# Outcome 7: Employment

Actively participating and contributing to the community is a central part of living a good life. As well as a diverse set of skills, knowledge, and qualifications, people with disability have lived experience that adds value to an employer and workplace culture. Workplace diversity has benefits for both the employer and all employees[[1]](#footnote-1).

**Disability Access and Inclusion Plan Outcome 7**

* People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

In 2022, people with disability were twice as likely to be unemployed, as people without disability[[2]](#footnote-2). Public authorities must implement actions that build organisational capability to attract, recruit and retain employees with disability.

“Instead of including us, just remove the barriers which keep us back. Be consultative with us and ask us what we expect the workplace to do to accommodate us”, consultation participant.

### Attract

Attracting people with disability begins with accessible and inclusive recruitment materials and practices. Good practice includes:

* Accessible recruitment materials, using inclusive language and images, and providing a statement encouraging people with disability to apply.
* Promoting vacancies through alternate methods and targeted networks.
* Developing customised employment opportunities for people with disability.
* Modifying job roles to suit someone with disability, such as job-carving.
* An Employee Value Proposition that highlights an inclusive workplace culture and practices, such as remote working flexibility and reasonable adjustment policy.

### Recruit

Recruitment is the first point of engagement for all potential employees – from the interview offer to completing onboarding processes. Accessible recruitment practices enable people with disability to fairly compete for employment opportunities and experience a smooth entry into the workplace. Good practice includes:

* Offering interview and onboarding adjustments, such as additional time, technology, interpreters, group interviewing, and an onboarding buddy.
* Developing a diversity benchmark and using a hiring matrix to ensure equitable hiring practices.
* Having a person-centred, strengths-based approach to interviewing and role design.
* Using alternatives to interviews to assess applicant suitability for a role.
* If interviewing, provide clear interview preparation instructions and recruitment timelines, and ensure panel members are sensitive to the impact of disability on performance in interviews.

### Retain

Attracting and recruiting people of all abilities is one part of the equation, an inclusive workplace and culture is a major contributor to employee retention. Good practice includes:

* Educating and supporting managers to understand workplace adjustment policies and practices and being proactive in facilitating adjustments.
* Normalising digital inclusion and workplace adjustments at an organisational level.
* Promoting and celebrating Disability Access and Inclusion Plan actions and successes.
* Championing employment progression and leadership opportunities for employees with disability.
* Becoming a disability confident employer. Visit [Australian Disability Network](https://australiandisabilitynetwork.org.au/).

#### Useful resources:

Australian Disability Network, The business case for disability employment targets, [The business case for disability employment targets](https://australiandisabilitynetwork.org.au/wp-content/uploads/2023/10/final-business-report.pdf)

Australian Human Rights Commission, IncludeAbility Resources for employers, [IncludeAbility - Employer resources Australian Human Rights Commission](https://humanrights.gov.au/our-work/disability-rights/disability-resources-employers)

WA Government, Public Sector Commission, Workforce diversity and inclusion resources, [Workforce diversity and inclusion resources](https://www.wa.gov.au/government/multi-step-guides/workforce-diversity-and-inclusion)

1. Australian Human Rights Commission, 2021, The economic and business benefits of employing people with disability, <https://humanrights.gov.au/our-work/disability-rights/economic-business-benefits-employing-people-with-disability> (accessed 18 July 2024) [↑](#footnote-ref-1)
2. Australian Bureau of Statistics, 2022, [Disability, Ageing and Carers, Australia: Summary of Findings, 2022 | Australian Bureau of Statistics](https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release) (accessed 11 December 2024) [↑](#footnote-ref-2)