

**Submission by WISE Employment**  
to consultation process on the  
**National Disability Employment Strategy 2021**

**WISE** Employment  
empowerment through employment

# Contents

<b>1</b> Introduction	1
<b>2</b> Unemployment and psychosocial disability	2
<b>3</b> Creating employment for people with psychosocial disability	5
<b>4</b> References	12

# 1

## Introduction

*WISE Employment is an Australian not-for-profit employment services provider with offices in New South Wales, Victoria, Queensland, Tasmania, South Australia, and the Northern Territory. Since 1992, we have been connecting and empowering job seekers and employers because we believe our community benefits when everyone is supported to achieve their potential.*

*Each year we help more than 10,000 people on the path to self-sufficiency through meaningful work. We also assist employers to find the right person to complete their team. Since 2001, we have invested \$3.5 million in projects to support the most disadvantaged in our community. We also operate two social enterprises employing more than 250 people. We provide employment services under the Australian Government's Disability Employment Services (DES) and jobactive programs, and our services are free to eligible job seekers and employers. Our Vision is: Enriching the community: empowerment through employment.*

WISE Employment helps over 20,000 jobseekers look for work every year. Around 40% of our clients have a psychosocial disability. To improve our service to this group, we have established a specialist division: Innovation in Mental Health and Employment.

This submission particularly focuses on improvements to supporting Australians with a psychosocial disability into sustainable employment, examining the particular challenges they face, strategies for better outcomes, and putting forward practical recommendations to achieve these, under the four priority areas of the proposed National Disability Employment Strategy:

- 1 Lifting employer engagement, capability and demand
- 2 Building employment skills, experience and confidence of young people with disability
- 3 Improving systems and services for jobseekers and employers
- 4 Changing community attitudes.

Caroline Crosse AM

Director, Innovation in Mental Health and Employment

WISE Employment

caroline.crosse@wiseemployment.com.au

## 2

# Unemployment and psychosocial disability

People with disability want to work. They want to be treated the same as other members of society, to have the same opportunity to work and experience a participating life. Having a job provides a whole range of economic and social benefits. It promotes diversity in the workplace and social inclusion. It give people a role in society so that they feel valued. Even amongst people who are severely affected by disability and qualify for NDIS support packages, 31% state they have an employment goal (NDIS, 2019). In Australia, unfortunately, there are still many who face challenges to achieving this goal. This is especially true for people with a psychosocial disability.

### **Background: Unemployment and disability in Australia**

The unemployment rate for people with disability in Australia is double that of people without disability (ABS, 2017). Among OECD members, Australia ranks a poor 21st out of 29 countries for employment of people with disability (OECD, 2010). An extensive network of Disability Employment Services (DES) is responsible for helping people with disability into employment, but its work is constrained by a number of external factors beyond its control.

- 1 Compared to many countries, Australia has an 'efficient,' deregulated, and increasingly-automated economy with a dwindling number of the entry-level jobs that can provide the first step in employment for many people with disability.
- 2 Unlike most OECD countries, Australia does not have a quota system for the employment of people with disability. In many European and Asian countries, quotas are imposed, with penalties for employers who do not comply.
- 3 Australia has the highest minimum wage in the world and relatively good employment protection for workers. This is something of which we are rightly proud, in protecting the income and rights of the lowest-paid in society. An unintended consequence of this, however, is that employers are cautious about recruitment, and may mistakenly regard someone with a disability as a risk (Buchholz, 2019).
- 4 Employment training and support structures for people with disability are not always well-integrated with the DES and other support agencies.
- 5 Establishment of the NDIS was in part predicated on enabling people affected by disability to enter the workforce, thus reducing the cost of welfare payments. It was projected that the NDIS would increase the number of people with a disability, their family, and carers moving into employment by 117,000 by 2030, adding \$11.9B to GDP (Deloitte, 2018). The numbers of NDIS recipients gaining employment, or even taking

up employment support in their plan, has however been low to date. Even among NDIS recipients who do have a job, only a minority (33%) are working in mainstream employment at full award wages (NDIS, 2019). In order for the NDIS to approach its target by 2030, significant progress need to be made in how it supports participants to gain sustainable employment. This will depend in part on how effectively the *NDIS Participant Strategy 2019-2022* is implemented.

- 6 The Australian Public Service Commission states publicly that 'people with disability are underrepresented in the Australian workforce, despite 15% of the working age population reporting disability' (APSC, 2013). The Australian Government encourages and supports private sector companies to employ people with disability, and it is important it also sets a good example. In 2017, just 3.6% of Commonwealth public servants identified as having a disability, a reduction of almost 50% from thirty years previously. However the recently-launched *Australian Public Service Disability Employment Strategy 2020–25* commits to 'increase the employment of people with disability across the APS to 7% by 2025' (APSC, 2020).

People with disability who are not working must rely on the Disability Support Pension (DSP) for their income. The basic rate of the DSP is \$22,578 a year for an individual. People with disability assessed as having capacity to work are increasingly placed on Jobseeker, intended as a temporary benefit but effectively the only long-term income for many, with a basic rate of just \$16,140 a year to live on. According to the Australian Council of Social Service, an individual with an income of less than \$23,764 is living below the poverty line (ACOSS, 2020). A survey by PricewaterhouseCoopers for Disability Australia found – unsurprisingly – that the majority of people with disability (61%) lived on an income that was insufficient for their needs and did not receive all the support they need (Henriques-Gomes, 2019). The impact of this poverty on top of unemployment and living with a disability is likely to affect morale, vocational confidence and sense of agency.

---

### **Unemployment and people with psychosocial disability**

Psychosocial disability (due to psychiatric and psychological conditions) is the largest single cause for people being on the Disability Support Pension (Department of Social Services, 2015). The employment rate for this group is very low; at 25.7% it is less than half of that for all people with a disability (ABS, 2020). Even when they do find work, this employment is often short-lived with only 32.4% of psychosocial DES placements still in work after 6 months (DJSB, 2019).

People with psychosocial disability suffer disproportionately from not having access to work— a factor that can contribute to the common secondary effects of severe mental illness: poverty, social isolation, homelessness, and increased risk of suicide.

Improving employment and other services for people affected by mental illness has a strong economic case. The costs of treatment and support of this population (≈200,000 people) are significant items in the Australian health budget. Public hospital psychiatric admissions for this group are estimated at \$2.4 billion a year. Community-based mental health services costs total around \$2 billion. NDIS costs for the most severely affected by psychosocial disability are approaching \$3 billion, and Medicare Benefits Schedule and other costs add to the total. The entire mental health budget for the Australian and State/ Territory governments is estimated at over \$10 billion a year, a figure which will climb significantly following increases flagged in the 2021 Federal budget (AIHW, 2021). Even modest measures which reduce the need for this treatment and support for people with psychosocial disability would therefore bring substantial savings to government in addition to the benefits of employment for those affected and their families.

An analysis commissioned from KPMG by Mental Health Australia found that government should invest in a range of initiatives to help people affected by mental illness gain and retain employment, because of the multiple health, social, and economic benefits this would bring (KPMG and Mental Health Australia, 2018).

### 3

## Creating employment for people with psychosocial disability

---

### Creating employment for people with a disability

Improving the level and quality of employment for all people with a disability is a powerful means of reducing disadvantage across a range of domains: mental and physical health, finance, self-esteem, and social connection. There are economic benefits for the public purse, too, as well as for the individual and their family.

People with Disability Australia (PWDA) and others have reinforced the call of the Australian Human Rights Commission in the *Willing to Work* report for extensive changes in how government and the private sector respond to the high level of unemployment among people with disability (AHRC, 2016). In order to address the disadvantage caused by this unemployment, a proactive approach is required involving a number of complementary strategies. The Australian Human Rights Commission recommendations include setting targets for employment of people with disability; targeted training and support to industries and business to help them become disability-confident employers; incentives for business to employ people with disability, including tax concessions, and recruitment programs that target specific skills that people with disability may have (AHRC, 2016).

The proposed National Disability Employment Strategy is a unique opportunity to effect these and other changes to bring about sustainable improvements in the four priority areas identified in the Consultation Paper: Lifting employer engagement, capability and demand; Building employment skills, experience and confidence of young people with disability; Improving systems and services for jobseekers and employers, and changing community attitudes.

### Disability Employment Services (DES)

The DES network is the backbone of disability employment provision in Australia. Despite a review and reforms to improve efficiency in recent years, DES agencies are still constrained by external factors described in the previous section. A number of these relate to the nature of the economy as a whole. One area potentially amenable to change, however, is integrating DES with improved employment training and support structures for

people with disability. Despite current arrangements, many people, particularly those with mental health conditions need significant support to prepare for the pace of work, the communication and other skills required and the pressures of many modern workplaces. Specialist training and support can help people prepare and 'get up to speed' so that they do not feel stressed and inadequate when starting employment, reducing the number who leave for this reason, which will inevitably affect their morale, motivation and vocational confidence. An example of such an approach is outlined in WISE Employment's WISE Ways to Work program described below.

## **NDIS**

Despite employment being a key tenet of the NDIS, the majority of participants (69%) do not have a work-related goal in their plans in 2018 (NDIS, 2019a). NDIS participants are only likely to choose employment supports if they either have, or have been encouraged to consider, work as a goal. It is important that a range of employment preparation and supports are available for NDIS participants in their area. As Lawrence (2018) notes, the NDIS can address this challenge by ensuring:

- suitable employment supports are available in each area
- planners and Local Area Coordinators (LACs) are fully aware of vocational training and employment supports, and liaise with specialist and mainstream suppliers in their area
- participants are given the opportunity to explore options for employment and skills development during the planning phase, and fully briefed on employment supports including skills development and jobs counselling, supported employment, School Leavers Employment Supports (SLES), and DES supports.

Progress in this area will depend on how effectively the NDIS Participant Employment Strategy 2019-2022 (NDIS, 2019a) is implemented.

A further area of concern regarding people with disability and employment is the transition of Australian Disability Enterprises (ADEs) to the NDIS. Nearly half of all NDIS participants in work are employed in an ADE, yet the financial viability of many these enterprises in their present form is uncertain. Reasons include a lack of business skills among some boards and management to tackle the commercial realities of running a business in the 21<sup>st</sup> century, managing/balancing the social and commercial imperatives of the business, increased labour costs using the Supported Wage System (SWS) and other assessment tools to replace the Business Services Wage Assessment Tool (BSWAT), strategic development, and succession planning, and hesitancy regarding exploration of alternative commercial activities and business models such as social enterprises. Ongoing support to assist viable ADEs transition to a social enterprise model such as social firms where appropriate would be especially helpful.



## **Social procurement**

Purchasing of goods and services on the basis of social benefit, as well as value for money, is a powerful tool for creating employment for people with disability. The Indigenous Procurement Policy has set a good example by awarding \$1.8B of business to Indigenous-owned businesses from 2015-2019 (Tyler, 2019). The current Commonwealth Procurement Rules (Department of Finance, 2019) also exempt 'a business that primarily exists to provide the services of persons with a disability' from meeting strict commercial criteria, but without mandating or otherwise encouraging their use. State governments have been proactive. In South Australia, the Department of Human Services has a Social Procurement Action Plan and is discussing with other government departments how this impact can be widened. Victoria operates a Social Procurement Framework (which includes awarding contracts to social enterprises without going to tender). The ACT Government has also mandated departments to take into account the social benefits of awarding contracts to organisations employing people with disability, in addition to commercial considerations. Given the Commonwealth Government spends over \$40B on procuring goods and services every year, mandating that even a small proportion of this business be allocated to social enterprises and other organisations providing employment for people with disability would make a massive impact.

## **Social enterprises**

A social enterprise is a not-for-profit business which operates commercially, reinvesting any profit in the business, many with a purpose of employing people with disability or other disadvantage. Social enterprises need to meet all relevant employment legislation including paying award wages and many provide paid employment as well as time-limited training opportunities. They should also provide an understanding, supportive and responsive work environment, especially helpful to people with psychosocial disability who may have particular support needs and experience episodic symptoms. Social firms are one type of social enterprise created for the employment of people with a disability or disadvantage: It benefits from having a clear definition:

- a business which uses its market-oriented production of goods and services to pursue its social mission (more than 50% of its income should be derived from trade)
- an integrated workforce including people with a disability or other disadvantage
- work opportunities should be equal between disadvantaged and non-disadvantaged employees. All employees have the same employment rights and obligations, and all employees are paid award wages.

The support required for some employees can be significant though, as well as the administrative burden of higher numbers of part-time staff. Balancing running a competitive business with providing assistance to staff with ongoing support needs can place social enterprises under stress and an income stream or subsidy to the

business based on number and level of employees with disability would help with business sustainability and employment to the target group.

Support for increasing the number of commercially viable social enterprises would be a worthwhile investment in order to increase the number of people with disability gaining employment, and access to government procurement contracts can accelerate their development. Support for values driven for-profit businesses such as B Corps that aim to embed social and environmental targets into their operations would also increase the number of opportunities for people with disability to gain and maintain employment.

### **Australian Public Service (APS)**

The Australian Public Service Commission has committed to 'providing a work environment which attracts applicants with disability and supports the aspirations of successful applicants' and has operationalised this through the Australian Public Service Disability Employment Strategy (APSC, 2020). Despite this, the numbers of public servants with a disability has continued a decline which began in the 1990s. Just 3.6% of all APS employees have a disability, around half of what it was 30 years ago (APSC, 2013). The APS has committed to raising this proportion to 7% by 2025.

When serving with the Australian Human Rights Commission, Graham Innes, presented an eight-point plan to deal specifically with the challenge of disability employment in the APS. After ten years, many of these have yet to be implemented.

- 1 An accessible procurement policy, by which all products purchased by the agency are accessible to people with disability.
- 2 Reserve 20% of public service graduate recruitment programmes for graduates with disability.
- 3 Set recruitment targets for employees with disability.
- 4 Create apprenticeship, traineeship and work experience opportunities for people with disability.
- 5 Model an expansion of the right to request flexible working arrangements to people with disability.
- 6 Ensure that selection criteria reflect only the inherent requirements of positions, and that methods of selection do not indirectly discriminate against applicants with disability.
- 7 Ensure that recruitment agencies contracted by APS agencies encourage and support applicants with disability by making this a requirement of their contract.
- 8 Introduce a comprehensive support and capacity-building program for employees with disability and their public sector employers.

## **Fostering of innovation**

There is no doubt of the investment, actions, and genuine good intentions of Australian governments towards tackling unemployment among people with disability. Nevertheless, unemployment rates have remained stubbornly high. There is considerable scope for improvement, therefore, through the proposed National Disability Employment Strategy. In addition to far more rigorous application of policy and practice drawn from the recommendations noted in this section, an openness to trying novel approaches is also needed.

In order to 'break open' opportunities for change, a culture of fostering innovation is required to discover and support new models of sourcing, creating, and supporting employment of people with disability which is open and sustainable. This means consideration of different approaches such as new partnerships which cross disciplines, challenging assumptions about disability employment, and other measures which might encounter resistance from established organisations and 'siloes' systems reluctant to change. In order to be successful, preparing to tackle such resistance is integral to introduction of any innovative methods.

---

## **Creating employment for people with psychosocial disability**

People with psychosocial disability experience exceptionally high levels of unemployment, leading to widespread poverty and disadvantage (ABS, 2017).

This is not by choice. A major study of Australians living with psychotic illness found that their top three concerns were unemployment, loneliness, and lack of income (Morgan et al, 2011). Having a job addresses all of these issues: it is a gateway to benefits such as social inclusion, the dignity of having a role and a place in society, better housing and other opportunities provided by a higher income. Governments may also benefit from the reduced need to provide support, lower clinical costs from hospitalisations, and increased tax revenue.

The mental health benefits of work for this population are well established. A systematic meta-review by Modini et al (2016) found that 'the role work can play in facilitating recovery from an illness and enhancing mental well-being need to be highlighted and promoted more widely'. In addition to an income, Mueser et al (1997) identified mental health benefits including enhanced structured daily activities, self-esteem, feeling a useful member of the community, and social opportunities. *The National Framework for Recovery-Oriented Mental Health Services* (2013) also emphasises the essential role that employment can play in recovery.

The economic advantages of employment for people with disability overall have been calculated in a study by Deloitte (2011). As an indication of the dramatic impact which increasing employment for this group would have,

the Deloitte modelling suggests that 'if the gap between the participation rate and unemployment rate for people with and without disability could be reduced by just one-third, phased in over the next decade, the cumulative impact on GDP over the next decade would be \$43 billion'. This impact is confirmed in the Productivity Commission report (2011) which investigated the implications of introducing a National Disability Insurance Scheme (NDIS). The report found that:

Were Australia to achieve employment ratios for people with disabilities equivalent to the average OECD benchmark – a highly achievable target given the proposed reforms – employment of people with mild to profound disabilities would rise by 100,000 by 2050. In fact, the package of measures, including through DSP reforms, would be likely to raise employment by considerably more than 100,000. Under a reasonable scenario, the Commission estimates that there could be additional employment growth of 220,000 by 2050 (including those without core activity limitations). By 2050, the collective impact of these two employment gains would be around a one per cent increase in GDP above its counterfactual level, translating to around \$32 billion in additional GDP (in constant price terms) in that year alone (p. 55).

A return-on-investment analysis by PricewaterhouseCoopers (2014) also estimated that measures to promote successful employment of people affected by mental illness would result in a ROI ratio of 2.3, suggesting that 'every dollar spent on effective workplace mental health actions may generate \$2.30 in benefits' (p. 5).

There is great potential for improvement in sustainable employment for people with psychosocial disability. Among those in this group who used disability services in 2016-2017, only 8% reported full-time employment as their main income source (AIHW, 2018). This reflects the many challenges faced by Australians with a psychosocial disability when seeking employment, including incorrect assumptions by some clinicians and mental health support workers that work would not be appropriate for them. Even when people with psychosocial disability are assisted to find work through a DES, the placements often only last a few months. Only 32.4% of DES clients with a psychosocial disability are still in the job after 26 weeks (Department of Jobs and Small Business, 2019). For those whose placement does not last beyond 26 weeks, there may be a loss of confidence and it is therefore critical that there is a focus on a good job match, 'job carving' where possible, and appropriate support before, during and after placement.

One leading reason for this poor rate of employment retention is a lack of rehabilitation for the disabling effects of mental illness– especially vocational rehabilitation – enabling those affected to be better prepared, skilled, and empowered to achieve sustainable employment. A study of the Individual Placement and support (IPS) model for the Department of Social Services (KPMG, 2020; 2020a) found that key elements for improving delivery were supported education, cognitive and social skills training, and integrated supported employment.

An example of innovation in this area is the WISE Ways to Work initiative, an evidence-based program which includes these elements, building the cognitive and skills capacity of people with psychosocial disability, helping them to transfer these into real-world functionality, and providing a pathway into successful competitive

employment (Contreras et al, 2016; WISE Employment, 2019; Miles et al, 2020). A growing evidence base demonstrates not only the effectiveness of this approach, but also its cost-effectiveness, with a Social Return on Investment (SROI) analysis finding that every dollar invested in the program generated almost \$5 in social benefits to the individual, community, and government (Think Impact, 2020).

### **WISE Ways to Work**

A comprehensive vocational rehabilitation program designed to empower people with psychosocial disability through capacity-building and skills training, in order to gain and sustain work in open employment. A key role is played by partner-employers who undertake to provide work experience, training, and provision of job opportunities. The program has three key components:

#### *1: Employ Your Mind. Vocational Skills Development Program*

Participants work with a personal Vocational Coach on key **skills development for work**, including Cognitive Remediation (CR) which includes group sessions and individual computer-based exercises to build cognitive functioning, communication skills, and self-awareness – and transfer of these skills to a real-world, work-related context.

#### *2: Exposure to Work*

Participants are offered a range of **exposure to work opportunities**, information sessions on the world of work, and the Optimal Health Program in health management.

#### *3: Jobs and Support*

Participants work towards **jobs and support** in the workplace, drawing on the program's links with WISE Disability Employment Services and a network of employer-partners who have committed to development of customised roles in open employment.

# 4

## References

- ABS, 2017. *4430: Disability, Ageing and Carers, Australia: Summary of Findings, 2015*. Canberra.
- ACOSS, 2020. *Poverty in Australia 2020: Overview*. [povertyandinequality.acoss.org.au/poverty-in-australia-2020-overview-html-version](http://povertyandinequality.acoss.org.au/poverty-in-australia-2020-overview-html-version) (accessed 15 May 2020).
- AHRC, 2016. *Willing to work: National Inquiry into employment discrimination against older Australians and Australians with disability*. Sydney.
- AIHW, 2016. *Australian burden of disease study: Impact and causes of illness and death in Australia, 2011*. Canberra.
- AIHW, 2021. *Mental health services in Australia*. [www.aihw.gov.au/reports/mental-health-services/mental-health-services-in-australia/report-contents/expenditure-on-mental-health-related-services](http://www.aihw.gov.au/reports/mental-health-services/mental-health-services-in-australia/report-contents/expenditure-on-mental-health-related-services) (accessed 29 May 2021).
- Anaya et al, 2012. A systematic review of cognitive remediation for schizo-affective and affective disorders. *Journal of Affective Disorders* 142 (1-3): 13-21.
- APSC, 2013. *State of the service report 2012-13*. Canberra.
- APSC, 2016. *As one: Australian public service disability employment strategy*. Canberra.
- APSC, 2020. *Australian public service disability employment strategy 2020–25*. Canberra.
- Buchholz, 2019. *Australia Has the Highest (Nominal) Minimum Wage in the World*. [www.statista.com/chart/17087/minimum-wages-around-the-world](http://www.statista.com/chart/17087/minimum-wages-around-the-world) (accessed 27 August 2019).
- Commonwealth of Australia, 2013. *The National Framework for Recovery-Oriented Mental Health Services*. Canberra.
- Contreras, N et al. 2016. How Effective is Cognitive Remediation in Enhancing Vocational Outcomes for Job Seekers with Severe Mental Illness in Australia?: Effectiveness of cognitive remediation in enhancing vocational outcomes. *Australian Psychologist* 53 (2): 144-150.
- Deloitte, 2011. *The economic benefits of increasing employment for people with disability*. Melbourne.
- Deloitte, 2018. *Increased labour force engagement among Australians with a disability: Report prepared for the NDIA*. Canberra.
- DEEWR, 2014. *Evaluation of disability employment services 2010-13: Final report*. Canberra.
- Department of Finance, 2019. *Commonwealth procurement rules*. Canberra.
- Department of Health, 2015. *Australian government response to Contributing Lives, thriving communities – review of mental health programmes and services*. Canberra.
- Department of Jobs and Small Business, 2018. *Labour Market Information Portal*. [lmip.gov.au/default.aspx?LMIP/Downloads/DisabilityEmploymentServicesData/DESOutcomeRatesbyDisabilityType](http://lmip.gov.au/default.aspx?LMIP/Downloads/DisabilityEmploymentServicesData/DESOutcomeRatesbyDisabilityType) (accessed 31 March 2019).
- Department of Social Services, 2015. *A new system for better employment and social outcomes: Final report*. Canberra.
- Department of Social Services, 2015. *National disability employment framework: Issues paper*. Canberra.
- Frost, B, et al, 2002. *Employment and psychosis: A bulletin of the low prevalence study group (National Survey of Mental Health and Wellbeing, Bulletin 3)*. Canberra.
- Galletly, C & Rigby, A, 2013. An overview of cognitive remediation therapy for people with severe mental illness. *ISRN Rehabilitation* 2013: Article ID 984932. [www.hindawi.com/journals/ism/2013/984932](http://www.hindawi.com/journals/ism/2013/984932) (accessed 31 March 2019).
- Graffam, J & Naccarella, L, 1997. What makes 'work' work? Client employment, support staff and mental health and rehabilitation staff perspectives on employment for people with psychiatric disabilities. *Proceedings of the 7th Annual THEMHS Conference*. pp. 119-31. Sydney.
- Hayes L, et al, 2016. *Effective, evidence-based psychosocial interventions suitable for early intervention in the National Disability Insurance Scheme (NDIS): promoting psychosocial functioning and recovery*. Melbourne.
- Henriques-Gomes, L, 2019. Many Australians with disability do not have enough support or income, survey finds. *The Guardian*, 1 August 2019.
- KPMG and Mental Health Australia, 2018. *Investing to save: The economic benefits for Australia of investing in mental health reform*. Canberra.

- KPMG, 2020. *Final report for the evaluation of the individual placement and support trial*. Adelaide.
- KPMG, 2020a. *IPS trial literature review for the Department of Social Services*. Adelaide.
- Lawrence, F, 2018. *Increasing employment supports In NDIS plans: where to from here?* [www.disabilityservicesconsulting.com.au/resources/increasing-employment-supports-ndis-plans](http://www.disabilityservicesconsulting.com.au/resources/increasing-employment-supports-ndis-plans) (accessed 30 August 2019)
- McGurk, S R & Meltzer H Y, 2000. The role of cognition in vocational functioning in schizophrenia. *Schizophrenia Research* 45 (3): 175–184.
- Miles, A, Crosse, C, Jenkins, Z, Moore, G, Fossey, E, Harvey, C, Castle, D (2020). 'Employ Your Mind': a pilot evaluation of a programme to help people with serious mental illness obtain and retain employment. *Australasian Psychiatry*, 29 (1), 57-62.
- Minds Count, 2019. [mindscount.org](http://mindscount.org) (accessed 31 March 2019).
- Modini M, et al, 2016. The mental health benefits of employment: Results of a systematic meta-review. *Australasian Psychiatry* 4 (4): 331-33.
- Morgan, V, et al, 2011. *People living with psychotic illness 2010: Report on the second Australian national survey*. Canberra.
- Morton, R, 2016. 100,000 mentally ill lose NDIS cover. *The Australian*, 19 December 2016. [www.theaustralian.com.au/national-affairs/health/100000-mentally-ill-lose-ndis-cover/news-story/3f2363653fc5e86044f4ae2116395273](http://www.theaustralian.com.au/national-affairs/health/100000-mentally-ill-lose-ndis-cover/news-story/3f2363653fc5e86044f4ae2116395273) (accessed 6 June 2017).
- Mueser, K T, et al, 1997. Work and nonvocational domains of functioning in persons with severe mental illness: A longitudinal analysis. *Journal of Nervous and Mental Disease* 185: 419–426.
- Mueser, K T, et al, 2001. A prospective analysis of work in schizophrenia. *Schizophrenia Bulletin* 27 (2): 281-296.
- Mueser, K T, et al, 2016. Recent advances in supported employment for people with serious mental illness. *Current Opinion in Psychiatry* 29 (3): 196-201.
- National Mental Health Commission, 2019. *Heads up*. [www.headsup.org.au](http://www.headsup.org.au) (accessed 31 March 2019).
- NDIS, 2019. *Employment outcomes 30 June 2018: NDIS participants, their families and carers*. Geelong.
- NDIS, 2019a. *NDIS Participant Employment Strategy 2019-2022*. Geelong.
- OECD, 2010. *Sickness, disability and work: Synthesis of findings*. Paris.
- Parliament of Australia, 2017. *Joint Standing Committee on the National Disability Insurance Scheme: Provision of services under the NDIS for people with psychosocial disabilities related to a mental health condition*. Canberra.
- PWD, 2019. *Employment: What does the Australian government need to do?* [pwd.org.au/our-work/elections/election-archive/federal-election-2019/employment](http://pwd.org.au/our-work/elections/election-archive/federal-election-2019/employment) (accessed 27 August 2019)
- PricewaterhouseCoopers, 2009. *Disability Investment Group – National Disability Insurance Scheme final report*. Canberra.
- PricewaterhouseCoopers, 2014. *Creating a mentally healthy workplace: Return on investment analysis*. Canberra.
- Productivity Commission 2011, *Disability Care and Support: Report no. 54*. Canberra.
- Productivity Commission, 2011. *Disability Care and Support Inquiry Report: Appendix M: The intersection with mental health*. Canberra.
- Productivity Commission, 2019. *The social and economic benefits of improving mental health: Productivity Commission issue paper, January 2019*. Canberra.
- Rinaldi M, et al, 2010, First episode psychosis and employment a review. *International Review of Psychiatry* 22: 148–62.
- Think Impact, 2020. *WISE Ways to Work: Social return in investment analysis*. Melbourne.
- Tyler, R E, 2019. *Case study: DHS Australia normalising social gain*. [www.cips\\_org\\_en\\_GB\\_supply\\_management\\_analysis\\_2019\\_may\\_case\\_.pdf](http://www.cips_org_en_GB_supply_management_analysis_2019_may_case_.pdf) (accessed 24 August 2019).
- WISE Employment, 2019. *WISE Ways to Work*. [wiseemployment.com.au/wise-ways-work](http://wiseemployment.com.au/wise-ways-work) (accessed 1 September 2019).