



PREP4WORK

Preparing for Work Program - Info for Business

Prep4Work program provides opportunities for school leavers to prepare for employment and roles where they can actively contribute to their community.

Prep4Work Program

Interchange Outer East (IOE) encourages people and families to see work as a life goal for all. Over many years, IOE has supported people to build capacity that can open pathways to seeking and finding employment, as well as meaningful volunteer work. IOE provides opportunities for people that are ready to leave school and work towards actively contributing to their community. IOE will focus on open employment opportunities and experiences, providing the support required to succeed.

Aims

Prep4Work is generally a two year program which aims to:

- Support each person and their family to discover their gifts, skills and passions and explore where those things are needed in the world of employment;
- Provide the environment and opportunities where participants can learn and grow into their chosen pathway towards future work;
- Provide supports that deliver practical experience and further learning in groups to achieve work readiness or employment; and
- Provide regular individualised tailored supports that focus on employment.

Prep4Work For Businesses

IOE will aim to support each person, associated businesses and community groups to develop work and civic opportunities that truly benefit one another. The IOE Prep4Work Program supports people to gain work experience and skills.

- IOE currently work with St Kilda Mums, Coles, Brown Davis Automotive and local cafés.
- How can we partner with you and provide opportunities that can benefit your organisation as well as others in your community?
- Consider what tasks need to be done at your workplace/business. Is there an opportunity for a small group or individual to contribute?

FAQ from Potential Businesses and Partners

Who covers insurance?

IOE is covered by public liability insurance which covers all participants that attend as part of the Prep4Work supported shifts.

What if I have issues/concerns or don't know what to do?

IOE will provide initial and ongoing support wherever needed. We encourage open communication and feedback in order to ensure that our presence is a positive and valuable one. We will offer regular opportunities for partners to let us know what works and what needs fine tuning.

How will we know what people need, or are capable of doing?

IOE will assist in matching skills to tasks.



Business Benefits of Hiring People with Disability

Employees and customers with disability represent a substantial opportunity to business. In fact, more than four million Australians, that's one in five people, experience disability¹. Making sure your organisation can welcome people with disability in an accessible and inclusive way is not just the right thing to do, but it makes good business sense.

Here's why:

Build reputation and brand: Numerous studies² 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. Increasingly, evidence of inclusion is being taken into consideration when awarding contracts and tenders.

Improve marketing and customer retention: 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. In addition, a workforce that reflects the diversity of the wider community is likely to lead to greater customer loyalty and satisfaction³.

Mitigate risk: Research on workers with disability⁴ shows they often have lower absenteeism and employee turnover and low incidence of workplace injury, which all helps to create a cost effective business. Organisations that have built capability for inclusion will also minimise risk of injury, complaint or breach of discrimination law.

Uphold Rights: Visibly and actively recognise and uphold the rights of people with disability. If you are worried about increased costs associated with employing people with disability, you don't need to be. Evidence shows⁵ that employing someone with disability does not cost any more than employing someone without disability. In addition, the Australian Government provides funding, for eligible persons, through the Employment Assistance Fund (EAF) that is designed to cover the costs of making workplace changes. This can include buying equipment and accessing services for people with disability. Visit www.jobaccess.gov.au for more information.

Attract and retain talent: 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. Diversity attracts and retains individuals from the widest possible talent pool. Employees in inclusive workplaces are likely to be more engaged, motivated and productive. Employees will also stay in your business for longer.

Overall, building an inclusive, diverse workforce benefits everyone; your employees, your organisation and your community as a whole.

How to find out more or be involved:

Please contact the Interchange Outer East Adult Services Team for more information.

Phone: 9758 5522 **Email:** ioe@ioe.org.au

¹ Australian Bureau of Statistics (ABS) 2016 ²Employer of Choice Study, 2014 AND surveys of members and case studies.

³Missing out: The business case for customer diversity' 2017, Australian Human Rights Commission, viewed 15 March 2017.

⁴Australian Safety and Compensation Council, 2007 ⁵Graffam, J., Shinkfield, A., Smith, K., & Polzin, U. (1998). Making it work; Employer outcomes when employing a person with a disability. Melbourne; Institute of Disability Studies, Deakin University.