

Information for Employers

# Access your own university on-campus recruitment specialist to source graduate talent.

## USEP is developed in partnership with Australian universities and Disability Employment Services (DES).

# Benefits

* Source a talented pool of diverse graduates who will add to your organisation’s leadership and human capital
* Access to an on-campus specialist consultant to provide support regarding different recruitment practices and build disability confidence
* Disability awareness training prior to placement for staff if requested and appropriate
* Provide advice and guidance including modifications if needed
* Work experience insurance (in most cases student will use an insurance product available through the university)
* Involvement in a unique program working with employers to harness the strength that disability as a part of diversity provides
* Access to free resources and ongoing mentorship in disability employment
* Assistance to navigate and access workplace modifications
* Ongoing professional support and guidance post recruitment for a minimum of 6 months (pending some criteria)

# **Current partnerships**

## Disability Employment Services (DES)

DES works with graduates on campus in their final year and students who have already graduated, to help them get started in their graduate career.

## Universities

University career and accessibility teams encourage and promote USEP to students.

## National Disability Coordination Officer (NDCO) Program

USEP was an initiative of the National Disability coordination Officer Program funded by the Australian Government Department of Education, Skills and Employment. Program aim was to drive change so students with disability have equitable opportunity to access, participate and achieve their goals in tertiary education and subsequent employment.

Analysis of graduate outcomes for disadvantaged students in 2017 indicated that undertaking paid work in the final year of study was the single most important factor in predicting whether a graduate would be working between four and six months after graduation. Students with a disability, were 15 times more likely to be in full-time work, and 11.6 times more likely to be in part-time work, if they had undertaken paid work in their final year of study.

Pitman, T., Roberts, L., Bennett, D., & Richardson, S. (2019). An Australian study of graduate outcomes for disadvantaged students. *Journal of Further and Higher Education*, *43:1*, *45–57*. doi: 10.1080/0309877X.2017.1349895

# **Employer supports**

## Webinars

<https://www.adcet.edu.au/webinars/>

<https://www.stepsndco.com.au/webinars/>

## Disability Awareness Training

[www.disabilityawareness.com.au](http://www.disabilityawareness.com.au)

## JobAccess

Get professional advice on employing people with disability. This website has a wide range of resources including an employer toolkit, information on rights and responsibilities, employment assistance fund including work-related modifications and access to allied health and recruitment professionals to answer questions.

<https://www.jobaccess.gov.au/employers>

## Australian Network on Disability (AND)

**Stepping Into:** Is a paid internship that is designed for university students with disability who want to gain paid, hands-on work experience in their chosen field of study. <https://www.and.org.au/pages/stepping-into...-programs.html>

**PACE Mentoring:** Offers students and jobseekers the opportunity to be mentored by some of Australia’s best and brightest professionals from a range of industries. [https://www.and.org.au/pages/mentoring.htm](https://www.and.org.au/pages/mentoring.html)

# **"it's proven again and again, a more diverse organisation outperforms other organisations quite significantly"**