

Belonging Matters' Community Employment Partnership (CEP)

Employer and Business Information

The CEP Project

Employees with intellectual disability and Autism bring many benefits to a workplace, yet they are not often considered for positions. The Community Employment Partnership, an initiative of Belonging Matters in collaboration with Rotary, aims to match the needs of businesses with suitable applicants and support successful employment outcomes for both businesses and individuals with disabilities.

Benefits for Business

Hiring someone with a disability for an award wage not only change someone's life for the better but can provide some great benefits to businesses.

In general, businesses find that employees with disabilities:

- Are highly regarded, have a high work ethic and positive outlook
- Are hardworking, dedicated and require less support than anticipated
- Create a positive work culture and increase customer and staff loyalty
- Have fewer accidents at work and lower absenteeism
- Build staff morale and increase customer loyalty (Graffan, J., Smith, K., Shinkfield, A., Polzin, U, 2002).

A study conducted on behalf of Telstra Australia also found that there were **no significant differences** when comparing people with disability to people without disability in the areas of **performance, productivity and sales**.

The Receptionist

Cameron's story titled "The Receptionist" is an example of the many benefits of employing a person with a disability.

**WATCH
VIDEO**



<https://youtu.be/vR8wJQfSGxU>



Finding the Right Person for your Business Needs

It starts with a conversation....

We want to take time to understand your business, answer any questions and help you develop a role that benefits both your business and the employee.

Our CEP business mentors will come to you to discuss potential job roles within your business, looking at ways to increase productivity for other employees or adapt an existing role. We can also provide information on developing strategies to ensure inclusive practice in the workplace.

Once we have an idea of your business needs, we will look for a suitable participant match who has the skills and strengths to fulfil the role. We will then provide intensive on-the-job support, mentoring and training for participants and staff, to build independence and positive experiences at each stage.

No two businesses or people are exactly the same, so we're here to help.

Questions?

Do I have to offer a role? While we are keen to discuss the CEP project with businesses, we realise not all businesses will be in a position to offer a role straight away and may need time to explore options. Every business is different; some opportunities will take longer than others to develop. Even if you decide you are not able to offer a role at the moment, you may be able to in the future or know another business that can. Every conversation helps.

What if it doesn't work? We will do everything we can to ensure the employment process is a smooth one, and ensure we are always available to address any challenges you have along the way. As with any employee, sometimes the job match is not right and that's OK! Every experience of paid work helps to build the skills and knowledge for future work.

Are there financial incentives/wage subsidies for taking part? It's important that employees are provided with 'real work for real pay'. To be sustainable, employers should expect to create roles that fulfil the requirements of an award-based rate, without subsidies or other employer incentives. Businesses may be eligible to receive Government Employment Assistance Funds for workplace adjustments if needed.

Belonging Matters is a not-for-profit, education and advisory service that was established in 2003 by people with disabilities and their families. The main purpose of Belonging Matters is to assist people with a disability to belong and contribute to the social and economic fabric of the community. Belonging Matters has been recognised as a leader through a National Disability Award in Social Inclusion and through its various partnerships with the University of Melbourne and the National Alliance of Capacity Building Organisations.

Funded by the Australian Government Department of Social Services.

Get In Touch

If you have a business and are interested in knowing more about the CEP project, please call or email.

We would love to hear from you.

 3/178 Boronia Road
Boronia Vic 3155

 (03) 9739 8333

 0432 189 323

 cep@belongingmatters.org