

AUSTRALIAN  
DISABILITY  
NETWORK

# Supervise an Intern



# Internship Program

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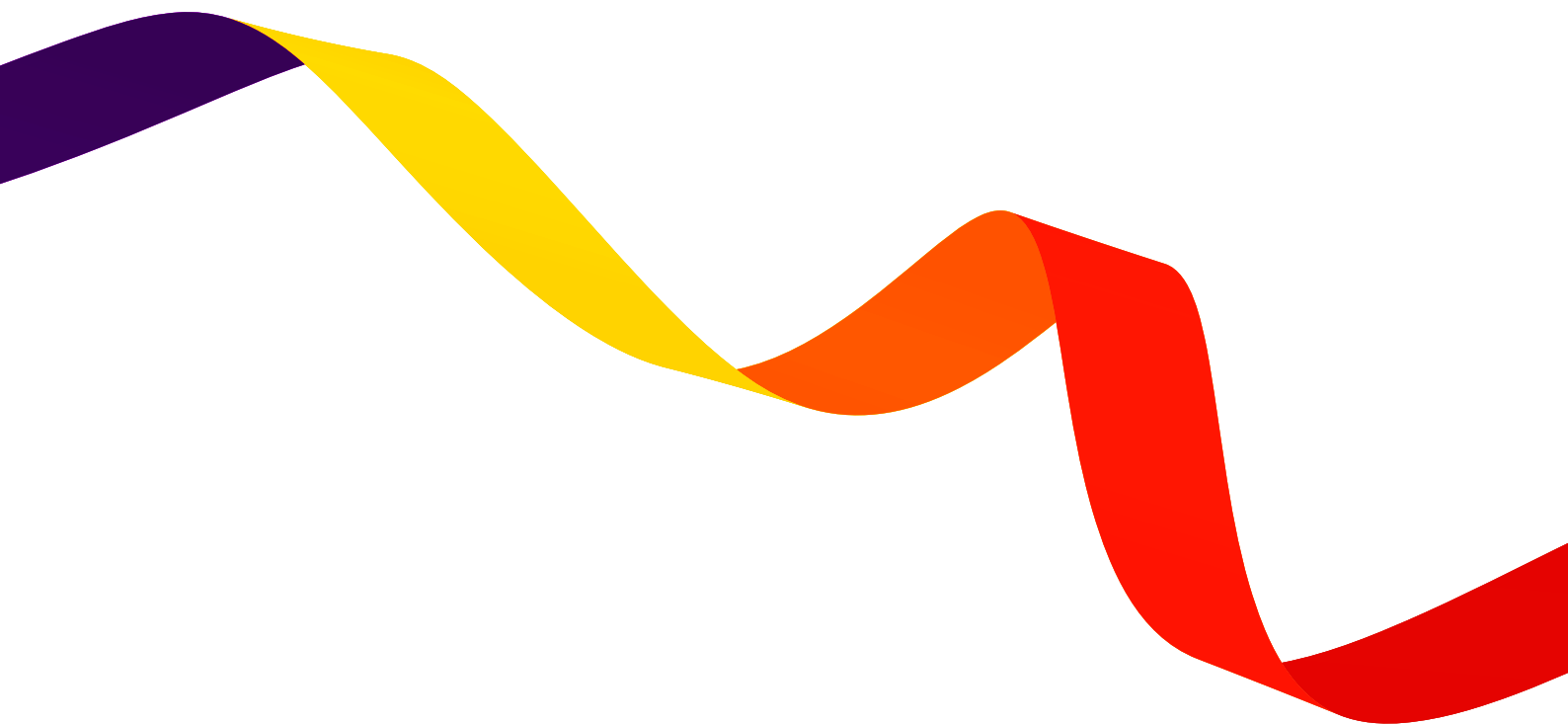
Australian Disability Network's Internship Program is a mutually beneficial program that supports you to build your disability confidence and welcome people with disability into your organisation.

Since launching in 2005, Australian Disability Network has worked alongside hundreds of supervisors in supporting internships for university students with disability.

As a supervisor in the Internship Program, you'll have the opportunity to work with and manage a recent graduate with disability. While you are providing them with valuable work experience, this program can also be an incredibly rewarding personal experience, enhancing your own leadership and communication skills.

While you tap into a fresh talent pool with new ideas, innovative thinking, and up-to-date academic knowledge, you can also provide opportunity for your existing team members to develop their mentoring and leadership skills, fostering a culture of inclusivity and diversity within your team.

As a supervisor, you're not just supervising an intern, you're making a significant impact on someone's career journey while also benefiting personally and professionally.



# Australian Disability Network

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## The Benefits

- Valuable experience in managing and developing a university intern.
- Develop skills in supporting employees with disability.
- Develop empathy and understanding.
- Gain fresh perspectives and innovative ideas from people with lived experience.
- Gain first-hand experience in implementing workplace adjustments.
- Play an integral role in developing the disability confidence of your organisation by fostering a more inclusive and diverse work environment.
- Working alongside your intern to develop inclusive work practices for the team.
- Play an integral role in providing a life-changing experience for an intern with disability. The Stepping Into Internship has proven to close the gap in employment for students with disability.

## The Internship Program

As a supervisor, you will commit to welcoming a university student or recent graduate with disability in your team for a minimum of 152 hours of paid work. To select the intern, you will need to provide a job description and conduct a formal interview and selection process.

Australian Disability Network is here to support you. We will screen and shortlist candidates and support with adjustments through the recruitment process. Additionally, we will provide you with training on supporting a person with disability in the workplace.

*"Hosting an intern also interested me in terms of further developing myself as a manager; broadening out my skill set and working a little outside of the norm"*

Justine Ingaliso, Internship Program Supervisor.

## About Us

Australian Disability Network is the peak body in Australia for employer-led disability inclusion. We are a national not-for-profit organisation working with organisations to advance the equitable inclusion of people with disability in all aspects of business, building a disability confident Australia.

### Australian Disability Network

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