



Australian Government  
Department of Social Services

# A strong future for supported employment

**Please tell us what you think**

**Easy Read version**



## How to use this document



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



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 25.



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.

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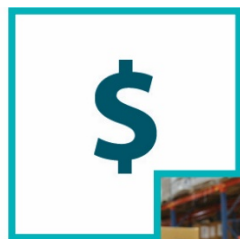
## What is this paper about?



This paper is about **supported employment**.



Supported employment is when businesses hire people with disability and support them in their job.



In supported employment the person gets:

- a wage
- to learn new skills
- to gain work experience.



This paper also talks about how supported employment will move into the **National Disability Insurance Scheme (NDIS)**.



The NDIS is a new way of providing support to people with disability in Australia.



The NDIS will help people with disability achieve their goals.



It will also help them find employment services.



These may be **mainstream services** – services for everybody in the community to use.



Mainstream services are used in **open employment**.

Open employment includes jobs in mainstream businesses or organisations.

It is not just for people with disability.



Disability™  
Employment  
Services

Or they may be specialist **Disability Employment Services (DES)**.



DES helps people with disability find and keep jobs.



Businesses who provide DES services are called DES providers.



They help people to:

- look for work
- get work experience
- do training
- make choices about their work.



Under the NDIS, people in supported employment:

- are an employee of a business
- get support for their disability.



They might be working for an **Australian Disability Enterprise (ADE)**.



ADEs are businesses that employ people with disability.



They also help supported employees move into open employment if they want to.



We want to know what you think about supported employment moving into the NDIS.



This will help us make:

- things better
- plans for the future.



You can answer the questions in this document and send it back to us.



We tell you how to do this on page 23.



## Ideas to help supported employment for the future



We are thinking about ways to make sure supported employment is still here in the future.



We think that everyone in the NDIS should be able to work if they want to.



We will talk to:

- people in supported employment and their:
  - family
  - carers
- employers
- **advocates** – a person who supports you and helps you have your say. They can also give you information and advice.



We want to know what they think about supported employment.



We also want to support people with disability to get a job that they like.



People with disability should have lots of different employment opportunities.



We want businesses offering supported employment to keep growing.



We also want to make sure everyone knows about the right wages.

Fair Work  
Commission



This is looked after by the **Fair Work Commission**.



The Fair Work Commission helps:

- protect employees
- fix problems between employees and employers.

## Tell us what you think



Do you agree with these ideas?

Are there other ideas you think we should add?

## Ways to support employment for people with disability



If a supported employee is working in an ADE, they might get support from the company they work for.



They can also choose to get support from other providers.

As people move into the NDIS, they might choose to:



- stay in their ADE job



- move to a new job because:
  - they want a change
  - the ADE doesn't offer support under the NDIS



- stop working and use other supports like:
  - training
  - education
  - independent living
  - housing.
- ask the **National Disability Insurance Agency (NDIA)** for help to get a job.

The NDIA provides support to people with disability to help them achieve their goals.



It helps them:

- take part in activities
- be part of the community
- keep a job.



Some people working in ADEs also get help from DES.



It is important to let them get help from DES and ADEs at the same time.



This lets them keep working in ADEs while they look for open employment through DES.



People working in an ADE can find out if they can get help from DES.



They can do this by making sure they meet the **requirements**.

A requirement is something that needs to be done.



There haven't been many people doing this.



More people need to know about this so more people use it.



## **Tell us what you think**

Would you like to get help from DES to try a job outside your ADE?

How do you think ADEs could help people plan their work goals better?

What ideas do you have for activities you would like to do that are not supported employment?



## Ways to help employers and service providers offer employment to people with disability



In the future, ADEs and other businesses will still:

- be able to hire people with disability
- offer support to help people with disability:
  - get a job
  - stay in a job.



We don't think all ADEs will keep working the way they always have.



Some ADEs have asked for help to make their businesses better.



For example, some ADEs have worked out a way to place workers into jobs with other businesses.



Some ADEs have also chosen to offer non-employment supports, like:

- training
- education
- independent living
- housing.



We think there will be opportunities for organisations to offer employment support to more people under the NDIS.



It is important for the Government to think about ways to encourage these organisations.

## **Tell us what you think**



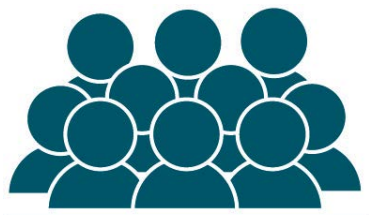
What do you think about our ideas to help ADEs and new organisations?

What other ideas do you have for ways we could help ADEs and new organisations offer employment support?

## NDIS planning to help people have more choice and control



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

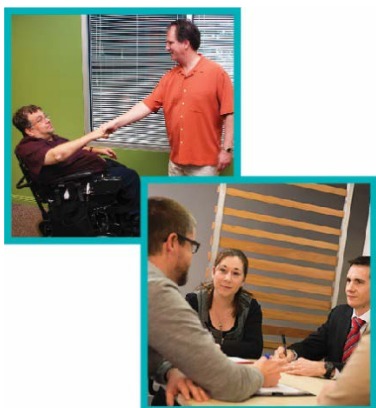


It will support 460,000 people with disability.

460,000 people



The NDIS helps people who want to work.



It does this by working with:

- employment services
- businesses.



Businesses need to know what will happen to them under the NDIS so they can:

- be strong
- offer employment support.



There needs to be different ways to plan for different age groups.



This means there will be more choice for people to get the right support. It will help:

- younger people
- people starting work
- older workers
- people moving into retirement  
– when people stop working.

## Tell us what you think



How do you think the NDIA can help you get the right support for employment?

How do you think the NDIA can help you get the jobs you want?

## How to tell us what you think



We would like to know what you think about these changes.



You can send your answers to us:

- by completing a submission form on the website at [www.engage.dss.gov.au](http://www.engage.dss.gov.au)
- by post



Department of Social Services

Attention: National Office Level 1

Supported Employment Policy, Access  
and Engagement Branch

GPO Box 9820

Canberra Business Centre

ACT 2601



We need your answers by **9 March 2018**.

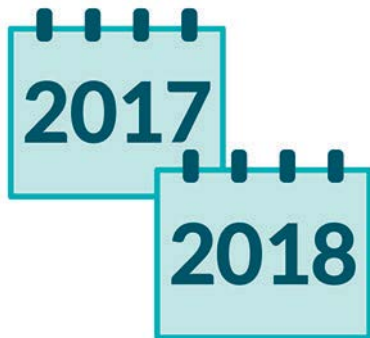
## What will happen next?



We really want to know your ideas about this paper.



We will think about all of these ideas.



We will do this during the rest of 2017 and the start of 2018.



## Word list



### **Advocate**

An advocate is a person who supports you and helps you have your say. They can also give you information and advice.



### **Australian Disability Enterprise (ADE)**

Australian Disability Enterprises are businesses that employ people with disability.



### **Disability Employment Services (DES)**

DES help people with disability find and keep jobs.

Fair Work  
Commission



### **Fair Work Commission**

The Fair Work Commission helps:

- protect employees
- fix any problems between employees and employers.



### **Mainstream services**

Services for everybody in the community to use.



## **National Disability Insurance Agency (NDIA)**

The National Disability Insurance Agency provides support to people with disability to help them achieve their goals.



## **National Disability Insurance Scheme (NDIS)**

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



## **Open employment**

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



## **Requirement**

A requirement is something that needs to be done.



## **Supported employment**

Supported employment is when businesses hire people with disability and support them in their job.



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