

Together we achieve more... employer engagement, an NDRC perspective

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The four most powerful words according to Graeme Innes AM, Australia's Disability Discrimination Commissioner?

**YOU
START
ON
MONDAY!**

National Disability Summit, April 2010



Australian Government



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Today...

- A quick overview of the NDRC
- 3 months in...NDRC update
- What WILL it take?
- Working together on engaging employers
- Where will we be this time next year?
- Discussion

Engage?

- to occupy the attention or efforts of (a person or persons)
- to secure for aid, employment, use, etc.; hire
- to attract and hold fast
- to attract or please
- to bind, as by pledge, promise, contract, or oath; make liable
- to betroth
- to cross weapons; enter into conflict (!!!)

dictionary.reference.com

“to attract and hold fast...”



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Employer barriers

- **Various and perennial:**
 - OHS concerns
 - Low expectations
 - Low levels of disability ‘confidence’, ‘competence’
 - Mixed levels of awareness of the ‘business case’ for employing people with disability
 - Low level of awareness of available supports and services

About the NDRC

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- Conduit between large employers and DES
- **Partnership Agreement** the start of the journey;
 - *Initial support services – supporting ‘disability confidence’...AND ‘disability competence’*
 - *Advice services (including an overview of supports)*
 - *Promotional services*
 - *Brokerage services – sourcing & filling vacancies*
- www.jobaccess.gov.au – part of our sustainability strategy and a key resource

NDRC Objectives

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- Increase participation of people with disability in the work force
- Increase the job vacancies available to program providers
- Promote the benefits of employing people with disability to employers
- Assist large employers to develop systems and processes
- Support large employers to implement and manage strategies
- Improve employers awareness of Government schemes
- Improve quality of participation in employment
- Provide linkages between large employers and program providers

NDRC Placements

- NSW 285
- Vic 280
- Qld 225
- WA 90
- SA 75
- Tas 25
- ACT 15
- NT 5

TOTAL 1000



Further information?

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DES Provider Portal...coming soon!

- *NDRC model*
- *Employer profiles*
- *Vacancies*
- *Frequently Asked Questions*
- *Tools and tips on working together*

3 months in...NDRC update

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- Success! Employers sign up!
 - *Two and counting...*
- System build continues
 - *DES Portal*
 - *Policies, procedures*
- Active promotion
 - *Employers*
 - *DES*

NDRC partners so far...

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Messages we took from the Roundtables:

- Positive response to new NDRC model and a willingness to work together
- Some skepticism out there
- Strong concern that the NDRC respect jobseekers' engagement with the program

Roundtable messages cont.

- All DES providers must get good access to the program regardless of where they are
- Appropriate use of the Supported Wage System to be advocated for by NDRC
- Close working partnership between NDRC and DES critical
- Access to public transport a consideration

Roundtable messages cont.

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- NDRC must disseminate the nature of employer's commitment throughout their company
- The NDRC must respect existing relationships with DES providers
- Disclosure is a key issue

Key Success Factors

- Walking together
- Transparency & trust
- Relationship building
- Regular and relevant updates
- All stakeholders committing to the process
- Clear delineation of roles and focus
 - *Partnership Agreement between NDRC & Employers*
 - *Service Agreement between NDRC & DES*

NDRC - DES Service Agreement

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- THANK YOU!
- It's now a better document based on your feedback

Service Agreement Features

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- Looking to reduce administration burden for DES
- People with disability = 'candidates' and 'talent'
- Employer = 'NDRC Employer Partner'
- Addressing pre-existing DES relationships
- Building in opportunities for innovation
- DES has a role in promoting NDRC internally
- Placements secured by DES

Why sign?

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- Strength in numbers!
- Relates to activities that DES contracted to provide
- Strong buy-in from employers

What do you need to do?

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- Got your copy of the Service Agreement?
- Read carefully
- Fill in the blanks
- Sign up
- Return to ndrc@workfocus.com or by post by COB Friday July 2nd

What WILL it take?

- Range of approaches
- Working together on engaging employers
- Getting the messages right
- Positive experiences will enhance engagement
- Look at your jobseekers through the eyes of an employer

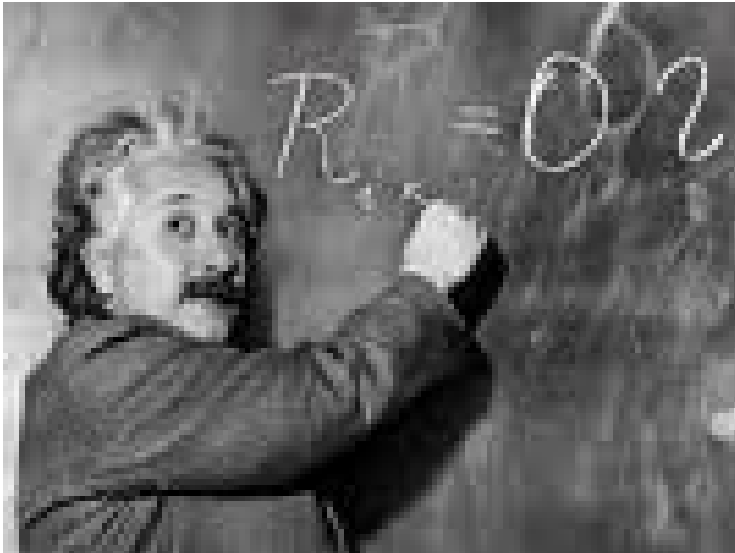
Where will we be this time next year?

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- Making history!
- Established partnerships based on trust
- Looking for innovation
- Sharing our stories
- Contributing to long lasting attitude change across Australian business

Finally...

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“Anyone who has never made a mistake has never tried anything new”

Albert Einstein

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Thank you & questions please!