

National Disability Employment Framework Submission Paper

Workforce participation of People with Disability:

What can improve employment outcomes for people with disability?

- Organisational targets to identify roles for people with a disability
- Increased qualifications and experience for people with disability
- More opportunity to participate in work experience programs
- Formal Internship programs
- Better government incentives or better awareness of government incentives for employment people with disability

What can help reduce barriers for people with disability seeking employment?

- Recruitability programs (guaranteed interviews for people with disability who meet the basic requirements of the job)
- Organisational training in disability awareness
- Improved training of DES in recruitment processes so they can better support their client

What can help reduce barriers for employers hiring people with disability?

- Improved relationships between DES and Employer
- A better understanding of disability
- DES to work with Employers to find creative solutions for people with disability
- Sharing good stories and examples

How can we promote the benefits of employing people with disability?

- More good news stories and information sharing
- Incentives and targets
- A top down commitment and approach to diversity
- Sharing innovative solutions common business problems

Principles for Changes to Disability Employment Services:

Do you agree with the principles for changes to Disability Employment Services?

- Yes, we agree with the principles as it aims to put the individual at the centre of the decision making process. The principles are also cover lifelong goals and outcomes, streamlining ability to access services and reducing red tape.

Current Services Overview:

How effective are the pathways into these services?

How well do these programmes work together to support people with disability throughout their life-course, including for conditions episodic nature?

Are there other services which could assist people with disability to find a job?

What scope is there to move employment services to an individualised funding model?

How can elements of disability support system better link with employment support to improve employment outcomes for people with disability?

Are there other contextual factors of the job seeker that should be considered?

- No answer or comments for these questions

Disability Employment Services:

How can DES providers better assist people with disability to prepare for and find a job?

- DES need to understand the job application process. They also need better training in writing job application and addressing selection criteria so they can coach their clients. They should aim to improve relationships with local employers.

How can DES providers better support people with disability in the workplace?

- Continue with ongoing support and consultation with the direct supervisor/manager in order to identify early prevention of issues. Increased knowledge of equipment/ reasonable adjustment at an early stage to resolve any employer concerns.

How can DES providers better support employers?

- Hold information sessions around services. Work with and engage employers to identify business problems and practical solutions.

How can the employment service model be improved to help providers deliver better support?

- Less competition between providers
- Less cold calling
- Model needs to take on a more strategic approach

Job Services Australia:

How can JSA providers better assist people with disability to prepare for and find a job?

How can JSA providers better support people with disability in the workplace?

How can JSA providers better support employers?

How do you think the proposed changes will improve the JSA model and employment outcomes for people with disability?

- No answer or comments for these questions

Australian Disability Enterprises:

Can we improve support for people moving out of ADEs into open employment?

How can ADEs operate as viable businesses?

- No answer or comments for these questions

Support for Employers:

Are employers aware of these supports?

- Not entirely. Unless you actually use one of the programs it is difficult to be aware that they exist. For example, we recently used the NDRC program to review our recruitment process. We had not heard of them before, yet they had been around for 20 years. However, now that we have partnered with them, I see their advertising and promotion at various events. It is difficult to filter through the various information that bombards individuals and organisations each day. There needs to be more promotion of Job Access and other organisations.

How can supports help achieve long-term employment for people with disability?

- Job Access Australia is an important Government initiative that has helped us retain staff who have acquired a disability. They have supported us in purchasing equipment, provided expert advice, in order assist us in offering reasonable adjustment to help the person with disability continue their employment with us.

Are the support needs of large employers different to the support needs of small employers?

- We think there would be many similarities in needs between small and large employers and both would require access to government services to support employment of people with disability

How can we encourage more engagement between employers and people with disability?

- Engagement and experiences can be gained via work experience and internship programs.
- A strategic commitment to diversity programs

NDIS:

In what way do you think the NDIS can support employment outcomes for people with disability?

What do you think we can learn from the NDIS to improve job services for people with disability?

- No answer or comments for these questions

Personal Helpers and Mentors (PHaMs):

What more can be done to assist people with mental illness to find a job?

What more can be done to support people with mental illness in the workplace?

- Robust workplace mental health programs
- Increased awareness of issues facing people with mental health
- Understanding of tools and resources available to employers to help manage their staff who identify as having a mental illness.

