# National Disability Employment Framework – Issues Paper

## Please tell us what you think

### May 2015



## How to use this document

This information is written in an easy to read way.

This document has been written by the Australian Government Department of Social Services (DSS). When you see the word ‘we’, it means DSS.

Some words are written in **bold**. We explain what these words mean. There is a list of these words on page 17.

This Easy Read document is a summary of another document.

You can find the longer document on our website at [www.engage.dss.gov.au](file:///C%3A%5CUsers%5COwner%5CDropbox%20%28InfoAccessGroup%29%5CIAG%5C%5B2165%5D%20DSS%20-%20National%20Disability%20Employment%20Framework%5CEdited%20files%5Cwww.engage.dss.gov.au)

You can ask for help to read this document.
A friend, family member or support person may
be able to help you.

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## What is this paper about?

This paper is about employment for people
with disability.

We want to talk about people with disability finding and keeping good jobs.

We want to know what everyone thinks.

This will help us make changes and plans for the future.

## How to tell us what you think

You are very welcome to share your ideas with us.

You can do this by visiting our website at [www.engage.dss.gov.au](file:///C%3A%5CUsers%5COwner%5CDropbox%20%28InfoAccessGroup%29%5CIAG%5C%5B2165%5D%20DSS%20-%20National%20Disability%20Employment%20Framework%5CEdited%20files%5Cwww.engage.dss.gov.au)

Or, you can share your ideas in person.

We are holding public forums around Australia in May and June.

You can find the list of dates and locations for public forums on our website.

## People with disability in Australia

A 2012 report showed that there are nearly
4.2 million people in Australia who have a disability.

This is 18.5% of our population.

Nearly 3.7 million people in our community are limited in their day to day activities, like getting around and communicating.

Some of these disabilities are physical. Others are intellectual or are related to mental health.

Disability has an impact on the way that people can take part in the **workforce**.

The workforce includes all the people who
are working, and all the people who are looking
for jobs.

Some people with disability can find and keep great jobs.

Others need support to help them find a job.

And others can only work some of the time.

About 53% of people with disability are in the workforce.

This compares to 82% of people who don’t have disability.

We’d like to change this.

We’d like more employers to hire people with disability.

And we’d like more people with disability to learn the skills they need to get and keep a job.

Our research shows that there a lot of good reasons to hire people with disability.

We know that hiring all sorts of different people can make a business:

* more competitive
* more attractive to other employees
* more secure, with employees who
are loyal.

We also understand that people with disability have different needs at different times of life.

For example, a school leaver may need help and support to find a job.

An older person may need support to stay in a job.

### Questions to think about

How can we help people with disability to find and keep jobs?

How can we encourage employers to hire people with disability?

What can we do to promote the benefits of hiring people with disability?

How can we support people at different stages of life?

## What do we want to change?

We want more people with disability to be able to take part in the workforce.

Our work over the past few years has taught us that:

* People may not know about all the employment programmes that are available.
* People with disability don’t just want any job. They want to enjoy their job, and to learn and develop their skills.
* The systems we have need to be more flexible.

We have come up with the following ideas as the best way to make changes in the future:

* Base funding for disability employment on the needs of each person.
* Encourage disability employment service providers to offer the kinds of services that their customers want.
* Help people plan their careers. Then they can build their skills according to that plan.
* Understand what employers need.
* Create more opportunities for **open employment**. Open employment includes jobs in mainstream businesses or organisations. It’s not just for people with disability.
* Use technology well across the Government so that services connect with one another.

This will help us make things easier for people and service providers.

* Support people throughout their lives.

### Questions to think about

Do you agree with the main ideas?

Are there other ideas you would like to share with us?

## What services are there now?

At the moment, there are a range of services for people with disability to find and keep jobs.

These include:

* Disability Employment Services
* Job Services Australia
* Australian Disability Enterprises
* support for employers.

We explain each of these services in detail on the following pages.

## Disability Employment Services

Disability Employment Services help people with disability, an injury or a health condition to find and keep jobs.

It is often called DES.

The businesses who provide DES services are called DES providers.

They work in open employment.

They help people to:

* look for work
* get work experience
* do training
* make choices.

### Quick statistics about DES

There are 140 DES providers in Australia.

They operate in over 2,200 sites.

About 170,000 people are currently using DES.

Since 2010, over 253,000 people have got jobs through DES.

About 30% of job seekers get work within 3 months of joining DES.

### Questions to think about

How can DES providers improve the way they help people get jobs?

How can DES providers improve the way they support people who are in a job?

How can DES providers improve the way they support employers?

What will DES be like once the NDIS starts all around Australia?

## Job Services Australia

Job Services Australia was started by the Australian Government in 2009. In this document we will call it JSA.

It helps a range of people who are looking for work.

In 2015, a new service called JobActive will begin.

This will replace JSA.

JobActive will:

* help meet the needs of employers
* encourage people to actively look for jobs
* help people who are unemployed for a long time
* help Aboriginal and Torres Strait Islander people who are looking for work.

### Quick statistics about JSA

There are over 80 JSA providers.

They work in more than 1,700 locations.

There are more than 820,000 people who use JSA to help them find work.

Over 220,000 have a disability.

Since 2009 until 2015, more than 2.1 million people have found a job using JSA.

More than 400,000 of these people have a disability.

### Questions to think about

How can JSA providers improve the way they help people get jobs?

How can JSA providers improve the way they support people who are in a job?

How can JSA providers improve the way they support employers?

How can JSA better support people with disability?

## Australian Disability Enterprises

Australian Disability Enterprises are businesses that employ people with disability. They are often called ADEs.

The Government pays to support people with disability in these workplaces.

Many people value the work of ADEs.

They often provide great services to the community.

And they help people with disability have a meaningful job.

### Quick statistics about ADEs

There are nearly 200 ADEs in Australia.

They provide jobs for over 20,000 people.

In 2014, 159 people moved on from their ADE to go and work in open employment.

Most people in ADEs work part-time.

And the most common industries are:

* packaging
* landscaping
* cleaning
* recycling
* manufacturing.

### Questions to think about

How can we help people who want to change from working in an ADE to working in open employment?

How can we help ADEs to be more successful businesses?

## Support for employers

Did you know that employers receive a lot of support to help them offer jobs to people with disability?

This support includes:

* Money to pay for modifications or equipment at their workplace. This is called the Employment Assistance Fund.
* A website and information line called JobAccess where employers can get help and advice.
* The Supported Wage System for working out wages for people in supported employment. This tool is usually used by ADEs.
* The Wage Subsidy Scheme to encourage employers to hire someone with disability.
* A programme for employers who have more than 100 staff. A person, called the National Disability Recruitment Coordinator, works with employers.
* Help for people who are at risk of losing their job due to injury, illness or disability.

### Quick statistics about support for employers

People make about 2,600 enquires to JobAccess each month.

In 2013-14, more than 16,000 jobs were supported by the Wage Subsidy Scheme.

The National Disability Recruitment Coordinator will have created over 700 jobs by the end of June 2015.

### Questions to think about

Do employers know that they can receive support to hire people with disability?

How can we better support large employers?

How can we better support small employers?

What else can we do to encourage employers to hire people with disability?

## What other support is there?

There are also services that can help support people to find and keep jobs:

* National Disability Insurance Scheme
* Personal Helpers and Mentors

## The NDIS

The National Disability Insurance Scheme is a new way of providing support to people with disability in Australia.

It is usually called the NDIS.

The NDIS started in July 2013 in some parts of Australia.

Over the next few years, more people will start to use the NDIS.

The NDIS will help people with disability achieve their goals.

The NDIS will work with employment services.

These may be specialist disability employment services.

Or they may be mainstream employment services, like those used in open employment.

### Quick statistics about the NDIS

Eventually, the NDIS will support 460,000 people with disability.

All Australian governments share responsibility for the NDIS.

The NDIS makes a long term plan of how to best support each person.

### Questions to think about

What do you think employment for people with disability will be like while using the NDIS?

How can we improve the way that the NDIS works with
employment services?

## Personal Helpers and Mentors

Personal Helpers and Mentors help people with mental illness.

They help people to:

* take part in the community
* find services
* make plans for the future.

They also support families and carers of people with mental illness.

These helpers and mentors can help people find and keep jobs.

Or, they might help people find the training they need to get a new job.

### Quick statistics about Personal Helpers and Mentors

In 2013-14, this programme helped over 18,500 people.

Nearly 2,000 people received help to find a job.

### Questions to think about

How can the Personal Helpers and Mentors programme help more people to find jobs?

What other ways can we help people with mental illness to find and keep jobs?

## What will happen next?

You are very welcome to share your ideas with us.

Some people will send us their ideas through our website.

Others will talk to us at public forums.

We will think about all of these ideas.

And then we will write a report.

We will seek more feedback on that report.

We will do this throughout the rest of 2015.

Once we have considered everyone’s ideas, we will write a Framework.

This Framework will explain what we will do to help people with disability find and keep jobs.

We will do this in the first half of 2016.

## Word list

**ADE**

Australian Disability Enterprise – businesses that employ people with disability.

**DES**

Disability Employment Services – services to help people with disability, illness or injury find and keep jobs.

**JSA**

Job Services Australia. A service to help job seekers find work.

**NDIS**

The National Disability Insurance Scheme – a new way of providing support to people with disability around Australia.

**Open employment**

Open employment includes jobs in mainstream businesses or organisations. It’s not just for people with disability.

**Workforce**

All the people who are working, and the people who are looking for jobs.

## Contact us

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