



Work and Income
Te Hirainga Tangata

A service of the Ministry of Social Development

Working with Employers

**ASENZ Regional
Mini-Conferences**

The Need

- **One in five New Zealanders have a disability**
- **64 per cent of disabled people aged 25-44 are unemployed**
- **Disability increases with age – (25 per cent people aged 45-64; 50 per cent people over 65)**
- **42 per cent of businesses have a labour shortage**
- **Low productivity growth is a key barrier to improved economic performance**

Recap - New way of working

- **Support for National Office and Regions**
- **New roles**
- **Changes to medical certificate**
- **Case management engagement**
- **New services**
 - **Mild to moderate mental health**
 - **Pain management**
 - **Awaiting treatment**
 - **Lifeskills for work**

What are the barriers?

Myths and attitudes

Attitudes of employers, recruitment agencies and sometimes disability providers. Managers and co-workers

Physical barriers

Transport and the public environment
Employer premises, equipment and communication technology

Inflexible processes

Inflexible recruitment and management processes. Lack of knowledge on making accommodations

What are the barriers? contd.

Systemic barriers

**Ineffective recruitment and support services
Restrictive legislation e.g. OSH or building
codes.**

**Ineffective information for employers and
disabled people**

Social exclusion

**Low skills levels and low educational
attainment, often due to past discrimination;
low self-confidence; low expectations of
disabled people**

Working with employers

- **Employers in the UK and Australia have found they have been able to achieve more for disabled people, both inside their own organisations and across society, through working together.**
- **Engage → Equip → Deliver**

Key principles

- **Employer owned and led**
- **Mutual benefit** for employers and disabled people
- **Partnership** and a voice for employers
- **Networking** – engagement and shared learning with disabled people
- **An expert resource and a hub** guiding members to business relevant support

Key principles contd.

- **Beyond awareness raising** – Practical solutions reasonable for business and disabled people
- **Beyond recruitment** - Research and support to enable improved management processes, customer service and client relationships
- **Innovation** – Facilitating projects with talented disabled people, experts and entrepreneurs

Function of Employers' Disability Network

The Employers' Disability Network will:

- **Make it easier for business and public sector employers to employ disabled people, serve disabled customers and become disability confident organisations**
- **Provide a forum for business to come together to address strategic issues, develop solutions to common barriers and promote the economic and social inclusion of disabled people**

Function of Employers' Disability Network contd.

The Employers' Disability Network will:

- **Act as a hub connecting employers with services, experts and potential partners in the area of disability**
- **Create opportunities for the mutual benefit of business and disabled people**

Role

- **MSD is facilitating the development**
 - **Working with a Steering Group**
 - **Working with Employers**
- **Held 2 launches**
- **Communication material**
- **Establishing an initial board**

Further information

- **The Employers' Forum on Disability in the UK was established in 1990 and has over 400 members.**
- **www.employers-forum.co.uk**
- **The Australian Employers' Network on Disability was set up in 2000 and has over 70 members.**
- **www.employersnetworkondisability.com.au**