

Aged Care Employer Guide

Disability Inclusion: Employment



JFA Purple Orange
Road To Employment Project



About this guide

JFA Purple Orange Road to Employment project works with Aged Care employers to strengthen their capacity to employ people with disability.

A collective of leading Aged Care organisations, a Registered Training Organisation (RTO) and Inclusive Employment Australia providers (IEA) developed a Community of Practice to tackle disability inclusion and employment.

A group traineeship employing people with disability in a range of roles was developed.

This guide shares insights gained throughout the project, providing guidance and practical examples that can be easily applied to any business.

We have included free resources to help you get started.

We hope this guide serves as a valuable resource to help you implement changes that foster an inclusive workplace for all.

We acknowledge the work of the Aged Care Community of Practice and the Aged Care Co-design Team.

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Current State

- Aged Care is one of the fastest growing sectors in Australia with a rapid rise in demand for services. Aged Care is faced with a critical skill shortage driven by a combination of factors, including an aging population, growth in demand and difficulties in recruiting and retaining qualified and motivated staff.
- Addressing the skill shortage is vital. This provides an opportunity to think differently about your workforce, job design and how you engage and retain your workforce.
- By broadening your thinking and approaches to inclusion, you will gain access to a previously untapped pool of motivated and skilled people to address skill shortages and high turnover rates of employees.

Proven Strategies for Employers

1. **Adopt a wide range of employment strategies** such as targeted recruitment for existing job vacancies, traineeships or pre-vocational training programs for people with disability.
2. **Think flexibly about approaches to job design, use job customisation** to find the right people for your business.
3. **Partner with Inclusive Employment Australia providers (IEA)** for access to candidates.
4. **Make building an inclusive culture a priority** and **upskill your employees** to adopt an inclusion first mindset.
5. **Strengthen your recruitment process** to be more inclusive, this will open up the talent pool to capable skilled workers.
6. **Reduce work practices that unintentionally discourage** and create missed opportunities **by being inaccessible or non-inclusive.**

“Many of us have action plans, very few, actually have people with a disability employed in their organisations”

Executive Leader, Aged Care Provider

Diversity Creates Stronger Business Outcomes

Research across many industries reports the following impact from embracing diversity:

- **Performance** – Radically diverse teams financially out-perform less diverse competitors by 35%
- **Innovation** – A diverse group of employees can increase innovation output by 20%
- **Revenue** – Organisations with diverse leadership have revenue streams that are higher by 19%
- **Reduce Risk** – A team with diversity of thought can spot and reduce workplace risk by up to 30%
- **Retain the Best Talent** – 67% of job seekers consider workplace diversity an important factor when considering employment opportunities

Disability Inclusion is Critical for Business

Adopting disability inclusive practices reduces operational risks and costs while increasing engagement and employee satisfaction for all staff. This positively impacts businesses and people with disability. Reported impacts include:

- **Reduced attrition and turnover rates** in your existing workforce. Non-inclusive or in-accessible work practices lowers staff engagement and the ability for people to do their jobs effectively.
- **Improved low fill rates of vacancies and attract top talent to your business.** Using inclusive recruitment practices ensures you access the entire talent pool of skilled and motivated candidates.
- **Reduced risk of embedding unintended discriminatory work practices, attitudes and biases.** Proactively removing bias and barriers in all jobs means everybody can do their job effectively, improving productivity and efficiency.
- **Reduced risk of client dissatisfaction.** A workforce that better represents your client base increases likelihood of improved user experience and products.

What the Data Tells Us:

- 21% of Australians are people with disability (reported in ABS, 2023)
- Disability is common in Australia, is often not visible and can be acquired at any time in life.
- Employers often do not have an accurate understanding of representation of people with disability in their existing workforce.
- 93% of unemployed people with disability aged 15-64 experience difficulties in finding employment and want meaningful employment.
- Barriers in mindsets, attitudes and biases have impacted hiring decisions, workplace culture and practices. This has prevented entry into the workforce for a cohort of skilled and capable people who are seeking employment.

Call to Action

By making a commitment to inclusion employers like yourselves can help to shift these statistics and leverage the positive impact of diversity in your business.

If more people with disability were employed in mainstream settings, particularly in leadership and decision-making roles, the diversity of their skills, experiences and perspectives would be reflected in the work that is produced and the decisions that are made.

People with disability face a wide range of barriers to employment, some physical, some attitudinal, and others related to non-inclusive recruitment and workplace practices. Employers can address these barriers through applying disability inclusive work practices and addressing bias.

Watch Disability Leaders share their stories - It's Time for Inclusive Employment video <https://vimeo.com/802493564>

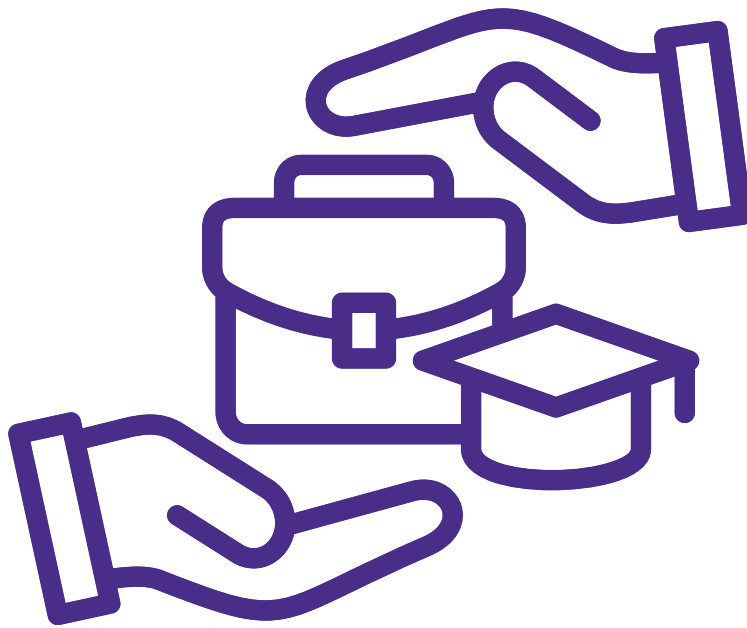
“We recognise that everyone deserves the opportunity to develop new skills and participate in the workforce.”

Amanda Birkin - CEO Aged Care

Aged Care Employer Guide

Disability Inclusion

Employment Stories



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What we did

- An innovative traineeship program was established providing people with disability the opportunity to build a career in aged care.
- Aged care organisations were provided support to diversify their workforce and add value to their organisation through running a group traineeship.
- A partnership between Aged Care Organisations, Purple Orange, Inclusive Employment Australia providers, Barkuma and Maxima, and Registered Training Organisation (RTO), EQUALS International, was established. Each organisation held a shared commitment to supporting people with disability reach their full potential and find meaningful and lasting employment. This included provision of adequate on-the-job support.
- 9 trainees were offered the opportunity for a group traineeship where trainees attend training together as a group.
- Aged care providers committed to employing trainees with disability:
 - ECH
 - Eldercare
 - St Anna's Residential Care Facility
 - Amber Aged Care
- Trainees were selected to participate and were supported in attaining their Certificate III in Aged Care, while also receiving hands-on training from experienced employees.
- The group traineeship was based on the successful traineeship model initiated by RTO training provider EQUALS International and implemented by Ridleyton Greek Homes.
- The underpinning idea for the program was the desire to build a more stable workforce that embraces inclusivity and helps everyone, no matter their perceived ability to reach their full potential.

“The program demonstrates that by supporting people with disabilities to reach their full potential, they can have a meaningful impact in the workforce and the aged care sector”

Amanda Birkin - CEO Aged Care

Case Study - Traineeship

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Outcomes

- Our trainees graduated with a Certificate III in Individual Support (Ageing) CHC33015 and took up permanent employment opportunities in the sector. The trainees gained employment, a career path and a lifelong profession.
- An important part was engaging aged care leaders, IEA providers and the RTO in the co-design of the traineeship. This is allowed participants to identify and address some of the barriers to participation and shape elements of the program including, recruitment, orientation, supervision, and mentoring.
- By doing the traineeship with other organisations, it meant that we had a network of others who we could learn with along the way. Training and support through Purple Orange provided, capability building for teams on inclusion which included facilitating a Community of Practice (CoP) and resources to implement the traineeship model.

Impact of the Program

- There were improved relationships with residents and increased goodwill and camaraderie in the workplace.
- The traineeship program had a profound, positive influence on the lives of the trainees and those living and working with them.
- Aged Care Organisations were asked "Would you recommend the project to your peers?"

"This program has brought people to the organisation that have had such a great impact on our residents...our trainees have changed the culture of thinking within our organisation. So why would you not commit to giving someone an opportunity." Dominique Evele CEO, Amber Aged Care.

- Watch more Employer Impact Stories <https://vimeo.com/726883546>

Advice to the Aged Care Sector

- Employers reported an overwhelming positive impact on their organisation, clients and work teams.
- Participating Aged Care Organisations shared their reflections on the impact of the program to their organisations.
- Watch the video stories to learn from ECH, Eldercare and St Anna's Residential and Amber Aged Care on their advice to Aged Care providers to employ people with disability.
- Eldercare
- St Anna's Residential Care
- Amber Aged Care

Executive Endorsement from Aged Care Leaders

- Watch the video below to hear why our Aged Care leaders recommend using a traineeship employment approach
<https://purpleorange.org.au/what-we-do/our-current-projects/road-to-employment/employers/aged-care-traineeship/executive-endorsement>

Stories from our Trainees and their Supervisors

- **Ronnie's Story**

"I don't know there's many other jobs I'd rather be doing"

Watch Ronnie's full story here <https://vimeo.com/746396784>

- **Ben's Story**

"I like working in Aged Care because of the good relationships you build with the residents"

Watch Ben's full story here <https://vimeo.com/742944081>

Aged Care Employer Guide

Disability Inclusion

Strategies for Employers



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Aged Care Organisations partnered with Disability Employment Service to recruit our new trainees. These are now known as Inclusive Employment Australia providers (IEA). However, there are a number of ways to find candidates for your jobs:

- 1) Hire direct into roles via your current vacancies.
- 3) Targeted recruitment.
- 3) Partner with an IEA provider.

1. Direct into Current Vacancies

Ensure that you are not excluding people through unintentional barriers in your job design, recruitment, application and selection processes. What are the signs that show your jobs are open to everyone? Things to consider:

- Are your job ads accessible and inclusive? i.e. position descriptions available in multiple formats e.g. suitable for screen readers, larger font etc.
- What signals that your jobs are open to everyone including people with disability? i.e. do you have an inclusive job statement that encourages people with disability to apply?
- Consider how AI is being used in your recruitment processes. Ensure bias in AI is not 'screening out' qualified and suitable candidates from disability and culturally and linguistically diverse (CALD) communities, especially in the early screening phase.
- Is your job application process accessible for everyone? For example, is your job application software compatible with screen readers or those using assisted technology? Is there a clear method for candidates to troubleshoot any issues during the application process?
- Have you been trained on Inclusive Recruitment to help you develop inclusive practices?

2. Targeted Recruitment

A targeted recruitment strategy is a campaign that specifically targets people with disability for vacancies.

This is potentially a form of 'special measure' that makes it lawful under the Disability Discrimination Act 1992 and state and territory equal opportunity or anti-discrimination legislation.

An employer can proactively connect with candidates with disability by:

- Advertising on job search sites dedicated to people with disability, such as toozly.com.au
- Engaging with an IEA provider or disability organisations that support people with disability.

3. Work with Disability Employment Services (DES), now known as Inclusive Employment Australia (IEA) Providers

Danielle from Barkuma, encourages employers to embrace employing people with disability-

“Employing people with disability is not any different to employing any other candidate.

*With the right DES provider, it really can be very easy and straight forward
You don’t need to have a job all mapped out, IEA can help shape that for you with job customisation”.*

How can an IEA help?

Job Access shares that IEA’s offer a range of supports and assistance, including:

- Information and awareness-raising activities about disability for managers and co-workers.
- Help to develop job descriptions that provide role clarity and better support for the on-boarding of new employees with disability.
- On-the-job or off-site training and support to ensure new employees with disability settle into their job.
- Access to work experience placements that will meet the cost of work-related insurance.
- Access to Work Assist (if an employee’s job is at risk due to issues related to their disability).
- Help with job design in situations where an innovative approach may offer someone with significant barriers an opportunity to work for you.
- Access to workplace modifications if they are required.

To find an IEA Provider you can search on the Australian Government Job Access site <https://www.jobaccess.gov.au/find-a-provider>

Thinking Flexibly about Roles

Guidance from Danielle at Barkuma

Job Customisation:

“You design the role around the business needs and the skill set of the individual. What you typically do is lean towards their strengths. Look at re-shaping that role so that people can do what they are great at. Think flexibly about how this is done.”

Danielle shares that by creating a job that didn't previously exist, you ultimately create a more efficient workplace that benefits everyone.

Key Insights:

- It is okay not to have a clear job in mind, that is what an IEA provider can do!
- Jobs don't need to look a certain way; you can be creative with the roles and the way they're designed so that you get the best out of people and your business needs are met.
- Engage with the right IEA to suit your business.
- The right IEA Provider will help you through the process and make it easy!

“Create disability affirming environments:

Not ‘disability confidence’, not ‘disability awareness’. One doesn’t need confidence to work with a person with disability.”

Disability Representative and Carer Organisations &
National Disability Insurance Agency Employment Working Group

Each trainee developed their 'Best Out of Me' template to help their supervisor learn how to work together. The template is a powerful tool for individuals to communicate their specific needs and strengths in the workplace.

By using this template as part of your induction process, you can foster a better understanding between you and your manager, leading to a more supportive and productive work environment.

Hi, my name is Coral

I'm one of eight trainees completing a Certificate III in Individual Support (Ageing) under the Road to Employment project at Purple Orange.

What I love about working in aged care:

I like talking to the residents. I care for them with open arms and with understanding and respect for the past and present. I love being part of the team building relationships with the clients, being able to help them. This job is very important to me, from day one it has felt different, this is where I want to be.

What I would like you to know about me and my disability:

I have an intellectual disability and English is my second language. It takes me longer to process things. My inner thoughts are a constant battle of working things out and learning to adapt.

I have had some negative experiences with people in the past and sometimes if I receive negative feedback, I may freeze and then mask for the rest of my shift.

Because of these negative experiences, I can be really shy in bringing up my own concerns. So please ask me!

How you can bring out the best in me at work:

- Give me clear instructions, without too many steps.
- Give me positive feedback. This really helps as then I know I am doing well.
- Ask me about my disability and what I find hard because then I can be true to you about what I can do and what I need help with.
- Ask me about my learning goals, so I can get advice and improve.
- Keep communicating with me, this will support me to grow and learn for my goals and feel useful for my job.
- Include me in your conversations and jokes, I want to be part of the team.

“The only way we achieve inclusion is by having people with disability in your workplaces.

Cultural change happens in a workplace that would never happen just by having an inclusion policy or a disability access and inclusion plan”

Mike in the ‘Inclusive Recruitment Video - It’s Time’

Aged Care organisations participating in the traineeships, completed Disability Inclusion Training for work teams and supervisors. This aimed to strengthen understanding and openness to talk about disability.

Strengthening Inclusion Matters:

- The benefits of an inclusive culture on an organisation's performance and business outcomes are well documented. Teams that embrace and leverage diversity perform better and have greater staff engagement.
- There are many ways to describe and measure workplace culture. Some describe workplace culture as ‘what it feels like to work here, or a sense of belonging where I am valued for my perspective, skills and expertise’.
- For others it is where employees can see the organisations commitment is genuine, feel supported in the workplace and safe to share more about their disability if they choose to.
- Make building an inclusive culture a priority and upskill your employees to adopt an ‘inclusion first mindset’.
- Grow your understanding of disability, intersectionality and explore mindsets, attitudes that may be holding you back.
- On the follow page read messages from the disability community on tips for inclusion in the workplace.

Making your workplace more inclusive:

5 key tips from the disability community



These tips were developed by a co-design group of people with disability who are, or have previously been, employed.

1. Train all staff on inclusion and disability:

- **Why?** A workplace culture of understanding disability and inclusion contributes to a positive, productive working environment and empowers all staff to feel comfortable to ask for what they need.
- **How?** Provide regular trainings for all staff, including as part of the onboarding process.

2. Ask your employees what they need, don't assume!

- **Why?** People have different disabilities and inclusion needs. There is no 'one size fits all' approach. Implementing 'special' things without asking what a person needs is not inclusion. For example, hiring an Auslan interpreter for a person who prefers to lip read and use live captions.
- **How?** Let your employees tell you what they need. Don't make any changes without discussing with them first.



Making your workplace more inclusive:

5 key tips from the disability community



3. Be proactive! Check in regularly with all staff about their access needs.

- **Why?** Access is often done well initially but then falls to the side when it gets a bit more difficult.
- **How?** Establish a norm of regularly checking in with all employees to determine whether any changes or updates should be made to their role or the workplace to better support them in their job. This could be done in staff meetings or 1:1 check-ins.

4. Remember that disability can be fluid; the need for accommodations may change.

- **Why?** Everyone has good and bad days regardless of disability. An employee's needs may evolve over time. A dynamic workplace that can understand and accommodate this is important.
- **How?** Regular communication allows employees to raise when there are issues, and when they are needing support.

5. Don't single out employees with disability.

- **Why?** Having a culture of inclusivity and not singling people out who need accommodations helps to create a welcoming, fun, safe and productive place to work.
- **How?** If you want to find out about your employees' needs, ask everyone the same question. And if you plan to make accommodations, extend these to all staff.



Guidance from Marie Chittleborough, CEO EQUALS International.

Australia is home to over 4,000 registered training providers, offering a wide range of expertise. Choosing the right training partner for your business and employees is a valuable investment in their development and your organisation's success.

Local providers often bring a deep understanding of the regional market, and whether you opt for a small or large provider, the right partner will tailor training to meet both your organisational goals and the needs of individual staff members or trainees. With customised learning and timely support, you can ensure your workforce is equipped to thrive. If considering a traineeship, pre-vocational training program or skill development training, consider the following strategies.

Strategies for choosing a training provider:

- **Make sure there's a shared understanding on deliverables** i.e. what training needs to be delivered, by when and how. Is your training provider able to contextualise the training plan or timetable around your operational needs?
- **Ask about a dedicated point of contact for learning support.** Check that the training provider can offer you and your staff the support you need to make this a success.

"It's reasonable to expect that your new staff member may need additional academic and learning support, and that you as an employer will be able to speak with your training provider when guidance is needed."

- **Program Coordination - it's helpful for training providers to have a central point of contact within your organisation** – this makes for effective communications and reduce the opportunity for misunderstandings.
- **Be sure about fees and funding arrangements.** Training providers may be able to offer nationally recognised training that is subsidised by government or other agencies. In South Australia, heading to skills.sa.gov.au is a great place to start your search.

Note - States and regions may offer different incentives and subsidies so be sure to check what, if any, approvals your training provider has to offer.

Aged Care Employer Guide Disability Inclusion

Resources to Create Change



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1. Case for Diversity and Employment Stories

Employer Guide page 1 - 10

- Aged Care Industry Current Employment Challenges
- Impact of Diversity | Proven Strategies for Employers
- Traineeship - What we did | Program Outcomes
- Traineeship - Impact on Organisations | Advice to Industry
- Video Case Studies | Stories from Aged Care Leaders

2. Strategies for Employers

Employer Guide page 11 - 20

- Hiring People - Direct into current vacancies, Targeted Recruitment, Working with IEA
- Job Carving - Guidance from Danielle, Barkuma
- Induction - Best Out Of Me template
- Building an Inclusive Team
- Inclusive Workplace Guidance - 5 Key Tips to make your workplace more inclusive from People with Disabilities
- Working with Training Providers - Guidance from Marie Chittleborough, EQUALS International

3. Resources to Create Change

Employer Guide page 21 - 30

- Purple Orange Employment Videos - FREE to use
- Guide to Attracting and Recruiting People with Disability to Your Organisation - Australian Human Rights Commission
- Myth Busters - Disability and Workplace Adjustments
- Inclusive and Accessible Spaces Review Questions
- Build Your Capability - free Language Guide, on-line Toolkit for Business, guidance on options to partner with industry specialists and training.
- Employer Assistance Fund for workplace adjustments
- List of Registered Training Providers - Skills SA

Learn how to make your recruitment processes inclusive and accessible

JOB ADS

Job Advertisements that attract the top talent
<https://vimeo.com/802494178>

JOB INTERVIEWS

Job Interviews that get the best out of people
<https://vimeo.com/802494914>

WORK INDUCTION

Setting your new starters up for success
<https://vimeo.com/802495756>

EMPLOYMENT IMPACT - HIRING CHAIN

The Hiring Chain - where do you fit in?
<https://youtu.be/SKku4RAWa4M>

PURPLE ORANGE EMPLOYMENT VIDEOS

All videos with closed captions and transcripts are available on this link
<https://purpleorange.org.au/what-we-do/our-current-projects/road-to-employment/inclusive-employment-video-series>

Guide to attracting and recruiting people with disability to your organisation

The Australian Human Rights Commission Includability Resource Guide, highlights, that 'people with disability have a wide range of experiences, skills, abilities and qualifications to bring to the workplace, work in a wide range of jobs across all levels, including entry level, middle management and senior leadership roles'.

It is important to challenge any pre-conceived ideas and myths about employing people with disability.

Employment Myth Busters

Did you know that:

- 'Australian and international studies have found that people with disability are reliable and productive employees, have fewer workplace accidents than employees without a disability and take fewer sick days'.
- Source: Includability Guide to attracting and recruiting people with disability to your organisation https://includeability.gov.au/sites/default/files/2021-07/includeability_-_guide_-_attracting_people_with_disability_to_your_organisation.pdf
- 'Disability is common in Australia, is often invisible and can be acquired at any time in life. Introducing inclusive and accessible business practices benefits everyone. Allowing you to retain your existing skilled, experienced staff and ensuring business continuity'.
- Watch the [Access and Inclusion Good for Business Video, Australian Network on Disability Video](https://youtu.be/fq_MhpZ31yA) https://youtu.be/fq_MhpZ31yA
- Not all disabled people require workplace adjustments. Most workplace adjustments are no cost and easily coordinated on-the-job. In addition, the Australian Government supports employers to pay for eligible workplace adjustments through the Job Access Employer Assistance Fund (EAF) source: <https://www.jobaccess.gov.au/stories/about-employment-assistance-fund>

Inclusive and Accessible Spaces

Creating a work environment that is both accessible and inclusive will benefit everyone. The 'Design for Dignity Guidelines', highlights the positive impact of access and inclusion when done well.

An inclusive and accessible workplace will let you say 'yes' to the following statements.

- I feel genuinely welcome.
- I can get around easily.
- I am part of the community, just like everyone else.
- Being here makes me feel good.
- There are good opportunities accessible for me here.
- My voice is heard and my opinion is value.

<https://universaldesignaustralia.net.au/design-for-dignity-guidelines/>

Workplace Accessibility Questions

Put inclusion and accessibility front of mind. You might like to consider asking your teams what good access and inclusion looks like for them:

- How we meet and share information about our day-to-day jobs.
- Where we work and how access work equipment necessary to do our jobs.
- How and where we meet informally to connect socially.
- Our lunch and break rooms.
- Outside spaces.
- Our meeting rooms.
- Format and location of our staff training or events.
- How we induct people into our organisation and set them up for success.
- How we get to work, drop off points and car parks.
- Access to our buildings and working spaces.
- Emergency procedures and evacuation from the building.
- How we ask for support and access our employee assistance program.
- Have we asked for feedback from our work team or sought outside guidance on how to apply best practice access and inclusion?

Leverage Free Resources to fast track your learning

Purple Orange Inclusive Employment Videos

Bitesize learning for your employees to build capability. All videos have closed captions (cc) and transcripts <https://purpleorange.org.au/what-we-do/our-current-projects/road-to-employment/inclusive-employment-video-series>

Language Matters: Purple Orange Language Guide 2024

Have you ever wondered what language to use when you talk to or write about people with disability? Do you know the difference between person-first and identity first language? Are you looking for an easy reference guide that you can use in your work or life? <https://purpleorange.org.au/~purpleor/news-resources/language-matters-purple-orange-language-guide-2024>

Toolkit for Business

Inclusive workplaces matter! This toolkit has been created to provide ready-made resources for businesses to use and share.

The resources help you learn more about what disability inclusive practices are and how to implement in your business or team.

<https://purpleorange.org.au/what-we-do/our-current-projects/road-to-employment/employers/business-toolkits>

Inclusive Recruitment Training and Disability Inclusion Training

Learn more about disability inclusion, inclusive recruitment practices, inclusion culture, job advertisements and induction, disability Identity and communication.

Please contact r2e@purpleorange.org.au or Telephone: + 61 (8) 8373 8388
website: <https://purpleorange.org.au/what-we-do/our-current-projects/road-to-employment>

Partner with Industry Specialist

Purple Orange, Road to Employment

We partner with communities and employers to build capacity to employ people with disability. We take a lifecycle approach to breaking down barriers to employment for people with disability from pre-school to the education system, to the workplace. Our work is led by people with disability and co-designed by community.

- **Communities of Practice (CoP) and co-design groups** which provides industry and employer capacity building. Offering training and business mentoring to businesses in Aged Care, Local Councils, Finance and Professional Services.
- **Business Mentoring (Capacity Building)** offering one-on-one intensive support to businesses to grow their capacity to employ people with disability. e.g. review of processes, practices and recommendations on reducing barriers for people with disability.
- **Training:** Inclusive Recruitment Training, Inclusive Employment Video's / Employer Toolkit / Disability Inclusion Training / Consulting and Guidance to employers.
- **University Mentoring Program** partnering with universities, employers and DES providers (CBS Inc. Community Bridging Services) to support pathways to employment for people with disability.
- **Educational Workshops** in schools. The Raising the Bar workshops for students, parents and care givers.

Please contact r2e@purpleorange.org.au or Telephone: + 61 (8) 8373 8388
website: <https://purpleorange.org.au/what-we-do/our-current-projects/road-to-employment>

Disability and Inclusion Resources for Employers

- **Road to Employment Toolkit for Business, JFA Purple Orange.** Inclusive workplaces matter! This toolkit has been created to provide ready-made resources for businesses to use and share <https://purpleorange.org.au/what-we-do/our-current-projects/road-to-employment/employers/business-toolkits>

Aged Care Organisations Talk about Traineeship

- **Trainees Stories, JFA Purple Orange Aged Care Community of Practice** <https://purpleorange.org.au/what-we-do/our-current-projects/road-to-employment/employers/aged-care-traineeship/trainee-stories>
- **Traineeship Executive Endorsement Video from Aged Care Leaders, JFA Purple Orange Aged Care Community of Practice** <https://vimeo.com/726884285>
- **Supervisor's Story, JFA Purple Orange Aged Care Community of Practice** “We need people that are in the moment, that can do everything with empathy, respect and caring like Ben” <https://purpleorange.org.au/what-we-do/our-current-projects/road-to-employment/employers/aged-care-traineeship/supervisors-story>

Access and Inclusion

- **Access and Inclusion Good for Business Video, Australian Network on Disability** https://youtu.be/fq_MhpZ31yA
- **Design for Dignity Guideline (2015), Centre of Universal Design** <https://universaldesignaustralia.net.au/design-for-dignity-guidelines/>

Case for Diversity and Disability Data

- **Australia's Disability Strategy 2021 - 2031, Australian Government Institute of Health and Wellbeing** <https://www.aihw.gov.au/australias-disability-strategy>
- **Disability Data at Work Resource, Australian Network on Disability** <https://australiandisabilitynetwork.org.au/resources/disability-data-at-work>

Vocational Educational Training Providers - Certificate Aged Care

- **South Australia Government Skill SA training grants and funding**
<https://mytraining.skills.sa.gov.au/>
- **Job Access Employer Assistance Fund (EAF)**
<https://www.jobaccess.gov.au/stories/about-employment-assistance-fund>

Attraction and Recruitment

- **Inclusive Employment Videos and Training, Purple Orange**
<https://purpleorange.org.au/what-we-do/our-current-projects/road-to-employment/inclusive-employment-video-series>
- **Includability Guide to attracting and recruiting people with disability to your organisation** <https://humanrights.gov.au/our-work/disability-rights/disability-resources-employers>

Business Impact Statistics drawn from following articles:

- [McKinsey report titled 'Diversity matters'](#)
- [Diversity and inclusion: 4 powerful stats HR leaders should know - Sage Advice Australia](#)
- [Inclusion Drives Innovation: The Power Of Diverse Perspectives](#)
- [Forbes_ Study Finds That Diverse Companies Produce 19% More Revenue Why Diverse Teams Are Smarter_HBR](#)
- [67% of job seekers care about your diversity statistics | Human Resources Online](#)

Please note - we have included links to resources from a range of websites and publications. These links may be moved or changed by the source website over time to reflect new or updated information. If the link is broken please search key word and publication name to find most current resource link.

Purple Orange

We are a social profit organisation with a mission to create a more inclusive world where people with disability have access to the same opportunities as everyone else.

We believe that all people with disability should:

- Be in control of their own lives
- Be valued and active citizens of the wider community and
- Have equity in access to meaningful employment and a career



Purple Orange

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