



Australian Government  
Department of Social Services

# National Disability Employment Framework – Discussion Paper

November 2015



## How to use this document



This information is written in an easy to read way. We use pictures to explain some ideas.



This Discussion Paper 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 28.



This Easy Read document is a summary of another document.



You can find the other document on our website at [www.engage.dss.gov.au](http://www.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.

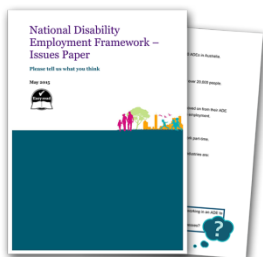
## What's in this discussion paper?

What's this Discussion Paper about?	4
What we want to do	7
The way things are now	9
What's the plan for people with disability?	11
What's the plan for service providers?	15
What's the plan for employers?	17
What does this mean for ADEs?	19
A new, online employment marketplace	21
How changes could happen?	23
What do you think?	25
What's next?	27
Word list	28
Contact us	29

# What's this Discussion Paper about?



This Discussion Paper is about creating more jobs for people with disability.



Earlier in 2015, we released an Issues Paper.



There was an Easy Read version of the Issues Paper. You might have read this, or learned about some of the issues we were talking about.



We held public meetings to talk about the issues.



**740 people**

Over 740 people came to these meetings, which were held all around the country.



And over 120 people wrote to us to explain what they think about the issues.





You can find all of these ideas on our website at  
[www.engage.dss.gov.au](http://www.engage.dss.gov.au)



We have read all of these ideas.



And we've used these ideas to come up with a plan for making it better and easier for people with disability to get and keep jobs.

This paper explains our plan.

Our plan is called the National Disability Employment Framework.



We want to know what you think.



Would the Framework make your life better?



Would the Framework help you get a job?



Or would it help you to keep the job you already have?



Would it make things better for employers and people who support people with disability?



We want to make sure that people in the community agree with the Framework.



This is your opportunity to have a say.



On the following pages, we explain the ideas in the Framework.



And then, on page 25, we explain how to tell us what you think.

## What we want to do



We would like to support people with disability to:

- get good jobs
- keep those jobs.



For a lot of people, having and keeping a job is an important goal in their life.



We want to support more people with disability to do this.



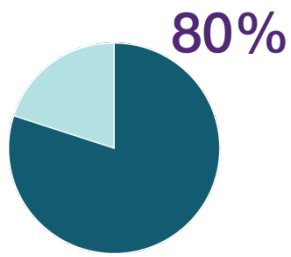
We want to increase the number of people with disability who take part in the **workforce**.



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

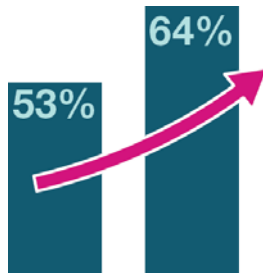


At the moment, only 53% of adults with disability are in the workforce.



This compares to 80% of people without disability.

We want to change this.



A study from 2011 showed us what would happen if we could increase the number of people with disability in the workforce from 53% to 64%.



The study showed that there would be huge benefits to our **economy** if we could do this.



The economy is the total amount of goods, services and money that Australia makes and uses.

**\$43 billion**

With more people with disability in the workforce, there could be over \$43 billion more money in our economy over 10 years.



This would benefit the whole community.

## The way things are now

At the moment, there are 2 types of employment:



- **Open employment** – anyone can work in these types of jobs.



- **Supported employment** – jobs for people with disability who need support to work.

And there 2 specific disability employment services for supporting people with disability to find and keep jobs.

These are:



- Disability Employment Services – these services are usually called DES. They help people with disability find jobs in open employment.



- Australian Disability Enterprises – these are usually called ADEs. They provide jobs for people in supported employment.



Some parts of these services are working well.



But other parts need to improve.



On the following pages, we explain our plans for:

- people with disability



- service providers



- employers.

# What's the plan for people with disability?

## New ways of providing support



We'd like to change the way that money is provided to help people with disability find and keep jobs.



We'd like to start using **individualised funding**.



Individualised funding is a way of providing money for each person with disability, rather than for a group of people.



It means that the money is just for you. It is there to help you achieve your goals.



This means you would have more control over the kind of support you get to find and keep a job.





A really good thing about this type of support is that you can move to a new service provider and still keep your support. This will give you more choice about who you want to help you.



This way of providing support is similar to the way the National Disability Insurance Scheme (NDIS) works.



The NDIS is starting up in some parts of Australia at the moment.



In the future, some people with disability will receive support both from the NDIS and from employment services.



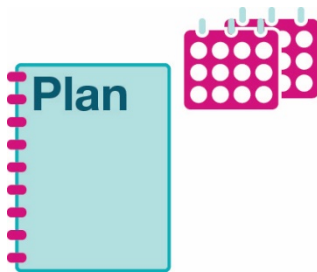
## Career planning



Another important change we want to make is to help people with disability plan for a career.



This is different to just getting any job.



It's a longer-term plan.



It includes thinking about what you want do with your whole life, what you enjoy, and what your goals are.

## Looking to the future



Together, individualised funding and planning for a career will give people with disability more choices, and more control.

We understand that people may need help to:



- start using individualised funding



- plan their careers



- work out which service provider to use.



And we know that it will be important to make sure that services continue to be of good quality.

## What's the plan for service providers?



We want to help employment service providers continue to support people with disability.



We want them to keep doing some of the things that are working well at the moment.

But we want to make some things better.



For example, we want to make sure that people are getting jobs that are right for them, rather than just taking any job.



And we want people to keep their jobs for a long time, rather than a short time.



We want to make sure that service providers focus more on individual people and what their goals are.

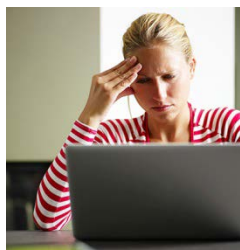


Using individualised funding and career planning is quite different to the way things work now.

We explain these things on pages 11 and 13.



At the moment, most employment service providers receive funding for groups of people.

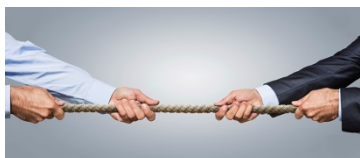


Or, they receive funding based on getting people into a job quickly, rather than taking the time to make sure people are in the right job.



Many service providers will need to think about how they will change the way they work.

Over time, we want to see service providers to become more **competitive**.



This means that they will need to compete against each other for clients.



We think that, when organisations compete against each other in this way, they often come up with new and better ways of doing things.



We call this a '**market-based approach**'.

## What's the plan for employers?



We want to work more closely with employers.



We know that, if we help employers, we can create more jobs for people with disability.

To do this, we need to:



- change attitudes



- find new ways to encourage employers to hire – and keep – people with disability in their workplaces.



We will do this by understanding that there are different types of employers who have different needs.



For example, we know that big businesses can support people with disability in different ways to small businesses.

Importantly, we will help employers to:



- match the right person to the job



- get the support they need to keep the person in the job



- provide the right support if things aren't going so well.

## What does this mean for ADEs?



Many people with disability like having a job in an ADE.



They also like the friends they make at work and the support they receive.



But some people don't think that ADEs are the best way of providing jobs for people with disability.



Instead, they'd like all people with disability to have the opportunity to work in open employment, rather than to work separately in an ADE.



Wages in ADEs are usually lower than in open employment.



We think that ADEs will need to make some changes to the way they work.





We think that ADEs need to think of new ways of doing business.



This may include employing more people without disability, as well as people with disability, to become more like open employment.



They will also need to make changes when people start receiving support through individualised funding.

We explain individualised funding in more detail on page 11.



ADEs will also face a lot of changes with the NDIS starting up.



They will need to prepare for this.



## A new, online employment marketplace



We want to create a new, online employment **marketplace** for people with disability.



A marketplace is a place where people come together to share ideas, do business and work together.

We think this marketplace could help:



- employers and people with disability connect to each other



- provide people with information



- change community attitudes



- offer more choice of service providers

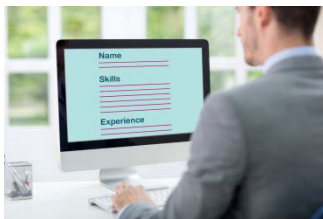


- provide payments to service providers.

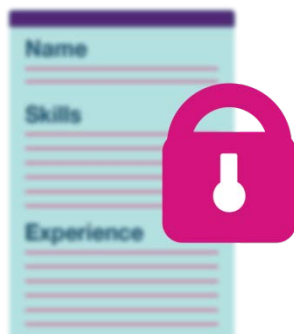
A light blue form with a purple header. It has three sections: 'Name' with a single line, 'Skills' with three lines, and 'Experience' with three lines.

The marketplace could also store all the details of people with disability who are looking for jobs.

It could keep information on file about their career goals, education and work experience.



And employers could look up people who might be right for a job.

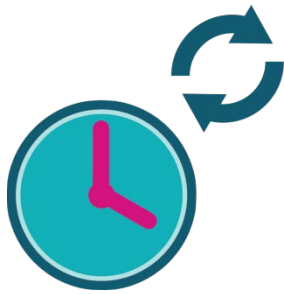


Or, people would have the option of keeping their details private if they wanted to.

## How changes could happen?



We know that not all of the ideas in the Framework can happen at once.



Everyone would need time to change to a new way of thinking, and a new way of working.

Change could happen in the following ways:



- **Getting ready**

Supporting providers to get ready before any changes are made. We expect this will take about 2 years.



- **Stage 1**

Starting the new way of working and using the online employment marketplace. It would take about 1 year for everyone to move from the old system into the new way of working.



- **Stage 2**

Review stage 1 and see what's working well and what can be changed. This will take another year.



- **Stage 3**

Everyone uses the new system and we make sure everything continues to work well. It could take up to 5 years to complete this stage.

## What do you think?



We'd like to know what you think about the changes that we discuss in this paper.

There are lots of ways to tell us what you think.



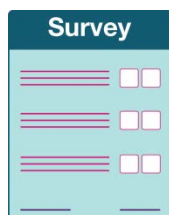
You can come to an information session and talk to us in person.



The information sessions will be held in capital cities around Australia in November and December 2015.



You can find out about the sessions online at [www.engage.dss.gov.au](http://www.engage.dss.gov.au)



Or, you can take part in our survey.



You can also find this survey online at [www.engage.dss.gov.au](http://www.engage.dss.gov.au)



Or, you can send us an email.

Our email address is:

**[disabilityemploymenttaskforce@dss.gov.au](mailto:disabilityemploymenttaskforce@dss.gov.au)**



You need to tell us what you think before the 7 December 2015.



You can also join the conversation on Twitter by using the hashtag: #disabilityefc

## What's next?



We are looking forward to learning what everyone thinks about the ideas in this Discussion Paper.



Once we have read and thought about what everyone thinks, we will make some suggestions to Government in early 2016.



We are also currently doing some more research about the times in people's lives when they benefit from support.



For example, we are looking at the period of time from when someone leaves school to when they start work.



This research will help us learn more about what people need, and it will help us make the Framework work well.



Thanks for taking the time to read the Discussion Paper.

## Word list



### **Competitive**

When services or businesses compete against each other for clients.



### **Individualised funding**

A way of providing money for each person with disability, rather than for a group of people.



### **Market-based approach**

When organisations or businesses compete against each other. This can lead to better services and more choice.



### **Marketplace**

A place where people come together to share ideas, do business and work together.



### **Open employment**

Anyone can work in these types of jobs.



### **Supported employment**

Jobs for people with disability who need support to do their work.



## Contact us



**[disabilityemploymenttaskforce@dss.gov.au](mailto:disabilityemploymenttaskforce@dss.gov.au)**

Disability Employment Taskforce



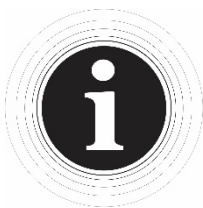
PO Box 7576

Canberra Business Centre

ACT 2610



**[www.engage.dss.gov.au](http://www.engage.dss.gov.au)**



This Easy English document was created by the Information Access Group using PhotoSymbols, stock photography and custom images. The images may not be reused without permission. For any enquiries about the images, please visit **[www.informationaccessgroup.com](http://www.informationaccessgroup.com)**.