



Australian Government

Department of Social Services

# Next steps in Supported Employment

## Part 2

### Background information





**Australian Government**  
**Department of Social Services**

The Australian Government Department of Social Services wrote this.

We say **DSS** for short.

When you see the word **we** it means DSS.



We wrote this in an easy to read way.

We use pictures to explain some ideas.

**Bold**

Not bold

We have some words in **bold**.

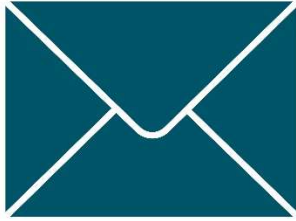
This means the letters are thicker and darker.

These are important words.



This is an Easy Read summary of another document.

This means it has the most important ideas.



We can answer any questions by email.

Email us [SEPolicy@dss.gov.au](mailto:SEPolicy@dss.gov.au)

You can ask for help to read this document.



You can ask

- A friend
- Family members
- A support person.



We recognise Aboriginal and Torres Strait Islander people as the **Traditional Owners** of the land we live on.



They were the **first people** to live on and use the

- Land
- Waters.

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# Working with the disability community



The government is working with the disability community.

This is called **consultation**.



It makes sure that the government is listening to communities.

This helps the government make better plans to support people with disability.



This Easy Read has information about the things we are doing.

We wrote some questions.



You can read them in Part 1

[engage.dss.gov.au/next-steps-in-supported-employment](https://engage.dss.gov.au/next-steps-in-supported-employment)

You can write your answers to our questions.

You can send them back to us.

# About Supported Employment



The **Disability Royal Commission** looked at how people with disability are treated.

We call it the DRC for short.



The DRC looked at what

- Did **not** work
- Needs to change.



Lots of different people worked together on the DRC.



The DRC wrote a report from what they found.

The report had lots of **recommendations**.

Recommendations are ideas to do things better.



Some of the recommendations are about **employment**.

Employment is

- Having a job
- Going to work
- Getting money for the work you do.



The DRC made recommendations about

- **Open employment**

Open employment means anyone can get a job in that workplace.



- **Segregated employment**

Segregated means keeping certain people separate from others.

Like keeping people with disability separate from people without disability.





- **Supported employment.**

**Supported employment** means you get extra support when you are at work.



The Disability **Ministers** looked at the DRC recommendations.

Ministers are leaders in an area of the government.



In October 2022 the Disability Ministers talked with

- People with disability



- Their families





- Job support providers



- **Experts.**

Experts are people who know a lot about something.



This makes sure the government is listening to what people think is right for them.



This helps the government make better plans to support people with disability to have a job.

# What is next for people with disability



The government wants to talk with people with disability again.

They want to keep improving job choices for people with disability.



The government wants to know

- If you agree with what they decided to do



- What other things the government could do.



The government wants people with disability with high support needs to have choices about

- Where they work



- How they work



- Who they work with.



This document will explain

- Recommendations to make jobs better for people with disability



- What the government is already doing.



We will ask you to share your ideas about making jobs better for people with disability in Part 1.

[engage.dss.gov.au/next-steps-in-supported-employment/supported-employment-discussion-paper](https://engage.dss.gov.au/next-steps-in-supported-employment/supported-employment-discussion-paper)



You need to go to our website to share your ideas.

[engage.dss.gov.au/next-steps-in-supported-employment](https://engage.dss.gov.au/next-steps-in-supported-employment)

It is in Easy Read.



You need to share your ideas before 5 at night on 6 June 2025.



If you have any questions about sharing your ideas you can email us.

[SEPolicy@dss.gov.au](mailto:SEPolicy@dss.gov.au)

# What the government has heard



The government has talked with lots of people about job support.



We have heard

People with disability want better ways to work in open employment.



Job support is important to people with high support needs.



People with disability and their families want better information about

- Jobs
- Their **rights**.



Rights are **rules** about treating everyone

- Fair
- Equal.



People with disability and their families want their ideas to be included.

# Employment support for people with disability



Inclusive jobs can improve the lives of people with disability.

Inclusive is when everyone

- Can **take part**
- Feel like they **belong**.



It can support them to

- Find services



- Use services



- Support themselves
- Support their family

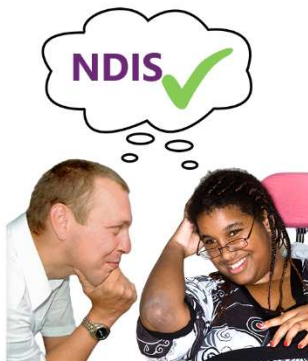




- Have enough money to live the life they want.



The DRC had different ideas about how to make jobs inclusive.



The DRC agreed that the NDIS gives people with disability a better chance to

- Work



- Earn money



- Get support to go to work.



The DRC thought about some of the **barriers** for people with disability to have a job.



A barrier is something that stops you from doing what you

- Want
- Need.

The barriers are



- **Attitudes** people have about disability

Attitudes are what people

- Think
- Feel
- Believe.



- The **environment**

The environment is everything around us.

Like how easy it is to get to work.



- The way businesses work

This could be the way they

- Get new workers
- Support their workers.



- How the government works.

This could be how easy it is to understand the **laws**.

Laws are **rules** for how we live.

Talking to people with disability helped the government to make different plans.



This helps people with disability reach their **goals**.

Goals are things you want to do.

# Employment Principles



In October 2022 the Disability Ministers talked to

- People with disability



- Their families



- Job support providers



- Experts.



They all worked together to make the **principles.**

### Principles

- Are beliefs
- Say how supported employment **should work.**



We use the principles to

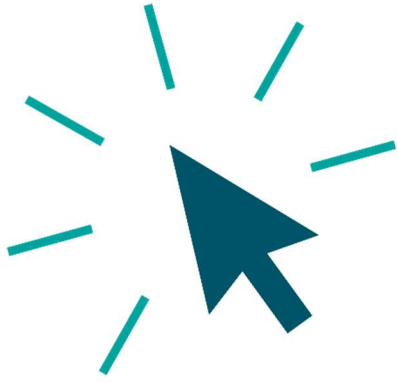
- Help make plans about supported employment



- Respect the rights of people in supported employment



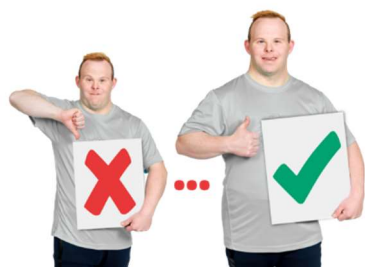
- Respect the choices of people in supported employment.



You can read more about the principles on our website.

[www.dss.gov.au/system/files/resources/guiding-principles-future-supported-employment-easy-read-version.pdf](http://www.dss.gov.au/system/files/resources/guiding-principles-future-supported-employment-easy-read-version.pdf)

# Government employment programs



The government has added more supports.

This will make it easier for people with disability to

- Find a job
- Keep a job.



The programs are

- The **Structural Adjustment Fund**

This will make new and better job pathways for people with disability.



- The **Disability Employment Advocacy and Information Program**

This program will give support and information to

- People with disability
- Their families and carers.







This will help people with disability understand their

- Rights
- Options at work.



- **The Disability Employment Expos**

These are called WorkAbility Expos for short.

This program will give information about job services to

- People with disability
- Their families and carers.

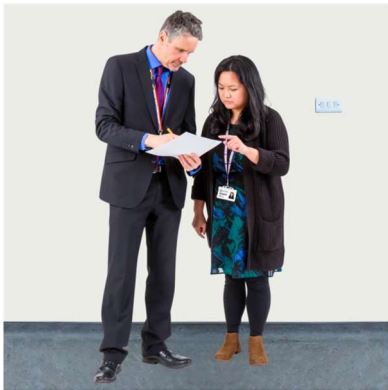


The WorkAbility Expos happen in different places in Australia.



They can also help you meet new **employers**.

An employer is someone who pays someone to do work for them.



It is important to check that the programs are working well.

When we do this we call it Supported Employment Evaluation.



There will be a new employment service called **Inclusive Employment Australia**.

It will start on 1 July 2025.



There are a few ways the new service will be better.

One way is

- Some people work less than 8 hours every week.



That could be because they

- **Volunteer**

**Volunteer** means helping someone but **not** getting paid.



- Go to school or study.



The old program did **not** support people who work less than 8 hours a week.



**Inclusive Employment Australia** will support people who work less than 8 hours per week.



This change means more people with disability will get support to

- Find a job
- Keep a job.



**A Centre for Inclusive Employment** will start in March 2025.



The Centre for Inclusive Employment will

- Share information with employment providers to help them support people with disability
  - Find a job
  - Keep a job



- Share information with employers to help them understand disability



- Share what works well.

## Other work that is happening



There is lots of other work that is happening.

We have been working on the



- **NDIS Participant Employment Strategy and Action Plan 2024 to 2026.**

This is for people who get NDIS money.

They can be called NDIS Participants.



The **National Disability Insurance Agency** helps people with disability to

- Find a job
- Keep a job.

We call them NDIA for short.

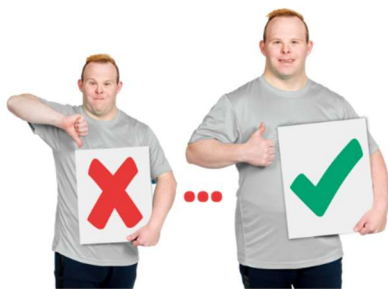


We have worked on **Employer Pilots**.

This is a program for employers to hire people with disability.



The government would like to see more **Social Enterprises**.

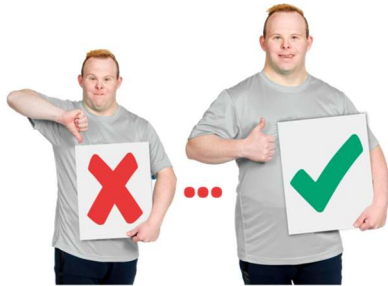


A Social Enterprise is a business that cares about

- You and other people
- The community
- Making the world better.



# Increasing wages



The DRC agreed that having a job can improve the lives of people with disability.



The DRC had ideas for the government to find ways to pay people with disability more money.



They want people with disability to be paid at least half of **minimum wage**.



Minimum wage is the lowest amount of money that you can pay someone.

This is the law.



The law says you can pay people with disability less money.

How much a person with disability gets paid will depend on how much work they can do in a day.



Some people might take longer to do the work.

This means the person with disability can be paid less money than the minimum wage.



The DRC had an idea to find ways to pay people with disability in supported employment the minimum wage by 2034.



**Research** tells us what might happen if we pay people more money.



## Research means

- Finding out what people think about things
- Using the information to **help others**.

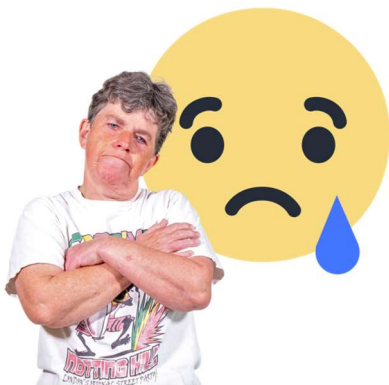


## Things that might happen are

- Some people could lose their job



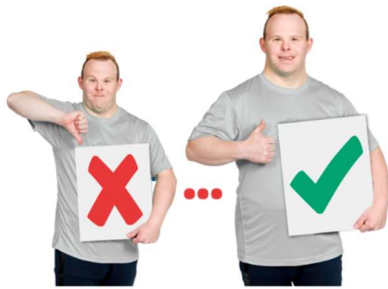
- People who need the most help to do their job could lose their job more often.



## Losing your job could mean

- Losing friends
- You feel unhappy.

The government wants people with disability to be able to



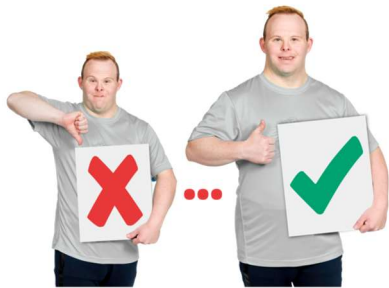
- Find a job
- Keep a job.

We want the jobs to



- Be what they want to do
- Pay them good money for the work they do.

# More inclusive employment



The government wants people with disability to be able to

- Find a job
- Keep a job.



People with disability have the same rights to getting a job as people without a disability.



People with disability should have choices about

- Where they work



- The work they do.



This includes the chance to work in open employment.



The DRC had different ideas about jobs.

Some think that the government should

- **Not** have segregated employment



- Make sure that businesses pay people with disability the minimum wage or more.



Some people agree with their ideas.

But **not** everyone.



Some people with disability and their families say they like segregated employment.



Everyone agrees that people with disability should have the same

- Choices
- Rights

As people without disability.



The government wants to know

- What you think
- If you have ideas.



## Contact us

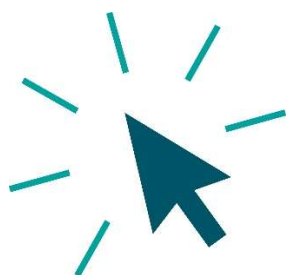


You can contact us if you **need more information**.



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