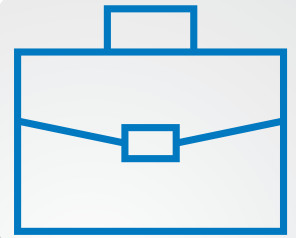


Employment



People with disability want to work, earn wages and advance their careers on an equal basis with others, but they face many barriers including:

- Attitudes and low expectations of employers
- Fear of losing the Disability Support Pension and concessions
- Negotiating reasonable adjustments
- Lack of support for the transitions between education and employment
- Accessing work experience, further education and training
- Inflexible working arrangements
- Inaccessible recruitment practices
- Inaccessible buildings, workplaces and technology
- Ineffective and under-utilised job support programs
- Productivity based wage assessments
- Workplace bullying and culture
- Lack of open employment options



Things that work

- ✓ Targets for employment of people with disability
- ✓ Targeted work with industries and business to help them become disability confident employers
- ✓ Government programs that subsidise the cost of reasonable adjustments
- ✓ Mentoring programs
- ✓ Flexible working arrangements
- ✓ Incentives for business to employ people with disability, including tax concessions and discounts
- ✓ Support that is individualised and tailored to meet needs
- ✓ Recruitment programs that target specific skills people with disability may have



We will know people with disability are enjoying the right to employment on an equal basis with others when:

- Employers have the resources and practical knowledge to support employment of people with disability
- Employment policies and programs for people with disability lead to long term open employment opportunities for people with disability
- Recruitment processes, workplaces and workplace technologies are accessible to all people
- People with disability are paid fair and equal wages

There are no barriers to people with disability getting the jobs they want.

