

Accessing the entire talent pool makes good business sense



Many of the 4.37 million Australians living with disability are still experiencing barriers to employment and this issue is depriving businesses of a highly loyal and productive talent pool. Businesses can play an important role in creating an equal and inclusive workspace and reap significant benefits from hiring people with disability.

Here are some common misconceptions with inclusive recruitment and why it's good for business.

✓ A person living with disability can complete the same tasks as their peers

People living with disability can adapt and find innovative ways to ensure productivity. It's beneficial for an employer to create a workplace where the person living with disability feels comfortable to ask for help and can have access to the right technology that can best support them. This will allow for the person to complete their role to the best of their ability.

✗ It doesn't cost more to hire someone living with disability

It is often assumed that employing people living with disability carries additional costs. Employing people with disability costs exactly the same as employing those without, and eligible businesses can access wage subsidies. The Australian Government provides funding for eligible persons, through the Employment Assistance Fund which has been implemented to cover the costs of meeting accessibility requirements, e.g. buying equipment and accessing services. Organisations who are dedicated to diversity will alleviate complaints or breaches of discrimination law, and strengthen a cost-effective business.

✓ Diversity creates engagement

Inclusive workplaces are likely to be more engaged, motivated and productive, and employees will stay with a diverse business for longer. Opening up recruitment strategies to facilitate the employment of people living with disability also opens the door to other diverse groups, helping businesses meet HR targets and benefit from accessing the full talent pool.

✓ An inclusive workforce enables better connections with your customers

A workforce which reflects the diversity of the wider community is likely to lead to greater customer loyalty and satisfaction across industries. An inclusive workforce helps to create a better connection with customers and your community.

By creating a space where all employees have equal access to employment, Australian businesses can access the full talent pool with benefits to productivity, retention and the bottom line.

For more information

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