

Forrest
Personnel

No Ability
Wasted

workABILITY Day

TUESDAY AUGUST 28, 2018

A close-up photograph of a woman with dark hair, smiling warmly. She is wearing a light blue button-down shirt. The background is dark, and a green geometric shape is visible in the upper right corner of the image area.

**A Guide for
Employers**

ABOUT US



Today around one in five Australians has a disability or a physical or mental health condition. Adding diversity and depth to your team by drawing on this sizable talent pool makes sound business sense in so many ways.

Forrest Personnel is a not-for-profit organisation committed to building stronger communities through increased employment and strong partnerships.

We are a specialist employment agency, delivering Disability Employment Services (DES) and National Disability Insurance Scheme (NDIS).

Our business is helping job seekers with health conditions, including anxiety and depression, disability or injury to find sustainable work.



What is **WorkABILITY** Day?

WorkABILITY Day is an annual event intended to bring employers and employees together for one day. The initiative is designed to broaden awareness that those with health conditions, including mental illness, disability or injury, can bring a range of skills and experiences to a workplace.

Both the employer and the job seeker can experience what it is like to be assisted by Forrest Personnel through the induction process, be supported on the day, and help to create potential opportunities.

“Diverse workplaces are better workplaces”

- Forrest Personnel CEO Anna Bagshaw



Building Confidence With a **Diverse Workforce**

City of Bunbury's Senior Human Resources Advisor Tina Westrup is a passionate advocate for offering opportunities to people with disability. "The big thing about employing people with disability is their can-do attitude," she said. The City of Bunbury already had plans underway for building a diverse workforce when they participated in WorkABILITY Day in 2017. "Our candidate gained a really good insight into international relations, and it was really good for our staff to see us giving an opportunity to somebody in our community to learn," Tina said.

"As somebody who gives people jobs regularly, it's different when you offer someone with disability an opportunity, because you know you've changed their life. You've given them some power back to make a living, be a part of a team, get paid for it, and be recognised just like anybody else."



The benefits of employing someone with a health condition, disability or injury

Employing people with disability makes good business sense.

Employees with disability are:

- **Reliable** - people with disability take fewer days off, and have a higher retention rate.
- **Productive** - once in the right job, people with disability perform equally as well as other employees.
- **Affordable** - People with disability have fewer compensation incidents at work in comparison to other employees.
- **Good for business** - people with disability build strong relationships, boost staff morale and loyalty.
- **Teamwork** - real cost savings are realised through reduced turnover, recruitment and retraining costs.

Demystifying Disability

People who face adversity are problem solvers. They have resilience you might never guess at, and incredible loyalty towards those who are prepared to give them a go.

We want to provide opportunities for employers to learn first-hand, or be challenged first hand, about the beliefs they hold on what working with someone with a health condition, disability or injury might look like – and to show how easy it is to work with an organisation like Forrest Personnel as a recruitment agency.

If you are interested in finding out more about giving someone with a health condition, disability or injury a chance to show their abilities in your organisation call **1800 ABILITY (224548)**.





How we support **Employers**

Disability Employment Services provide a range of free services to employers, including recruitment advice, job matching, job design, employer and employee support, and training and awareness.

We also help employers gain access to a number of government-funded incentive schemes, including the Employment Assistance Fund, Wage Subsidies, Disabled Australian

Apprenticeship Wage Support (DAAWS), Supported Wage System and Restart.

For more information about any of these programs, contact Forrest Personnel today.

**We'll take care of everything,
including the paperwork.**



Forrest Personnel: Leading the Way on WorkABILITY Day

Despite strong local support for inclusion and diversity at work, national rates of public sector employment for people who identify as having a disability have declined from 6.6 per cent in 1986 to 3.74 percent in 2016. ('Right Sight' group, Vision 2020)

WorkABILITY Day represents just one part of Forrest Personnel's commitment to reversing this trend. We do more than support local businesses and organisations to participate in this initiative – we lead the way.

On WorkABILITY Day, we offer work experience to people with health conditions, disability or injury across every level of our organisation, with

all of our personnel. This gives participants the opportunity to experience roles as diverse as digital marketing, bookkeeping, training, reception, community engagement and labour market research. To host or have a WorkABILITY Day placement, or to find out more about work experience placements, contact Forrest Personnel on **1800 ABILITY (224548)** to get in touch with your local Community Engagement Coordinator.



How we **work with you**

Reduce recruiting costs

Our job matching expertise is free. Our support to integrate your loyal, hardworking staff may be priceless if you count lowering staff turnover and increasing team spirit.

Retain valuable people

If a staff member is struggling because of illness or injury, we'll help you protect their job. The 'Work Assist' program funds workplace changes when a health condition is putting someone's position at risk.

Reap the rewards of diversity

Reduce absenteeism, increase morale, attract new customers, see things differently, build a stronger community.



What is Disability?



18.6% of
women



18% of
men



35.9% of
Australian
Households



2.1 million
Australians of
working age
(15-64)

Australians with disability

Over **4 million people** in Australia have some form of disability. That's 1 in 5 people.

- People aged between 15 and 64 years with disability have both lower participation (53%) and higher unemployment rates (9.4%) than people without disability (83% and 4.9% respectively).
- 45% of Australians aged 16–85 years, experience a mental health condition during their lifetime.
- Research shows job or financial loss can increase a person's risk of health problems, such as depression and anxiety.
- There are 2.1 million Australians of working age with disability. Of these, just over 1 million are employed and another 114,900 are looking for work.

Source: <https://www.and.org.au/pages/disability-statistics.html>



Putting **Abilities to Work**

34% of people with disability are managers & professionals

- When organisations make their recruitment processes and workplaces barrier-free to people with disability, they ensure that all potential employees with the relevant skills, qualifications and experience can be hired and do their best work.
- Numerous studies have shown employees and customers are more loyal to organisations that demonstrate they value diversity and inclusion and that their workforce reflects the community as a whole.
- Having employees with disability can help you to understand what your customers or clients with disability may need, and give you an edge over your competitors.
- Companies who employ people with health conditions, disability or injury are visibly and actively recognising and upholding the rights of people with disability.

Source: <https://www.and.org.au/pages/business-benefits-of-hiring-people-with-a-disability.html>

From the CEO
Anna Bagshaw



“

Diverse workplaces are better workplaces, and there is plenty of evidence supporting this.”

“

With 1 in 5 Australians having some type of disability or health condition, we must recognise that our workplaces also represent our communities. We know participation in a workplace can be extremely positive both economically and socially; research shows it also makes good business sense.”

- Forrest Personnel CEO Anna Bagshaw



What Matters to Us

We value **integrity and simplicity in everything.**

You can trust us to have straightforward processes, give you honest advice and relieve your recruitment headaches.

We're a community owned and operated **not for profit business.**

30% of our talented team started with us as jobseekers.

We're here to **exceed your expectations**
and grow your business by providing outstanding support to your staff.



FORREST PERSONNEL OFFICES





WE'RE READY WHEN YOU ARE

If you have vacancies, we've got job ready candidates. If you're planning for future expansion, tell us who you'll need.

Forrest Personnel is a FREE recruitment service for people with a health condition, disability or injury.

We find sustainable, cost effective staffing solutions for hundreds of local businesses, saving time and money and taking the hassles out of recruitment. We'll take care of everything, including the paperwork.

Our people work everywhere – in businesses of all sizes and in every sector. No matter who you need or how big or small your company, we'll have the right staff at the right time.

CONTACT DETAILS

Join Forrest Personnel, your local Disability Employment specialists since 1986.

For help and advice contact us today:

 **1800** ABILITY
224 548

 www.fpi.org.au

 info@fpi.org.au

 Find us on **Facebook**



AN AUSTRALIAN GOVERNMENT INITIATIVE

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