

Benefits of a Diverse Workforce

Helping you build a better team



Employment.
For All.

Diversity in the Workplace

Many businesses are realising the importance of diversity and inclusion in the workplace, yet aren't sure where to start.

This is where we can help. Omnia Inclusive Employment Solutions (Omnia) have been assisting businesses across various industries with their recruitment needs, since 1990. We've also supported thousands of businesses to increase diversity and inclusion in their workforce, to help achieve their business goals. Whether it be increased productivity, creativity, meeting corporate social responsibility, building a stronger team or all of the above, we work with you to match the right person to your business and the role you have available.

With as many as 1 in 5 Australians having some form of disability, it is likely that your workforce is more diverse than you realise. We encourage employers to actively think about building a diverse workforce and the benefits it could bring to your business.

Helping you build a better team

A professional and tailored recruitment process, Omnia Inclusive Employment Solutions will:

- Schedule a time that is suitable with you to discuss your business and role requirements
- Conduct a review of our current jobseekers for suitability
- Advertise the position if required
- Provide you with a list of job ready candidates
- Assisted interviews (if preferred). The hiring decision lies with you
- We'll arrange pre-screening and extra training if required
- Assist you to access government funding, which can support the training and probation phase
- We'll support you and your new employee for as long as you need it.

On-Site Training & Support

To help your business and your new employee with the settling in period, Omnia provides on-site, job-specific training to the new employee, and if required, support to the employer and co-workers.

How does it work?

After discussing your requirements:

- We'll visit your workplace and conduct a job analysis
- Develop a training program for the employee
- Act as a liaison with you, your new employee and their co-workers
- Provide on-site training until the new employee can perform the job under normal supervision
- Continue to provide ongoing support for you and your new employee, as required
- Monitor the eligibility of wage subsidies, and other support program schemes.

Advantages of on-site training

- By analysing the job first, training can focus precisely on what needs to be taught
- The trainer is available at the most critical time - entry in to the workplace
- Specialised disability support training provided
- Ongoing training and supervision
- The employee is provided one on one training, where they are taught the necessary skills
- The employer's current training method can be enhanced to the advantage of both employer and employee
- Productivity and quality demands are not disrupted with the commencement of a new employee.

Productivity

90% of employees

with disability are as productive or more productive than other workers.¹

Safety

98% of employees

with disability have average or superior safety records than other workers.¹

Reliability

86% of employees

with disability have average or superior attendance than other workers.²

Affordability

Lower recruitment costs

and access to a range of subsidies and incentives.³

Other Employer Incentives

If diversity, inclusion and on-site training aren't incentive enough, you'll be pleased to know there are a number of federally funded, and Omnia funded financial incentives available to eligible employers.

Wage Subsidies

When you employ someone through Omnia, your business could be eligible to access a range of wage subsidies.

The Wage Subsidy Scheme is available to encourage employers to provide employment to people with a disability, injury or health condition. It also allows you to cover or reduce the hiring costs of the initial employment phase while your new employee gets up to speed in their new role.

Restart Program

Mature-age workers can bring a wealth of knowledge and experience to a business. The Restart program rewards employers who hire eligible jobseekers who are 50 years of age, or over. An employer may receive up to \$10,000 (GST inclusive) if they hire and retain a jobseeker who has been unemployed and on income support for six months or more.

Disabled Australian Apprentices Wage Support

Thinking of taking on an apprentice? Australian apprentices with disability and their employers may be eligible to receive extra financial assistance. The Disabled Australian Apprentice Wage Support (DAAWS) is payable to an employer who satisfies the disability eligibility criteria in an Australian Apprenticeship. Wage support is also available to an employer whose apprentice becomes disabled during their apprenticeship or traineeship.



Supported Wage Scheme

Most Australians with a disability participate in the open workforce at full rates of pay. In some circumstances however, people may not be able to gain or keep a job at full wages, due to the effect of their disability on their workplace productivity.

The Supported Wage Scheme is aimed at increasing employment opportunities for people with disability by giving employers the opportunity to pay a productivity-based wage. An application can be made by Omnia on the employers' behalf to the Department of Social Services (DSS) to pay a person according to their productivity rate.



Motivated Job Seekers

Omnia Inclusive Employment Solutions has a variety of keen and skilled job seekers in a range of industries:

- Retail
- Hospitality
- Warehousing
- Cleaning
- Administration
- And more!



Training & Support

- On-site 1-on-1 training
- Blue and White Cards
- RSA and RCG/RSG Training
- First Aid Certificates
- Other Industry Training Qualifications



Tailored Recruitment

- Professional Advisors
- Quality Job Match



Flexible Staff Options

- Casual, Part-time, Full-time, Work Experience
- 8 – 38 Hours Per Week



Employer Incentives

- Wage Subsidies
- Supported Employment Assistance
- Work Trial Incentives
- Workplace Modifications

Other Programs

Work Trials

Keen to give someone a go, but want to see their suitability first? Omnia can provide access to the Paid Work Trial Incentive scheme.

A work trial gives an employer the opportunity to assess a candidate's suitability and capability for a job, before committing to hiring. It also provides the jobseeker the chance to showcase their abilities and build practical work skills, prior to commencing as a paid employee. This is a great way to identify suitable candidates for your business with on the job experience and assessments. Omnia will reimburse the cost of the employment during the work trial up to \$550, inc gst. Terms & conditions apply.

Workplace Modifications

When you hire a person with a disability, you may need to make some adjustments to help your new employee perform at their best. Omnia can assist employers with eligible employees to access funding for workplace modifications through the Employment Assistance Fund.

This fund provides people with disability and mental health conditions assistance to purchase a range of work related modifications and services. The Employment Assistance Fund is available to eligible jobseekers who are seeking or about to start a job as well as those who are currently working.



The fund may reimburse the cost of work related modifications and services including, but not limited to:

- The cost of modifications to the physical work environment
- Modifications to work vehicles
- New tools and equipment
- Adaptive equipment and technology for the workplace
- Information and communication devices
- Deaf awareness training
- Mental health first aid training
- Disability awareness training.

Work Assist

Do you have an employee with a disability or health issue at risk of losing their job? We can help here too. If your team member is working 8 hours or more per week they may be eligible for assistance through Omnia Inclusive Employment Solutions's 'Work Assist' program. Our program is offered to both the employee and employer and designed to assist in addressing any issues that they may face. To learn more, visit: www.omnia-inclusive.com.au

1 Graffam, J, Shinkfield, A, Smith, K, and Polzin, U (2002). 'Employer benefits and costs of employing a person with a disability', Journal of Vocational Rehabilitation, vol. 17, pp. 251-263.

2 Australian Safety and Compensation Council, 2007, Are People with Disability at Risk at Work? A Review of the Evidence, ASCC, Canberra, Du Paul University 2007 and Graffam J, Shinkfield A, Smith K and Polzin, U 2002, Employer benefits and costs of employing a person with a disability, Journal of Vocational Rehabilitation, vol. 17, no. 4, p. 251-263.

3 Affordable – Graffam, J., Shinkfield, A., Smith, K., & Polzin, U. (1998). Making it work: Employer outcomes when employing a person with a disability. Melbourne: Institute of Disability Studies, Deakin University.

Omnia Inclusive Employment Solutions (Omnia) is a for purpose inclusive employment partner, assisting people with disabilities, health conditions or injuries to gain and maintain employment.



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