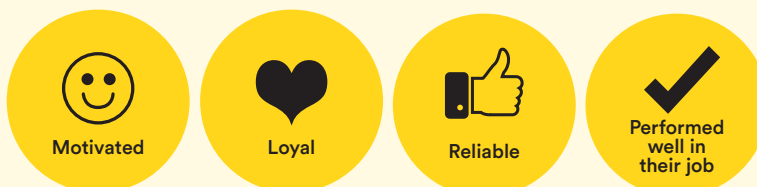


Employing people with intellectual disability: A guide for SME hospitality employers/managers

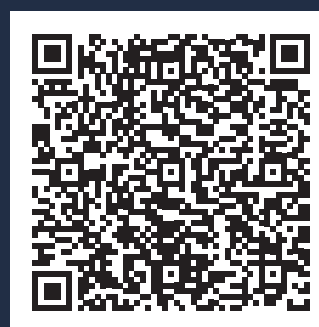
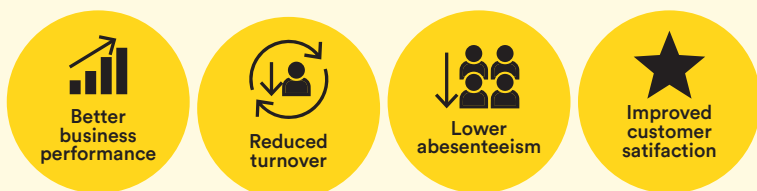
Are you a hospitality SME? Are you struggling to fill vacancies and retain staff? Have you considered employing a person with an intellectual disability?

Our online toolkit provides valuable information for SMEs in hospitality who want to consider employing a person with an intellectual disability. Here is a sample of some of the information available to you by accessing our QR code.

People with disabilities are



Positive outcomes for hospitality businesses



Mythbusters

- | | | | |
|----------------|---|----------------|--|
| MYTH #1 | Most people with intellectual disability have severe intellectual disability. | FACT | 85% of people with intellectual disabilities only have a mild intellectual disability. This means that they have minor disabilities that do not prevent them from being employed. |
| MYTH #2 | Higher recruitment, employment, and training costs are associated with employing people with intellectual disability. | FACT | There are usually no additional costs associated with employing people with intellectual disabilities. |
| MYTH #3 | Reasonable accommodations are expensive. | REALITY | Many employees with intellectual disabilities require nothing more than the same consideration an employer may already be providing to its non-disabled employees, such as flexible work schedules. |
| MYTH #4 | People with intellectual disabilities need a lot of support. | FACT | Everyone needs some support. Some people with intellectual disabilities may need extra help or take a bit longer to learn a task, but they can also be very capable. |
| MYTH #5 | Managers can't expect the same level of performance from employees with intellectual disabilities. | FACT | People with an intellectual disability may be just as productive at their job as any other employee. When they have a job they enjoy, are properly trained, and get support they need, they will do well. |
| MYTH #6 | People with intellectual disabilities are unreliable and will take a lot of sick days. | FACT | Studies have found that workers with disabilities actually take fewer sick days than other employees- and are more punctual and stay in jobs longer than other employees, leading to cost savings for employers. |
| MYTH #7 | Including people with intellectual disabilities at the workplace can have negative effects. | FACT | Inclusive workplaces, where people with and without intellectual disabilities work side by side, can help break down barriers, promote understanding, and teach compassion. |

Recruitment

Given that most SMEs in hospitality do not have in-house human resources expertise, it is expected that partnering with a Disability Employment Services (DES) provider is going to be the best approach when considering employing a person with intellectual disability. DES providers have the expertise and experience, and their services are free to employers. DES providers can assist you to seek and select suitable candidates, navigate and implement workplace supports if required, and will provide on-site support and training to ensure placements are successful.

Pre-employment training

A DES provider can undertake a work skills assessment of a potential employee to ensure that their skills are a good fit for your job vacancy. If there are some skills deficits, the provider can work with them to build additional skills.

Work trials

DES providers encourage work trials with potential employees with disabilities. These allow employers to get to know the person with intellectual disabilities and observe their skills, see how they work, and how they fit in with the rest of the team.

Disability awareness training for managers and co-workers

A DES may provide advice to employers regarding disability awareness training for co-workers, particularly for those who work directly alongside employees with intellectual disabilities. DES providers will model and facilitate appropriate relationships and communication methods and identify and encourage natural supports within the workplace.

How do I employ and manage a person with an intellectual disability?



Workplace assistance for employees with intellectual disability

When a participant gets a job, the DES will provide support to the participant and their employer (with the participant's consent) to make the placement as successful as possible. A DES consultant will maintain contact with participants and employers to ensure they get the support they need. Providers can talk to employers about any workplace modifications that may be required, help with job design, offer on-the-job training, and provide other supports that may be needed.

Legal responsibilities and obligations

Australian and State/Territory laws require that all employees have workplace rights with the right to work in a safe environment and be free from unlawful discrimination, bullying, and harassment. All employees with a disability must be paid award-based wages at the appropriate rate.

Financial and wage assistance

If required, DES providers may apply for funding for necessary workplace modifications for employees with intellectual disability so they are able to perform their work effectively. DES providers may also offer or organise wage subsidies for eligible employers.



Scan the QR code to locate a DES in your State or Territory

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