Darren in the aisles ready to help them find the stock they need. As Yona puts it, "the customers are so happy." Some of his co-workers were apprehensive at first, but Darren has become a valued member of the team and they look forward to seeing him at work. Employing Darren has not only made Gottlieb's a better place to shop and work, but it has also contributed to a more inclusive workplace culture.

"Employing a person with disability has not only made Gottlieb's a better place to shop and work, but it has also contributed to a more inclusive workplace culture."

Yona, General Manager,
Gottlieb's Building Supplies

COL SMITH, LANDSCAPE GARDEN & BUILDING SUPPLIES

Gal, who has a cognitive disability, struggled to find work in the fast-paced environment of commercial kitchens, despite his diligence and careful work ethic.

With support from a DES provider and Jewish Care, Gal found employment at Col Smith, a provider of large-scale landscape products for commercial gardeners. Gal was employed as a yard hand and developed his skills on-site with support from his manager, Damian who approached Gal's employment with the philosophy of treating him in the same way he would want to be treated. Gal quickly became an important and respected member of the team at Col Smith,

surprising everyone with his ability to take on tasks such as driving a front loader and a fork-lift. Damian and the rest of the team were impressed by Gal's punctuality and work ethic, with Damian commenting that, *"It's really hard to find someone who rocks up on time, but with Gal you can set your watch by him"*. Gal's success at Col Smith shows that with the right support and opportunities, people with disability can be valuable assets to any workplace.



"It's really hard to find someone who rocks up on time, but with Gal you can set your watch by him."

Damian, Manager at Col Smith, Landscape Garden and Building Supplies

Introducing the Disability Employment Navigator



Your Independent Guide to Successfully Employing People with Disability

Many small businesses are hesitant to explore the benefits of employing people with disability due to the myths and misconceptions surrounding the topic. That's why we created the Disability Employment Navigator – a free and independent service offered by Jewish Care to guide and educate small businesses on how to navigate employing people with disability.

Our service is designed to support your business every step of the way, from education and information to practical assistance and ongoing support. Here's what you can expect from engagement with the Disability Employment Navigator:

- **We work with management and staff to educate and reduce misinformation about disability, creating a more inclusive and welcoming workplace.**
- **We provide information and guidance on wage subsidies, workplace modifications, and other supports available to make the process as smooth and stress-free as possible.**
- **We connect you with the most appropriate disability employment service or specialist disability organisation to meet your needs.**
- **We assist with paperwork and provide ongoing support to ensure the success of the placement.**
- **We remain available to your business as additional support after a placement is made.**

The Disability Employment Navigator service is free. To take advantage of this unique and valuable service, call **Jewish Care** on **03 8517 5999** to speak with the **Disability Employment Navigator**.



**Don't let myths and misconceptions
hold your business back – take the
first step towards a more inclusive
and successful future with the
Disability Employment Navigator.**

www.jewishcare.org.au/navigator

 **JewishCare**
Enriching Lives



READY TO EXPAND YOUR TALENT POOL?

Contact us to speak with the Disability Employment Navigator and learn how we can help your business.

Ph: **03 8517 5999** www.jewishcare.org.au/navigator



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