



AUSTRALIAN
DISABILITY
NETWORK

Host an Intern



Internship Program

Australian Disability Network's Internship Program is designed to support organisations in welcoming people with disability, while offering career development opportunities for people with disability.

The mutually beneficial program builds disability confidence, creates barrier-free recruitment pathways, and raises organisational awareness of the skills and talents of people with disability.

Why host an intern?

Exclusively available to Australian Disability Network members, the Internship Program offers a unique opportunity to broaden disability understanding and gain invaluable practical inclusivity insights across your organisation.

Since launching as a small pilot program in 2005, Australian Disability Network has facilitated and supported hundreds of internships for university students with disability in partnership with our member organisations.

The business benefits

- Increase your organisation's disability confidence by working alongside people with disability.
- Provide career development opportunities to your employees as supervisors.
- Leverage the invaluable feedback and insights from people with lived experience to refine your processes, strategies and management.
- Gain valuable insights into workplace adjustments.
- Help reach your Diversity and Inclusion goals.
- Be an employer of choice for people with disability.
- Grow a diverse and inclusive workforce to support innovation and change.
- Connect to an untapped talent pool.
- Cultivate a more empathetic and understanding work culture.
- Bolster the pipeline for your graduate programs by providing people with disability the opportunity to showcase their skills and potential.
- Provide a life-changing experience for interns by helping close the gap in employment for students with disability.

Australian Disability Network

What's Involved?

Organisations commit to:

- Providing a job description
- Conducting a formal interview and selection process
- Engaging an intern with disability for a minimum of 152 hours of paid work
- Assigning a supervisor and buddy to the intern

Australian Disability Network will:

- Screen and shortlist candidates
- Train supervisors on supporting a person with disability in the workplace.
- Support candidates and participating organisations through the duration of the internship.

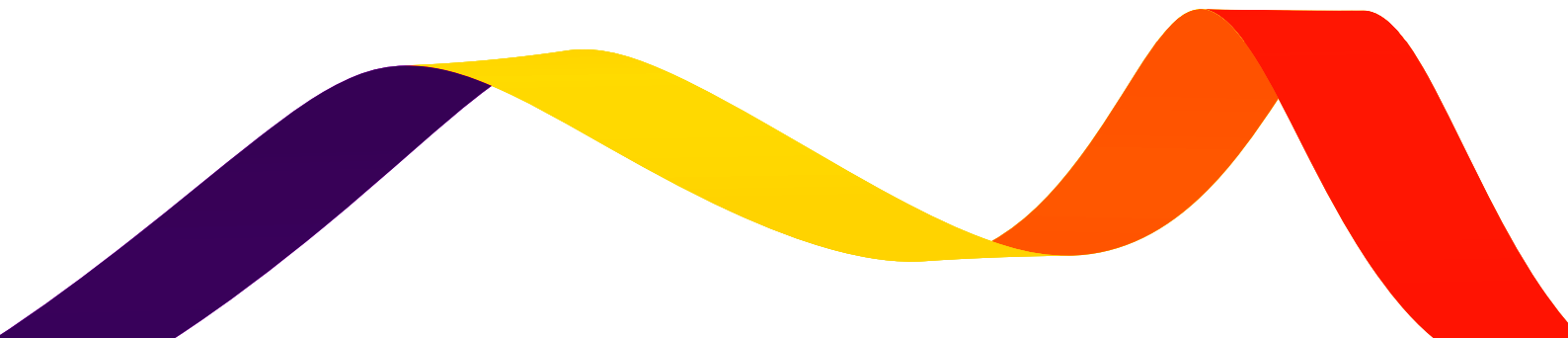
Program Impact

- 100% of staff who participated in our program reported increased disability confidence and awareness.
- 94% of supervisors rated the intern's work and performance met or exceeded their expectations.

"The Internship Program provides an unparalleled level of safety and confidence for us as employees with disability. It will provide us with further opportunities to fast-track our careers by building relationships with employers, attending development events, networking and gaining confidence in the workplace.

For members looking for highly skilled employees across a range of industries it will provide the opportunity to broaden your recruitment pool."

Debbie Heron, Internship Program Intern and 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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