



Workforce diversity and inclusion in agriculture

Australia's agricultural sector requires a resilient, growing, and diverse workforce to fill a range of roles from paddock to plate. The Australian Government understands the importance of promoting an inclusive and diverse workforce to attract potential employees into the sector and train and retain them once they are there. While supports are wide ranging and cover many groups, this fact sheet covers three specific groups: people with disability, women, and First Nations people.

Support for people with disability

The Department of Social Services (DSS) provides a range of support services to employees and employers. DSS also funds organisations to provide advocacy services to people with disability under the National Disability Advocacy Program.



JobAccess Support

The JobAccess advice service is delivered by a team of allied health professionals who provide free, confidential, expert advice on disability employment matters. The JobAccess website also provides information for people with disability, employers, and service providers on all aspects of disability employment. More information can be found at jobaccess.gov.au/employers/available-support



Employment Assistance Fund (EAF)

The EAF provides financial assistance to eligible people with disability and employers. Financial assistance can be provided for work related modifications, Auslan services, specialist services, and disability awareness training. More information can be found at jobaccess.gov.au/employment-assistance-fund-eaf



National Disability Recruitment Coordinator (NDRC)

The NDRC is focused on supporting employers to increase their disability confidence and develop the skills to employ more people with disability. NDRC also undertakes employer engagement activities to help improve employer's knowledge and awareness of disability employment and available government services. More information can be found at jobaccess.gov.au/service-providers/national-disability-recruitment-coordinator



Post Placement Support and Ongoing Support

Disability Employment Service (DES) providers can provide support to the participant and their employer (with the participant's consent) for the first year in employment. Employers can talk to DES providers about any workplace modifications that may be required, help with job design, on-the-job training and other supports that may be needed for the DES participant. DES providers can offer ongoing supports to participants and employers after 26 weeks in a job, where required. This ongoing support can continue beyond the first 52 weeks of the placement, for as long as needed.

Support for women

The Office for Women (OFW) works to advance the Government's commitment to achieve gender equality and improve the lives of people in Australia.



Women's Leadership and Development Program (WLDP) Project Grants

The WLDP Project Grants stream support a range of projects that achieve tangible improvements in outcomes for Australian women across six key priority areas – women's job creation, economic security, workforce participation, leadership, safety, and international engagement. Grant opportunities seek to fund projects that contribute to the achievement of all, one, or a combination of the six key priority areas listed above.

More information can be found at pmc.gov.au/office-women/grants-and-funding



National Women's Alliances (the Alliances)

The Alliances are funded through the WLDP to collaborate with policymakers to inform Australian Government policies that impact women. Six civil society Alliances are funded to ensure that women's voices are heard in the policymaking process. More information can be found at

pmc.gov.au/office-women/grants-and-funding/national-womens-alliances

Support for First Nations Australians

First Nation Australians participate in mainstream employment support services, such as the Community Development Program (CDP) and those provided by Workforce Australia. The government is also providing specific employment programs for First Nation Australians, such as the Indigenous Skills and Employment Program (ISEP).



Find out more information on:

CDP: niaa.gov.au/indigenous-affairs/employment/cdp,

Workforce Australia assistance: workforceaustralia.gov.au/individuals/coaching/assistance

ISEP: niaa.gov.au/indigenous-affairs/employment/indigenous-skills-and-employment-program-isep.



Closing the Gap

The 2023 Commonwealth Closing the Gap Implementation Plan outlines the government's forward looking strategic priorities for Closing the Gap. The Closing the Gap Implementation plan is available at niaa.gov.au/resource-centre/indigenous-affairs/commonwealth-closing-gap-implementation-plan-2023.



New Jobs Program Trial (NJPT)

The NJPT will provide community-based organisations in targeted CDP regions the opportunity to develop local approaches to jobs that support jobseekers to move off the income support system and into employment. The trial is another step towards delivering the Government's commitment to replace the CDP with a new program. More information can be found at

niaa.gov.au/indigenous-affairs/employment/remote-jobs.

Learn more at:

jobaccess.gov.au/people-with-disability/available-support/1631

pmc.gov.au/office-women

ctgreport.niaa.gov.au