

Stepping Into Internships and PACE Mentoring Programs for students with disability



Session Overview

- Australian Network on Disability
 Our member organisations
- PACE Mentoring Program
 16 week professional mentoring
- Stepping Into Internship Program
 Paid work experience placements
- Sharing Information
 Disability Management in the Workplace
 Workplace Adjustments



About AND

- We are a member-based organisation
- We are not a recruitment agency
- We are not a charity

OUR PURPOSE

To advance the equitable inclusion of people with disability in all aspects of business

OUR VISION

To create a disability confident Australia as a national peak body.

OUR MISSION

To provide expert advice and services on disability to employers, Government representatives and industry bodies



















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Australian Government

Department of the Environment



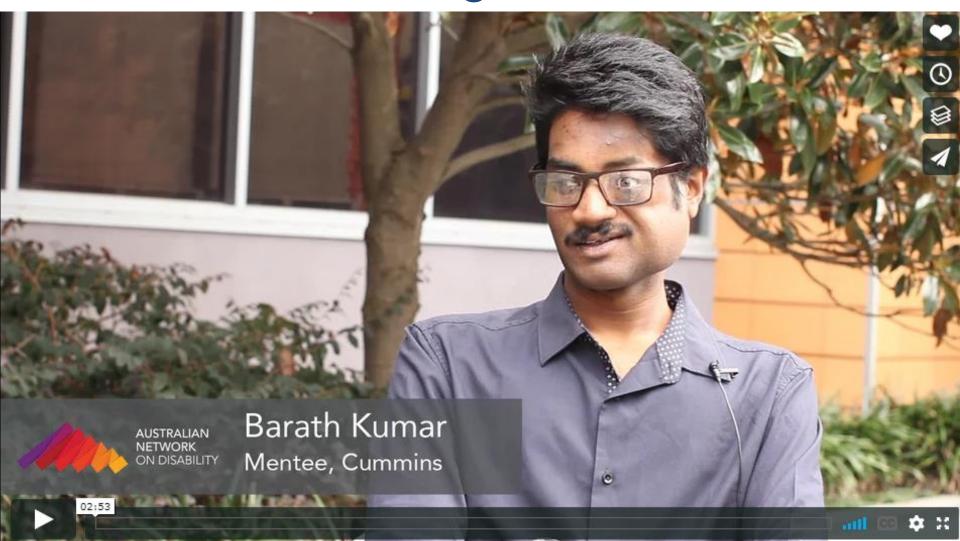
Our Programs







PACE Mentoring





PACE Mentoring



Mentors

 Have volunteered their time to participate in PACE

 Want to share their work and life experiences with their mentee

 There to support mentees to reach their goals for the program







PACE Mentee - Program Commitment

- PACE runs twice a year April to August (Autumn) and August to December (Spring)
- 6-8 face-to-face meetings with mentor (1-2 hours each)
- Attend meetings at mentors workplace
- Mentee-lead: arrange meeting times, set the agenda, discuss goals, follow up etc.
- Attend mentee briefing, respond to check-ins and attend end of program networking event
- Complete Program Agreement with mentor
- Complete the pre-program and post program survey

Meeting ideas

- Setting expectations / goals
- How the business works
- Career development networking (LinkedIn)
- Communication skills
- Mock interviews
- Job application practice
- Dress codes
- Plan of action post PACE







Stepping Into





About Stepping Into

- Paid internship in Winter or Summer university break
- Degree-relevant work experience
- Develop skills, build network, enhance your resume

HOW DID STEPPING INTO BEGIN?

AND partnered with Sparke Helmore Lawyers to offer clerkships exclusively to law students with disability in 2005.

HOW DOES IT WORK?

Employers offer opportunities for students with disability to gain work experience in various disciplines.

WHAT CAN I EXPECT?

Interview experience, a supportive recruitment process, valuable feedback, and degree-relevant work.



Timesframes

SUMMER

- August-September: Applications open
- October-November: Interviews
- December-February: Placements commence

WINTER

- March-April: Applications open
- May-June: Interviews
- July-August: Placements commence

IMPORTANT

Placements may be completed on a full-time or part-time basis. Hours and flexibility must be negotiated with the host employer prior to commencing a placement.





Sharing Information

YOUR RIGHTS

The DDA prohibits discrimination against people with disability throughout all stages of the employment process.

Employers are obligated to make adjustments to accommodate an individual's disability.

WORKPLACE ADJUSTMENTS

Workplace adjustments allow a person to:

- Perform the inherent or essential requirements of their job safely in the workplace
- Have equal opportunity in recruitment processes, promotion and ongoing development
- Experience equitable terms and conditions of employment
- Maximise productivity



Next Steps

PACE MENTORING

Apply Now for Autumn 2018! tfaforms.com/420518

STEPPING INTO

Apply Now for Winter! tfaforms.com/420924

Attend a Plan for Success webinar:

- Wednesday 21st March 10.30AM
- Tuesday 3rd April 3.00PM
- Wednesday 11th April 12.00PM
- Monday 16th April 12.00PM
- Friday 27th April 1.00PM



Questions?

CONTACT

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