

# Rethink employment and build your best team yet

Unlock new talent and  
build a stronger, more  
inclusive workforce





## About Inclusive Employment Australia

Inclusive Employment Australia is the Australian Government's specialist disability employment program. It aims to improve employment outcomes for people with disability through high-quality, effective employment services.

At CoAct Connect, we're employment experts who help businesses find and recruit exceptional people and build stronger, more inclusive workforces. We do this through Inclusive Employment Australia.

As a national network of not-for-profits delivering Inclusive Employment Australia, we connect employers with skilled people ready to add value to your workplace. We work with people from all walks of life, including people with disability, a treated illness, injury or mental health condition who are looking to succeed in lasting employment.

Our free, tailored support includes recruitment and workforce planning, access to wage subsidies and workplace modifications, and diversity and inclusion education. You'll benefit from pre-screened candidates, the option to trial them, and ongoing support.

**We'll help you build a high-performing, productive team with confidence.**

*"I wouldn't have considered working with people with disability before because it felt like it was too hard. Having had the first few candidates being such successful employees, I've really changed my mind. In the future, I'll be making sure any workplace I'm in is an inclusive one for people with disability."*

**Priya, Pizza Hut franchisee**

## Why inclusive employment is good for business

Inclusive employment isn't just the right thing to do - it's a smart move for your business. According to the Diversity Council of Australia, employees in inclusive workplaces are three times more likely to go above and beyond in their work and customer service. This creates a more engaged, effective, and loyal workforce, supporting your business success and growth.

By embracing inclusion, you can:

- **Access a wider talent pool:** Over four million working-age Australians live with disability. Including them in your recruitment expands your candidate options and improves your chances of finding the perfect fit.
- **Boost performance and innovation:** Diverse teams bring fresh ideas, drive innovation, and deliver better results.
- **Build a positive workplace culture:** Inclusion raises morale, engagement, and loyalty among your staff.
- **Increase employee satisfaction and retention:** Inclusive teams report higher job satisfaction and are less likely to leave, reducing turnover and recruitment costs.
- **Enhance your reputation:** Customers and employees value organisations committed to diversity and inclusion, strengthening your brand as a socially responsible employer.
- **Access additional support:** Benefit from wage subsidies and funding for workplace adjustments.
- **Ensure legal compliance:** Meet your obligations while leading the way in workplace inclusion.

## How we help you

### Inclusive recruitment practices

We can streamline the recruitment process by managing everything from candidate sourcing and pre-screening to onboarding and workplace adjustments. This could include support with accessible job ads, job descriptions, and inclusive interviewing tips. We'll connect you with job-ready candidates who have completed industry-aligned training and are matched to your specific workforce needs. We can also advise you on job design, workplace modifications and role customisation to ensure the right fit for your team. You'll also have the opportunity to trial candidates before making a long-term commitment.

We help ensure your recruitment process is fair, accessible, and welcoming to employees with disability.

### Access to key resources and financial incentives

We'll assist you in accessing key resources and employer incentives, such as wage subsidies and outcome-based financial support, for inclusive employment practices.

#### JobAccess

- The national hub for all things on disability employment including an employer toolkit, information downloads and stories.

### Inclusive Employment Australia Wage Subsidy

- Funding ranging up to \$10,000 for hiring eligible individuals into ongoing jobs. Different subsidy levels are offered depending on the hours of employment you provide. We can provide advice and information on eligibility.

### Employment Assistance Fund

- Financial assistance to purchase work related modifications and services to support your employee with disability. We can advise you on whether you're eligible and how to apply.

### Ongoing Support (Work Assist)

- Funding and tailored solutions to help an employee with a verified disability or medical condition return to work or remain in their role. We'll work with you to determine if this option could benefit both you and your employee.

### Supported Wage System

- The option to pay an employee with disability a wage that reflects their measured productivity when a disability genuinely impacts daily work performance. We can help you with the application process and advice on ongoing reviews and payments.

### Workplace adjustments

Workplace adjustments play a key role in helping people with disability work safely, efficiently, and feel included. These adjustments are often supported by government funding at no cost to you. They are a legal requirement and help employees with disability work effectively and comfortably.

This may include:

- **Recruitment:**
  - Providing job ads and application forms in accessible formats
  - Removing tests that aren't essential to the job
  - Making interviews accessible by arranging Auslan interpreters or support workers
- **Job design:**
  - Offering flexible hours, part-time work, job-sharing, or customised roles
  - Providing extra supervision as needed
  - Making changes to equipment or work methods to suit individual needs
- **Training and development:**
  - Allowing more time for training or probation
  - Offering on-site support during orientation
  - Setting up workplace buddies or mentors
  - Providing disability awareness training for staff
  - Arranging interpreters or other support for formal training sessions



Not all people with disability require workplace adjustments. However, knowing how to provide adjustments can help you attract, employ and retain people from a wider talent pool.

Employees are not required to disclose their disability unless it affects their job performance or safety. When they do share, focus on their needs, respect privacy, and get permission before sharing information with others.

Access further information in the Job Access ["Making Workplace Adjustments Easy, Effective and Equitable Conversation Guide."](#)

[\*\*jobaccess.gov.au/resource/workplace-adjustment-guide\*\*](https://jobaccess.gov.au/resource/workplace-adjustment-guide)

### **Training and awareness**

We can work with you and your managers to create a more inclusive workplace. This includes training on disability inclusion, understanding bias, and communicating respectfully. We also offer practical workshops, easy-to-use resources, and on-the-job support to help make diversity and inclusion part of your workplace culture.

### **Ongoing support**

We're here to help you every step of the way with ongoing support. That means regular check-ins to make sure that your employees have the tools and environment they need to thrive. We can also provide ongoing coaching, workplace assessments, and digital tools to support your employees long-term. If you have an employee returning to work after illness or injury, we'll help you develop a tailored return-to-work plan that sets them up for success. Plus, we can advise you on expanding your reach by partnering with disability organisations and diverse networks to connect with great talent.

**Access our services at no cost and let us help you build a stronger workforce.**



## A partnership for success

CoAct Connect and BUSY Ability partner to deliver Inclusive Employment Australia. We are one of Australia's most trusted providers.

BUSY Ability knows your community. They understand your local area and the challenges of recruitment and retention.

They'll introduce you to carefully chosen candidates who suit your business needs, working closely with you to ensure both you and your new recruits feel supported. They also provide advice, resources, workshops and training on recruitment, workforce planning and diversity and inclusion best practices.

CoAct Connect supports our network of partners, ensuring you always get the best service, innovative solutions and impactful results.

If you need to contact CoAct Connect please call 1800 226 228 or visit [coact.org.au](https://coact.org.au).

**Together, we help strengthen your business and transform lives.**



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Get in touch  
**1800 761 561**

[coact.org.au/busyability](https://coact.org.au/busyability)