



Australian Government

Department of Social Services

National Disability Employment Strategy

What we found out

An Easy Read report



How to use this report



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



We wrote this report 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 35.



This Easy Read report is a summary of a report.
This means it only includes the most important ideas.



You can find more information on our website at
www.engage.dss.gov.au/national-disability-employment-strategy/

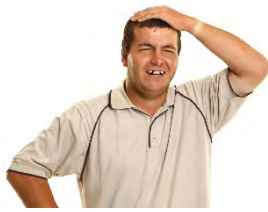


You can ask for help to read this report.
A friend, family member or support person may be able to help you.

What's in this report?

What is this report about?	4
The National Disability Employment Strategy	5
Who did we talk to?	7
What did we ask?	9
What did people tell us?	11
Inclusive workplaces	13
Young people with disability	18
Finding work	22
Community attitudes	30
What else did people tell us?	33
Word list	35
Contact us	39

What is this report about?



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



1 in 6 Australian people live with a disability.

That's about 4.4 million people.



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

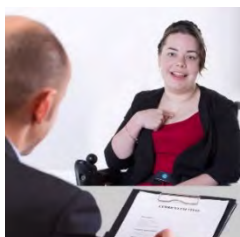


Employment means you:

- have a job
- do work
- get paid.



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

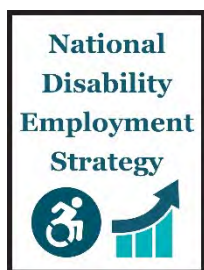


We also want to help employers hire more people with disability.

The National Disability Employment Strategy

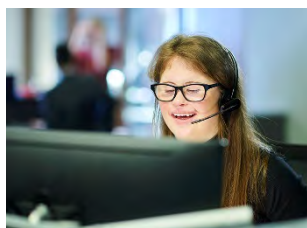


A **strategy** is a plan of what we will do to make things better.



We are writing a **National Disability Employment Strategy**.

In this document we call it the Employment Strategy.



The Employment Strategy is a plan to help more people with disability get jobs.



We wanted to find out what people thought about our ideas.



We wrote a paper and asked people for their **feedback**.



When you give feedback, you tell us what we:

- are doing well
- can do better.



This report is about the feedback we got.

Who did we talk to?

We talked to:



- people with disability



- family members and carers.

We also talked to:



- employers



- service providers.



Service providers support people with disability.

They can help you:



- find training



- do training



- find a job



- keep a job.

What did we ask?

We asked 4 questions:



1. How can we help employers hire more people with disability?



2. How can we help young people with disability:

- start working?
- build a **career**?



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



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



4. What else can we do to:

- change community **attitudes**?
- stop **discrimination**?

Attitudes are what you:



- think
- feel
- believe.



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

What did people tell us?

A lot of people told us the same things when we asked for feedback about:



- the Employment Strategy



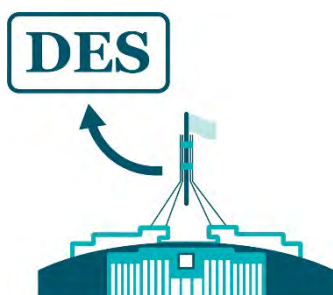
- jobs for people with disability.



People told us we need to help employers hire more people with disability.



We need to make **Disability Employment Services (DES)** work better.



DES is run by the Australian Government.



DES helps people with disability find and keep jobs.

People said we need to:



- make it easier for people with disability to get a job



- give employers and people with disability more:
 - training
 - support



- offer more activities like work experience – when you try out a job for a short time.

We talk more about what people told us on the following pages.

Inclusive workplaces



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

Workplaces are any place you work, such as:



- an office
- a factory
- a shop.

People told us people with disability still experience discrimination:



- when they look for work



- in workplaces.



We know this needs to change.

People also told us it is important to help employers hire people with disability because:



- everyone has a **right** to work



- people with disability can be great workers.



Rights are rules about how everybody should be treated.

What people told us



Employers told us they want to hire more people with disability but they don't know where to start.



Employers said they worry they might upset people if they say the wrong thing.



To support people with disability at work, people told us that employers need more:

- information
- training.



Employers also want to make people with disability feel safe.



Employers need different support based on their size.

People told us workplaces need to make sure everyone:



- has the information and support they need to do their job



- can take part



- feels included.



People said applying for a job needs to be fair for everyone.

People also said it is important for employers to support people at work:



- after they find out they have a disability



- if they get a disability later in life.

People told us the Australian Government should:



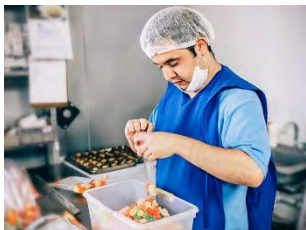
- hire more people with disability



- help organisations to hire more people with disability.

Young people with disability

We know young people with disability want:



- to work



- more chances to get ready for a job when they are in school.



We also know it can be hard for young people with disability to get a job.



It is important for young people with disability to get the right support so they can start their career.

What people told us



People told us young people with disability need more support to prepare for work while they are still in school.



People told us how this support will get young people ready for work when they finish school.

This can include learning about:



- what it's like to work



- how to act at work.

It also includes learning about what:



- jobs they can choose from



- training they can do.



People said schools need to be more inclusive.



People told us that people who work in schools need to learn more about work options for people with disability.



People told us how family members want more help to support their child to find a job.

Some young people with disability told us:



- it's hard to study after they leave school



- they can't get the support they need from their:
 - university
 - training provider.

People also told us that young people with disability:



- find it hard to get a job because they don't get much work experience



- need to get work experience while they study.

Finding work



We know every person with disability is different.



Services like DES need to help people get a job that suits them.

What people told us

People with disability told us they want to work but:



- it can be hard to understand how government services work



- they aren't getting the services and support they need.



They said this can:

- upset them
- make them feel bad.

People said that DES:



- doesn't always help people with disability find a job



- is hard for employers to use.



Some people with disability told us they get put in jobs that don't match their skills.



People told us there are lots of people with disability who find their own job without any help from DES.



Employers told us they want services like DES to help them find the right person for the job.



People said sometimes people with disability can have to do lots of government **assessments** to try to find work.

An assessment is a way to work out what:



- skills you have



- work you could do



- hours of work you could do each week



- support you might need.



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



But government assessments don't always work well.

Assessments can make it harder for people with disability to:



- build their skills



- get the job they want.

People said it's important for people with disability to:



- get support in the workplace to help them keep their job



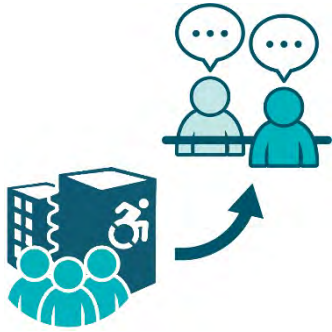
- choose where they want to work.



Some people with disability work in an **Australian Disability Enterprise (ADE)**.



ADEs are organisations that employ people with disability.



Some people who work in ADEs want a job in **open employment**.



Open employment is when anyone can have a job in a workplace, not just people with disability.



People told us it is important to support people with disability who want to move from an ADE to open employment.



People also told us the **National Disability Insurance Scheme (NDIS)** needs to give people more support to find a job.

NDIS



The NDIS is a way of supporting people with disability all around Australia.



People said the NDIS needs to make sure these supports match the person's goals.



People also said people with disability should get support if they want to run their own business.

Community attitudes

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



- discrimination



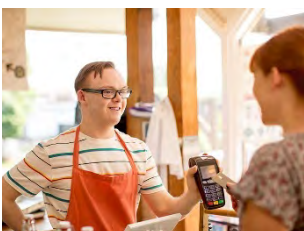
- negative attitudes.



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



We need to change people's attitudes towards disability.



To support this change, we need to help people with disability get more jobs.

What people told us



People told us classrooms and schools should be inclusive.



This means people with disability can learn in the same places as people without disability.



People also told us that sharing stories is a good way to show what people with disability can do.



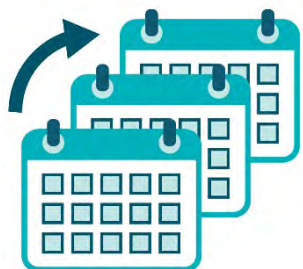
People with disability should have jobs in lots of different workplaces.



People said community attitudes can change if more people with disability have jobs.



People also said everyone needs to help change negative attitudes towards disability.



We know this will take time.

What else did people tell us?

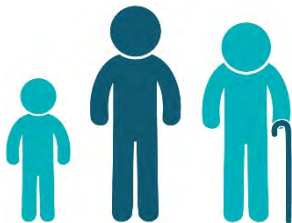


People told us there are lots of things that can make it hard for people with disability to get a job.

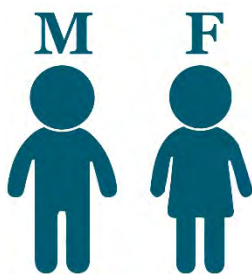
This includes:



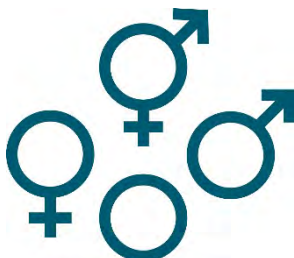
- where they live



- 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



- their mental health – how they:
 - think
 - feel
 - manage their feelings.

Word list



Australian Disability Enterprises (ADEs)

ADEs are organisations that employ people with disability.

Assessment

An assessment is a way to work out what:



- skills you have
- work you could do
- hours of work you could do each week
- support you might need.

Attitudes

Attitudes are what you:



- think
- feel
- believe.



Career

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



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.



Employer

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

Employment

Employment means you:



- have a job
- do work
- 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.

NDIS



National Disability Insurance Scheme (NDIS)

The NDIS is a way of supporting people with disability all around Australia.



Open employment

Open employment means anyone can have a job in these workplaces, not just people with disability.



Rights

Rights are rules about how everybody should be treated.



Service providers

Service providers support people with disability.

They can help you:

- find training
- do training
- find a job
- keep a job.



Strategy

A strategy is a plan of what we will do to make things better.



Workplaces

Workplaces are any place you work, such as:

- an office
- a factory
- a shop.

Contact us



National Disability Employment Strategy team
GPO Box 9820
Canberra
ACT 2061



dep@dss.gov.au



www.engage.dss.gov.au/national-disability-employment-strategy/



This Easy Read document was created by the Information Access Group using stock photography and custom images. The images may not be reused without permission. For any enquiries about the images, please visit www.informationaccessgroup.com.
Quote job number 4338.