



Australian Government
Department of Social Services

NDIS National Workforce Plan 2021–2025

Building a stronger workforce that supports
people with disability

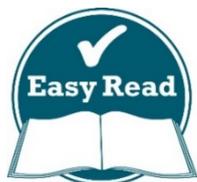
Easy Read version



How to use this Plan



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



We wrote this Plan 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 28.



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



You can find the other Plan on our website at www.dss.gov.au/ndisworkforceplan



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

What's in this Plan?

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About the Plan



We want to make sure that people with disability keep getting the care and support they need.



The *NDIS National Workforce Plan 2021–2025* is a document that talks about how we will do this.

We also call it the Plan.

The Plan explains how we will work with:



- state and territory governments



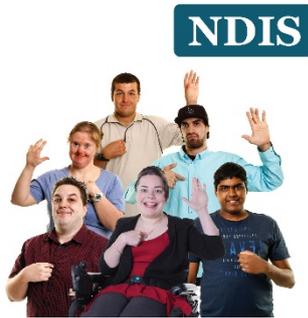
- people and organisations that give care and support



- **National Disability Insurance Scheme (NDIS) participants.**



The NDIS provides funding for supports and services that help people with disability in their daily lives.



Participants are people with disability who take part in the NDIS.

This Plan explains how we will make people and organisations that give care and support:



- stronger



- better.

The Plan also talks about making a **workforce** that helps participants:



- get what they need

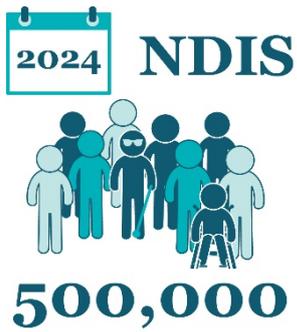


- reach their goals.



A workforce is all the different people who work in the same sector.

Why we need the Plan



By 2024, there will be around 500,000 participants who will need people and organisations that give care and support.



The people and organisations that give care and support are part of the **care and support sector**.

The care and support sector provides supports and services to:



- people with disability



- older Australians



- people who were in the **defence forces**.

The defence forces include the:



- army



- navy



- air force.



To support these participants, we need to make the workforce:

- stronger
- better.

Our vision



Our **vision** is how we want the care and support workforce to be in the future.

Our vision is to build a care and support workforce that:



- deals with things quickly



- can adapt easily



- has the right skills to help people reach their goals.

Our vision is to build a care and support workforce that:



- meet the needs of the people they support



- helps them reach their goals.

Priority areas



Our **priority areas** are the 3 areas we need to focus on to reach our goals.

Our priority areas are:



1. Ask people to work in the care and support sector



2. Better training for people who already work for the NDIS



3. Make businesses work better for participants.



Each priority area has actions we must take so we can reach our goals.

We talk about these actions on the following pages.

To reach our goals, we will work with:



- state and territory governments



- the care and support sector



- providers



- participants.

1. Ask people to work in the care and support sector



We will talk about jobs people can find in the care and support sector.



We will help the community understand what is good about working in the care and support sector.



We will make an online tool to help people who are looking for a job in the care and support sector.



The online tool will help people see if a job in the care and support sector would be good for them.

We will make sure people can find jobs that match:



- their work experience



- their skills



- what they believe in



- their personality.



We will help people who aren't working now find jobs in the care and support sector.



We will use the Boosting the Local Care Workforce program.

This program helps connect people who are looking for a job in the care and support sector.

These people can be from:



- schools and universities



- organisations that help people with disability find and keep a job.

2. Better training for people who already work for the NDIS



We will change how people that support participants are trained.



We will make a community of people who work in the care and support sector.

This community will help the care and support sector by:



- **mentoring** other people in the workforce



- giving people a chance to make their **career** better in the future.



Mentoring is when someone guides you so you can do things well on your own.



Your career is the path you take in your work throughout your life.



To help people who work for the NDIS reach their career goals, we will record:

- what training they do
- how they develop.



We will work with education organisations to give students a chance to join the care and support sector.



We will help students learn about jobs in the care and support sector.



This will also give students a chance to find a job in the care and support sector when they finish school.

3. Making businesses work better for participants



We will make it easier for the care and support sector workforce to provide different types of:

- care
- supports.

We will also make sure the care and support sector workforce can provide services that are:



- good



- safe.



We will work with the care and support sector to improve NDIS services.



We will give service providers information to help them make choices about what services they offer.



We will work with service providers to help participants find supports and services online.



We will support **allied health workers** to give participants the supports they need.



Allied health workers support people with disability with their health care.



We will work with allied health workers to provide services to participants over the phone.



This means participants can talk to allied health workers about their health, even when they live far away.



We will support **First Nations** health organisations to help provide NDIS supports and services.



First Nations people are also known as Aboriginal and Torres Strait Islander people.



We will look at new ways to include First Nations workers.



This will make First Nations people feel safe when they take part in the NDIS.

Who will the Plan be good for?

The Plan will be good for:



- participants



- service providers



- the care and support sector workforce



- older Australians

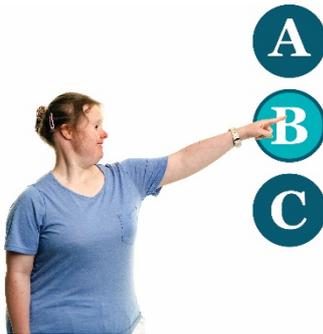


- people who were in the defence forces.

Participants will:



- get better supports that meet their needs



- have more choice and control over the supports and services they use.

The people who work in the care and support sector will have:



- more people to work with
- better training
- more chances to find good jobs.



Service providers will have more information about the care and support sector.

Making sure our Plan works

We will reach our goals by working with:



- state and territory governments



- the care and support sector workforce



- service providers



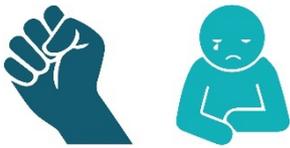
- participants.



We will write updates about how well the Plan works.



When we write these updates, we will think about **feedback** from:



- the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability

- state and territory governments



- the care and support sector workforce



- service providers



- participants.

When you give feedback, you tell someone what they:



- are doing well



- can do better.



This Plan will last for 4 years.

Contact us



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www.dss.gov.au/ndisworkforceplan

Word list

This list explains what the **bold** words in this report mean. This means the letters are thicker and darker.



Allied health workers

Allied health workers support people with disability with their health care.



Career

Your career is the path you take in your work throughout your life.



Care and support sector

The care and support sector provides supports and services to:

- people with disability
- older Australians
- people who were in the defence forces.



The care and support sector includes:

- people
- organisations.



Defence forces

The defence forces include the:

- army
- navy
- air force.



Feedback

When you give feedback, you tell someone what they:

- are doing well
- can do better.



First Nations

First Nations people are also known as Aboriginal and Torres Strait Islander people.



Mentoring

Mentoring is when someone guides you so you can do things well on your own.



National Disability Insurance Scheme (NDIS)

The National Disability Insurance Scheme supports people with disability in Australia.

NDIS



Participants

Participants are people with disability who take part in the NDIS.



Priority areas

Our priority areas are the 3 areas we need to focus on to reach our goals.



Vision

Our vision is how we want the workforce to be.



Workforce

A workforce is all the different people who have the same job.



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