



SUPPORTING **SUSTAINABLE** **EMPLOYMENT** FOR HOSPITALITY AND TOURISM BUSINESSES

Who we are

Hospitality Disability Network WA Inc. (HDNWA) is proud to be the only industry-led initiative for employers in the WA tourism industry who are open to disability employment.

We're a not-for-profit organisation with a volunteer board. Our team are hospitality professionals with a hands-on approach to helping employers understand the benefits that employees with disability can bring to their business.

Purpose

To support the hospitality and tourism industry in Western Australia to increase sustainable employment opportunities for people with disability.

Vision

To build disability confidence in the hospitality and tourism industry and become the leading industry employing people with disability in Western Australia.

Our values



IMPACT

We make a difference through the pursuit of meaningful employment for people living with disability.



INTEGRITY

We are honest and fair. We do what we say we will do.



CHALLENGE

We are courageous. We challenge bias and advocate for positive change.



RESPECT

Everyone is an individual and should be treated as such. Everyone deserves courtesy and empathy.

How we support employer members

HDNWA offers a strong value proposition to hospitality and tourism industry employers. We work with each of our members to understand their business and in parallel work closely with employment services providers and other referrers. This means when a role becomes available, we can quickly identify a candidate who we've pre-screened and are confident will be suitable. Employers also benefit by avoiding the need to interact with multiple employment agencies when sourcing a new hire – we're their single point of contact.

Committed to employment success

Our model works because our team are hospitality and tourism industry professionals. We understand, for example, exactly what attributes are needed for busy front of house roles, such as the importance of being comfortable with standing up for an entire shift and professionally interacting with guests.

We also know how to put in place simple ways of working to support our employer members to help people with disability flourish in their role. And we're just a phone call away to provide reassurance and any additional guidance should members need assistance along the way.

Access training and other employers within our network

Employer members benefit from access to our tailored training platform and the opportunity to interact with other employers within our network. This is a great way for employers who are more disability confident to share their experience with those who've recently joined our network. Members also help each other by providing referral pathways for candidates to progress their career in our industry.

The sense of camaraderie between our members helps HDNWA sustain our vision of disability confidence in the WA's hospitality and tourism industry.

NEW EMPLOYER MEMBERS ARE WELCOME - CONTACT OUR TEAM TO LEARN MORE.

We facilitate & connect

We support member employers to source talent for available roles, then match them to jobs, pre-screening so you get the best interview candidates. We provide follow up to help your team and new employee work well together.

We build confidence

You'll be confident in your choice of candidates. We offer bespoke training programs that increase the knowledge and capacity of managers, and breaks down barriers that prevent diversity and inclusion in hospitality organisations.

We empower & advance

When a candidate is placed in your organisation, we offer support to assist the person and the business with reasonable adjustments required in the workplace.

Ready to become an employer member? Get in touch today!

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