



# Sportability Employment Program for Women



The Sportability Employment Program for Women is a six-month project that will help a group of women with disability find employment or a leadership role (for example a board position or advisory group/committee) in the sport and recreation sector.

The program will engage suitable candidates who have completed some type of leadership, personal development or capacity building program and prepare them to work in our sector.



The program will run between January - June 2019, with the hope that the success of the initiative will see inclusive employment practices embedded in sport and recreation workplaces and create more ongoing opportunities for people with disability.

We are now inviting sector organisations, associations and clubs to take part in this innovative program.

## Why is this project important for our sector?

Diversity and inclusion at work benefits **everyone**.

There are great initiatives happening to make sure we're increasing participation on the field...but what about *off* the field?

In 2015, only 53% of people with disability were taking part in work, compared with 83% of people without disability<sup>1</sup>. This has changed very little over the past 20 years.

Australians with disability are more likely to be unemployed (10% compared with 5% for those without disability)<sup>1</sup> and women with disability are less likely to be in the labour force compared to men (with and without disability) and women without disability<sup>2</sup>.

This program is an opportunity for our sector to work together to change these outcomes.

Let's provide opportunities for women with disability to use their leadership skills both *on* and *off* the field.

1. Australian Bureau of Statistics, *Disability, Ageing and Carers, Australia: First Results, 2015* (Cat. No. 4430.0.10.001).

2. Australian Bureau of Statistics, *Survey of Disability, Ageing and Carers, 2012* (Cat. No. 4430.0)

## Why should my organisation take part?

The program will give you the opportunity to:

- Demonstrate that you are a sector leader in the inclusion space.
- Discover what employees with disability can bring to your workplace (hint, it's a wide range of skills, talents and qualifications).
- Change workplace attitudes towards people with disability.
- Learn how to give people with disability the right support in their job.
- Learn how your sport can be more inclusive.

As one of the first organisations to take part in this program you will feature in case studies and resources that will help shape the future inclusivity of our sector.

Whether you choose to provide a paid position or a voluntary leadership role, we will support you every step of the way.

## Why would I employ someone with disability?

Did you know that 90% of disability is invisible? You probably already know or work with someone with disability.

Employees with disability are:



### **Productive**

90% of employees with disability are more productive than people without disability<sup>3</sup>



### **Safe**

98% of employees with disability have better safety records than people without disability<sup>3</sup>



### **Reliable**

86% of employees with disability have better attendance than people without disability<sup>3</sup>



### **Affordable**

As an employer, you have access to different subsidies and incentives\*

3. JobAccess, *Unlocking Potential: resources and support to enable inclusive workplaces, 2018*

\*For example, you may be able to receive a wage subsidy of up to \$10,000 when you employ a person with disability.

## What support will I receive?

This program is managed by Disability Sport & Recreation on behalf of the Victorian Government and we will be with you every step of the way.

Take part in the program and we will:

- identify suitable candidates for your organisation and available role(s)
- give you guidance and support with access to resources and information
- monitor the progress of your candidate placement and share key learnings with others
- work with you to identify gaps in resources and how to develop them
- hold a forum for all participating candidates and organisations to provide feedback.

If you need to make a change in your workplace to help an employee with disability do their job, your costs may be covered by the Employment Assistance Fund (EAF).

The EAF can cover physical workplace changes, like buying equipment or building modifications, but it can also cover communications technology, Auslan (Australian Sign Language) interpreting, disability awareness training for staff and specialist support for people with mental health conditions or learning disorders (some funding caps apply).



You can find more information at

[www.jobaccess.gov.au](http://www.jobaccess.gov.au)

## How do I get involved?



Fill out a short registration form online:

<http://bit.ly/2FYsmr9>

If you'd like more information about the project,  
please contact Ayden Shaw:



Phone - 0411 788 315



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