



AUSTRALIAN
NETWORK
ON DISABILITY



Developing talent with disabilities

Australian Network on Disability

FINANCIAL REVIEW BOSS

BEST

PLACES
TO WORK



AUSTRALIAN NETWORK ON DISABILITY

Who am I?

Amber O'Shea, Head of Strategy
Formerly Senior Relationship Manager



She / Her



Australian Government
Department of Social Services



Australian Government
Bureau of Meteorology



ACT Government
Canberra Health Services



Department of Transport



Premier and Cabinet

Australian Network on Disability

AND's purpose is to advance inclusion of people with disability in private, public and not-for-profit business

- Support organisations to advance the inclusion of people with disability.
- People with disability should have the same life choices and economic opportunities as others.
- We help our members to welcome people with disability as employees, customers and stakeholders.



AND's Leadership Development Journey

Job seeker

Jobseeker completes PACE Mentoring Program

Learns key employability skills

Completes Stepping Into Internship in Year 3-4 of university

Gains work experience

Graduate joins Stepping Into Alumni Network

Networks with other disability graduates

Employee

Graduate finds job with AND member and joins a Disability Employee Network

Finds a job with a disability confident employer

Employee develops a personal development plan and embarks on leadership journey

Career development plan is drafted

Leader

Individual participates in Observership Program

Governance and leadership skills learned through board shadowing

Individual completes Governance Mentoring Program

Skills developed through connecting with Director mentor

Individual completes AICD Course

Opportunity to develop governance skills and gain profession accreditation

Director

Employee joins a Board and becomes a Disability Champion

Employee finds a board role



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Disability Observership Pilot



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Aim of the pilot

The Disability Observership Pilot has created a disability talent pipeline into The Observership Program and has begun to create a passionate and motivated community of future leaders.

The Observership Program connects leaders aged 25-45 to observe a not-for-profit board during one calendar year (Jan-Dec) while also being offered short governance training sessions.

AND identified and removed unintended barriers that existed for people with disability in applying for the program, as well as throughout the life of the program.



Key outcomes from the pilot

Efforts have been successful to make the program and application process more accessible and inclusive for people with disability.

2022 cohort - 2 applicants with disability

2023 cohort - 19 applicants with disability (13 successful applications)

2024 cohort - 46 applicants with disability (aiming for 25 Observers with disability)

“You cannot become what you cannot see. So, by AND partnering with the Observership Program and supporting the placement of people with disabilities, we are putting people with disabilities out there and showing others, that people with disabilities can take leadership roles, we can be part of the decision making, we can take on these types of responsibilities.” **2023 Observer (Ronny Andrade Parra)**



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Directing Change Scholarships



Aim of the project

The Directing Change Scholarship provides 15 full-fee scholarships per year to people with disability to participate in a governance course with the Australian Institute of Company Directors (AICD). It is a 3-year project.

AICD are the largest director membership organisation in the world. They develop the skills and capabilities of leaders for the benefit of society.

Successful scholars are also:

- matched to a mentor – Board Director (for 8 months)
- receive one year membership to the AICD
- participate in workshops to support career and leadership development.

Key data from Year 1 and 2

235 people with disability applied for the scholarship in 2022 and 141 people with disability applied in 2023.

22 scholarships were offered in Year 1 and 15 scholarships were offered in Year 2.

32% of Year 1 scholarship recipients were successful in obtaining a board role 1 year after the program finished. These were a mix of paid / unpaid board positions.

What's next?

A \$3m Career Pathways Pilot to support employers to build their capacity to develop the **leadership potential** of employees with disability.

Australian Network on Disability is conducting the pilot in partnership with the Business Council of Australia (BCA). Australian Network on Disability will support organisations to progress employees with disability out of entry level roles and into leadership positions, along with upskilling middle managers to confidently develop employees with disability.

This initiative is funded by the Australian Government, Department of Social Services. The pilot is running from August 2023 – February 2025.



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Connect with me



Amber O'Shea
Head of Strategy
Australian Network on Disability

amber.oshea@and.org.au

+61 3 7032 3521

<https://www.linkedin.com/in/amberjoshea/>



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