



Ongoing support and career progression

Starting a job is only the beginning of an employment journey. Although our immediate goal is to support the jobseeker into a job, we also want to set them up for success in that job and in future steps in their career. While some people with disability may only need minor adjustments to settle into work and can navigate these independently, others will benefit from more structured support to build skills, confidence and long-term success.

We should also offer the employers we work with ongoing support. Help them develop the tools, confidence and workplace culture to support staff with disability effectively. This goes beyond initial workplace adjustments, ensuring both employees and employers succeed across the entire employment lifecycle.

Key strategies for success

Plan for ongoing support

Before the person starts, plan what ongoing support looks like together. Develop a shared support plan covering workplace assistance, ongoing development needs and support for the employer.

Align with onboarding and training

Help the jobseeker and employer plan a start that sets them both up for success. Tailored early support during the first steps into a job helps employees settle in and meet employer expectations.

Support employers too

Employers need ongoing support too. Offer regular check-ins, help with understanding and implementing workplace adjustments, access to support such as JobAccess, and guidance to build inclusive workplace practices.

Plan for career progression

Understand how the jobseeker can best succeed in their initial role and set up a foundation for upskilling and career progression. Offer ongoing support with career planning, mentoring, and workplace learning.

