

# *What's out there?*

## *Working Wheels Presentation*

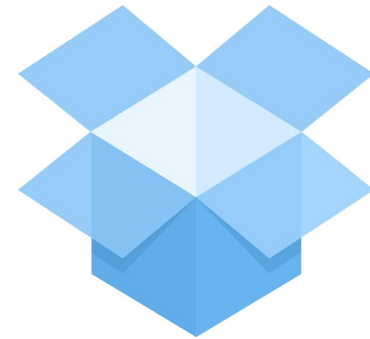
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18 July 2014

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[DROPBOX LINK](#)



# *What is the National Disability Coordination Officer Program?*

The NDCO Program works strategically to assist people with disability access, and participate in tertiary education and subsequent employment, through a national network of regionally based NDCOs.

## *Our goals*

- Improve linkages
- Improve transitions
- Improve participation



# DISABILITY DISCRIMINATION ACT (1992)

# What does the Disability Discrimination Act (1992) say about disability?

The Federal *Disability Discrimination Act 1992* (DDA) provides protection for everyone in Australia against discrimination based on disability

The definition of “disability” under the DDA is intentionally broad

Tertiary education and employment settings use the DDA definition of disability

## *The DDA also covers...*

- disability which a person has now, had in the past, may have in the future (or is believed to have)
- anyone who has a personal connection with a person with disability, such as relatives, friends, carers and co-workers

## *DDA online resources*

A brief guide to the  
DDA

[https://www.humanrights.gov  
.au/our-work/disability-  
rights/guides/brief-guide-  
disability-discrimination-act](https://www.humanrights.gov.au/our-work/disability-rights/guides/brief-guide-disability-discrimination-act)



[https://www.humanrights.  
gov.au/twentystories](https://www.humanrights.gov.au/twentystories)



# *FURTHER EDUCATION AND TRAINING*



# *Further Education and Training*

- There are wide range of options:
  - TAFE
  - University
  - Private Registered Training Organisations (RTOs)
  - Apprenticeships/Traineeships
- **Be aware that:**
  - Smaller organisations (such as RTOs or community colleges) may not have specialist disability services
  - Documentation will be required detailing impact of disability on study

# *What are my rights as a student?*

Discrimination in education is covered by:

- **Disability Standards for Education (2005)**

The Standards apply to all stages of education or training:

- During education provider planning
- At enrolment
- While studying
- At expulsion
- At course completion

## *Three concepts I need to be aware of...*

- An education provider must provide **reasonable adjustments** if they are needed by a student
- This is unless the adjustments would cause the education provider **unjustifiable hardship**
- People with disability must still be able to meet the **inherent requirements** of a course

## *What supports are available to students at TAFE and university?*

- Practical supports
  - Disability Support Staff
  - Disability Advisers (university) / Teacher Consultants (TAFE)
  - Reasonable adjustments
  - Appropriate adjustments should only be made in consultation with the student
  - Financial assistance
  - Centrelink
  - Scholarships
- Don't forget your **social supports** too!
  - Family, partners, friends, carers, peers
  - Student Representative Councils

*Disability Services – University of  
South Australia (Film)*



## *Tips on accessing TAFE and University support*

- Attend information days
- Contact Teacher/Consultant at TAFE **early**
- Contact Disability Adviser at University **early**
- Make contact early (even before being offered a place and definitely before classes start)
- Make plans for your next appointment
- Tell them if something is not working!

# *Apprenticeships and Traineeships*

- Employers may be eligible for wage incentives through the Disabled Australian Apprentice Wage Support Scheme (DAAWS)
- Australian Apprentices may be eligible for tutorial, mentor and interpreter support
- Workplace modifications may be provided through the Employment Assistance Fund
- Australian Apprenticeship Centres and DES can facilitate this

# Resources that could assist...



**Get ready for uni** for students with disability who are planning for university

[Skip to content](#)  
[Change text size](#)

**Welcome to 'Get ready for uni'**

Making the move from school to university is a big change for anyone. For students with disability the change is even bigger. So how do you succeed? Prepare early, base your decisions on good information, and plan ahead for any disability supports you may need.

This information kit is a 'kick start' for high school students with disability thinking about going to uni. Below are five sections to help you prepare for uni, with tips, hints and links.



## Get Ready for uni website

Contains lots of practical advice about career directions, preparing for university and support.

<http://www.uws.edu.au/ndco/getready>



# Resources that could assist...



## Your right to an education

A GUIDE FOR STUDENTS WITH A DISABILITY,  
THEIR ASSOCIATES AND EDUCATION PROVIDERS

[www.ddaedustandards.info](http://www.ddaedustandards.info)



## Your right to an education

Provides information to students and their support people about the Disability Standards for Education and their right to participate in educational programs on the same basis as students without disability.

<http://www.ddaedustandards.info>



# EMPLOYMENT

# *What are my rights as a worker?*

The DDA applies to all aspects of employment:

- At recruitment
- To the terms and conditions of employment
- When there are promotional opportunities
- When accessing professional development
- During disciplinary action
- At termination of employment

Employers must offer equal employment opportunities to everyone.

## *What were those three concepts?*

- An employer must provide **reasonable adjustments** if a person needs them to perform the essential activities of the job
- This is unless the adjustments would cause **unjustifiable hardship** (i.e. major difficulties or unreasonable costs)
- People with disability must still be able to meet the **inherent requirements** of the job



Australian Government

## *What do employers say?*

### Recruiting people with disability “pros”

- a person with disability can be the best person for the job
- people with disability are loyal, reliable, hard workers because they are appreciative of their job
- encourages tolerance and mutual support in the workplace; boosts morale/work ethic
- encourages diversity
- source of subsidised labour
- employment brings self-esteem and confidence to the person with disability
- sense of pride for the employer for making a difference for employee and society



Australian Government

## *What do employers say?*

### Recruiting people with disability “cons”

- Job matching
- need for increased patience, understanding and communication
- interference by family members in workplace issues
- people with disability have difficulty being accepted by clients and colleagues
- need for increased resources, e.g. supervision, training, support
- workplace related issues, e.g. mobility, appropriate facilities
- dealing with uncertainty in how disability will affect job or how the disability may change in the future
  - » Source: Employer perspectives on recruiting people with disability and the role of Disability Employment Services (DEEWR, August 2011) - Online

## *What about you?*

- What are some of the challenges you face (or have faced) gaining employment?
- What would be the best way that an employer could support you in a workplace?
- **WORKS FOR ME (FILM)**

# *Support while in the workplace*

- **Disability Employment Services**  
<http://www.humanservices.gov.au/customer/services/centrelink/disability-employment-services>
- **Job Access / Employment Assistance Fund**  
<http://www.jobaccess.gov.au/> / 1800 464 800
- **Centrelink Allowances**
  - <http://www.humanservices.gov.au>
  - Find out what you are eligible for
- **Jobs in Jeopardy Scheme**
  - If you are at risk of losing your job



# Resources that could assist

education  employment

education to employment package: for graduates with disability, employers and employment and career service providers

Home

For graduates

For employers

For employment & career services

About this site

## Welcome to the Education to Employment Package.

Graduates with disability make great qualified staff. Find here facts, tips and advice to support a successful move from tertiary education to graduate employment.

**Graduates:** Turning your new qualification into qualified employment takes early planning, research, and smart moves.

[for graduates](#) 

**Employers:** Employing graduates with disability is good for business. Find out more about how to recruit graduates with disability.

[for employers](#) 

**Employment and career services:** Supporting graduates with disability to make a successful move into graduate employment is your business. Find advice on how to get better outcomes for graduates with disability.



## Education to Employment Website

Provides a range of resources for graduates, employers and employment/careers services

<http://uws.edu.au/ndco/employment>

# *DISCLOSURE*

## *Disclosure*

Jason was diagnosed with depression 7 years ago. He had not worked full-time for 3 years due to his depression. However, he was recently successful in gaining full-time employment in a small IT company. Jason has not disclosed his disability to his employer, as he is sure that in previous job interviews he was not shortlisted due to disclosing his disability. After 4 months in his new job Jason has started to become unwell and started to find it difficult to get up in the morning and sit through the day at work. He is concerned about telling his employer about his disability because he had not previously disclosed it to her. Jason's employer, Kim, is becoming worried about Jason, as his productivity has been declining over the last few weeks. She is unsure what this is due to and assumes that Jason is not fitting into the team.

## *What do you think?*

- Was Jason required to disclose his disability?
- What are some of the reasonable adjustments that could be made for him?
- What if he had disclosed and Kim had come to the same conclusion?
- What if Jason's disability was visible? How would this change the situation?

## *Disclosure – It is your choice*

- You are not required to disclose unless there is a safety risk or you cannot meet the **inherent requirements**
- Remember you will need to disclose to receive support
- You can choose who knows certain information

# A comprehensive resource....

## Choosing your path website

Contains lots of practical advice about career directions, preparing for uni and support.

[www.uws.edu.au/ndco/disclosure](http://www.uws.edu.au/ndco/disclosure)

**Choosing your path**  
*Disclosure: It's a personal decision*

- Home
- Introduction for students and Employees with disabilities
- Introduction for Educators and Employers
- Post Secondary Education
- Employment
- Legislative Requirements
- Acknowledgements
- References

### Foreword

Disclosure of disability presents a number of challenges & choices for people with a disability, particularly those participating in education and employment. Choices may include 'Do I need to disclose my disability', 'when do I disclose my disability', 'how do I disclose my disability', 'what are my rights', 'do I have responsibilities when I disclose'. Employers and educators may also be challenged in relation to their role and responsibilities when a person discloses their disability.

'Choosing Your Path. Disclosure: It's A Personal Decision' addresses these challenges for people with disabilities, employers and educators. The website provides substantial information about options and pathways that people with disabilities can use in disclosing their disability in post secondary education and employment environments. The website also articulates the role and responsibilities of employers and educators in relation to disclosure.

'Choosing Your Path. Disclosure: It's A Personal Decision' is a web based resource.

'Choosing Your Path. Disclosure: It's A Personal Decision' is a collaborative project, written and funded by:

University of Western Sydney  
Bringing knowledge to life

UNIVERSITY OF WESTERN AUSTRALIA  
Perth



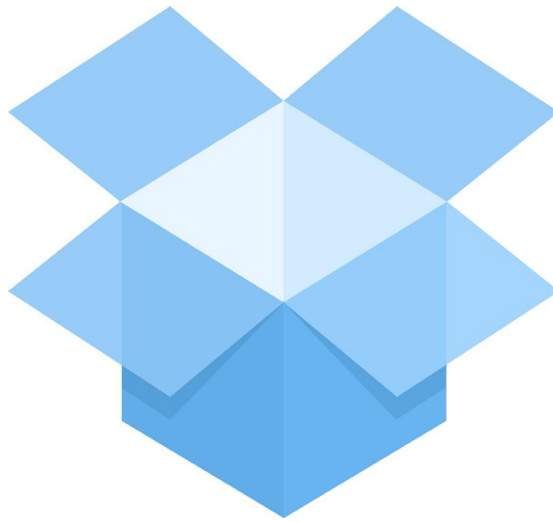
UTS Equity and Diversity – Can Do  
(Film)

## *What were some of the tips suggested by the graduates in the film?*

1. Work experience is important
2. Be able to manage your difficulties
3. Get support!
4. Seek specialised career service support
5. Presentation and attitude is important
6. Make sure you prepare!
7. Know your support needs – and offer the information
8. Be strategic about disclosure – think about how you will disclose
9. Mentors and social networks are important



# DROPBOX LINK



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South Western Sydney website: <http://uws.edu.au/ndco>

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**THANKS!**