

J-JOBS Program

Focus on ability.



The results, the pride, the way people improve and grow and increase their contribution to society, is why we urge you to be a part of the J-JOBS program.

"I'm a very hard worker. I'm dedicated, I'm loyal and I respect the people around me and I do as I'm told. When I found a job I was so excited. I feel so proud to get up and go to work "



The J-JOBS Program

Everyone has ability and potential. J-JOBS is about bringing choice and control in employment to people with special needs through Customised Employment.

Our Challenge

There are many people in our community who are ready and willing to work. They just need an opportunity to prove themselves.

Through a process of education and support, J-JOBS aims to help businesses and organisations in our community to be inclusive and responsive to young people with special needs, and increase the capacity for them to participate in the work force.

What is Customised Employment?

Customised employment considers the skills, interests, strengths and support needs of a person with disability, whilst also meeting the needs of the business and the community.

How does Customised Employment make good business sense?

There is a strong business case, as well as an ethical case, for employing using customised employment. With one in 5 people in Australia having disability, many customers and clients of yours will also be people with disability.

Having a workforce that reflects the diversity of the wider community says that you're serious about creating a culture of belonging, warmth and inclusion. It shows that, as an organisation, you care.

By employing people with disability, it champions your organisational values in a strong and real way. People will take note.

Benefits of Customised Employment

The benefits of employing people with disability are immediate and measurable. Most people can participate in the labour market with the right level of supports and sustain their roles successfully for many years.

How will your participation impact people with disabilities?

Research has shown outcomes of open employment for people with disability include:

- Increased sense of social worth, self-worth and independence
- Improved mental health by the provision of structure and meaning to daily living, and increased social participation
- Reduced risk of poverty and financial dependence

Working a small number of hours per week can generate significant mental health and well-being benefits.

Why partner with J-JOBS?

Partnering with J-JOBS allows you to give someone in our community 'a go' and provide a mutual benefit for your business at the same time.

J-JOBS represents a low risk for employers. We undertake a thorough and quality tested process to match a person to a job that is right for him or her, and right for your business.

Each employee is supported and trained to agreed expectations and retained beyond probation only if expectations are met. Indefinite on-the-job support is provided for the employer and employee at no cost to the employer.

J-JOBS works with you to find the right employees to manage your routine or repetitive tasks releasing under utilised experienced staff.

On average, employing people with disability does not cost any more than employing people without disability. Additionally, financial assistance with the cost of customised employment may be available through the Australian Government-Funded Employment Assistance Fund.

J-JOBS staff can provide training and in-service for supervisors or co-workers as required.



MYTHS AND FACTS

Myth: It seems like a lot of hard work

Fact: It is easier than you think. For people who need extra assistance in the workplace, they will have this available to them as part of their NDIS plan.

Myth: My workers compensation premiums will skyrocket – I can't afford it

Fact: Workers with disability are no more likely to be injured at work than other employees.

Myth: Employing someone with special needs is charity - I already support so many charities

Fact: JewishCare is a registered charity, but working with J-JOBS is not an act of charity – it's a sound business decision made by hundreds of employers in Australia.

Myth: Disabled workers are a liability to business

Fact: Workers of all abilities bring different strengths to any workplace.

CASE STUDY

Written by an employer

As the manager of a contract cleaning company which had the contract to clean a large supermarket chain, I always had a problem hiring and retaining staff, and I had a constant struggle to find good staff.

When I was asked if I could offer an employment trial to a young man with learning difficulties, I was hesitant to say yes until I had more information about my ability to train and support this young man, but I was assured that we would both be supported if any issues arose.

I was introduced to Simon at a later meeting. I found out that when I verbally explained the work, Simon could not always take it in, so I used visual instruction by taking him to the area we were discussing and showing him what to do.

Simon was always on time and he used to come by bicycle in all weather, he never rang in sick once

My other younger employees would be calling in sick or missing shifts and letting the rest of the team down.

Gradually Simon learnt more skilled jobs. I used him more and more because he was so reliable and enthusiastic. I found him to be one of the most reliable members of staff who was well-liked by everyone.

Because of the trial period I had plenty of time to evaluate the work done and timekeeping etc.

Based on my experience with Simon I would not hesitate in considering hiring more disabled workers. They are well aware of their limitations and other people's prejudices and in my experience work harder and are more reliable to compensate for this.

Everyone should be assessed on an individual basis, as not everyone will be suitable for every job, but keeping an open mind can deliver astonishing results.



We all want to reach our potential in life, which often begins with a meaningful job. For some young people with unique needs and talents, landing that first job can seem difficult or even impossible. That's why J-JOBS was created. J-JOBS matches the interests and abilities of young people with a special need to the needs of employers. Yet the real impact extends far beyond just landing a job. J-JOBS instils character, builds confidence, and steers young adults toward a future filled with possibilities.

Taryn & Andrew Boyarsky, Founders of the Choice Foundation

Leave no one behind.

Become a champion of inclusion.

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