

MAY 2021

Welcome

With job advertisements increasing every month since April 2020 and now exceeding pre-COVID levels, according to the Australian Bureau of Statistics, it appears businesses are rebuilding. It's encouraging news and opens a unique opportunity to reinstate stronger workforces including employees living with disability, injury, health condition or disadvantage.

We believe that all workplaces can benefit from a diverse and inclusive workforce and we have put together some information in this issue of Employer News to help employers confidently build a more diverse workforce. Specifically, articles to encourage dialogue with employees around mental health and COVID-19 vaccination stress or hesitation.

You will also find the registration link for the next Disability Awareness Training, an online webinar that shares practical tools and strategies on how to attract, recruit and support a diverse workforce.

We also share our successes and how our services are expanding to better serve the community.

If you'd like any more information on the stories included in this newsletter or if you would like to partner with atWork Australia, please reach out to our employment team on 1300 080 856.

We regularly feature good news stories and tips for employers on our social media. Follow us to keep up to date.



Understanding is the first step to inclusion

atWork Australia offers regular Disability Employment Services Webinars to enhance awareness and knowledge of disability and inclusion in the workplace.

Our Disability Awareness Training looks to empower many employers to build a more diverse workforce and confidently support employees living with disability. This free program will provide workplaces with practical tools and strategies to gain a deeper understanding of how to attract, recruit and support a diverse workforce. You will gain practical tools and strategies to help build a strong understanding of disability in the workplace and a much more inclusive approach to diversity.

[Register for the next webinar here >](#)

How employers can reduce vaccine hesitancy

In a recent article in Harvard Business Review, there were some handy tips listed to assist employers to speak with their employees about vaccinations.

- Emphasise stories over statistics
- Focus on immediate rather than long term benefits
- Stress that vaccination will be necessary for some activities
- Protect employees from any loss associated with getting vaccinated
- Use social networks

[Read the full article for other tips >](#)



Tailored support for employers and Indigenous job seekers

atWork Australia's Indigenous Employment Services (IES) team are going from strength to strength as they continue to deliver culturally appropriate and evidence-based employment services to employers and Indigenous job seekers across Perth's metro area. This boutique service is offered through collaboration and support several of our employers who are committed to making a difference to the lives of indigenous Australians via long-term, sustainable employment.

The IES team, which has 85% Indigenous team members, offers support in three key areas:

- working closely with employers to develop tailored pre-employment training programs to meet their workforce needs
- assisting candidates to get work ready (such as helping candidates with work-related tickets, work fitness and certificates)
- assisting employers and job seekers with job retention strategies for long-term employment

[Find out more about supporting Indigenous job seekers into meaningful employment >](#)

Business leader engagement key to securing inclusive workplaces

atWork Australia recently commissioned a research based piece on Community Attitudes to Coronavirus.

The national survey of 1,696 people asked respondents whether they were comfortable, uncomfortable or would refuse to work in a business that was not committed to having a diverse and inclusive workforce.

Concerningly, about 1 in 5 people within important working population groups were likely to be comfortable with no focus on diversity in the workplace, including:

- The self-employed (36%) and office workers (30%)
- Over a third (35%) of full-time workers and almost a fifth (19%) part-timers
- Nearly one in five (19%) of students

The team is taking this research to employers to highlight the opportunity that comes with being a truly inclusive employer. There is such an opportunity to access the full talent pool when an organisation values inclusivity; and conversely, such a missed opportunity when they do not.

Do you know of any friends or family members who could benefit from our support? Please share our details with them.

[Read the full report into the research findings >](#)

Community Attitudes to Coronavirus, commissioned by atWork Australia and conducted by Newgate Research in February 2021.

Changing workplaces: Creating an inclusive and accessible recruitment process



More and more, employers are struggling to find suitably skilled and qualified staff, which is increasing recruitment costs, reducing productivity, and hampering expansion plans. But with some simple changes to recruitment practices, businesses can significantly widen their talent pool to take in people living with disability, a massively untapped component of the Australian workforce. Remember, when it comes to disability, injury, health condition or disadvantage, the very strengths and skills that help people live with their circumstances are also the skills that are highly valuable in the workplace.

[Read more here >](#)



In other news...

jobactive Employer Award Night



The annual jobactive employer excellence awards were held on 25 March at The Melbourne Hotel in Perth CBD, attended by more than 100 employers from various sectors and senior atWork Australia staff from our jobactive service. Four employers and one job seeker were recognised for their achievements in the past 12 months.

These annual awards, which were cancelled last year due to COVID-19, celebrate the collaborations and support of job seekers that employers provide to atWork Australia, a government employer service provider. This event is also an opportunity to thank valued employers who are committed to making a difference to the lives of Australians via long-term, sustainable employment.

atWork Australia's Group Executive of Employment Services Michael Kolomyjec presented the awards in the following categories:

2021 CHAMPION EMPLOYER OF THE YEAR AWARD

Programmed

2021 RISING STAR EMPLOYER OF THE YEAR AWARD

GoCatalyst

2021 INDIGENOUS EMPLOYER OF THE YEAR AWARD

Sodexo

2021 EXCELLENCE IN SUSTAINABLE EMPLOYMENT

Stellar Asia Pacific

2021 ACHIEVER OF THE YEAR AWARD

Sarina Curkoska

[Read additional details about these awards here >](#)

Keep an eye out for atWork Australia's Disability Employment Services annual employer awards later this year.

atWork Australia's NDIS services are expanding

atWork Australia recently expanded its delivery of NDIS services into NSW and SA, with plans to spread into VIC by mid-year.

After a successful launch in WA in 2020 we have experienced strong demand for our specialised NDIS services, particularly across employment and education supports. Our growing team is highly experienced in supporting NDIS participants, providing an individualised approach using the right support and resources to help them achieve their employment-related goals.

Our NDIS services – [Employment and Education Support](#) and [School Leaver Employment Support](#) are both critical in developing a sense of wellbeing and independence for people living with disability.

[Read more here >](#)



Meet Rob McCasker

Manager — NDIS
Employment Services



Each issue we'll be profiling one of our atWork Australia team members.

Rob is a senior member of atWork Australia's NDIS services team. Over the past six years, he's played a significant role in supporting people with disability to find work or study, build resilience, and participate more fully in the community. He has made a particularly lasting contribution to participants in our School Leaver Employment Support service, which builds the abilities and confidence of young people to get them ready for life beyond school. Hundreds of students have benefited from his team's support and training.

The role involves devising tailor-made plans to build employability and foundation skills over time, as well as setting up work experience opportunities in inclusive environments. Rob believes the working world is changing for the better as a result of inclusion, and the recognition that those living with disability bring new thinking to products and customer service. He has considerable experience working with clients from diverse backgrounds, including First Nation's peoples, those living with autism spectrum disorder, and individuals who are non-verbal or identify as transgender.

Perth Job Fair a success for atWork Australia team

Our DES and jobactive teams attended the Perth Jobs Fair on Tuesday, 20 April at the Perth Convention and Exhibition Centre. It was an outstanding success with queues for both services. We provided more than 600 job seekers with support and assistance, as well as an opportunity to sign up straight away to our services. The Hon Luke Howarth, Assistant Minister for Youth and Employment Services was particularly impressed by our dedication to 'making a real and practical difference' at the Fair and in our Industry and posed for photos with our team.

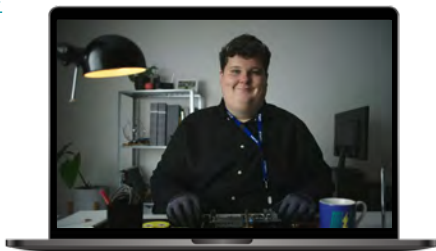
[Read more about the event >](#)



Know anyone who is living with a disability and is looking for work?

Our new Disability Employment Services client campaign is live!

[Watch it now >](#)



Australia Post collaboration goes from strength to strength

"atWork Australia has helped us to successfully place 25 clients in a variety of roles across Australia. They've invested the time to understand the range of jobs we offer, and the steps in our recruitment and selection process, which has helped to increase their understanding of our roles, business processes and workforce requirements. This has meant candidates are well matched in their job and also have a positive recruitment experience."

[Read the full article here >](#)



Tailor our services to meet your needs

Phone us on 1300 080 856 or visit atworkaustralia.com.au

