

The \$1,000 tipping point: what can be achieved with this sum to break down employment barriers for people with disability

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Each year, JobAccess, an Australian Government initiative delivered by WorkFocus Australia, manages funding applications for equipment, training or workplace modifications to break down employment barriers for people with disability. Employers are concerned by the perceived cost of employing people with disability – a 2011 AHRI survey found that only 14.83% of respondents believed that there was no perception in their organisation that employees with a disability are high risk or potentially expensive – and many employers are not aware that the Australian Government funds eligible requests placed via JobAccess. The analysis in this paper shows just how much of a difference can be made with just \$1,000 . . . not that much money when the upside is creating sustainable employment for people with disability. This paper breaks down what can be achieved with this sum and has wider applications for employers, employment providers or countries considering implementing such a programme. JobAccess is a free service to Australian employers and people with disability and, as well as administering the Employment Assistance Fund, it provides advice and support on all matters disability employment.