

Our Commitment

Employment Without Barriers for People with Disability



Life Without Barriers is reaping the benefits of employing people with disability – with 9% of our workforce having a disability or lived experience¹.

We are strongly committed to increasing this number and removing barriers faced by people with disability in seeking employment. We know the sense of connection and purpose a job can have, yet far too many people with disability are denied this opportunity. It is everyone's right, and our collective responsibility, to provide job opportunities for everyone.

The community services sector is the fastest growing sector of the Australian economy. This sector has a responsibility to ensure we are leading the way in hiring, and promoting the benefits of employing, more people with disability. Because of this, we want to share our experiences and knowledge across all sectors of our community. The only way to change the experience of people with disability is for employers to change their attitudes and approach.

What is the current experience for people with disability in relation to barriers faced in employment?

- People with disability have higher unemployment rates than people without disability, in fact unemployment rates are twice that of the general population².
- A major barrier in the workplace is the stereotypes of people with disability and experiences of discrimination.
- What many employers don't realise is that studies show people with a disability are more productive workers. They take less sick leave and show significant organisational commitment.
- People with disability are likely to be unemployed for longer than people without disability.

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- 1 in 4 new jobs created in Australia today is in the community services sector. This sector has a responsibility to ensure we are leading the way in hiring and promoting the benefits of employing people with disability.
- We understand the benefits that people with disability bring to any organisation and we want to be an employer of choice for everyone, regardless of disability.
- Life Without Barriers has set higher targets to ensure we 'walk the talk' of our sector. Our commitment is that 10% of new hires to our organisation will be people with a disability by 2021, rising to 12% by 2022.
- We actively support people being comfortable to discuss their disability with us. This is more than just a commitment to workplace adjustments. We support our hiring managers to move past the barriers and to see the candidate in front of them – on their merits.
- Our recruitment and retention processes are continually reviewed to find new ways to welcome people with disability into our organisation.
- We strive to not only offer jobs, but meaningful careers for all of our employees and ensure we create a workplace with open minded and supportive colleagues.
- We are redesigning our frontline positions – to discover inherent barriers that exist because of the work we do.

Our Accessibility and Inclusion Employment Plan outlines the our commitment in more detail, you can access it here. (lwb.org.au/AIEP)

#EmploymentWithoutBarriers

¹In the 2018 Life Without Barriers employee engagement survey 9% of our employees anonymously identified as having a disability.

²People aged between 15 and 64 years with disability have both lower participation (53%) and higher unemployment rates (9.4%) than people without disability (65.8% and 7% respectively). Australian Bureau of Statistics (ABS) 2018, 4430.0 – Survey of Disability, Ageing and Carers 2018.