

Employment services

Tailored employment solutions at no cost to your business



Are you looking to recruit someone who will truly make a difference in your workplace? You've come to the right place!

A history of supporting local businesses

For more than 25 years, UnitingCare's Employment Service has been supporting local businesses to build their teams and grow their business. We provide tailored employment solutions for businesses of all sizes in Toowoomba and the Lockyer Valley.

Understanding your needs

We take the time to really understand your requirements, and what you need from your team in order for your business to be successful. We work closely with our job seekers to prepare them for work and ensure their success, so we have a strong understanding of the strengths and capabilities of our candidates. This means you can be confident we're able to match you with people who are a good fit for your business.

Working together

It's important to us that we develop a strong partnership with the employers and businesses that we work with. Our highly trained staff have extensive experience in providing quality recruitment services to employers within a vast range of industries, including:

- health and community services
- property and business services
- retail and hospitality
- agriculture and farming
- transport
- finance
- construction.

How we can help you

Our services are FREE and can save you time and money with recruitment costs through provision of:

- tailored recruitment of ready-to-work job seekers
- pre-employment screening and assessment
- capacity building and preparation for work training of all candidates, individually tailored to specific placements
- ongoing support for employers and candidates post-placement, including monitoring, training and issue-resolution
- workplace modifications and assessment services
- workplace disability awareness training and education



Specialised services and government incentives

Wage subsidies

A range of generous subsidies may be available to employers who hire job seekers through UnitingCare employment services. Subsidies may be available from the Australian Government as well as directly through UnitingCare.

Supported Wage System

The Supported Wage System enables employers to pay productivity-based wages in situations where an employee's work productivity is reduced as a result of the effects of their disability. An approved assessor will identify a work productivity rate to determine fair pay for fair work. The employer is then able to apply the agreed percentage to the award or agreement wage for that classification.

Workplace Modifications Scheme

While the majority of employees with a disability won't require this type of assistance, the Workplace Modifications Scheme aims to make it easier for employers to accommodate employees with a disability in the workplace. This scheme pays for the costs involved in modifying a workplace or purchasing special or adaptive equipment for eligible employees. There is no restriction to the types of modifications that can be approved under the scheme, as long as each application meets eligibility criteria.

Enhance your company's diversity

Being a disability friendly workplace is good for business. Over 4 million people in Australia are living with a disability, which is large pool of potential knowledge, talent and experience that could benefit your business. Additionally, information published by Job Access (www.jobaccess.gov.au) describes employees with a disability as:

- **Reliable:** people with a disability take fewer days off, take less sick leave and have higher retention rates than other employees.
- **Productive:** once in the right job, people with a disability perform equally as well as other employees.
- **Affordable:** recruitment, insurance cover and compensation costs are lower and there are fewer compensation incidents at work for people with a disability in comparison to other employees.
- **Good for business:** people with a disability build strong relationships with customers, build staff morale and boost team development by helping to create a diverse workforce.

Get in touch

UnitingCare's Employment Service covers the Toowoomba and Lockyer Valley regions with offices located in Toowoomba, Gatton and Laidley. We also have Outreach services available in Crows Nest, Pittsworth and Oakey.

Contact us to find out more about the services we can provide to your business, and start building your team with us today.

Email employment.toowoomba@uccommunity.org.au

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