

GOOD YOUTH EMPLOYMENT SYMPOSIUM



THURSDAY 14 – FRIDAY 15 SEPTEMBER 2023
LOWER HUTT EVENTS CENTRE



Untapped Talent:

How employing young people with disabilities can benefit your business



MINISTRY OF SOCIAL DEVELOPMENT
TE MANATŪ WHAKAHIATO ORA

We are. LGNZ.

MTFJ
MAYORS TASKFORCE FOR JOBS



CENTRAL HAWKE'S BAY
DISTRICT COUNCIL



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JOBS
IN CENTRAL HAWKE'S BAY
*Turanga Mahi
ki Tamatea*



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The Skills Training and Employment Network is...
**Working towards sustainable employment outcomes
through training, support, and collaboration.**



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"I can't see any reason why Riley won't become an 'A' grade operator with this training. He's got a great attitude, he will be an asset to the business"

Doug Brightwell
Tikokino Contracting



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Disability no barrier to job driving digger

Leanne Warr

When Riley Crump-Shrouder was 3 years old, his mum Michelle Crump was told to go wheelchair shopping.

The now 20-year-old, who has cerebral palsy, was not expected to be able to walk.

Now he works operating diggers at a company in Central Hawke's Bay, Pihikino Contractors.

Cerebral palsy was a result of a medical misadventure.

When told he would be unable to walk, Crump refused to accept that.

After attending Cross Conductive Education in the United Kingdom, it's quite an irony that where we went and where we got him up and

they got him up and

and ever since then, Riley had

termination to



You can't tell him no, or you can't try that. He'll just give anything a go

Michelle Crump

Riley has been supported by the Mayors Taskforce for Jobs, which through Jobs in Central Hawke's Bay, set up the meeting between Riley and Brightwell.

The Ministry for Social Development organised Flexi-wage which contributes to Riley's wages while he's learning on the job.

Workbridge were able to get an adapted farm vehicle so Riley could get to where he needed to be quickly



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A colorful hexagonal graphic with six segments, each containing an icon representing a different industry: a factory, a tractor, a house, a person, a person, and a person. The central text reads "JOBS IN CENTRAL HAWKE'S BAY Turanga Mahi ki Tamatea".



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Talent and Employment

Michael Stevens: Relationship Manager

belab.co.nz



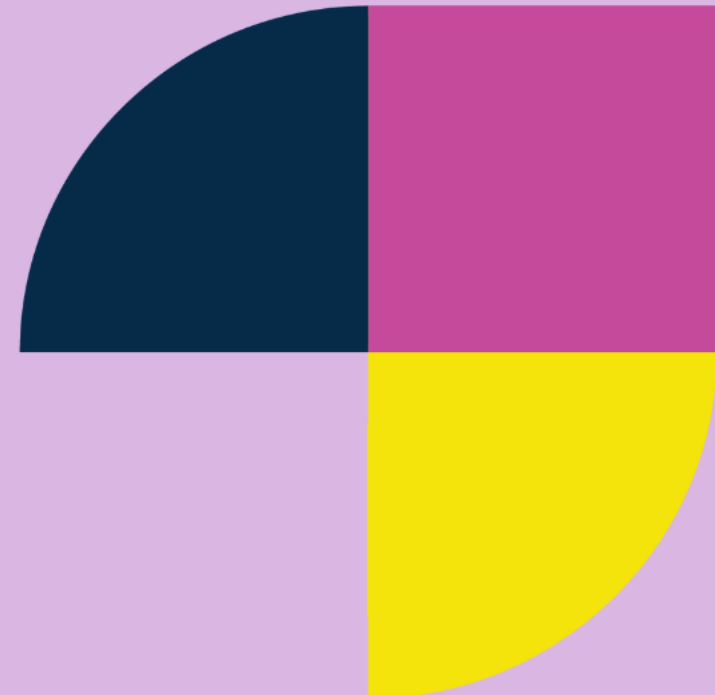
Our Vision

Is for Aotearoa-New Zealand to become the most accessible nation in the world.



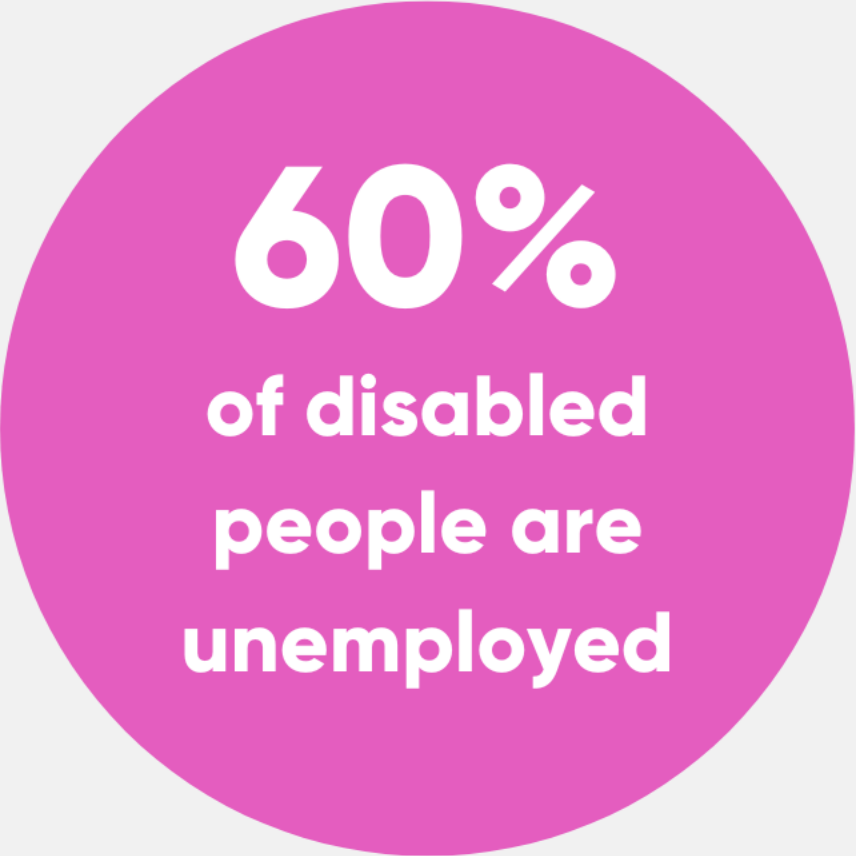
Our Practice

Our Talent team works with candidates living with access needs or disabilities to match them with employers who can further their career aspirations.

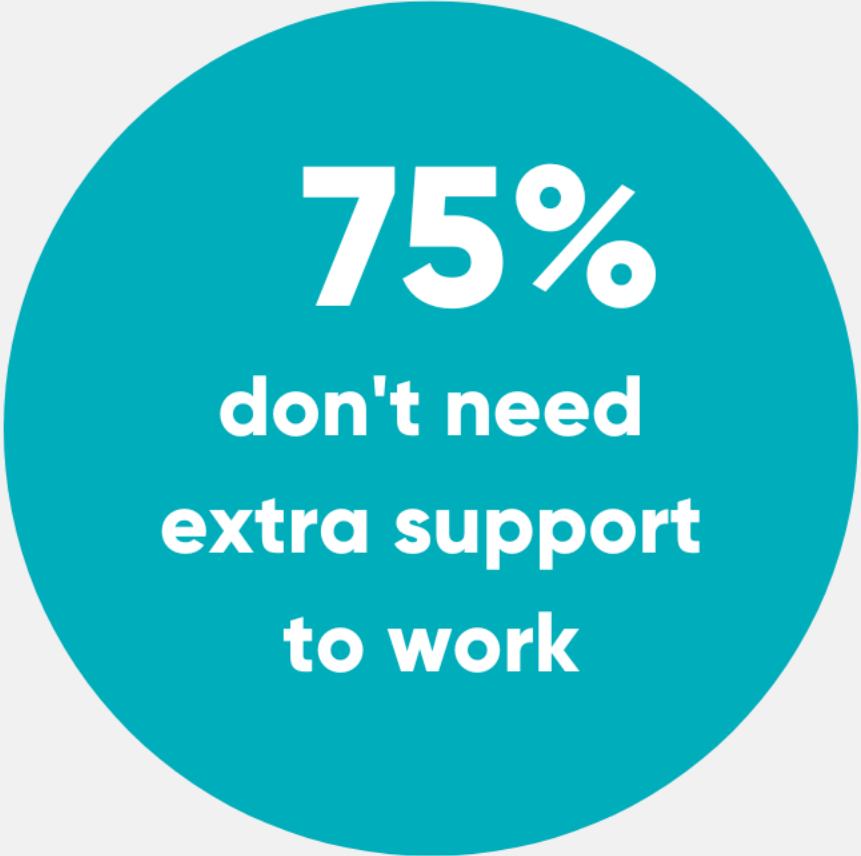




**1 in 4
New Zealanders
have a disability**



60%
of disabled
people are
unemployed

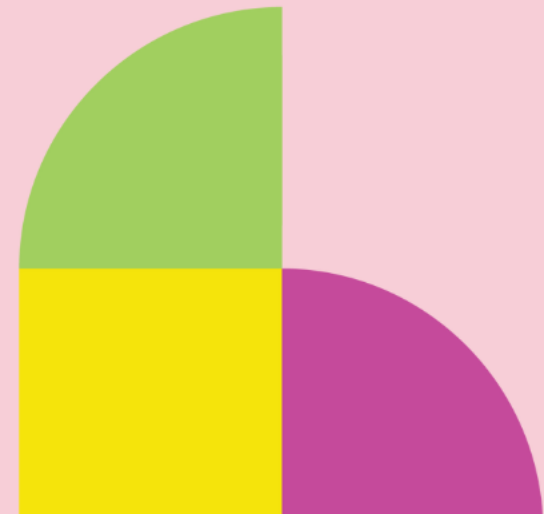


75%
don't need
extra support
to work



Employer Benefits

- Reflect and include your community
- Access an untapped talent pool
- Different ways of thinking drive innovation
- Inclusive workplaces are demonstrably more profitable



Our MSD-Funded Programmes

**Tertiary
Internship**

12 weeks

**Paid Work
Experience**

16 weeks



Our Candidates

Identify with having an access need, disability or long-term health condition.

This includes physical and mental-health conditions or those living with neuro-diversity.



New Start: Paid Work Experience

Many people living with a disability or access need are on a benefit because they face obstacles to employment.

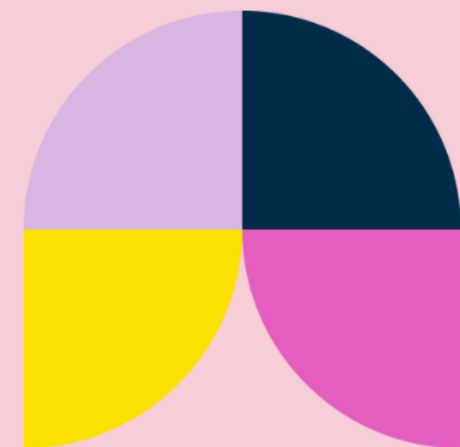
Our New Start programme connects motivated jobseekers with meaningful paid work opportunities that support their career path.



Tertiary Internship

Skilled and willing tertiary students living with access needs or disabilities are often underemployed or unemployed, due to social barriers to employment.

This programme is designed to provide paid internships that help them on their career path.



Candidate Process: Two Routes

1. Candidates apply to us online.
2. We interview them and ensure they are work ready.
3. We find suitable employers to pair them with.

1. An employer approaches us knowing a potential candidate.
2. We interview and assess them.
3. If eligible, we apply to MSD.

Process

- Application completed and sent to MSD
- MSD approves
- Contract between MSD and employer issued
- MSD pays 80% of the salary upfront
- MSD pays the remainder on reconciliation of the contract



Our Support



- Ongoing support to our candidate and employer over the term of placement.
- We are clear with our candidates: we are offering work experience; not a promise of ongoing employment.
- Feedback session at the end of each placement with both parties.

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