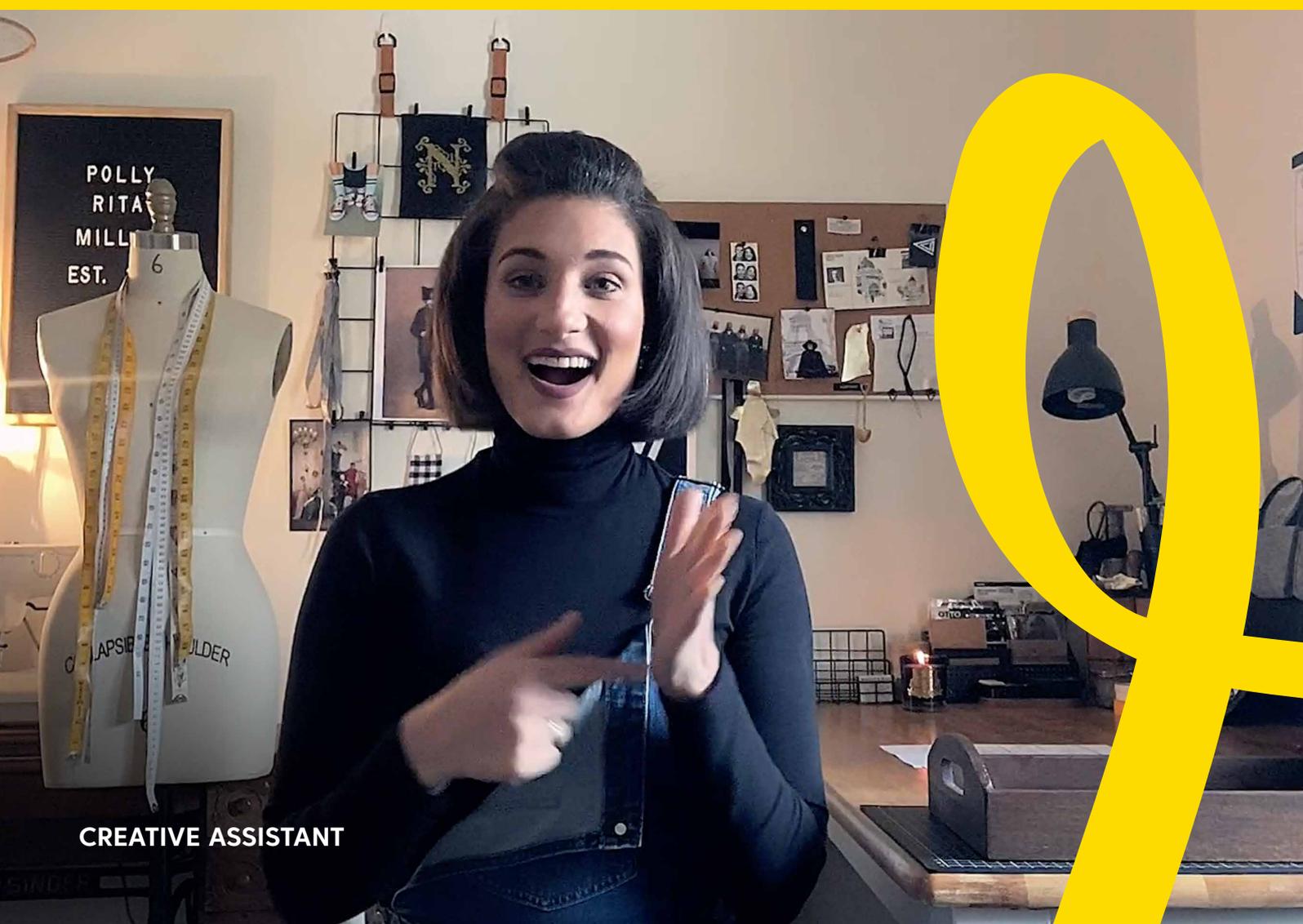


# Employing someone is all about what they *can* do

People often think employing a person who is Deaf is risky - they won't be able to hear the alarm, they can't communicate, or they won't be able to understand workplace safety.

**These are all myths and misconceptions.**

Being Deaf does not affect someone's ability to develop skills and be successful in life or their work. People who are Deaf or hard of hearing may just do things differently, and employing them brings a unique perspective and life experience to any workplace.



CREATIVE ASSISTANT

# We know life and business is challenging

It's tough at the best of times for employers to find and select the right person to fit in with your business's culture and have the right experience and skills.

Our current environment presents businesses with a different set of challenges to manage. Expression Employment helps you solve your employment challenges.

We take the hard work out of finding the right fit and skills. We screen all candidates for you ensuring they have the skills to meet your job requirements and assess the cultural fit before introducing them to you. We also help you access funding support and help onboard new employees so that you can get on with running your business.

Our candidates help drive and strengthen workplace inclusivity and diversity.

## *I CAN* and I am Deaf

**Focusing on what a person who is Deaf or hard of hearing can do, can open up opportunities in your business. Yes, people who are Deaf can sense danger, communicate, follow workplace safety and plenty more.**

### *I can sense danger and I am Deaf*

When the fire alarm goes off at work, what is the first thing you see? People moving in a huge group towards the emergency exits, flashing red lights, and there is the smell of smoke. The alarm is not the only way to know if there is an emergency! Not to mention, in a fire emergency, a fire warden is tasked with making sure all people have left the building safely.

### *I understand workplace safety and I am Deaf*

People who experience hearing loss are always paying attention and assessing their environment, looking for the best and safest way to live their life. They are well equipped to follow safety plans in line with standard protocols. Expression Employment also works with employers and employees to make workplace modifications so that the workplace is even safer for all.



COURIER

I'm good at  
*solving problems,*  
and I'm Deaf.

## Jaqui's Story - Logistics worker

"I drive a delivery van and I really love my job. When customers receive their parcels, I feel like I'm Santa giving out gifts. When on my delivery route if I come across an audible doorbell, I place my hand on the button, press it and feel it vibrate, so I 'hear' it ring in another way. If people are home and there's a camera, I simply hold up the parcel to show them, and they come down a get it, If no one answers, I leave a delivery slip.

When all the shops were closed due to coronavirus, my delivery route changed. I met my manager and interpreter on Zoom every day to talk through the day's work. Everyone has problems using Zoom, like forgetting to mute, but luckily for me this isn't an issue."

  
**Expression**  
Australia

# Finding the right person may mean a *Unique* approach

**Expression Employment supports people who are Deaf and hard of hearing to find meaningful work. We do this by making sure they are job ready through our pre-screening process and that they have the right skills to match the right employer.**

We are a free, not-for-profit disability employment service which supports people who are Deaf and hard of hearing to find employment.

## **Expression Employment helps employers to access:**

- Skilled and job ready staff
- The Employment Assistance Fund (EAF) supporting workplace modifications and equipment purchases
- Sign language interpreting
- Workplace Deaf Awareness Training and basic Auslan
- Wage subsidies that may also be available to assist the initial costs of hiring a new employee
- Onboarding and ongoing support

## **Connect**

**Connect with our qualified workforce today**

**Call 1300 780 225**

**Visit [expression.com.au/employer](http://expression.com.au/employer)**

Victorian Deaf Society ABN 56 004 058 084



**Expression  
Australia**