

Disability Diversity

**Disability employment models;
Why they are not working
What will it take**



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The landscape business/government

- World labor shortages
- Legislation and policy changing business agendas
- Markets need to broaden locally / internationally
- New generations are discerning and demanding
- Global conflict and environment bring new population
- Innovation and competitiveness becoming critical
- Aging Australian Population
- Productivity, participation critical for economic growth
- Emerging understanding of triple bottom line drivers
- Politicians and leaders moving agendas & policy

Who embarks on Diversity Pathway

- High staffing levels and recruitment needs
- Operate in diverse markets
- Government bodies legislative obligations, community expectations and rapidly changing community profiles.
- Aggressive competitor activity & need to differentiate
- Exposure from EEO and discrimination complaints.
- Companies that see more broadly their social responsibility
- Companies who understand their business client demographic
- Companies/ Government with leaders

The Barriers to disability employment

- Recruitment industry fragmented
- Years of non commercial approaches with candidates
- Stand alone models for all sectors of disability
- Failure to link models to existing recruitment landscape
- Candidate pools fragmented
- Stereotyping all candidates as requiring significant support
- Notion not translating to outcomes
- Organizations' thinking diversity in CSR terms not triple bottom line
- Some candidates not ready

Are we that bad?

- Perception current model produces employees requiring significant assistance “and subsidised”
- Can employers access candidates readily
- Do we have policies and processes consistent nationally.
- Can employers get strategic support in developing employment models
- Can someone disclose their disability or diversity safely
- Are there any examples of discrimination
- Does the recruitment industry support or block
- Do initiatives survive management change

Synopsis of Vic Government performance

- 150 face to face meetings with Gov Dep
- 357 referrals from DES
- 229 referral to Government bodies
- 60 interviews (30%)
- 29 placements (50%)

- Target referrals 300 ytd actual 229
- 4 Gov Dep compulsory interviews



What is wrong

Candidates and pools

- Network infrastructure and skill
- Network breadth; potential vrs usual
- Capability to interview for the job
- Strategic approach vrs current process
- Perception of disability for entry level roles only



What is wrong

Employers

- Merit recruitment/reasonable adjustment
- Only hearing old pitches not reality on productivity and population and sustainability
- Past disability models and perception
- Hiring managers KPI's and performance not aligned
- Business managers perceptions and awareness

What is needed

- Educate and support candidates in specifics
- Advance screening
- Training of hiring staff
- Better understanding between employer & supplier
- Policy and process of employer to match
- Model adjustment and review
- Affirmative action
- Leadership
- Disability to be a part of overall employer INTERGRATED SOLUTION
- Collaborative approaches competitors/NDRC/employers/support

Why would a collaborative approach work

- Appropriate commercial outcomes
- Provides each player an ability to achieve against imperatives
- Integrating candidates, suppliers of services and employers
- Up skilling the total employment industry
- Reduce costs to Government of employment model and direct to support services and respite
- Consolidating candidate access points

Integrated Solution



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Next steps

- Create models with partners/competitors
- Trail willing participants in collaborative models
- Create pipelines to employment
- Build real incentives ie gov contracts
- Reduce candidate pool segments
- Create an agenda for affirmative action
- Engage the recruitment industry
- Educate the disability sector on corporate drivers, resume quality
- Educate employers on the tangible value

