



VALUE FOR BUSINESS SERIES | Fact Sheets

- ➔ Discover talent in diversity
- ➔ Improving your bottom line
- ➔ Social responsibility

“With the right people, in the right place, at the right time you’re in a position to take a business forward into growth and success”

- ✓ Increase staffing options by recruiting candidates with disabilities
- ✓ Gain access to a skilled and valued workforce
- ✓ Retain the skills and knowledge of employees who acquire disabilities
- ✓ Reduce staff turnover
- ✓ Reduce the average cost of hiring and training
- ✓ Increase productivity and performance using cost-effective technology, tools and resources

Discover talent in diversity

A company’s human resourcing - recruiting, hiring and retaining employees - is pivotal in reaching and maintaining a competitive advantage.

By seriously considering the merits of employing people with disability, your human resource strategies can become a distinct competitive advantage.

Recruitment

Sectors of business experiencing skills shortages, are expanding into talent pools that are often overlooked - people with disabilities - and finding rewards. For example, in the past 10 years the number of students with disabilities in universities has doubled to almost 30,000 nationally.

Progressive employers who are seeking talent - from entry-level to senior management - are developing recruitment practices inclusive of students with disabilities, people returning from illness or accident and older Australians.

As well as finding the right people for the right job, in many cases, significant assistance is available to employers who choose inclusive recruitment practices.

Retention

It’s been estimated that the cost of replacing an employee can range between 93 to 200% of their annual salary; so retaining productive employees makes good business sense.

Employees with disabilities consistently demonstrate strong loyalty to their employer. Research indicates that employees with disabilities are less likely to leave a company than those who do not have a disability. A leading human resource company in the United States found that people with disabilities tended to stay at a job an average of 50% longer than those without disabilities.

Pizza Hut reported their staff retention rate for people with disabilities to be 72% higher than other employees, saving the organisation millions of dollars each year in recruitment and training costs.

In addition, in a recent study of over 300 employees across several industries indicates that workers with disabilities take fewer sick days than those without disabilities, and all participants showed identical job performance ratings.

Cost / Benefit

The business benefits of hiring people with disability can be measured. For example, look at a small food manufacturer in America. Fortune Magazine reported that the business owner of this small company decided to take on 10 people with disability, effectively half his workforce. The owner reported that his employee turnover dropped from 80% every six months to less than 5%; productivity rose from 70% to 95%; absenteeism dropped from 20% to less than 5%; and late arrivals at work dropped from 30% of staff to zero.

In many cases, the cost of modifications to a workplace needed to accommodate a person with a disability is completely subsidised by the Federal government. Through workplace modifications a person with a disability can either find or keep a job, and at the same time, a business can improve its productivity with no additional outlay.