
In this Disability Education and Employment News, we have information on the Australian Employers Network on Disability forum ‘Action to Strategy or Strategy to Action’; the NDS Workability Conference 09 Call for Papers; Advance Notice of a Seminar for Education Staff and Disability Service Providers in Southern and South-Western Sydney, ‘Enhancing the Links’ and information on the New ODEP Survey: Employer Perspectives on Employing People with Disabilities. Plus further information on other Resources, Conferences and Workshops, News articles and other information for the Disability Education, Training and Employment Sectors.

Please distribute the Newsletter to those that you think would be interested in it.

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TEAM LEADER, DISABILITY SUPPORT UNIT Ref. 21754

Jobs with Macquarie University Student Support Services

The role of Team Leader holds responsibility for the day-to-day operations of the Disability Support Unit, including budget reporting, operational planning and reporting, staff supervision and performance and client and stakeholder satisfaction. The successful candidate will ensure the provision of high quality support services to students with disabilities; have excellent communication, administrative, operational skills and a keen focus on enhancing the student experience for students with disabilities. This position operates in an exciting and varied environment where change, short timeframes and competing demands are the norm.

Appointment Type Full-time, continuing
Enquiries Bernie McGee, Manager Welfare & Disability Services on (02) 9850 7485 or email bernie.mcgee@mq.edu.au
Package From $84,740 pa, including (Level 8) base salary of $71,606 to
$79,676 pa, annual leave loading and up to 17% employer’s superannuation.
Applications Close 15 February 2009 Like to find out more? Visit our sites at www.mq.edu.au/ Ready to apply? Go to www.jobs.mq.edu.au Applications will only be accepted via the Macquarie University online system. Macquarie University is an Equal Opportunity Employer with a commitment to diversity and social inclusion. We encourage applications from Indigenous Australians; people with a disability; those from culturally and linguistically diverse backgrounds; and women (particularly for senior and non-traditional vacancies).
Contact:
Bernie McGee, Manager Welfare & Disability Services
Phone: (02) 9850 7485

Education News:
Battling students welcome payment with open alms
Debbie Guest | February 05, 2009
Article from: The Australian
THE last thing Nicole Robb expected this year was to get a handout of almost $2000 from Kevin Rudd.
Getting by on $250 a week from her youth allowance payments and a part-time job, the physiotherapy student at Perth’s Curtin University can only just afford the textbooks and equipment, and says she rarely manages to afford a decent meal.
But the expected $1900 from the Rudd Government’s one-off training and learning bonus and tax bonus payment means she can start her third year of studies knowing she’ll have the money to pay for a new laptop, repay her parents the money she borrowed for a car, buy some winter clothes - and maybe even go for a holiday up north.
Any money left over will be put aside and saved for the weeks when her meagre income is not enough to meet the cost of rent, food and bills.
For the rest of the article go to http://www.theaustralian.news.com.au/story/0,25197,25009817-12332,00.html

Learning bonus for students and jobless
Nicola Berkovic | February 04, 2009
STUDENTS and jobless people returning to study will receive $950 to put towards tuition fees, books and other education or training costs for the 2009 academic year.
The Government yesterday said the cash payments would immediately support jobs and strengthen the economy during the global financial downturn.
The $511 million training and learning bonus will be available for recipients of youth allowance, Austudy and Abstudy, as well as those receiving Sickness Allowance or Special Benefits.
About 440,000 students and people returning to study will be paid the one-off cash bonus.
Until June 2010, the bonus will provide an incentive for social security recipients to return to education and training. It will be paid as a one-off supplement to the $208 Education Entry Payment, which already provides assistance with the costs of training courses for income support recipients returning to study.
For the rest of the article go to http://www.theaustralian.news.com.au/story/0,25197,25005466-12149,00.html

Invest in yourself through education
January 31 | Paul Clitheroe
Incessant bad economic news must be making school leavers anxious as they consider their future job options. Generally the young and the unskilled are the first to feel the pinch of a tougher job market.
That’s why I reckon one of the best decisions a young person can make is to get post-school qualifications, with recent research confirming that university graduates stand to reap big rewards from tertiary study.
The decision to get a university degree can significantly boost your lifetime wealth. A study entitled What Price The Clever Country? by AMP and research group NATSEM found a university graduate has the potential to earn $1.5 million more over a lifetime than their peers who finish their education with Year Twelve.
Employment News:

Rudd pledges to aid jobless
February 06, 2009

Creating new labour market programs to help the growing number of people pushed into unemployment will be the focus of the next Council of Australian Governments meeting between Kevin Rudd and the premiers.

The Prime Minister said yesterday the next COAG meeting would develop a plan to deal with 300,000 more people who would be out of work by 2010, in a dramatic upward revision of the unemployment figures that means an extra 100,000 people jobless by June.

"At the top of our agenda we'll be dealing with the whole question of the problem of unemployment, the problem of labour market programs, the proper co-ordination of commonwealth and state labour market programs ... in the most seamless and sophisticated way possible," Mr Rudd said yesterday.

As the Government tries to create 90,000 jobs in labour-intensive industries across the nation - building schools and homes to slow the expected rise in unemployment - the latest economic and fiscal outlook predicts joblessness will surge to 7 per cent in 2009-10, up from 4.5 per cent at present.

For the rest of the article go to http://www.theaustralian.news.com.au/story/0,25197,25014828-5013871,00.html

Welfare News:

Mentally ill face a lonely life – study
Danny Rose | February 04, 2009

Almost half of people with mental illness have no close relationship in their lives, according to findings from a study.

The survey of people with a diagnosed mental illness found that while 49 per cent had no close relationship, more than one in three (35 per cent) responded they'd not had sex for a year and 13 per cent said they'd had no physical contact whatsoever with another person for 12 months.

The anonymous online survey was conducted by national mental health charity SANE from September to December last year, and 424 people with a diagnosed mental illness took part.

SANE Australia executive director Barbara Hocking said extreme social isolation was known to damage mental health, compounding existing problems for these people. The most disturbing result, she said, was the half of respondents who had no friends while physical intimacy - which includes hugging or just a physical touch - was also rare for many.

For the rest of the article go to http://www.theaustralian.news.com.au/story/0,25197,25006773-26103,00.html

International News:

Disability Employment Low, But Employer Attitudes Improving
By Michelle Diament
January 22, 2009

Most large businesses are hiring individuals with disabilities and once they do, they’re likely to hire more, according to a survey released this month by the U.S. Department of Labor’s Office of Disability Employment Policy. Further, employers say that accommodating people with disabilities costs about the same as accommodating other employees.

Still, just 46 percent of Americans with disabilities ages 21 to 64 are employed compared with 84 percent of people in the same age group who do not have disabilities.

In the biggest survey of its kind, the government asked representatives of nearly 4,000 companies about their attitudes
and behavior surrounding the hiring of people with disabilities. Here's a look at the findings of The Survey of Employer Perspectives on the Employment of People with Disabilities:

• About 19 percent of companies in the United States hire people with disabilities, with large companies most likely to. Just under 11 percent of small companies report employing people with disabilities, while 22.6 percent of medium-sized companies and 53.1 percent of large companies say they do.

For the rest of the article go to http://www.disabilityscoop.com/2009/01/22/odep-survey/1797/

Conferences and Workshops:
NDS NSW two-day conferences
Registration Closes Friday 13 February
Monday 16 & Tuesday 17 February 2009
Senior government representatives, politicians, academics and advocates have participated in our events and witnessed our journey. Many of these collaborators continue working with non-government disability organisations to co-create a quality service environment which grows from strength to strength, with the singular goal of enhancing the lives of people with disability, their families and carers.

The NDS NSW 2009 conference will showcase the indomitable will of disability organisations and our collaborators in the provision of responsive, innovative disability services.

Enquiries: Gabrielle Jones, State Planning Coordinator, National Disability Services NSW
Phone 02 9256 3103
Email gabrielle.jones@nds.org.au

Action to Strategy or Strategy to Action
Half Day Sydney Seminar - 24th Feb 09
The Employers’ Network will be holding a half day seminar in Sydney on Tuesday 24th February 2009, generously hosted by Sparke Helmore Lawyers.

The seminar will provide participants with valuable case studies about how organisations have achieved specific aspects of the Employment Charter for People with Disability http://www.employersnetworkondisability.com.au/index.php?option=com_content&task=view&id=11&Itemid=31 , launched in 2003, which outlines 10 key areas in which change is required to achieve best practice.

Access to Premises – new draft Standards - what they meant to you
The tabling of the draft Access to Premises standards on 2nd Dec 2008 has generated a great deal of interest amongst our members. The aim of these draft Standards is to help provide better access for people with disability to new and upgraded buildings, and to clarify what is required to avoid discriminating against people with disability.

To gain a more comprehensive understanding of how these Standards will impact on our members, we have invited world renowned accessibility expert, Murray Mountain, to present an overview of the draft Standards, and what they might mean to you, in practical terms. Murray will present at our half day seminar “Action to Strategy or Strategy to Action”, to be held on Tuesday 24th Feb.

EVENT DETAILS
Tuesday 24th February 2009
9am - 2pm (including morning tea and lunch)
Cockle Bay Room, Level 16, 321 Kent St Sydney
Cost: Members $325 + GST / Non-members $395 + GST
RSVP: to Rachel.butler@aend.org.au by Thursday 19th Feb 2009 or phone (02) 9261 3922.
NDS Workability Conference 09 Call for Papers
6–9 SEPTEMBER 2009
HILTON HOTEL, SYDNEY, AUSTRALIA

National Disability Services and Workability International have joined to host a 3-day conference to equip delegates with knowledge and strategies to help ensure that the employment of people with disability is not adversely affected by the economic challenges ahead.

ABSTRACT TOPIC AREAS
National Disability Services and Workability International are calling for the submission of abstracts of papers that will assist organisations which support people with disability to be employed. Topics of interest would include:

Building effective partnerships
- with other disability organisations, businesses, governments, education and training organisations, communities, and organisations in developing countries
- identifying the types of partnerships that work best
- managing the risks
- case studies of partnerships, highlighting the lessons

Marketing and promotion
- of the benefits of giving people with disability a chance
- of disability employment organisations and their products or services
- of employment opportunities
- aligning strategies to the new environment

Skills development, training and building career pathways
- making transition to work programs successful
- creating vocational education and training opportunities
- developing career pathways for employees with disability
- fostering a VET-focused service culture

What works for me
- stories from people with disability
- stories about employment outcomes
- stories of the employers that are making a difference
- successful service innovations for specific disability groups

Business and management
- being competitive without being unprincipled
- building the right organisational culture
- drawing the best out of people
- innovative management practices
- advice on tender writing

SUBMISSION OF ABSTRACTS AND ENQUIRIES
Abstracts, up to 300 words in length, must be submitted by 31 March 2009 to:
Philippa Angley
National Disability Services
Level 10, 369 Royal Parade
Parkville 3052
Phone 03 8341 4302 or 0411 773707
Email philippa.angley@nds.org.au
Abstracts may be submitted electronically, as an email attachment, or by post on PC-compatible disc. They must be in MS Word or Word-readable format. They will be assessed for suitability for inclusion by a peer review panel. It is anticipated that presentations will generally be 30 or 45 minutes in length.

**ABSTRACT FORMAT AND PRESENTER PROFILE**

Title Arial, 12 pt bold, top of page, left justified

Body of abstract Arial, 11 pt, left justified

Presenter profile Include name, organisation, contact details and a brief presenter profile of no more than 150 words.

For a list of all current national and international conferences and workshops click here.

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**NSW Events:**

**Research Bites - Sydney**

A free lunch time briefing, hosted by the NSW Department of Education and Training (DET) showcasing recent research in the VET sector will take place in Sydney on 26 February 2009 at the NSW DET, William Wilkins Gallery. Tom Karmel, Managing Director of NCVER will present: ‘Summing it up: The economics of apprenticeships and traineeships.’ Registration is essential as numbers are limited. To register please email your contact details to David Paroissien by 20 February 2009.

Email: david.paroissien@det.nsw.edu.au

**Advance Notice of a Seminar for Education Staff and Disability Service Providers in Southern and South-Western Sydney**

Wednesday 24 June 2009, Campbelltown Catholic Club, 9am-3.30pm

What will this seminar provide?

- Presentations from expert practitioners in disability areas
- Strategies to support students with a disability or chronic medical condition prepare for transition from school
- Essential up-to-date information about post-school pathways, including:
  - Apprenticeships and traineeships
  - TAFE
  - University
  - Employment – open and Business Services
  - DADHC Post-School Programs – Transition to Work and Community Participation
- Details of how students can access support in post-school education and employment
- Panel discussions, case studies, resources and networking opportunities

**Target Audience**

Staff and providers from:

- Schools: Counsellors, Careers Advisers, District Guidance Officers, Disability Programs Consultants, STTs, AP (Learning Support), AP(V), AP(H), Principals, Head Teachers (Support), Head Teachers (Welfare), Support Teachers, ISTIs, Learning support teams, STLAs, SLSOs, Year Advisers 10-12
- TAFE: Equity Managers, Teacher/Consultants, Counsellors, Consultants (TVET), Disability Teachers
- Universities: Disability Advisors, Counsellors, Careers Advisors, Marketing Personnel
- Government, Community and other Agencies: Local Community Partnerships, Careers Advice Australia, Australian Apprenticeships Centres, DEEWR funded Employment Service Providers, Transition to Work and Community Participation Program Providers, DADHC staff

This event is free for participants and funded by the National Disability Coordination Officer Program. Morning tea and lunch included. Program details and registration forms to follow. For further information please contact National Disability Coordination Officer, Nicole Ison, on (02) 4620 3246 or n.ison@uws.edu.au or Gillian Hilt, on (02) 4620 3175 or g.hilt@uws.edu.au

For a list of all NSW Events click here.
Calls for Expressions of Interest and Input:

Like to work for someone who offers you more than just a job? 
Talk to DWA about graduate careers at Westpac.

Disability WORKS Australia (DWA) has again been asked by Westpac to assist in recruiting and supporting applicants with disabilities/medical conditions for their 2010 graduate intake. There are genuine opportunities for graduates or near graduates to jobs with a financial institution. Any accommodations required as part of the recruitment program will be organized and also applicants received support during the recruitment process. DWA applicants can have graduated in 2007, 2008, 2009, or expect to graduate in 2010. Additionally interested 2006 graduates should also contact DWA.

Westpac is committed to providing a flexible working environment where people are respected, valued and encouraged to become the best they can be. As an equal opportunity employer they encourage applications from men and women of all ages, including those with disabilities.

In 2010, Westpac has over 130 graduate positions available with applications open from 20 February – 29 March 2009. Disability Works Australia (DWA) has formed a partnership with Westpac to support graduates with a medical condition or disability during the recruitment process to ensure your particular needs are met.

Contact DWA on 1800 356 670 or email national@dwa.org.au to register your interest and find out more. For more info on Westpac graduate programs and for application forms visit www.westpac.com.au/graduates

Scholarships:

Gregory and Dolores Farrell Scholarship

The Gregory and Dolores Farrell Scholarship, which is administered by Northcott Disability Services, is offered to assist students with a physical disability and who use a wheelchair for mobility with the costs of undertaking university studies. Four scholarships, up to the value of $5,000.00 each, are available for 2009. Enclosed is a copy of the information pamphlet and application form for the Gregory and Dolores Farrell Scholarship.

The closing date for applications is 13th February, 2009. Completed application forms must be returned to The Gregory and Dolores Farrell Scholarship, C/- Northcott Disability Services, PO Box 4055, Parramatta, NSW 2124, by that date. For further information and the application form go to http://www.northcott.com.au/1-tertiary_scholarships.php

The ParaQuad NSW - Golden Stave Foundation Scholarships

The Golden Stave Foundation Scholarship are available starting at $1000 each, for people with spinal injury, to be used for primary and high school education- course fees, equipment to assist with studies, transport and accommodation in relation to study. The scholarships can also be used for Sport & recreation activities- training and/or equipment that will provide future income prospects. For more information click here, http://www.paraquad.org.au/CommunityServices/Scholarships/GoldenStave.aspx

Applications must be received at ParaQuad by close of business Wednesday, 18 February 2009

The ParaQuad NSW Scholarships

There are three ParaQuad NSW Scholarships each up to the value of $5,000, for students in NSW who have a spinal cord injury. The scholarships can provide funds for course fees, transport & accommodation in relation to study, assistance such as carers, scribes and tutors, hardware and tools assistance, computer system, textbooks and training etc. . For more information click here, http://www.paraquad.org.au/CommunityServices/Scholarships/ParaQuadNSWScholarships.aspx%20

Applications must be received at ParaQuad by close of business Wednesday, 18 February 2009

For a list of other scholarships go to http://www.adcet.edu.au/Student_Resources/Scholarships_and_Benefits.chpx
Publication:
**National Mental Health and Disability Employment Strategy Update - Setting the Direction**
Was released by the Hon Brendan O'Connor MP, Minister for Employment Participation, and the Hon Bill Shorten MP, Parliamentary Secretary for Disabilities and Children's Services, on Monday 22 December 2008.

**Australian Public Service Statistics**

**New ODEP Survey: Employer Perspectives on Employing People with Disabilities**
The U.S. Office of Disability Employment Policy (ODEP) has released a new survey that looked at employer views on hiring and employing people with disabilities. Researchers interviewed executives from over 3,797 companies representing 12 industry sectors, including projected high growth industries. Key results:
- 19.1% of US companies employ people with disabilities (small companies, 10.7%; medium, 22.6%; and large, 53.1%)
- 8.7% report having hired people with disabilities in the past 12 months.
- Work that cannot be effectively performed by a person with a disability is cited as a hiring challenge by 72.6% of all companies.
- Companies that do not actively recruit cited information about performance, productivity, and how hiring people with disabilities can benefit a company's bottom line as the most persuasive information, while information about cost is the least persuasive.
- Information on satisfactory job performance and how hiring people with disabilities can increase a company's productivity are cited by small and medium-sized company as most persuasive.

To download the report: [http://www.dol.gov/odep/categories/research/index.htm](http://www.dol.gov/odep/categories/research/index.htm)

(TRN Disability Update - February, 2009)

**US Census Releases Data on Americans with Disabilities**
About one in five U.S. residents - 19 percent - reported some level of disability in 2005, according to a U.S. Census Bureau report released December 18. These 54.4 million Americans are roughly equal to the combined total populations of California and Florida. Both the number and percentage of people with disabilities were higher than in 2002, the last time the Census Bureau collected such information. At that time, 51.2 million, or 18 percent, reported a disability.

Among those with a disability, 35 million, or 12 percent of the population, were classified as having a severe disability. Among people 25 to 64 with a severe disability, 27 percent were in poverty, compared with 12 percent for people with a nonsevere disability and 9 percent for those without a disability. Median monthly earnings were $1,458 for people with a severe disability, $2,250 for people with a nonsevere disability and $2,539 for those with no disability.

Nearly half (46 percent) of people age 21 to 64 with a disability were employed, compared with 84 percent of people in this age group without a disability. Among those with disabilities, 31 percent with severe disabilities and 75 percent with nonsevere disabilities were employed.

A portion of people with disabilities -- 11 million age 6 and older -- needed personal assistance with everyday activities. These activities include such tasks as getting around inside the home, taking a bath or shower, preparing meals and performing light housework.

For more information:

(TRN Disability Update - February, 2009)

For a list of Publication click here.
**New Resources:**

**Equity@Work Audio Interview Series**
The audio interview project was developed to enhance the provisions of Equity@Work and further assist students with disabilities with the jobsearch process. The following interviews give students insight to the knowledge and experiences of various graduates, employers and experts, and their personal strategies for overcoming common barriers. The project was funded by the UTS Equity and Diversity Unit Disability Projects fund. For the interviews go to [http://www.ssu.uts.edu.au/careers/resources/equity/audio/index.html](http://www.ssu.uts.edu.au/careers/resources/equity/audio/index.html) For further UTS Equity and Diversity Unit Disability Projects go to [http://www.equity.uts.edu.au/manager/disability/project.html](http://www.equity.uts.edu.au/manager/disability/project.html)

**CloseUp: Disability and Employment**

**Peer Support in the Face of Depression and Mental Illness**
It is anticipated that with the current economic climate the number of individuals impacted by anxiety, depression and other mental health concerns could increase in response to looming financial insecurity. Depression and mental illness can be particularly daunting when individuals remain unaware of the range of services available. In particular, the valuable benefits of peer support are often overlooked. Working Well offers a safe and supportive online peer support network environment where employees, employers and colleagues can seek support for mild and moderate depression via message boards and discussion rooms. This unique service includes content moderation and a peer support process that is facilitated by trained Peer Support staff and volunteers. Source: [www.workingwell.org.au](http://www.workingwell.org.au) (Diversity@Work, Just The Facts: Diversity Update #110)

**A Diverse Picture of a Nation**
City slickers, secular and university qualified - These are just some of the trends linked to each successive Australian generation. The Australian Bureau of Statistics has released a comprehensive report using nearly a century’s worth of census data to paint a vivid picture of Australian diversity. The analysis explores Australian trends by comparing life-cycle groups (people in similar situations such as one parent families, lone persons, families with and without children) and generational groups (birth cohorts such as Baby Boomers, Generation X and Y or the iGeneration). Organisations and individuals alike can use these comparisons to enhance their understanding of the diversity that exists within their own environment as well as plan for future expected workforce trends. Source: [www.abs.gov.au](http://www.abs.gov.au) (Diversity@Work, Just The Facts: Diversity Update #110)

For a list of New Resources click here

**Media Releases:**

**TITLE:** Parliamentary Secretary for Disabilities and Children's Services | More Australians using disability employment services

**PORTFOLIO:** Families, Housing, Community Services and Indigenous Affairs

**URL:** [http://www.fahcsia.gov.au/internet/billshorten.nsf/content/australians_disab_employment_services_03feb09.htm](http://www.fahcsia.gov.au/internet/billshorten.nsf/content/australians_disab_employment_services_03feb09.htm)

**SNIPPET:** More Australians using disability employment services. More Australians with disabilities are using Australian
Government employment services according to new figures contained in the Australian Government Disability Services Census 2007 report. People with intellectual disability using the services were most likely to be employed (84.1 per cent) while those with a physical or psychiatric disability face the greatest challenges in finding employment.

TITLE: Prime Minister of Australia - $42 billion nation building and jobs plan
PORTFOLIO: Prime Minister and Cabinet

TITLE: Minister for Human Services
PORTFOLIO: Human Services
SNIPPET: Subscribe to the RSS feed to receive the latest updates from the Minister for Human Services. The Rudd Government is committed to supporting jobs and thats why the Nation Building and Jobs Plan is so important, Minister for Human Services, Senator Joe Ludwig said. One of the great programs available at many centres is Career Voyager, which is a career assessment tool that allows people to explore career opportunities based on their interests, Senator Ludwig said.

To Subscribe:
We hope that this edition of Disability Education and Employment News has been of interest.
If you wish to have the Disability Education and Employment News e-mail to you send an e-mail to thart@med.usyd.edu.au with “Subscribe Disability Education and Employment News” in the subject line.
If you wish to unsubscribe send an e-mail to thart@med.usyd.edu.au with “Unsubscribe Disability Education and Employment News” in the subject line.
To read the Disability Education and Employment News Disclaimer click here.

To Contribute:
If you have any comments, suggestions or articles, resources, scholarships, workshops, conferences, Events or any other information that is Disability Education, Training or Employment related and you wish to promote it send an e-mail to thart@med.usyd.edu.au.
The Disability News Archive can be found at http://www.cdds.med.usyd.edu.au/ndco/DisabilityNews/
Funded by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR) under the National Disability Coordination Officer Programme.

No 2, Vol 5 - Compiled by Timothy Hart the NDCO for North Sydney and Central Coast