

Eligibility for Supported Employment with Access Industries

To gain supported employment with Access Industries, a person must meet the following criteria:

- ➔ Are 16 years or older
- ➔ Eligible to access a disability funded employment service (determined externally)
- ➔ Personal attributes insofar as they might impact on the capacity to cope with the demands of work:
 - Level of disability
 - Hand/eye coordination
 - Literacy and numeracy
 - Ability to communicate (eg deaf)
 - Visual impairment
 - Mobility
 - Personal hygiene
- ➔ Employment motivation – candidates must demonstrate an understanding of the employment services that can be provided and personal motivation to work in that environment
- ➔ Employment potential – through initial assessment and during an induction/trial period, candidates must demonstrate that they have the potential to function effectively in a factory environment, ie:
 - Have at least a basic level of literacy and numeracy
 - Can understand and respond appropriately to instructions and directions
 - Have the potential to learn new tasks
 - Can achieve a realistic level of production output commensurate with the wage arrangements payable within the Factory Division
 - Can demonstrate consistent attendance and punctuality
 - Have the capacity to develop qualifications, work skills and experience relevant to the available work
- ➔ Displayed behaviours – candidates should demonstrate appropriate workplace behaviours in terms of:
 - Interpersonal skills (response to Supervisors and co-workers)
 - Co-operative attitude
 - Responsiveness to safe working practices
 - Appropriate and consistent levels of concentration and application
 - Reliability
 - Ability to cope with changes in normal routine
- ➔ Other assessed needs:
 - Transport/travel training – feasibility and implications
 - Personal hygiene
 - Work aids and modification
 - Appropriate and consistent levels of concentration and application
 - Reliability
 - Ability to cope with changes in normal routine

If you wish to apply for a position as a supported employee at Access Industries, or if you require any further information please call:

Seven Hills Welfare Officer	0296 744 522
Hamilton Welfare Officer	0249 693 066
Lithgow Factory Manager	0263 514 137