NDIS Transition Programme, Disability Employment Assistance, Australian Disability Enterprises – Mildura

Feedback summary

# Overview

The National Disability Insurance Scheme (NDIS) Transition programme component supports the market, sector and workforce transitioning to the NDIS environment by funding eligible organisations that provide:

* early intervention services, information and support to eligible children with a disability and their family and carers;
* short-term or immediate respite to carers of people with severe or profound disability and respite services to young carers at risk of not completing secondary education;
* outside school hours care for teenagers with disability;
* Australian Disability Enterprises (ADE) assisting supported employees; and
* support services for people whose lives are affected by mental illness.

ADEs provide supported employment assistance to people with moderate to severe disability who face barriers to working in the open labour market, but who are able to work for at least eight hours per week in a supported environment.

People with disability working in ADEs receive employment support based on their assessed need, receive fair wages and receive quality services (the quality of the services provided is assessed via an independent external mechanism).

The longer term objectives are to improve the living standards, social inclusion, self-esteem and wellbeing of people with disability through genuine employment in disability supported employment services.

As the current provider in the service area of Mildura in north western Victoria decided not to proceed with the provision of supported employment, a restricted selection process was undertaken to ensure continued employment opportunities for supported employees working at the ADE. The Department of Social Services (the Department) sought applications from invitees for the provision of supported employment places for up to 51 people with disability in the service area.

# Selection process

The Department received three applications to deliver supported employment places for up to 51 people with disability in the service area of Mildura.

The Department considered each proposal against the following selection criterion:

* Demonstrate your organisation’s capacity and your staff capability (experience and qualifications) to deliver the Activity objectives in the Service Area of Mildura.

The preferred applicant met the selection criterion and demonstrated its ability to deliver the grant requirements published in the Funding Round Summary, as set out below:

As a condition of funding, DSS will need to be assured by the successful applicant that:

* the quality of services to supported employees will be maintained or improved;
* supported employees, their families, carers and advocates will be consulted; and
* their organisation is financially viable.

The successful applicant will also need to provide assurance that there will be no negative impact on:

* the diversity and coverage of services provided;
* accessibility to supported employment opportunities; and
* wage arrangements or hours of work of the existing supported employees.

In addition to the above requirements, as published in the Funding Round Summary, funding:

* was not available for start-up costs or capital. The funding offered relates only to the support costs for the 51 supported employment places; and
* was provided in the context of the National Disability Insurance Scheme environment. Funding was offered on a transitional basis, incorporating a step down of funding as supported employees become NDIS participants.

# Selection results

The Department selected one organisation to deliver supported employment places in Mildura.

The selected organisation provided strong responses to the selection criteria and demonstrated its ability to fulfil the grant’s requirements. Details are set out below.

## Criterion 1: Demonstrate your organisation’s capacity and your staff capability (experience and qualifications) to deliver the Activity objectives in the Service Area of Mildura.

Strong applications demonstrated the following strengths in relation to this criterion:

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| Strength | Example |
| The Application demonstrated the organisation’s structure and capacity to deliver the activity objectives. | Strong responses provided detailed information on the organisation’s operating model, including organisational structure, governance arrangements, marketing and communication strategies and administrative policies and procedures in place to assist in delivering the project. Some responses also referred to the use of an integrated workforce model and the supported wage system.  |
| The Application demonstrated that the organisation is experienced in managing similar projects.  | Strong responses provided detailed information to demonstrate the organisation’s previous experience in running an ADE, as well as its experience transitioning ADEs and their supported places to its organisation where applicable. Strong responses also demonstrated experience in similar regional environments.  |
| The Application demonstrated the organisation’s capacity to transition into the Service Area of Mildura.  | Strong responses detailed how the Applicant plans to transition the existing supported employees to its ADE and demonstrated that continuity of employment and concern for the wellbeing of existing supported employees is a primary consideration. Strong responses also stated how the Applicant plans to transition to the NDIS.  |
| The Application demonstrated the capability of staff including experience and qualifications.  | Strong responses provided a detailed description of the experience, qualifications and skills of all staff who would be involved in the transition and ongoing delivery of the ADE (excluding the supported employees themselves). Stated experience and qualifications were relevant to the requirements of the project.  |
| Areas for improvementApplicants could have strengthened their responses to Criterion 1 by: * detailing its performance in managing an ADE and previous transition projects if applicable;
* detailing how the organisation’s demonstrated capacity would facilitate successful delivery of the proposed activity;
* providing more detailed information on the proposed transition, including a transition plan and change management plan that shows how supported employees and their families and/or carers will be involved; and
* Providing information about the staff structures and support mechanisms in place to train, support and develop staff.
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