

National Disability Employment Strategy

We want to know what you think

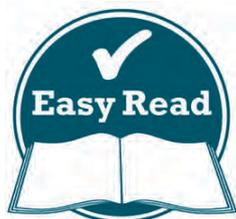
Easy Read version



How to use this document



The Australian Government Department of Social Services (DSS) wrote this document. When you see the word 'we', it means DSS.



We wrote this document in an easy to read way.
We use pictures to explain some ideas.

Not bold
Bold

We have written some words in **bold**.
This means the letters are thicker and darker.



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. This means it only includes the most important ideas.



You can find the other document on our website at 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 document?

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What is this document about?



We know that people with disability can find it hard to get a job.



We want to make **employment** easier for people with disability.



Employment means you:

- have a job
- do work
- get paid.



We also want to help more **employers** hire people with disability.



An employer is a person who hires other people to work for them.



That is why we are making the **National Disability Employment Strategy**.



The National Disability Employment Strategy is a plan to help more people with disability get a job.

In this document we call it the Employment Strategy.



Before we make the Employment Strategy, we want to find out what people think about our ideas.



Your **feedback** will help us make the Employment Strategy.



When you give feedback, you tell us what we:

- are doing well
- can do better.



We talk about our ideas in more detail in this document.

How to tell us what you think



We want to know what you think about our ideas to help more people with disability get a job.



You can tell us what you think by answering our questions.



You don't need to answer all of our questions.



You can write your answers in this document.



There are boxes below each question where you can write your answer.

You can also:



- write what you think in a different document



- make a video



- make a voice recording.

Our vision



Our **vision** is what we want Australia to be in the future.



We want Australia to be **inclusive**.



When something is inclusive, it means everyone can take part.



We want everyone in Australia to have a good experience with employment.

This can include:



- finding a job



- feeling respected at work



- building a **career**.

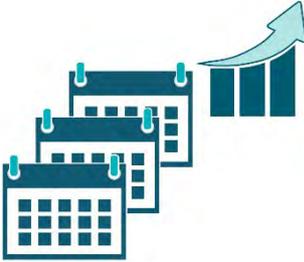


Your career is the path you take in the area of work you choose.

Questions to think about



What do you like about our vision?



How can we make our vision better?

Inclusive workplaces



We know that people with disability can be great workers.



But some employers don't feel **confident** hiring people with disability.



When you feel confident, you:

- believe in yourself
- know what you can do
- try new things.

Sometimes, employers don't know how to support:



- people with disability at work



- people who are returning to work after an injury.



Sometimes, employers can't find the right information to help people with disability.

What we think can help



We want to give employers information to help them feel confident about hiring people with disability.



We want to share stories that show how people with disability make **workplaces** better for everyone.



Workplaces are any place you work, such as:

- an office
- a factory
- a shop.

Questions to think about



How can we help employers hire more people with disability?

Young people with disability

When young people with disability work, they can:



- earn their own money



- connect with other people



- take part in the community



- feel like they belong



- do more on their own.



But lots of young people with disability who finish school find it hard to get a job.



It can be hard for young people with disability to get work experience.



Young people with disability don't always get good:

- information about work
- support to find and keep a job.

They could get information and support from:



- schools



- families and carers



- JobAccess – a website and phonenumber where people with disability and employers can get information about work



- **Disability Employment Services (DES)** providers.



DES is run by the Australian Government.

DES helps people with disability find and keep jobs.

What we think can help



Young people with disability need more information and support to get a job.



We want young people with disability to do more activities that will help them get a job, like work experience.



We want to show everyone that young people with disability can:

- be good at their job
- have a long career.

Questions to think about



How can we help young people with disability:

- start working?
- build a career?

Finding work



Information about employment can be confusing for:

- people with disability
- employers.



Sometimes, people with disability have to do lots of government **assessments** to try to find work.



Assessments should help people with disability to find the right job for them.



But people with disability don't always find jobs that suit their:

- skills
- experience
- interests.



DES doesn't always help people with disability:

- get ready for work
- find the right job.

What we think can help



We want to make sure services, like DES, can help people with disability find work.



We want to make information and support easy to find and use for:

- people with disability
- employers.



Australian Disability Enterprises (ADEs) are organisations that employ people with disability.



We want ADEs to help people with disability learn new skills.



These skills can help people with disability change jobs if they want to.

Questions to think about



How can we make services that help people with disability find the right job?

Community attitudes

Lots of people with disability can't get a job because of:



- **discrimination**



- negative attitudes.

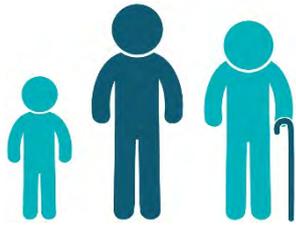


Discrimination is when someone is treated differently because of something about them they can't change.

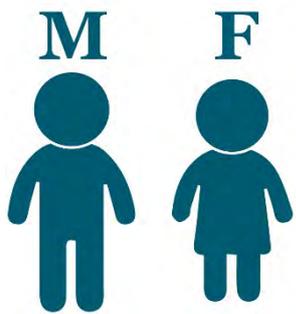


The community can have negative attitudes because they don't understand disability.

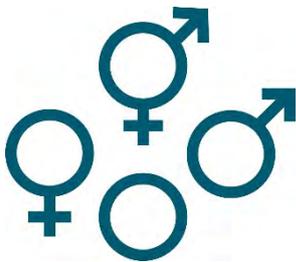
People with disability can face more challenges because of:



- their age



- their sex – whether their body is male or female



- their gender identity – who they feel they are as a person



- who they are attracted to



- their culture.

What we think can help



We want to build understanding and change community attitudes so we can stop discrimination.



Stopping discrimination will make it easier for people with disability to find work.



We want to show everyone what people with disability can do in the workplace.



We can do this through:

- TV ads
- websites
- training.

Questions to think about



What else can we do to:

- change community attitudes?
- stop discrimination?

Other questions to think about



What ideas do you like the best?



What other ideas do you have?

Word list



Assessments

Assessments should help employers find the right person for a job.



Career

Your career is the path you take in the area of work you chose.



Confident

When you feel confident, you:

- believe in yourself
- know what you can do
- try new things.



Disability Employment Services (DES)

DES is run by the Australian Government.

DES helps people with disability find and keep jobs.



Discrimination

Discrimination is when someone is treated differently because of something about them they can't change.



Employers

An employer is a person who hires other people to work for them.



Employment

Employment means you:

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- get paid.



Feedback

When you give feedback, you tell us what we:

- are doing well
- can do better.



Inclusive

When something is inclusive, it means everyone can take part.



National Disability Employment Strategy

The National Disability Employment Strategy is a plan to help more people with disability get a job.

In this document we call it the Employment Strategy.



Vision

Our vision is what we want Australia to be in the future.



Workplaces

Workplaces are any place you work, such as:

- an office
- a factory
- a shop.

Where to send your answers to our questions



dep@dss.gov.au



GPO Box 9820

Canberra ACT 2601



engage.dss.gov.au



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