



Disability Employment Reforms

2024-25 May Budget Factsheet

A new specialist disability employment program

Information for employers

The Australian Government is committed to ensuring that employers and job seekers have access to high-quality specialist supports, so that people with disability, injury or a health condition have equal employment opportunities.

About disability employment services

The Disability Employment Services (DES) program provides tailored support to people with disability, injury and/or a health condition to help them find and keep a job. It also supports employers to recruit and support employees with disability.

From 1 July 2025, the Australian Government will introduce a new specialist disability employment program. Under the new program, providers will deliver high-quality, effective employment services to improve employment outcomes for people with disability. Providers will place participants and employers at the centre of their service design and build meaningful relationships with both participants and employers.

What will the new program mean for employers?

Supporting employers with recruitment and workplace practices

The new program will improve the quality of services for employers. Employers will be able to tap into the expertise providers can offer in disability employment.

Providers will be expected to build strong relationships with employers and support them to implement inclusive employment practices. Support will be available to help employers improve disability recruitment practices and attract people with disability into their workplace. Providers will work with employers to build their confidence and capability to employ people with disability.

The Government will also establish a Disability Employment Centre of Excellence (Centre of Excellence) to share best practice in disability employment and help providers — including providers of the new specialist disability employment program — to deliver high-quality, effective employment services and supports to improve disability employment outcomes.

Meeting the needs of both employers and employees with disability

Under the new program, providers will deliver tailored services that better support job seekers and meet the recruitment needs of employers.

A diverse network of providers will work with employers to identify employment opportunities and ways to create or tailor roles for people with disability. A range of supports will be available to help employers identify their business needs, find suitable candidates, and improve retention of employees with disability within their workforce. Providers will also work closely with job seekers to promote employment opportunities and provide training, coaching, and support, so they are ready to take on these roles. This may include additional ongoing support in the workplace, if required.

Providers will also offer specialised assistance for workplace adjustments, additional training, job customisation and other supports to help employers provide safe and productive workplaces for people with disability.

Supporting employees with disability in the workplace

Under the new specialist disability employment program, providers will continue to work with employers by supporting participants to settle into their new jobs and make sure they have the support they need to succeed. This could include providing on-site training, raising broader disability awareness within the business, organising workplace assessments and modifications, or wage subsidies.

Targeted assistance will continue to be available for employers who already employ a person with disability should this employee needs support to maintain their job. The employee can register directly with a provider, and the provider will then support both the employer and the employee.

The Government will continue to offer a range of other services that support employers and employees with disability in the workplace. These include the employer support services and resources available through [JobAccess](#) and the [Employment Assistance Fund \(EAF\)](#) which funds workplace modifications.

Next steps

The Department of Social Services will hold further consultations with the community about how the new program will work. These consultations will involve people with disability, disability peak organisations, disability service providers and employers.

More information

For more information about disability employment programs, visit the [Department of Social Services](#) or [JobAccess](#) websites. These websites will be updated with new information as it becomes available.

You can also call the Employer Hotline on **13 17 15** or speak to a JobAccess Adviser on **1800 464 800**.