**A new Australian disability employment support program.**

* **Anyone should be comfortable and able to enter and check out a DES in person and see whether the support could assist them, someone they know or someone they support.**
* **traditionally the focus of DES is geared towards disabled welfare recipients and NDIS recipients who need complex support to live. The newer scheme should put some of the their fresh focus on disability employment on those with disability who do not meet traditional templates of disability support. these are the individuals that need this extra service because they are often require added resources and/or help to work these jobs that they often haven’t received this via other disability support. It could also be said that the disabled people without access to mainstreamed disability support like Centrelink or NDIS need access to steady equitable employment so they can pay for the aides, services and care they need to maintain their health and well-being as disabled people.**
* **There needs to be clearer criteria as to who can classify someone as a disabled person. Can I have a diagnosis from an allied health professional, a General practitioner, a disability service, or a specialist dealing with the specific condition.**
* **I think disability employment needs to acknowledge the hidden labour of disability community. Unpaid work is work !Myself and much of the disability community do not have the stamina and ability and health needs to work a “traditional 9-5”. Let alone Full time workloads in one position which are considered the social norm is not often conducive to the level of support and care, and energy levels needed to live a healthy interesting life.**
* **I would not be as excited or well in my current life if I did not have access to multiple internship, advisory and volunteer positions that let me use my intelligence and energy in a way that doesn’t compromise my health and support needs currently.**
* **I think DES’s need to encourage connections with regular mainstream employment schemes because this expands the scope of the jobs on offer to job seekers and allows traditionally able bodied industries to see that disabled people bring a different set of skills and experience to positions.**
* **I also think that DES having access to and supporting jobseekers through mainstream job applications programs and processes allows rids the jobseeker of potential stigma of applying for a disability centric job. Also expands the scope of employers who wouldn’t normally employ disabled people.**
* **I think there needs to be a focus on DES and their clients working with everyday employers and employment websites like seek to insure that the content isn’t actively discriminatory. Eg. Warnings if positions require drivers licenses before getting to bottom of the list**
* **Making sure that employers are cognisant of the fact that our support needs in the workplace might involve support workers, accessible transportation, flexible hours aka things not commonly accepted in the “real world”.**
* **Industry specific DES instead of a hodgepodge of providers and positions**
* **Ability to connect and network with other disabled job seekers in your area through formal peer support.**
* **Ability to pick your DES staff to help you based on whether they affirm your disability, gender identity, sexuality etc.**
* **Job assessment needs to be based of likes, dislikes and hobbies as well as experience and educations.**
* **You need to develop friendly rapport with Your DES. No box ticking!**
* **NDIS needs to link in participating users directly with DES from 13 yrs**
* **School districts need career advisers that specialise in disability inclusion.**
* **More focus on casual after school work options for people who cannot participate in hospitality or retail ventures.**