



## EMPLOYER INFORMATION | Fact Sheets

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### Increase your staffing options by recruiting STEPS candidates and reap the rewards:

- ✓ Reduce recruitment and training costs
- ✓ Reduce staff turnover
- ✓ Increase productivity and performance using cost-effective technology, tools and resources
- ✓ Gain access to a skilled and valued workforce
- ✓ Improve employee morale
- ✓ Improve job performance
- ✓ Leverage the unique experience and skills of employees with disabilities
- ✓ Connect with a significant market segment
- ✓ Retain the skills and knowledge of employees who acquire disabilities
- ✓ Reduce the average cost of hiring and training
- ✓ Increase customer loyalty and brand trust

### Is good help really hard to find?

The short answer: Yes, good help can be hard to find! It's never easy as a business owner or manager to find that certain someone who will be valuable to your business, fit into your culture and can perform the duties that you require. And let's face it - who has time to look!

We have sites operating in your local area and, as a local business, we understand that employing staff can be a time consuming and stressful process. Our organisation has the experience and know-how to make this easier for you and we have specialised employment consultants who are trained professionals and ready to talk to you about your recruitment needs.

### Our participants want to work!

The majority of STEPS participants are job seekers who *want to work* and are challenged only by inaccurate perceptions of their abilities!

Did you know that one in five people suffer some form of a disability? Many are already engaged in the workforce in a range of positions from entry level to senior managers and professionals. Once employed, people who have a disability are generally more loyal, they stay in employment longer, commit harder and have less sick days.

STEPS participants are people who focus on their abilities - not their disability.

### Government Incentives

The Federal Government has developed incentives that may be available to you, the employer, if you provide an employment opportunity to a STEPS participant. These incentives may include: work experience programs, wage subsidies of up to \$1540.00, payable after 13 weeks of employment, on the job training and support, productivity based wage arrangement (you only pay for the participant's assessed productivity capability) and workplace modifications (for example: visual impairment computer screens, a mechanics chair, a hearing device) if required.

- ➔ Go to the "Great for Business" section of our website for more information.
- ➔ See also Wage Subsidy & Workplace Assessors Fact Sheets in this series

### Tailored Solutions

STEPS will only put forward motivated candidates who meet your business needs. Employment doesn't have to be a forty-hour week, many of our participants are happy to work for as little as eight hours a week and with wage subsidies, the cost to your business can be minimal.

In the current regional economic climate, this offers creative business people numerous 'outside-the-square' productivity solutions!

### Further resources and Information

We have a range of Employer & Business Fact Sheets aimed at dispelling the myths of employing people with a disability. Go to the "Employment Publications" section of our website to download a selection of these resources.