



NEWSLETTER

HOSPITALITY DISABILITY NETWORK

WE ARE BACK

After a refreshing break, HDNWA is back and more dedicated than ever to helping businesses foster diverse, inclusive workplaces. We specialise in connecting individuals living with disabilities to meaningful, sustainable employment opportunities within the Hospitality and Tourism industry, where they can thrive, contribute, and grow.

Our mission is to help businesses not only hire great talent but to create environments that celebrate diversity and provide equal opportunities for all.

We work closely with most of the NDIS (National Disability Insurance Scheme) and DES (Disability Employment Services) providers across Western Australia to source highly skilled candidates who are eager to bring their talents to your organisation.

By collaborating with these networks, we ensure that the candidates we place are supported by the services they need to succeed and excel in their roles.

Our free tailored recruitment service is designed to ensure a perfect match between candidates and your team's specific needs, making the hiring process seamless and efficient.



Whether you're looking to fill one position or build an entirely diverse team, HDNWA is here to guide you every step of the way, ensuring you find the right fit for your business while fostering a more inclusive workplace culture.

Reach out today to discover how we can support your hiring needs and help create a workforce that reflects the true richness of our community.

300

We are excited to celebrate our 300th placement milestone since HDNWA began in 2019, and we're proud to share Hector's inspiring story.

Hector recently secured employment with one of our newest members, **Refresh Juice**, where he is thriving as part of their team. Hector's success is a testament to the power of inclusive hiring and the impact it has on individuals and businesses alike.

Liam, the owner of Refresh Juice, had always wanted to create a more inclusive workforce but found the process overwhelming. Coordinating with multiple service providers and finding the right candidate added extra stress to his already busy schedule.

That's where **HDNWA** stepped in, taking the time to understand Liam's business needs and culture and simplifying the recruitment process for him.

Hector, a family man with vision impairment, had faced unemployment due to health challenges. With support from his provider **CoAct Visibility** and thoughtful adjustments by Liam, Hector was able to join the Refresh Juice team.

Since then, he has flourished, and Liam is thrilled with the positive impact Hector has made. Hector is now able to support his family and is grateful to be part of an inclusive workplace that values his strengths.

Hector's placement marks the **145th** successful placement under the ILC BEC Grant, bringing our total placements to **300** since 2019.

This milestone highlights the success of our tailored approach, which connects businesses with skilled candidates while providing support to navigate the complexities of disability employment.

It underscores the transformative potential of our programs and our commitment to creating meaningful, sustainable employment opportunities for individuals with disabilities.



MEMBER SPOTLIGHT

We are proud to highlight Perth Convention and Exhibition Centre (PCEC) as one of our long-standing members at HDNWA! Over the years, PCEC has been a true champion of diversity and inclusion, continuously leading the way in creating accessible and supportive workplaces for individuals of all abilities.

In partnership with HDNWA, PCEC is hosting a recruitment drive to provide exciting career opportunities for people with disabilities.

This initiative is a testament to their ongoing commitment to inclusion and their belief in the value that diverse talent brings to their team.

We are thrilled to continue our successful partnership with PCEC and look forward to seeing the positive impact this recruitment drive will have on both the candidates and the organisation.



PERTH CONVENTION AND
EXHIBITION CENTRE
WESTERN AUSTRALIA

JOB ACCESS

If you haven't explored the Job Access website yet, I highly recommend doing so! They offer valuable information to assist your business in accessing funds for making workplace adjustments that support individuals living with disabilities.

www.jobaccess.gov.au

Funding for workplace changes

Sometimes changes need to be made in the workplace for people with disability to perform a particular job. The Australian Government provides funding through the **Employment Assistance Fund (EAF)** to cover the costs of making workplace changes. This can include buying equipment, modifications or accessing services for people with disability.

The EAF can cover more than just physical changes to the workplace. Other items often covered under the EAF include communications technology, Auslan (Australian Sign Language) interpreting, disability awareness training for staff, and specialist support for people with mental health conditions or learning disorders.

Some funding caps apply to particular items under the EAF as follows:

- **Physical workplace adjustments** and building modifications are capped at \$64,427.
- **Auslan Level 1*** interpreting is for work related activities for employees who are deaf or have hearing impairment, including remote interpreting and real time captioning: it is capped at \$12,885 for every 12 month period.
- **Auslan Level 2** interpreting is for job interviews and related activities, such as site visits, completion of tests and information sessions for people who are deaf or have hearing impairment: funding is uncapped.
- **Auslan Level 3** interpreting is to help co-workers receive training (Certificate II in Auslan) to communicate with employees who are deaf or have a hearing impairment and who use Auslan as their main method of communication: it is capped at \$918.
- **Disability Awareness Training**** if you employ a person with disability, you can apply for funding for disability awareness training for the workplace. Capped at \$1,610 for each employee with disability within a 12 month period.



NOTE: EAF capped amounts were updated on 1 July 2024

* A new Auslan Level 1 application is required for work related activities every 12 months.

**The training cannot be delivered by the employer's own organisation.

We are excited to share that we are partnering with one of our amazing providers, Maxima to support **Random Acts of Kindness Day** on **17th February!**

This initiative aims to create **120 'Care Packages'** for candidates living with disabilities who are facing financial hardship. These care packages will provide essential support to individuals in need, helping them build confidence as they attend job interviews, secure employment, and successfully integrate into workplace teams.

In order to make this event a success, we are reaching out to **our generous members** to ask if you can contribute any surplus toiletries or unused personal care items.

These could include products that you no longer need, such as mislabelled items or things you're unable to use. Your donations will help us create these vital care packages that will boost the morale of those who are working hard to secure their place in the workforce.

The items we are seeking for the care packages include:

- Soaps, shampoos, and conditioners
- Toothbrushes, deodorants, and razors
- Combs, hair care products, and other personal grooming items
- Washing powders and fabric conditioners
- Ladies' sanitary products



If you are able to provide any of these items, we would be incredibly grateful!

Your support will go directly to those in need and will have a lasting impact on their confidence and well-being.

Donations will be collected **until 7th February** to ensure that all the care packages are ready in time for distribution.

We hope to make a real difference in the lives of many people, and with your help, we can make these care packages a huge success.

Thank you so much for your generosity and support!



DATES TO REMEMBER

10 February

Lunar New Year

13 February

Anniversary of the Apology to members of the Stolen Generations

17th February

Random Acts of Kindness Day

20 February

World Day of Social Justice

ANNUAL REPORT

SCAN
ME



HDNWA FY24 Annual Report is now published. Scan the QR or head to <https://hdnwa.org.au/about/reports/> to read about all the great achievements HDNWA has made for 2023/2024



HDN UPDATE

49 Members representing over 170 businesses

HDNWA have placed over 320 candidates into sustainable employment since 2019



STAY CONNECTED

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FOLLOW



HDNWA would like to acknowledge the Traditional Custodians of the land on which we live, work and play. We acknowledge and pay respects to the continuing culture and contributions that our First Nations People make to this region.

