



Australian Government
Department of Social Services



Easy Read

The Future of Supported Employment

Consultation Summary Report

October 2023

The Department of Social Services



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What is this report is about?



Australian Government
Department of Social Services

The Department of Social Services wrote this paper.

When we say ‘we’ or ‘us’ it means the Department of Social Services.



In Australia, there are jobs where you get extra support while you are at work.



Lots of these places of work are called **Australian Disability Enterprises**.

We call them **ADEs** for short.

ADEs can provide supported employment services.



We are working on some new projects to help people with disability have better employment opportunities.

These projects include:



- The Structural Adjustment Fund.
- Disability Employment Expos.
- Disability Employment Advocacy and Information Program.



We wrote a paper with information about these projects and asked what people thought about them.



48 people and organisations wrote to us and told us what they thought about the projects.

We held 13 meetings with different people.

This included:



- 2 workshops with people with intellectual disability.



- 1 workshop with families and carers of people who work in supported employment.



This paper is a summary of the feedback we got about some new projects we will be working on.



This is an Easy Read version of the paper.

You can find the full version at

<https://engage.dss.gov.au/the-future-of-supported-employment-discussion-paper-2023/>

What we heard



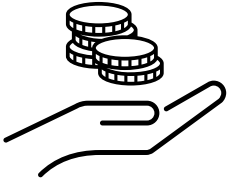
We heard lots of feedback about these projects.

People told us:

- It should be easier to find work.
- There needs to be more information about types of work people can get.
- People with disability need to be involved in discussions about finding work.
- Some people might like to keep working in an ADE.
- Some people want to work in jobs outside of an ADE.



Structural Adjustment Fund



This Fund will give money to businesses so they can help people with disability.

This might be to:



- Help people move to open employment if they want to.
- Offer jobs that are well connected to the community.



People shared their ideas about what types of things the money should be used for.



One of the main ideas is for the fund to:

- Create better pathways from ADEs to open employment.

Other ideas are to:



- Help people with disability gain more skills with:
 - Work experience.
 - Training.
 - Study.
 - Peer support.
 - Mentoring.



- Help other workers grow their skills around supporting a person with disability to make decisions.



- Build skills of employers to create better jobs for people with disability in open employment.



- Use **Customised Employment** as much as possible.

Customised Employment is about creating and matching jobs to people based on their skills and interests.

Disability Employment Expos



The Expos should give people with disability, and their families and carers, information on different **employment pathways** and supports.

Employment pathways are the options people might move between.



For example, moving from:

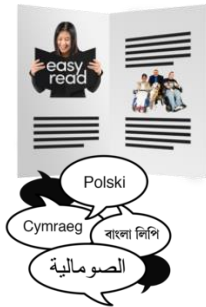
- School to work, or
- An ADE to open employment.

People told us expos need to have information about:

- Types of supports they can get at work.
- NDIS funding.
- How to support people with disability at work.
- The Disability Support Pension.
- Ways to find and keep a job.
- Different types of employment like having your own business and customised employment.



This information needs to be made in ways that:



- People can understand.
- Help people to take part in the expo.
- People can take home.



People told us that stall holders should talk about positive stories around hiring people with a disability.



People think expos should be **inclusive** and **accessible** for all types of disability.

Inclusive means everyone is invited and able to join in.

Accessible means that everyone can use it.

For example, ramps in buildings and services that have easy read information.

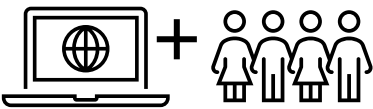


The expos should have:



- Quiet spaces and rooms.
- Easy Read information.
- Audio presentations for people with vision impairment.
- Interpreter services available.
- Accessible toilets.
- Braille.
- Subtitles.

Expos should be:



- Local and easy to get to.
- Online as well as an in-person.



People told us we should talk to people with a disability and their families, and carers to make sure the expos are accessible and helpful.

Disability Employment Advocacy and Information Program



We want to make sure that people with disability and their families and carers have better:

- Information about rights.
- Information about options at work.
- Access to **advocacy** support.



Advocacy means when you have someone help you to stand up for your rights.

The new Advocacy Program should:

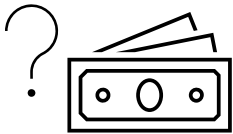
- Focus on supporting people with disability who work in ADEs.
- Support people with disability and their families and carers.
- Give employees with disability information about different types of work.



People told us that the advocacy program needs to include:



- Information about rights at work for all people with disability, their families, and carers.



- Information about **wages** and how this might affect the Disability Support Pension.

Wages are the money you earn from working.



- Information on employment options available for all people with all disability types.



- Workshops to help people to build their skills to work.

People told us they want:



- To understand more about employment and how to get the most out of it.



- More information so they can make better choices.



- Inclusive employers that have jobs available in the community.



- Information for families and carers about how to support their person with disability to find work.

Other feedback was:



- There should be more conversations with young people with disability moving from school to work.



- More support is needed when finishing school and starting work for young people, their families and carers.



- People who go to day programs should have a better understanding of employment options.



- People who run the advocacy program should give information in a **fair** way.

An example of **fair** could be a person who shares information about a range of different workplaces, not just the ones they like best.



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