



Starting to look for a job

A guide for young
people with disability





What is covered in this fact sheet?

- What kind of job is right is right for you?
- Where to look for jobs
- Disability friendly employers

Starting your job search

Finding employment is empowering. It can help you build your independence, skills and relationships. Sometimes it can be hard to know what kind of job you would like to do, or if your employer is inclusive of people with disability.



What job is right for me?

Deciding what job you want is a big task. It can help to identify your values, your interests and your skills.



For example, you may enjoy being outside, or you may prefer working indoors. You may value teamwork and want to work as part of a team. You may already have volunteering or work experience, or you may have finished school and aren't sure what your next steps are.

Questions to get you started:



What are your values?



What are your skills and interests?



What are your strengths?



What experience do you have (volunteering, work experience)?



Do you need training for the job you want?



Do you agree with the company's values?



What kind of environment do you like being in?

The Federal Government's [MyFuture website](#) has activities to help you answer all of these questions, and teaches you about different careers you could try.



It is important to understand your rights before you apply for a job. You are protected under the Disability Discrimination Act 1992 from unfair treatment in the workplace. Your employer must listen to you when you talk about your access needs and make reasonable adjustments so you can participate equally in the workplace.



Where to look for jobs

You can look for jobs on websites like **The Field**, **SEEK**, **LinkedIn**, **Indeed** and more.

[The Field](#) is a job search website that connects people with disability to employers who are committed to inclusivity and removing barriers to employment.

Websites like [EthicalJobs](#) can help you find employment with not-for-profit and charity organisations who value diversity and inclusivity.

It can also be helpful to sign up for email alerts for jobs in your areas of interest through websites like [ProBono](#).

A lot of organisations have a 'Jobs' or 'Work with us' page on their website, if you already know where you want to work.

Other ways to find employment opportunities:

- ask your friends, family and professional contacts if their workplaces are hiring
- meet with an employment agency
- look for ads in your local area, for example, on community noticeboards

While not accessible for everyone, many small businesses put up signs on their window when they are hiring.

How to identify disability friendly employers

There are a few things to look for to know if an employer is inclusive of people with disability.



What to look for:

- accessible physical workspaces and locations (accessible parking, ramps, good lighting, clear signage)
- inclusive work practices (captioning in online meetings, flexible work hours)
- they have a Disability Action Plan
- they have an accessible recruitment process
- an 'About us' page on their website that outlines inclusive values and beliefs

Helpful links

Here are some links to more information about finding work.

[Identifying Accessible and Inclusive Employers | IncludeAbility](#)

[Finding work when Living with a Disability | Disability Support Guide](#)

[Resources to explore career pathways | MyFuture](#)

[NDIS - School Leaver Employment Supports \(SLES\)](#)

Job search websites:

[EthicalJobs](#)

[TheField](#)

[ProBono Australia](#)

[SEEK](#)

[Indeed](#)

For free career guidance from the Australian Government's School Leavers Information Service:

Phone: 1800 227 337

Text "SLIS2023" to 0429 009 435

Email: schoolleavers.nci@dewr.gov.au

Disclaimer

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This fact sheet was current as of June 2024 and may not contain the most recent information and updates. Information is provided as a general guide and should not be considered legal or professional advice.

