

# Employment support

for students living with a disability,  
mental or physical health condition, or injury



There are many services, programs, and resources to assist students with disability prepare for and secure graduate employment. These include:

## GradWISE

GradWISE is a free employment service available to JCU students in their final year or second-last year of study, as well as those students who have graduated within the last two years.

GradWISE has been designed to empower tertiary students and graduates living with a disability, mental, physical health condition or injury aspire, develop and thrive in graduate jobs and entry-level employment.

GradWISE provides customised job coaching and support through one-on-one, small group or online settings. A large part of GradWISE's role is understanding employer needs and assisting them with their diversity and inclusion ambitions, while supporting both the employee and employer once a successful match is made for as long as needed.

## What could your first six months of support through GradWISE involve?

1. **Initial meeting:** Introduction to the GradWISE program and meeting your GradWISE career consultant.
2. **Employability audit:** Create an individual plan that maps out your dream in reverse. Within this audit, your career consultant will help you create a competitive resume and start to map your road to success.
3. **GradWISE masterclasses:** Monthly GradWISE masterclasses introduce you to industry experts, the jobs application process, interview techniques and a range of topics to help you on your employment journey.
4. **GradWISE live:** A safe space and community where you can share collective experiences and feel supported.
5. **Peer support:** Connect with former GradWISE members who have completed the program and have been in employment for 6-12+ months.
6. **Neurozone coaching:** Brain and body optimisation coaching working on the ten foundational drivers to help you thrive within every aspect of life.
7. **Mentorship:** Link with a mentor in your desired field to help navigate the workplace.
8. **Internship:** Get experience in supported workplace environments to ensure you have the skill set, confidence and knowledge to be able to thrive within the work environment.
9. **Shadow day:** Meet supportive employers to obtain different workplace experiences and build your resume and knowledge of different industries.
10. **Graduate application:** Graduate applications are open every six months – by this stage you will have the confidence, experience and exposure to industry to be able to excel in the application process.



For further information about eligibility requirements and how the program works to support students, visit [GradWISE](https://www.jcu.edu.au/gradwise).

## Internship and mentoring programs

The [Australian Disability Network Internship Program](#) run by the [Australian Disability Network](#) provides eligible university students a paid internship with a leading public or private sector employer. The internship is a minimum of 152 hours which can be worked as a four-week block or flexibly over a semester of study. The Australian Network on Disability can assist with workplace adjustments if required.

The [PACE Program](#) (Positive Actions towards Career Engagement) is also run by the Australian Disability Network. It is a mentoring program which matches students with professionals to help reach their personal development goals and build workplace confidence.

## Graduate employment sites

[RecruitAbility](#) is an Australian Government scheme designed to attract people with disability to apply for employment in the Australian Public Service (APS). It is applied to all vacancies in the APS. To participate in the scheme, applicants must disclose their experience with a disability, but they are not required to provide further information on the actual disability. Mentors are allocated to provide career advice and support.

[SEEK Grad](#) is an online platform which links students to graduate jobs, graduate programs, and internships. Students can search for employers and opportunities with specific support for applicants with disability.

## Support services

[JobAccess](#) is the main government service to support the employment of people with disability find and keep jobs, get promoted to better jobs and upgrade their workplace skills. JobAccess provides web resources and a phone service to support jobseekers and employers. Phone 1800 464 800.

Disability employment Services (DES) is the Australian Government's employment service that helps people with disability find work and keep a job. To find a DES provider go to the [DES provider search page](#).

National Disability Insurance Scheme (NDIS) participants can receive assistance with getting job-ready, finding work and maintaining employment. For information, visit [Finding, keeping and changing jobs](#) on the NDIS site.

## Support programs

[Employment Assistance Fund](#) (EAF) is available through JobAccess and gives financial help to eligible people with disability and mental health conditions who are about to start a job, are self-employed or who are currently working. Financial help is also available to employers to buy work related modifications, equipment, Auslan services and workplace assistance and support services.

[Mobility Allowance](#) provides support for people whose disability makes it difficult to use public transport without significant assistance.

The [Job Access Supported Wage System](#) allows organisations to pay employees unable to perform jobs at the same capacity as other employees, a wage based on productivity and Wage Subsidy allows employers to negotiate a wage subsidy with a DES provider to hire a new employee.

## Further reading

[Prosple](#) is a graduate recruitment site with a range of articles providing advice for job seekers, for example:

- [Will You Support Me? Spotting Inclusive Employers](#)
- [Disability in the workplace: a smooth sailing recruitment process](#)
- [Disclosure of disability: the pros and cons](#)
- [Workplace adjustments – what are they?](#)

Australian Disability Network

- [Sharing disability information in the workforce: A guide for students and job seekers](#)
- [10 tips for taking charge of our own career](#)

## JCU AccessAbility services

[JCU AccessAbility](#) provides confidential support for all JCU students who identify as having a short or long-term disability, injury, illness or health condition. In addition to the provision of assistive equipment and technology, the service supports students to develop resilience, resourcefulness and work-placement strategies to prepare for their future professional lives.

## Further employment support

Book your personalised one-on-one appointment for tailored assistance with job seeking, resumes, cover letters or preparing for interviews through our [CareerHub](#).