

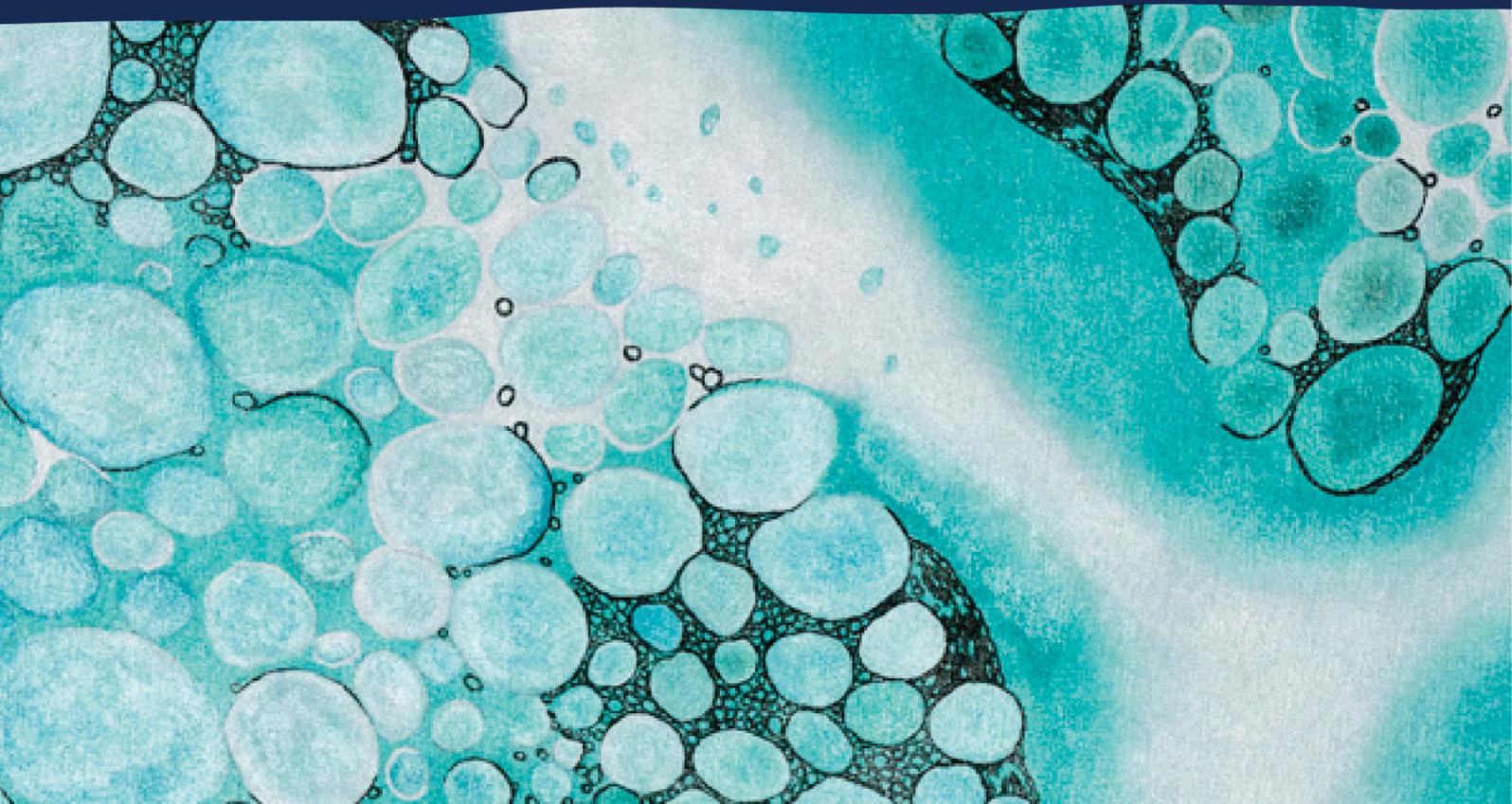


Australian Government

# Employ My Ability

Disability Employment Strategy

An Easy Read version



## How to use this Strategy



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



We wrote this Strategy in an easy to read way.

We use pictures to explain some ideas.

**Bold**

We have written some words in bold.

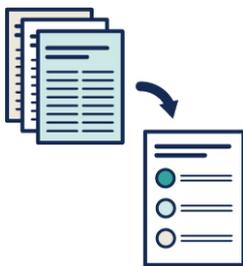
Not bold

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page 38.



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



You can find more information on our website at [www.dss.gov.au/disability-and-carers/disability-employment-strategy](http://www.dss.gov.au/disability-and-carers/disability-employment-strategy).



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

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## What is this Strategy about?



A **strategy** is a plan for how to make things better.

**Employment** means you:



- have a job
- do work
- get paid.



Our Disability Employment Strategy is a plan to help more people with disability get jobs.

In this document, we just call it our Strategy.



Our Strategy will last for 10 years.

## Employ My Ability

We chose the name 'Employ My Ability' for our Strategy.



This name focuses on what people with disability can do, including their:

- strengths
- skills.



People told us it is important to focus on the value people with disability bring to a **workplace**.

A workplace is any place you work, such as:



- an office
- a shop
- a factory.

## Our vision



Our **vision** is what we want Australia to be in the future.



We want to have **inclusive** workplaces.



When something is inclusive, it means everyone can take part.



This includes how people with disability feel when they are at work.



If we have inclusive workplaces, people with disability can have:

- good **careers**
- long careers.



Your career is the path you take in the area of work you choose.



A **barrier** is something that stops you from doing something you:

- need to do
- want to do.



This strategy focuses on removing barriers to employment.



For example, some **attitudes** towards people with disability can be a barrier.



Attitudes are what you:

- think
- feel
- believe.

## Who can help with our vision?



We can all help make workplaces more inclusive.



**Employers** can:

- hire more people with disability
- make their workplace more inclusive.



An employer is a person who hires other people to work for them.

Governments can:



- share clear information



- offer good support and services

Parents and carers can support people with disability to:



- work
- build their career.



Teachers can make sure young people with disability have the same choices as other young people.

## What did people tell us?



Before we wrote this strategy, we wanted to find out what people thought.



We also looked at lots of research.



We created the Disability Employment **Advisory Committee** to help us make our Strategy.

An advisory committee is a group of people who work with the government to tell them what:



- works well
- needs to be better.



We wrote a paper to ask the community what they thought.



People with disability told us they want to work.



They also told us they want employers to think about their skills when they decide whether to hire them.



Employers told us they want more:

- information
- support.



They want it to be:

- easy to find
- right for them.



Disability organisations told us they want people with disability to have choice and control.



This includes over their whole career.



You can find out more about what people told us on our website.

[www.engage.dss.gov.au/national-disability-employment-strategy](http://www.engage.dss.gov.au/national-disability-employment-strategy)

## What is employment like in 2021?

**4.4 million**



1 in 6 Australian people live with a disability.

That is about 4.4 million people.

**53.4%**



Only 53.4% of people with disability:

- have a job
- or
- are looking for a job.

**↓ 30%**



This is 30% less than people who do not have a disability.



This has not changed much since 2003.

At the moment more than 113,000 people with disability:

**113,000**



- do not have a job
- and
- are looking for work.

# Why should employers hire more people with disability?

## 1 million



Around 1 million Australian people with disability work.

They:



- work in all kinds of jobs



- do a good job.

Workers with disability can help workplaces:



- earn more money
- get more work done
- come up with new ideas.



They can help workplaces focus on:

- being inclusive
- what the whole community needs.

# 1 million



Research says Australia will have almost 1 million new jobs over the next 5 years.



Lots of employers have already told us:

- this strategy is a good idea
- they want to hire more people with disability.



We have shared a list of these employers on our website.

[www.dss.gov.au/disability-and-carers/disability-employment-strategy](http://www.dss.gov.au/disability-and-carers/disability-employment-strategy)

## What do we want to change?



People with disability have told us they want to work.

But there are still lots of barriers when they are:



- looking for work
- at work.



**Discrimination** is a barrier.

Discrimination is when someone is treated differently because of something about them they can't change.



This includes discrimination when they are:

- looking for work
- at work.

It includes finding it hard to:



- get support to find and keep a job



- get training or education



- ask for things at work to change so they can do their job.



It also includes negative attitudes towards people with disability.

For example, thinking people with disability:



- can't work
- do not want to work
- are harder to hire.

We have 4 key areas we want to focus on:



1. Employers



2. Young people with disability



3. Employment services



4. Community attitudes

We explain these areas in more detail on the following pages.

# 1. Employers

We want employers to get better at:



- hiring people with disability



- supporting people with disability



- helping people with disability develop skills.



Many employers are already trying to make their workplaces inclusive.



But some might need help to get started.



If we help employers, it will help more people with disability:

- get a job
- have a career.



It will also help people who get a disability later in life and want to go back to work.



It will make sure workplaces have people from all parts of our community.

## What can employers do?

Employers can get:



- training
- advice.

This can help them learn more about working with people with disability.



Employers can write a **Disability Action Plan**.

A Disability Action Plan explains how an organisation will:



- hire more people with disability
- support people with disability
- include people with disability
- help change attitudes some people have about disability.

Employers can:



- think about how they hire new people to make sure they are inclusive



- find out how other organisations are being inclusive



- talk to organisations that can help them hire more people with disability.

## What will the Australian Government do?



We will share more information and tools to support employers.

We will make sure our employment programs work well for:



- employers
- people with disability.



We will test new ways to help workplaces be more inclusive.



We will hire more people with disability.

## 2. Young people with disability



We want young people to get support when they:

- look for a job
- build their career.

This includes building their:



- skills
- experience
- **confidence.**



Confidence is when you:

- believe in yourself
- know what you can do.



Young people with disability told us they want to work.



But it can be hard to move from school to work.

They need more support while they are still at school, such as:



- training
- work experience.



If young people with disability do not get this support at school, it might take them a long time to find a job.

If we support young people with disability while they are still at school, they can:



- choose their career



- find a job once they leave school



- take part in the community.

## What will the Australian Government do?



We will find new ways to support young people with disability as they move from school to work.



We will share more information and tools to support:

- young people with disability
- the people who support them.

## What can employers do?



Employers can hire young people with disability.



Employers can offer work experience to young people with disability.

### 3. Employment services



We want it to be easier for people with disability and employers to:

- find services
- use services.



We want to see service providers offering good services and support.



People told us it can be hard to understand how to use services.

This includes for:



- people with disability
- employers.



There is not enough **accessible** information.

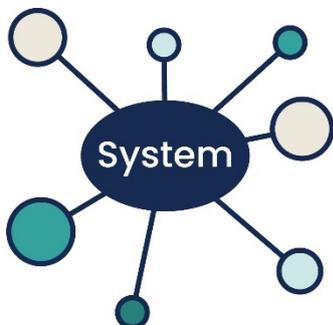


When something is accessible, everyone can:

- find it
- use it.



There is not enough clear information about how government **systems** work together.



Systems are things that:

- connect with each other
- work together.

For example:



- the **National Disability Insurance Scheme (NDIS)** – a way of providing support to people with disability around Australia



- the **Disability Employment Services (DES) program** – that helps people with disability find and keep a job.



People also told us that the DES program needs to work better.

If we make employment services work better, it would be easier for:



- people with disability to find and keep a job



- employers to support people with disability who work for them.



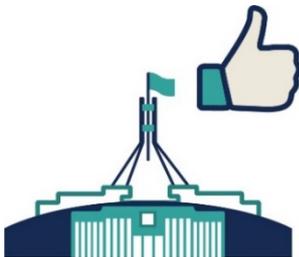
It would also help support people who face barriers to finding and keeping a job.



If employment services work well, it would help everyone who uses them.

## What will the Australian Government do?

We will make sure employment services:



- work well with other government programs



- give people with disability more choice and control



- support people with disability and employers in the right way.

We will also:



- share more information and tools



- help people find and use them.

## 4. Community attitudes



Discrimination and negative attitudes are barriers for people with disability.



This includes what skills people think people with disability have.



These barriers can stop them from:

- taking part in the community
- finding and keeping a job.



We want to change attitudes across the whole community.



If we change community attitudes, our community will be more inclusive.



Employers can:

- make a big difference
- help stop discrimination.



If employers hire more people with disability, they show the community that people with disability are important in their workplaces.

## Making sure this strategy works well



This strategy is part of **Australia's Disability Strategy**.



Australia's Disability Strategy 2021–2031 is a new plan to make life better for people with disability.



You can find out more about Australia's Disability Strategy on the Disability Gateway website.

[www.disabilitygateway.gov.au/ads](http://www.disabilitygateway.gov.au/ads)



There are Targeted Action Plans (TAPS) to help governments focus on certain areas.

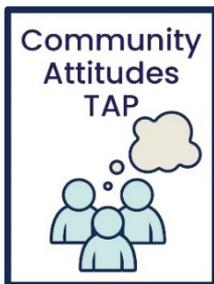


In our Strategy we explained what the Australian Government will do.

We will keep track of this in the:



- Employment TAP



- Community Attitudes TAP.



You can find Easy Read versions of these on the Disability Gateway website.

[www.disabilitygateway.gov.au/ads](http://www.disabilitygateway.gov.au/ads)



We will write reports each year to explain what we have done.



We will share them on the Disability Gateway website.

## Word list



### **Accessible**

When something is accessible, everyone can:

- find it
- use it.



### **Advisory group**

An advisory group is a group of people who work with the government to tell them what:

- works well
- needs to be better.



### **Attitudes**

Attitudes are what you:

- think
- feel
- believe.



### **Australia's Disability Strategy**

Australia's Disability Strategy 2021–2031 is a plan to make life better for people with disability.



## Barrier

A barrier is something that stops you from doing something you:

- need to do
- want to do.



## Career

Your career is the path you take in the area of work you choose.



## Confidence

Confidence is when you:

- believe in yourself
- know what you can do.

## Disability Action Plan

A Disability Action Plan explains how an organisation will:

- hire more people with disability
- support people with disability
- include people with disability
- help change attitudes some people have about disability.





## Disability Employment Services (DES)

DES is run by the Australian Government.

DES helps people with disability find and keep jobs.



## Discrimination

Discrimination is when someone is treated differently because of something about them they can't change.



## Employer

An employer is a person who hires other people to work for them.

## Employment

Employment means you:



- have a job
- do work
- get paid.



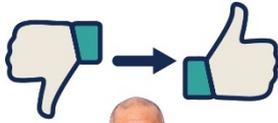
## Inclusive

When something is inclusive, it means everyone can take part.



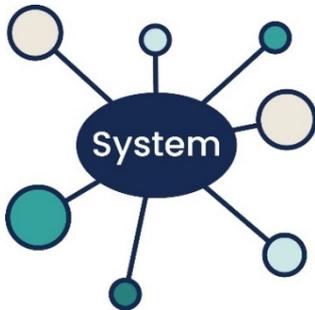
## National Disability Insurance Scheme (NDIS)

The NDIS is a way of supporting people with disability all around Australia.



### Strategy

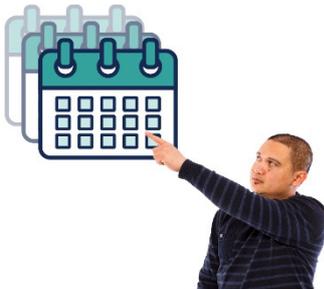
A strategy is a plan of how to make things better.



### Systems

Systems are things that:

- connect with each other
- work together.



### Vision

Our vision is what we want Australia to be in the future.



### Workplaces

A workplace is any place you work, such as:

- an office
- a shop
- a factory.

## Contact us



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



[www.dss.gov.au/disability-and-carers/disability-employment-strategy](http://www.dss.gov.au/disability-and-carers/disability-employment-strategy)



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