



Disability Confident Programs

PACE Mentoring and Stepping Into

Session Overview

- **Australian Network on Disability**
Our member organisations
- **PACE Mentoring Program**
12 week professional mentoring
- **Stepping Into Internship Program**
Paid work experience placements
- **Sharing Information**
Disability Management in the Workplace
Workplace Adjustments

About AND

- We are a member-based organisation
- We are not a recruitment agency
- We are not a charity

OUR PURPOSE

To advance the equitable inclusion of people with disability in all aspects of business

OUR VISION

To create a disability confident Australia as a national peak body.

OUR MISSION

To provide expert advice and services on disability to employers, Government representatives and industry bodies



AUSTRALIAN
NETWORK
ON DISABILITY



Australian Government

IP Australia



Australian
Competition &
Consumer
Commission



QUEENSLAND
TREASURY
CORPORATION



Australian Government
Department of Employment



National
disabilityinsurance
Agency

Legal Aid
NEW SOUTH WALES



safe work
australia



CommonwealthBank



Australian Government
Department of Agriculture
and Water Resources



pwc



Australian Government
Department of the Environment

coles

Our Programs

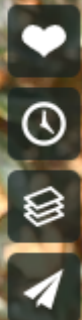


PACE
MENTORING



STEPPING
INTO

PACE Mentoring



PACE Mentoring



Mentors

- Have volunteered their time to participate in PACE
- Want to share their work and life experiences with their mentee
- There to support mentees to reach their goals for the program



PACE Mentee - Program Commitment

- Be available to participate from April to July (Autumn) or September to December (Spring)
- Attend 6-8 face-to-face meetings with their mentor during program (typically 1-2 hours)
- Attend the meetings at their mentors workplace
- Lead the meetings— arrange meeting times, set the agenda, discuss their goals, follow up etc.
- Attend the mentee briefing, mid program check-in and the end of program networking event (1 hour each)
- Complete the Program Agreement with their mentor

Meeting ideas

- Setting expectations / goals
- How the business works
- Career development – networking (LinkedIn)
- Communication skills
- Mock interviews
- Job application practice
- Dress codes
- Plan of action – post PACE



Stepping Into



About Stepping Into

- Paid internship in Winter or Summer university break
- Degree-relevant work experience
- Develop skills, build network, enhance your resume

HOW DID STEPPING INTO BEGIN?

AND partnered with Sparke Helmore Lawyers to offer clerkships exclusively to law students with disability in 2005.

HOW DOES IT WORK?

Employers offer opportunities for students with disability to gain work experience in various disciplines.

WHAT CAN I EXPECT?

Interview experience, a supportive recruitment process, valuable feedback, and degree-relevant work.

Timesframes

SUMMER

- August-September: Applications open
- October-November: Interviews
- December-February: Placements commence

WINTER

- March-April: Applications open
- May-June: Interviews
- July-August: Placements commence

IMPORTANT

Placements may be completed on a full-time or part-time basis. Hours and flexibility must be negotiated with the host employer prior to commencing a placement.



Sharing Information

YOUR RIGHTS

The DDA prohibits discrimination against people with disability throughout all stages of the employment process.

Employers are obligated to make adjustments to accommodate an individual's disability.

WORKPLACE ADJUSTMENTS

Workplace adjustments allow a person to:

- Perform the inherent or essential requirements of their job safely in the workplace
- Have equal opportunity in recruitment processes, promotion and ongoing development
- Experience equitable terms and conditions of employment
- Maximise productivity

Next Steps

PACE MENTORING

Apply Now for Autumn 2018! tfaforms.com/420518

STEPPING INTO

Apply Now for Summer! tfaforms.com/420924

For more info, dial in to our upcoming webinar:

- 11:30am Monday 9th October 2017

Email applications@and.org.au for login details

Questions?

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