



# Work First

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A Step Change in Disability Employment

Disability Inclusion Measures and Awareness Programs have been around for decades, yet employment rates for people with disabilities remain stubbornly low and in real terms relatively unchanged.

They're not a bad starting point but it's time for a fresh approach, an approach that combines the best science and evidence with a practical hands on employment approach that will deliver real career opportunities and real corporate advantages.



“Companies that have improved their inclusion of persons with disabilities over time were four times more likely than others to have total shareholder returns that outperform those of their peer group”

(Accenture; Getting to Equal, 2018)

Work First HR & Hire is a fresh new approach to disability inclusion in the workplace.

We're not simply trying to get employers to employ a person with a disability. We've combined the best research evidence with smart disability employment practice to bring supply and demand together.

This creates real employment and career opportunities that enhance corporate engagement and social capital, plus a bottom line opportunity.



Work First HR & Hire is a complete solution to the sometimes complex issues confronting employers who want to make inclusion real. Developed by Intelife and the Centre for Disability Employment Research and Practice (CDERP), this comprehensive service works with all levels of your company.

“It’s not simply about recruitment, it’s about understanding the organisation and creating change at all levels to support the natural recruitment of people with a disability and support the delivery of career and employment opportunities.”

We’ve developed a multi stage process that uses the available evidence base to understand where the organisation systems and processes are right now. That’s our starting point: Where are you right now?



We start with a comprehensive review of your existing practices using our specially developed audit tool that measures across six domains and forty-two elements that are known factors that underpin successful disability employment. This creates a rating of your organisation against the benchmark and is the starting point on the journey to disability-inclusive employment practices.



We work with your organisation to develop inclusive policies and practices, along with your key staff joining us in our specially designed professional development program. Our program educates and informs your staff on the current understanding of disability in the workplace and the recruitment practices that are used by disability employment experts to create successful, meaningful employment opportunities for people with a disability.



Intelife disability employment experts join the process to support your staff to identify appropriate staff to become natural workplace supports. This process is beneficial to non-disabled workers as well. Intelife becomes your partner in the recruitment and onboarding of the successful employment candidates. They'll support the right candidate in the workplace as the natural supports develop and then fade out. The right candidate at the right time with the right supports.



We don't leave you to sink or swim. We'll review your practices after six months and re-rate your organisation. Every twelve months, we review your practices, policies and employment success and provide you with an up to date rating, along with additional fine-tuning of your practices and policies. Intelife's disability employment experts are there to support you with your recruitment needs and workplace supports.



“Moving through the world with a disability means, many report in interviews, developing strengths such as agility, persistence, forethought and a willingness to experiment - all hallmarks of innovation. This constant need for innovative ways of navigating a world that wasn't designed for them may explain why some 75 percent of professionals with disabilities report having an idea that would drive value for their company (versus 66 percent of employees without disabilities).”

Sylvia Ann Hewlett

[inc.com](http://inc.com). Nov 17th, 2017.

Most employers have effective programs for accommodating workers with disabilities, but they often overlook recruiting and training practices that could expand employment opportunities, according to a national survey released in October 2017 in the USA. “Many times employers don't know where to go to find qualified candidates.”

John O'Neill - Kessler Foundation, 2017.

Want to know how?

There's no time like the present to join the global innovators that are creating disability inclusive organisations that will drive innovation and improve your social capital and licence. This is an investment you can't afford not to make, especially if increased ROI and a better bottomline matter!

Talk to us today:

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**Intelife**  
Enabling independence

