



Next Steps in Supported Employment



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Introduction



The Department of Social Services (DSS) consultation paper, ‘Next steps in Supported Employment: consultation on the way forward’, offers a timely opportunity for interested and invested stakeholders, including disability advocates and representatives, people with disability and their families, employers, training organisations, academics, and service providers, to evaluate the current state of disability policy and employment reforms as they relate to and engage with supported employment. This is not only a chance to reflect but also to consider the way forward.

The Australian Disability Strategy, the DRMC Disability Reform Roadmap for 2024 and 2025, the ‘Guiding Principles for the Future of Supported Employment’ and even the model for increasing choice and control in employment, as seen in Figure 1 in the consultation paper, are cornerstone frameworks to consider the way forward for Supported Employment.

However, the uniting framework is the Australian government’s economic growth and productivity policies for its second term. In his National Press Club speech on 10 June 2025, the Prime Minister addressed this topic. He announced a national roundtable for August to discuss Australia’s economic growth and productivity, with the core objective of creating tangible actions.

One tangible action the Prime Minister reinforced regarding Australia’s economic growth was that government policies and programs must ensure all Australians, especially those with disabilities, have access to opportunities.

The government has committed to:

- Strengthening workforce participation for people with disability.
- Investing in education and skills training to improve employment outcomes.
- Enhancing accessibility in workplaces through policy reforms.

MEGT welcomes the opportunity to contribute to the DSS consultation regarding the future of Supported Employment. Established in 1982, MEGT is an Australian not-for-profit organisation and a Group Training Organisation (GTO) that supports employers, apprentices, trainees, job seekers, and students. MEGT takes pride in having partnered with over 250,000 Australian businesses, assisting more than 750,000 to complete their apprenticeships.

While MEGT has supported people with disability through Apprenticeships and Traineeships into employment and careers, in recent years the organisation has increased its confidence and capability in this area. This is demonstrated via our work with Get Skilled Access and the launch of the MEGT DIAP in 2023. Since 2021, MEGT has assisted over 9,400 people with disability in accessing education, training, and employment. Our efforts cover apprenticeships, traineeships, and inclusive employment pathways, delivered in collaboration with employers, community organisations, and government.

In partnership with Yooralla, MEGT is currently delivering a Structural Adjustment Fund, funded by the Department of Social Services. This program supports individuals who were previously employed in Australian Disability Enterprises (ADEs) in transitioning to open employment in award-waged roles. A key component of this project has been co-designing inclusive recruitment and onboarding strategies with major employers such as Bunnings and McDonald’s, thereby reinforcing the value of inclusive employment as a social and economic benefit to both employer and employees.

Demonstrated Experience



Case Study

Structured Transitions to Open Employment - MEGT & Yooralla

For many people leaving supported environments such as ADEs, access to real-world, inclusive employment pathways remains limited. In response, MEGT and Yooralla have partnered to deliver a structured, person-centred work experience program across Victoria, funded through the Australian Government's Structural Adjustment Fund (SAF).

The initiative offers voluntary placements with inclusive national employers, such as Bunnings and McDonald's. Each placement is customised to the individual's strengths, preferences, and support needs, aiming to enhance stamina, soft skills, and familiarity with mainstream work environments. Yooralla Job Coaches provide on-site mentoring, while participants gradually develop essential competencies like communication, reliability, and teamwork.

The current phase of the program includes five participants, based in Footscray and Mooroopna, who are actively engaged in supported placements. Early outcomes are looking promising. Participants are showing improved confidence, positive behavioural shifts, and greater workplace engagement. Employers are also recognising the value that participants bring, which contributes to increased awareness and openness to inclusive hiring.

The partnership is now expanding to include Outdoors Victoria, creating new placement opportunities across the sport and recreation sector. This enhances access to roles that align with participant interests and fosters inclusive employment across a broader network of employers.

Funded through SAF, this initiative highlights how targeted investment, collaboration with employers, and structured, co-designed support can create practical, scalable pathways to open, award-waged employment.

MEGT's Role and Commitment to Inclusive Employment



For over four decades, MEGT (Australia) Ltd has been a trusted national provider of employment, training, and support services. With operations spanning metropolitan, regional, and remote communities, MEGT has consistently delivered programs that connect Australians, particularly young people and those facing barriers to employment with meaningful, sustainable work.

Our mission is rooted in the belief that everyone deserves the chance to participate fully in the workforce. This includes people with disability, who continue to be significantly underrepresented in open employment despite their skills, aspirations, and contributions. In 2023, MEGT launched its first Disability Action Plan, an initiative supported by Get Skilled Access and shaped by co-design and lived experience. The plan is led by Katie Kelly AO, MEGT's Disability Experience Manager, who brings her personal insight as a person with a disability and oversees an inclusive process that ensures the voices of people with disability are embedded in our strategy, programs, and decision-making. The Action Plan is updated annually, with a strong emphasis on accountability, accessibility, and practical reform.

Our commitment is further demonstrated through our leadership in reform initiatives. As previously highlighted, MEGT is currently delivering a Structural Adjustment Fund project in partnership with Yooralla, supporting individuals previously employed in Australian Disability Enterprises (ADEs) in their transition to open, award-waged roles. This includes co-designing inclusive recruitment, onboarding, and job carving strategies with major employers such as Bunnings and McDonald's, ensuring that inclusive employment is not only possible but also scalable and commercially viable.

As a provider of the Workforce Australia (WFA) contract, MEGT plays a vital role in assisting people with disability to prepare for, secure, and maintain meaningful employment. Through personalised job matching, tailored placement support, and ongoing coaching, MEGT provides interventions to approximately 29% of their WFA caseload who have a disability, collaborating closely with employers to develop inclusive recruitment and onboarding processes while also facilitating workplace adjustments and fostering supportive environments. MEGT's approach aligns with broader systems, including training providers and disability services, to ensure comprehensive support for participants. This commitment demonstrates MEGT's alignment with the aims of the Australian Disability Strategy, directly contributing to inclusive economic participation and the creation of sustainable open employment pathways.

This submission reflects MEGT's deep operational insight, policy expertise, and unwavering commitment to inclusive employment. We bring to this consultation not only our experience but also our belief that reform must be bold, coordinated, and grounded in the lived experiences of people with disability.

The Way Forward



Commissioners Bennett, Galbally, Mason, and McEwin from the 2023 Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability have explicitly called for the phasing out of segregated employment models by 2034, emphasising the necessity for systemic transformation based on rights, inclusion, and dignity.

At the same time, Australia's supported employment sector faces major structural challenges:

- **Persistent segregation and limited transitions to open employment:**
The average tenure in Australian Disability Enterprises (ADEs) exceeds 13 years, with few individuals progressing into open employment. This underscores the urgent need to establish clear, supported transition pathways.
- **Workforce capability gaps in inclusive practice:**
Many service providers lack formal training in customised employment, job carving, and psychosocial support strategies, which limits their ability to assist people with high and complex needs in open employment.
- **Entrenched low expectations from families and providers:**
Protective attitudes and outdated assumptions continue to steer people with disability away from open employment opportunities, often unintentionally limiting their choice and autonomy.
- **No nationally agreed-upon definition of "meaningful employment":**
Inconsistent interpretations across the government, providers, and communities create ambiguity in setting goals, measuring success, and aligning services with participants' aspirations.
- **Fragmented and ad hoc employer engagement strategies:**
Employers often lack support in their inclusion efforts due to uncoordinated outreach, insufficient education, and a lack of practical guidance on creating sustainable, inclusive roles.
- **Lack of system-level evaluation of employment outcomes:**
Most performance frameworks emphasise participation or placement, with limited national data on job quality, wage progression, retention, or worker satisfaction.
- **Limited coordination among federal, state, and territory systems:**
Employment supports are fragmented across multiple jurisdictions, resulting in duplication, confusion, and gaps in assistance during vital transitions such as school-to-work.
- **Misalignment between DES (IEA) and NDIS service models:**
Differences in eligibility criteria, funding logic, and role definitions between DES (IEA) and the NDIS cause confusion and create barriers to continuity of support for jobseekers.

The Way Forward



Key Recommendations

This submission offers a comprehensive response to each of the discussion paper's key questions and presents an integrated reform agenda based on six pillars:

1. National standards, data, and outcome reporting, including an Employment Inclusion Dashboard and funding linked to long-term job quality metrics.
2. Person-centred design, peer mentoring, and supported transitions, putting lived experience and supported decision-making at the core of service delivery.
3. Evidence-based models and practices, include scaling IPS, customised employment, Project SEARCH, and proven SAF demonstrations.
4. Strategic investment in employer preparedness, encompassing inclusive procurement, wage subsidies, HR toolkits, and targeted sector pilots.
5. Workforce capability and cultural transformation, led by the Centre for Inclusive Employment, peer workforce development, and national competency frameworks.
6. Co-design, system alignment, and governance reform, ensuring that reforms are managed with people with disability, coordinated across the government, and evaluated transparently.

Australia's current direction, shows a promising start. However, these reforms need to be integrated into a whole-of-system shift rather than implemented as fragmented initiatives.

Response to Consultation Questions - Q1



Q1. Is there any other existing work that is missing from the table at Appendix 3?

MEGT is a national leader in apprenticeships, traineeships, and employment services. In the past financial year alone, MEGT supported over 2,200 individuals with disabilities in securing apprenticeships and traineeships based solely on self-disclosure.

The true number is likely to be significantly higher, as many people choose not to formally identify. This trend has steadily built over the past five years. MEGT is currently engaging with disability advocates, employers, and sector representatives to explore how positive outcomes can be scaled to benefit more individuals with disabilities across Australia.

While we do not claim this pathway represents “missing work” from Appendix 3 of the Consultation Paper, we strongly encourage DSS to recognise the role of mainstream training and employment systems, including apprenticeships and traineeships, as vital components for increasing choice and control in employment.

Response to Consultation Questions - Q2



Q2. What is your ideal future state for the supported employment sector and employment of people with disability with high support needs?

An ideal future for supported employment in Australia is one where every person with a disability, regardless of their support needs, can participate fully in the workforce with dignity, fair pay, and genuine choice. It is a future in which disability inclusion is not an exception or an initiative, but a structural feature of our labour market. A future that we would all desire for our children and grandchildren, and which we should expect for every generation of Australians with a disability.

In this future:

- People with disability are paid award wages for their work, not discounted or devalued based on productivity.
- The outdated distinction between 'supported' and 'open' employment has disappeared; instead, there is an integrated system that provides tailored, rights-based support across all industries.
- Changes in the workplace are simply tools for inclusion that are normalised, embedded, and accessible to everyone.
- Discriminatory attitudes and structural biases are tackled through inclusive education, changes in workplace culture, and universal design in transport, recruitment, and job access.

This vision is grounded in six core principles:

1. **Rights-Based Participation:** Employment is recognised and protected as a human right, in line with Australia's obligations under the UN Convention on the Rights of Persons with Disabilities.
2. **Economic Empowerment:** Individuals with a disability earn fair wages, achieve financial independence, and contribute to national prosperity.
3. **Informed Choice and Control:** Individuals and families are supported through co-designed career planning, advocacy, and genuine employment options not assumptions or protective limitations.
4. **Customised Support:** Support is flexible and integrated, including job coaching, assistive technology, and peer mentorship tailored to individual goals.
5. **Inclusive Culture:** Workplaces recognise disability as an integral aspect of broader diversity and equity objectives, with leadership accountable for inclusive practices.
6. **Evidence and Accountability:** Employment programs are assessed based on quality, satisfaction, retention, and progression, rather than solely on placements.

Response to Consultation Questions - Q2



In this future, employers are equipped, confident, and incentivised to hire inclusively. Governments align policies and funding to eliminate systemic barriers and foster sustainable, mainstream employment for all.

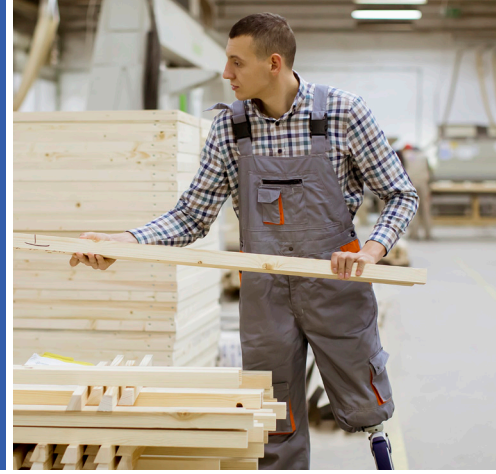
MEGT already sees early signs of this vision in action. Our national operations frequently identify people with disability through self-disclosure or during key points of engagement, such as sign-up, onboarding, and coaching. These individuals are not always formally recognised through government processes, highlighting a critical gap in current systems. Many people with disability go unsupported simply because they are not recorded in official pathways. MEGT's experience underscores the importance of trusted relationships and responsive systems in uncovering unmet support needs and providing tailored assistance.

Our partnership with Yooralla exemplifies what inclusive employment reform can look like in practice. It supports individuals transitioning from Australian Disability Enterprises (ADEs) to open employment through customised, person-centred planning and co-designed employer engagement. This initiative demonstrates that inclusive employment is not just aspirational; it is entirely achievable based on shared values, sustained investment, and individual empowerment.

Australia is emerging as a global leader in inclusive employment, not only through policy ambition but also by showcasing what's achievable in practice.

This vision is not simply aspirational; it is essential, and it is within reach.

Response to Consultation Questions - Q3



Q3. What additional actions do you consider are necessary to increase employment of people with high support needs in open/inclusive settings?

To realise the vision outlined in Question 2, Australia must undertake deliberate and sustained action to eliminate structural barriers and create inclusive employment pathways that cater to people with high support needs. This will necessitate not only scaling isolated programs but also embedding systemic reform across service delivery, funding models, employer partnerships, and community expectations.

MEGT recommends the following six priority actions:

1. Scale Proven Models and Demonstrations

Expand successful, evidence-based approaches such as Individual Placement and Support (IPS), Project SEARCH, and Customised Employment. Since 2018, DSS has engaged headspace to implement the IPS model in partnership with DES providers. A 2020 KPMG review found early success in improving placement and retention for young people with mental illness. These insights should inform further expansion of IPS models, particularly when combined with local disability employment providers.

2. Build Seamless Transitional Pathways

Strengthen School Leaver Employment Supports (SLES), vocational learning, and NDIS-funded supports to ensure continuity from education to open employment. Embed transitional employment goals into NDIS plans and enhance alignment with skills training. MEGT's Brisbane-based program, funded by the Queensland Government's Skilling Queenslanders for Work initiative, supports young people with disability in transitioning from education to open employment. Delivered in collaboration with Sporting Wheelies, the program has assisted 32 participants through tailored wraparound supports, staged work experiences, and post-placement coaching. This partnership model showcases how locally

funded, community-led initiatives can drive inclusive employment outcomes and build long-term confidence, capability, and pathways into mainstream work.

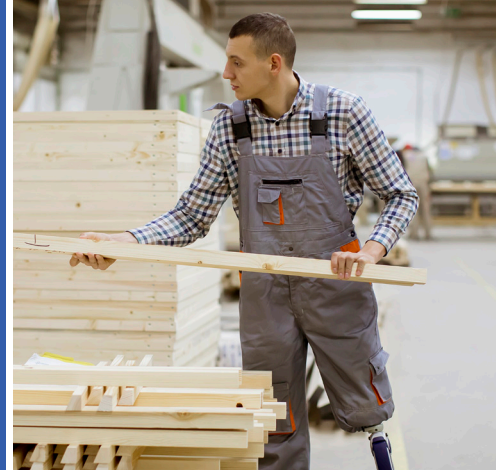
3. Strengthen Employer Engagement and Accountability

Enhance employer engagement initiatives by appointing local employment liaison coordinators, creating sector-specific inclusive hiring pilots, and embedding inclusion targets in public procurement contracts. There is a clear demand for coordinated support among employers, particularly in growth sectors such as aged care, digital, and hospitality. MEGT's national employer network and partnerships illustrate how job carving, inclusive onboarding, and tailored engagement boost employer confidence and workforce retention.

4. Expand Advocacy, Peer Support and Information Access

Fund evidence-based peer and family advocacy programs that have been shown to increase participation in open employment. For example, evaluations of the Ticket to Work initiative and Family Advocacy's capacity-building programs indicate improvements in employment expectations and decision-making confidence. Investments should prioritise community-driven models, including those led by people with intellectual disabilities, First Nations advocates, and culturally and linguistically diverse communities.

Response to Consultation Questions - Q3



5. Build Workforce Capability and Culture

Engage the Centre for Inclusive Employment (CIE) to co-develop and implement a national workforce capability framework, in line with its core objective to “improve the quality of services delivered by supported employment services” (DSS, 2024). This framework should support training, quality standards, and professional development throughout the sector. MEGT has already adopted internal training aligned with inclusive employment principles, NDS training, covering job carving, assistive technology, and employer engagement.

6. Embed Co-Design and Long-Term Outcomes

Adopt genuine co-design at every level of program design, delivery, and governance, ensuring that people with disability shape the policies and supports that affect their lives. Incorporate evaluation frameworks that measure outcomes beyond placement, including tenure, wage equity, and career progression. The Royal Commission and NDIA's Participant Employment Strategy both emphasise the importance of long-term goals rather than short-term throughput. Funding models must reward quality and sustainability instead of volume.

Together, these actions will bridge the gap between intent and reality. MEGT's experience across various programs and partnerships confirms that with the right supports, inclusive employment is not only achievable; it is scalable, sustainable, and transformative.

Response to Consultation Questions - Q4



Q4. The Royal Commission recommended the development of a Plan or Roadmap to guide further reform in the supported employment sector. What would you like to see included in such a plan?

MEGT supports the creation of a National Inclusive Employment Roadmap and recommends that it build upon the foundations established by the existing Supported Employment Plan. The roadmap must outline a coordinated, measurable, and inclusive transition strategy from segregated to inclusive employment models, rooted in the principles of rights, choice, inclusion, and equity.

Key inclusions in the plan should be:

1. Clear National Vision and Guiding Principles

Align with existing national commitments, such as the Supported Employment Plan, while enhancing specificity regarding rights-based participation, award-waged employment, and access to an inclusive labour market. The vision should explicitly centre on people with high and complex support needs and eliminate the false dichotomy between “supported” and “open” employment.

2. Defined Transition Pathways and Timelines

Establish concrete targets and a structured transition timeline to phase out segregated employment by 2034. Incorporate milestone-based planning at both provider and systemic levels. Introduce interim wage targets (e.g., a 50% award wage floor by 2027) to support wage equity over time. Leverage case study models like MEGT’s Structural Adjustment Fund project with Yooralla as templates for transition.

3. Systemic Integration Across NDIS, DES and Workforce Australia

Detail how the NDIS, IEA and Workforce Australia programs will align to create a coherent and person-centred ecosystem. Address duplication and misalignment between supports, funding, and accountability frameworks, and prioritise shared outcomes such as wage equity, job satisfaction, and long-term tenure.

4. Investment in Capability, Innovation, and Leadership

Fund the Centre for Inclusive Employment and other sector partners to implement a national workforce capability framework and communities of practice. Build on existing work to identify and scale innovations such as job carving, inclusive recruitment, and customised employment. Ensure that specialist disability employment providers and mainstream employers receive support through training, coaching, and tools for inclusive practice.

Response to Consultation Questions - Q4



5. Employer Engagement and Demand-Side Strategy

Develop a national employer engagement plan to promote inclusive recruitment in growth sectors. This should include wage subsidies, inclusive procurement, and public sector employment targets. Reform procurement processes to highlight providers with proven inclusion strategies.

6. Co-Design, Peer Leadership and Advocacy Investment

Mandate a person-centred co-design process that involves people with disability, their families, and representative organisations at every stage of the roadmap's development and implementation. Establish a national governance taskforce co-led by individuals with disabilities, service providers, and employers to oversee implementation. Fund peer-led advocacy and leadership programs to promote informed choice and challenge low expectations.

7. Metrics, Accountability and Evaluation

Include national KPIs for tracking employment participation, transitions from ADEs, tenure, wage equity, and career progression. Develop an independent evaluation framework with transparent reporting. Establish an Employment Inclusion Dashboard to visually report progress on key metrics. Incentivise providers and employers based on long-term outcomes rather than short-term placements.

8. Targeted Investment and Structural Reform

Ensure sustainable funding to support provider transition, local demonstration projects, and systemic transformation. Create structural levers (e.g. inclusive procurement, industrial relations reform) to reduce bias and improve accessibility.

This roadmap must not merely restate aspirations; it must drive action. The disability employment system is undergoing a significant transition. A robust, inclusive, and measurable roadmap is essential for building confidence, accountability, and collective momentum towards reform.

Response to Consultation Questions - Q5



Q5. How could the sector best increase wages for people with disability while avoiding job losses?

Are there examples that currently exist that can be leveraged?

Are there new approaches that could be tested?

Increasing wages for workers with disabilities, especially those in supported employment earning below the minimum wage, is crucial for equity and dignity. However, this should be accomplished through a structured, evidence-based transition that safeguards jobs and supports providers.

MEGT recommends a phased, multi-pronged approach:

- **Introduce a Transitional Wage Floor**

Establish a national wage floor at 50% of the minimum wage by 2027, replacing outdated wage assessment tools. This aligns with the Royal Commission's Recommendation 7.31 and sets a clear trajectory towards full award wages by 2034. New Zealand has introduced a similar scheme, providing a government wage supplement to ensure no worker earns less than half the minimum wage.

- **Implement Wage Subsidies**

Introduce a government-funded, tapered wage subsidy program to help offset increased costs for supported employers. Subsidies should be linked to outcomes such as employee retention, skill development, and transitions to open employment. International examples include the UK's Access to Work program and Canada's Ready, Willing and Able initiative. Germany's Budget for Work scheme serves as another successful model.

- **Reform Procurement and Funding**

Require that all government-funded providers pay at least 50% of the minimum wage starting in 2026, with incentives for the early achievement of full award wages. Public funding should promote fair and inclusive employment, with procurement processes prioritising inclusive providers.

- **Support Business Model Innovation**

Expand the Structural Adjustment Fund (SAF) to assist ADEs and social enterprises in redesigning their operations. MEGT's SAF project with Yooralla demonstrates how business transformation, combined with employer partnerships, can support wage parity and facilitate open employment transitions. Sweden's Samhall, which employs over 25,000 people with disability at full wages, provides another successful model.

Response to Consultation Questions - Q5



- **Build Employer Capacity**

Establish an Employer Inclusion Fund to support inclusive workplace design, job carving, peer mentoring, and onboarding that support the funding available through Job Access.

- **Monitor and Adapt**

Use real-time data to track wage progression, staff retention, and productivity. MEGT recommends integrating data collection mechanisms within the Australian Apprenticeship Contract of Participation (ACP), leveraging the Unique Student Identifier (USI) to capture longitudinal outcomes. This would provide more consistent and scalable insights across the sector. Establish evaluation partnerships with organisations such as the Centre for Inclusive Employment to analyse outcomes and guide continuous improvement, ensuring that inclusive employment initiatives are evidence-led and outcome-driven.

- **Empower Workers**

Ensure all supported employees receive accessible information about their rights, wages, and options. Expand financial literacy programs and peer-led advocacy to help enable informed decisions.

This approach promotes both equity and sustainability, enhancing wages while safeguarding and broadening inclusive employment. Evidence from Australia and around the world also shows that inclusive employment practices, including hiring people with disability at fair wages, are associated with increased productivity, improved employee retention, and higher organisational performance. Companies that embrace disability inclusion have reported stronger financial outcomes, improved workplace morale, and greater innovation, reinforcing that fairer wage models can enhance, rather than undermine, business success.

International experience demonstrates that increasing wages through a phased and supported approach can occur without job loss. Countries such as New Zealand, Germany, and Sweden have implemented tailored wage support mechanisms, inclusive procurement policies, and employer capability-building to facilitate successful transitions. U.S. states that have phased out subminimum wage certificates have not experienced workforce attrition among people with disability, confirming the viability of this approach.

Ending Segregated Employment - Q6



Q6. Do you see a role for workplaces which provide specialised employment opportunities for people with disability in the future?

a. If so, what should these workplaces look like?

MEGT does not operate or manage segregated employment settings, such as Australian Disability Enterprises (ADEs). However, we strongly support the rights of individuals with disabilities to choose the employment pathway that best aligns with their goals, support needs, and personal preferences.

Ending Segregated Employment - Q7



Q7. How could the benefits of supported employment settings be reflected in open employment settings?

Supported employment settings often offer structured environments, wraparound support, and a strong sense of purpose features that benefit not only people with disability, but all workers. Embedding these practices in open employment settings will improve accessibility while also building more inclusive, resilient, and high-performing workplaces.

MEGT recommends the following strategies:

- **Sustained On-the-Job Support**
Provide ongoing access to employment coaches, peer mentors, and job carving specialists.
- **Predictable Routines and Inclusive Design**
Implement universal workplace adjustments such as visual schedules, sensory-friendly environments, assistive technologies, and accessible communication to create structured and supportive settings for all staff.
- **Peer Connection and Inclusive Culture**
Establish peer support networks and appoint inclusion champions within teams. MEGT has successfully implemented inclusive onboarding practices to foster belonging and strengthen team cohesion.
- **Customisation and Flexibility**
Offer flexible role design, part-time options, and task variation that allows individuals to work to their strengths. Job customisation should be available to all, not just people with disability.
- **Embedded Advocacy and Conflict Resolution Mechanisms**
Ensure access to independent advocacy, supported decision-making tools, and clear grievance channels. This fosters trust, minimises conflict, and promotes psychological safety.
- **Career Development Pathways**
Integrate skill-building, credentialing, and advancement opportunities into all roles. Inclusive employment should not stop at entry-level positions, growth and recognition must be part of the model.
- **Stronger provider-employer partnerships**
Enable inclusive employment providers to remain engaged beyond job placement. Continuous collaboration, co-designed support plans, and progress tracking assist in ensuring sustainable outcomes.

The benefits of supported employment, structure, safety, support, and opportunity are not exclusive to people with disability. They represent the foundations of a good workplace for everyone. Integrating these features into open employment settings affirms the value of inclusive design and universal support. What works for people with disability will ultimately benefit the broader workforce and the economy.

Acknowledging Progress and Collective Contributions



The progress made towards supported employment reform is the result of years of advocacy, leadership from those with lived experience, policy efforts, and provider innovation. MEGT acknowledges the Australian Government's active commitment to reform, especially through the Supported Employment Plan, the Disability Employment Centre of Excellence, and the design of the new Disability Employment Advocacy and Information Program.

This momentum builds upon the vision and contributions of people with disability, First Nations leaders, families, community organisations, and service providers. Their lived experiences, policy engagement, and local leadership have shaped the way forward.

Instead of introducing new principles, MEGT supports ongoing delivery through the government's existing frameworks guided by rights-based, person-led, and outcomes-driven reform, with co-design, accountability, and national consistency at its core.

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Summary



Australia stands well placed on in its journey towards establishing a truly inclusive employment system. The coming decade offers an unparalleled opportunity to eliminate segregated employment models and cultivate a labour market where every person with a disability, particularly those with high and complex support needs, can fully participate, earn fair wages, and thrive.

This submission outlines a bold yet achievable pathway for reform. It is grounded in rights-based principles, guided by lived experience, and informed by international evidence.

MEGT advocates for a whole-of-system transformation underpinned by six interconnected pillars:

- National standards and outcome measurement
- Person-centred design and supported transitions
- Evidence-based models and best practice scaling
- Strategic employer engagement and market development
- Workforce capability and cultural transformation
- Co-design, system alignment and governance reform

These pillars reflect not only the insights gained from our programs but also the collective priorities emerging across government, community, and industry.

MEGT brings extensive operational experience to this dialogue. Over the past four years, we have supported more than 9,400 people with disability in accessing education, training, and employment. Our national delivery footprint enables inclusive support across metropolitan, regional, and remote areas. Through programs like the Structural Adjustment Fund partnership with Yooralla and employer collaborations with Bunnings and McDonald's, we demonstrate how inclusive employment can be practical, commercial, and transformative.

This submission does not aim to increase complexity; rather, it seeks to align efforts, scale what works, and drive accountability across systems. It acknowledges that reform is already in motion and provides a cohesive framework to build on that progress.

Inclusive employment is not just a disability issue, it is a social and economic imperative. MEGT stands ready to work alongside government, community, employers, and people with disability to ensure that all share the opportunities of the next decade.

MEGT's recent "Proposal to Support NDIS Participants into Sustainable Employment in Perth & Western Melbourne through MEGT's Group Training Organisation," represents a bold step forward in our mission to create a truly inclusive work culture across Australia.

To discuss MEGT's response or explore how we can support the Governments inclusive employment ambitions, we welcome the opportunity to connect.

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Appendix



MEGT Disability Inclusion and Action Plan (DIAP)
2023–2025.

