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Employment Targeted Action Plan





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Introduction

Under *Australia's Disability Strategy 2021-2031* (the Strategy), governments have established Targeted Action Plans (TAPs) to make headway in achieving outcomes in specific areas of the Strategy.

The Employment TAP sets out key actions to improve paid employment outcomes for people with disability. These actions are for 2021-22 to 2023-24, noting these are working plans and will be updated with additional actions as appropriate.

Other documents that are linked to this TAP include:

- *Employ My Ability* – the Disability Employment Strategy – an Associated Plan which provides a guiding framework for employers, government and the broader community to increase employment outcomes for people with disability.
- Australian Public Service (APS) Disability Employment Strategy 2020-2025.
- State and Territory disability plans.

Case for Change

Current situation

People with disability can face many barriers to employment, which prevents full social and economic participation. There has been significant government investment in support for people with disability to gain employment, and while this has worked for some, the employment and labour force participation rates of people with disability have not improved for over 20 years, and remain significantly lower than for those without disability.

In 2018, the unemployment rate for people with disability was 10.3 per cent, more than double the unemployment rate of people without disability (4.6 per cent). Of the 2.1 million people with disability of working age (15–64 years) only around half of these were in the labour force (53.4 per cent) compared to 84.1 per cent of people without disability. The unemployment rate for young people with disability aged 15–24 was 24.7 per cent compared to 11.5 per cent for those without disability. The Unique Individuals, Broad Skills Inquiry into students being supported from school to work, found that while there are programs in place for students with disability more needs to be done.¹

Levels of employment also vary significantly for different groups:

- Women with disability aged 15–64 years (45.9 per cent) compared with men with disability aged 15–64 years (49.9 per cent).
- Young people (15–24 years) with disability (39.6 per cent) compared with young people without disability (63.5 per cent).
- People with disability born overseas who speak a main language other than English at home (38.3 per cent) compared with people with disability who were born in Australia who mainly speak English at home (48.0 per cent).
- Aboriginal and Torres Strait Islander people with disability (28.3 per cent) compared with Aboriginal and Torres Strait Islander people without disability (31.4 per cent), or compared to Aboriginal and Torres Strait Islander women with disability (26.8 per cent).

Having employment leads to greater independence, financial security, better health and wellbeing, as well as improved quality of life. Having more people with disability in employment will ensure more skilled individuals are participating in the workforce. Helping people who acquire disability through injury or illness to maintain or return to employment is another way of ensuring individuals continue to participate in the workforce.

“Benefits to the Australian economy as a result of increased workforce participation [of people with disability] are well established including increased gross domestic product (GDP), reduced overall welfare expenditure and increased self-reliance in retirement.”²

Involvement of people with disability

The views of people with disability have informed the decision to create this TAP focused on improving employment outcomes for people with disability. The Strategy's Stage 2 consultations, which informed the TAP, included:

- A public submission process in response to a discussion paper on the Strategy.
- A series of focus groups to hear from people with disability, especially harder to reach cohorts that were not fully engaged in Stage 1 consultations on the Strategy.
- Workshops with Disability Representative Organisations.
- Cross-collaboration workshops on specific topics with people with lived experience of disability and representatives from key sectors.

Key Outcomes and Objectives

The Employment TAP is designed to drive progress under the Employment and Financial Security Outcome Area of the Strategy. This Outcome Area aims to ensure people with disability have economic security, enabling them to plan for the future, and exercise choice and control over their lives. A key component of economic security is employment and this TAP will be a key contribution to this outcome area.

This TAP has the following objectives:

1. Increase employment of people with disability.
2. Improve the transition of young people with disability from education to employment.

Actions will be implemented with an intersectional and diversity lens. This recognises that a person, or group of people, can be affected by multiple forms of discrimination and disadvantage. This can occur due to a person's race, sex, gender identity, sexual orientation, impairment, class, religion, age, social origin and other identity markers. This means that activities taken in line with this TAP should incorporate tailored approaches designed to enable and include people and groups who face intersectional barriers. Actions should also consider how to meet the needs of people in rural and remote locations.

Monitoring and Reporting

A high-level progress report on the implementation of TAPs will be developed and published annually alongside other Australia's Disability Strategy reporting. The TAPs Progress Report will report on a financial year basis and will be published by October each year.

Actions



Australian Government actions

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.1 Employ My Ability - the Disability Employment Strategy</p> <p>Deliver the Disability Employment Strategy, a ten year guiding framework for government, employers, and the broader community to increase employment opportunities for people with disability.</p>	2021	<ul style="list-style-type: none"> Employ My Ability - the Disability Employment Strategy is published.
<p>1.2 Disability Employment Services (DES) reform</p> <p>Develop a new disability employment support model to replace the DES program, which ends on 30 June 2023.</p>	2021-2023	<ul style="list-style-type: none"> New disability employment support model to commence 1 July 2023.
<p>1.3 Improve the motivation and capability of employers to attract, recruit and retain employees with disability</p> <ul style="list-style-type: none"> Redesign and promote the JobAccess website. Increase the number people with disability employed through National Disability Recruitment Coordinator (NDRC) job vacancies. Reform and promote the Employment Assistance Fund (EAF). 	<p>2022-2023</p> <p>2021-2023</p> <p>2021-2023</p>	<ul style="list-style-type: none"> % increase in page views and other metrics for relevant website tools and resources. % of people with disability employed through NDRC job vacancies. % increase in applications under the EAF.
<p>1.4 The Individual Placement and Support (IPS) Adult Mental Health pilot</p> <p>Test the viability of the IPS model for adults with mental illness in two of the eight Adult Mental Health Centres operated by the Department of Health.</p> <p>Funding - \$1.9 million (2021-22 Budget)</p>	2021-2024	<ul style="list-style-type: none"> % of adult with mental illness with an employment or education outcome after participating in the program.

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.5 RecruitAble pilot</p> <p>Test and develop inclusive recruitment pathways and processes to maximise employment opportunities for people with disability.</p> <p>Funding - \$2.43 million (announced May 2021)</p>	2021-2023	<ul style="list-style-type: none"> • Development of a model to apply inclusive recruitment practices within mainstream recruitment companies.
<p>1.6 Implement the New Employment Services Model (NESM)</p> <p>NESM will provide job seekers with tailored assistance through Digital Services or Provider-led Enhanced Services. Job seekers able to self-manage their way back to employment will be able to access Digital Services including person-to-person support via the Digital Services Contact Centre.</p> <p>Job seekers in Enhanced Services will receive intensive face-to-face service, and individually tailored case management to assist them to address their specific barriers, improve their employability and move into work.</p> <p>Enhanced Services Providers will provide accessible services for job seekers and participants including premises that are accessible to all participants (including those with disability).</p> <p>Providers will also be required to deliver services in a way that supports the principle of non-discrimination, including removing barriers that prevent people with disability having access to programs and services.</p>	July 2022 onwards	<ul style="list-style-type: none"> • Job seekers with disability can exercise choice and freely access services in the NESM tailored to assist them to address their specific barriers, improve their employability and move into work.
<p>1.7 Attract, recruit and retain more people with disability in the Australian Public Service</p> <p>Implement strategies and plans (as part of the Australian Public Service Disability Employment Strategy 2020-25) to attract, recruit and retain more people with disability in the Australian Public Service.</p>	2021-2024	<ul style="list-style-type: none"> • 7% of employees with disability in the APS.

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.8 Employment pilots – connecting people to work in areas of skills shortage</p> <p>Partner with industry to trial pilot programs that connect Disability Employment Services participants to jobs in sectors that are experiencing skill shortages.</p> <p>Funding - \$7.6 million</p>	2021-2024	<p>Indicators will be tailored to each pilot and could include:</p> <ul style="list-style-type: none"> • Number of people with disability employed as a result of the pilots.
<p>1.9 NDIS Participant Employment Strategy</p> <p>Support more National Disability Insurance Scheme (NDIS) participants to achieve their employment goals, by raising the aspiration of NDIS participants, their families and carers, building the employment capability of participants, increasing choice of providers and improving the way NDIS works with other vocational education and employment systems.</p>	June 2023	<ul style="list-style-type: none"> • % of NDIS participants of working age in paid work.

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.1 The Individual Placement and Support (IPS) program</p> <p>The IPS program assists young people with mental illness, aged 12 to 25 years, to achieve and maintain sustainable participation in competitive employment and vocational education. It uses an evidence-based model that integrates employment and vocational support with clinical mental health. Vocational specialists are fully integrated into 50 headspace centres throughout Australia.</p>	2021-2024	<ul style="list-style-type: none"> • % of young people with mental illness with an employment or education outcome after participating in the program.
<p>2.2 Implement a new national Post-School Destinations Survey (PSDS)</p> <p>The PSDS will include a component that collects policy relevant information on the post-school transitions of disadvantaged groups, including people with disability. This information will be used to inform policy and interventions aimed at lifting the participation of disadvantaged groups in post-school education, training, and employment.</p>	2022 onwards	<ul style="list-style-type: none"> • Survey implemented. • % of respondents from priority cohorts at the national, state and territory levels.
<p>2.3 Expand the Transition to Work program</p> <p>Through the Transition to Work program, provide tailored support for young people aged 15 to 24 years who are at risk of long-term unemployment or who have had trouble transitioning from education to employment. This includes access to specialist consultants, case managers, and health and disability specialists.</p> <p>From 1 July 2022, Transition to Work's eligibility criteria will expand to encompass more young people with complex Non-Vocational Barriers, including those that have a disability.</p>	July 2022 onwards	<ul style="list-style-type: none"> • Continued assistance of, and increase in, the number job placements of Transition to Work participants with disability.

New South Wales actions³

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.1 NSW Premier's priority to double the proportion of people with disability employed in the NSW public service by 2025.</p> <p>The NSW Public Service Commission (PSC) will continue to promote a workforce that reflects the diversity of the wider community and enable a culture of inclusion across the public sector.</p> <p>This approach emphasises the business imperative for diversity and inclusion, as well as an ethical responsibility of senior leaders across the sector.</p>	2019-2025	<ul style="list-style-type: none"> Outcome NSW Government implements the Premier's Priority to ensure that 5.6% of all Government sector roles are held by people with disability by 2025 as indicated in NSW Public Sector Annual Report.
<p>1.2 NSW Public Service Commission Age of Inclusion program</p> <p>The NSW Public Service Commission will continue to actively promote the Age of Inclusion program to raise the profile of disability inclusion across the public sector and to provide resources and information to support staff at all levels.</p> <p>https://www.psc.nsw.gov.au/culture-and-inclusion/disability-employment/the-age-of-inclusion</p>	2020 - ongoing	<ul style="list-style-type: none"> Increase in people with disability in the NSW Public Service through the annual NSW public service survey of workforce participation.
<p>1.3 The NSW Public Service Commission is conducting disability and employment forums for employees and managers in the sector to promote the recruitment and retention of people with disability.</p> <p>Employees with disability are provided strategies to break down misconceptions about their disability and build a better work environment for themselves and others.</p>	Ongoing	<ul style="list-style-type: none"> Reports annually in the PSC survey.
<p>1.4 The Ageing and Disability Commissioner (ADC) will train and support Official Community Visitors (OCVs) to better identify and raise issues with service providers relating to adults with disability in supported accommodation having access to meaningful employment.</p> <p>Residential care providers will be encouraged to assist young people and adults with disability to gain and maintain employment.</p>	December 2022	<ul style="list-style-type: none"> The ADC will analyse visit reports and matters raised by OCVs to identify systemic issues that require further action.

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.5 NSW Health has embedded disability inclusion principles across NSW Health recruitment and office management. NSW Health establish ongoing feedback mechanisms for monitoring and reporting through workplace and workforce governance structures.</p>	Ongoing	<ul style="list-style-type: none"> Reported in annual staff survey and DIAP.
<p>1.6 NSW Government Agencies participating on the Australian Network on Disability (AND) access and inclusion index assessment and benchmarking exercise. Access-inclusion-index</p> <p>The index is a comprehensive evidence based review of the accessibility and inclusion of people with disability across all aspects of an organisation's activity, focusing on areas including policies relating to disability employment, customers, staff, reasonable adjustments and communication.</p> <p>The assessment report provides guidance on areas for improvement and a comparison with similar organisations.</p>	Ongoing	<ul style="list-style-type: none"> Annual reporting and benchmarking of participating agencies.

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.1 Implementation of NSW Education Disability Strategy. The Strategy commits the NSW Department of Education to building a more inclusive education system.</p> <p>NSW Department of Education will establish an Outcomes framework for students with disability, build workforce capability to support students with disability through a professional learning framework, increase options for professional learning and resources and scholarships in inclusion.</p> <p>Ongoing consultations will include students with disability, their families and carers, schools, along with specific academics, advocates and government agencies.</p>	Ongoing	<ul style="list-style-type: none"> Reporting on the outcomes framework.

Victoria actions

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.1 Public Service Employment</p> <p>Continued support of the VPS Enablers Network by provision of continued funding and hosting for the Senior Advisor position, and operational budget for the network, by all Victorian government departments. The Department of Transport will be the new host of the Senior Advisor position from July 2021 – June 2023.</p>	2018-2025	<ul style="list-style-type: none"> • Increase proportion of people with disability employed in the Victorian Public Service. • Growth in membership of the Enablers Network.

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.2 Victorian Public Sector Commission</p> <p>Implement Getting to work: Victorian public sector disability employment action plan 2018-2025 including the following initiatives:</p> <ul style="list-style-type: none"> • Develop and launch inclusive employee life-cycle resources covering job creation and position descriptions; attraction strategies, recruitment and models; selection, onboarding, career and leadership development. • Implement disability awareness and confidence training for all levels of the VPS. • Partner with and support the Enablers Network, the Victorian public service network for employees with disability. • Lead and convene the Deputy Secretary Disability Employment Champion Round Table and Disability Employment Community of Practice in the Victorian Public Service (VPS) to work collectively on the implementation of Getting to Work and progressing whole of government disability inclusion initiatives. • Ensure equitable access to flexible work for VPS employees with disability. • Facilitate pathways into the public sector for people with disability (such as GRADS Disability Pathway). • Scope the implementation of a workplace adjustment passport. • Provide support for autistic employees, managers and teams. • Develop Special Measure guidance. • Strengthen disability/data information collection through working with Melbourne Disability Institute. 	<p>2018 – 2025</p> <p>2021-2022</p> <p>End 2021</p> <p>Ongoing</p> <p>Ongoing</p> <p>2021 - 2022</p> <p>2023</p> <p>2021-2022</p> <p>2020</p> <p>2021-2022</p>	<ul style="list-style-type: none"> • Achieve Victorian Government disability employment targets of 6% by 2020 and 12% by 2025. • Provision of resources and information for organisations to use to support meaningful employment of current employees with disability and job seekers with disability. • Improve disability awareness and confidence. • Launch whole of government disability awareness eLearn module. • Ensure lived experience of disability is at the forefront of driving cultural change in the VPS. • Disability inclusion and culture change driven by Senior Executives and Diversity and Inclusion/Human Resource Managers. • Flexible work is the Victorian government's default position for all employees. Victorian public service Flexible work policy. • Increased access pathways for employees with disability. • Develop pathways to career progression. • Improve mobility and ease of movement for employees with disability within the Victorian Public Service (VPS). • Workplace adjustment passport pilot in Q4, 2021. • Real time support provided and accessed by employees, managers and teams. • Increase hiring manager capability on disability and employment opportunities for people with disability. • Develop contemporary approach to collection of disability information in a workplace setting. • Increase ability to measure and understand characteristics of disability employment in the VPS.

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.3 Justice and Community Safety Attract, recruit and retain more people with disability in the Department of Justice and Community Safety.</p>	December 2025	<ul style="list-style-type: none"> 12% of respondents from DJCS people matters survey (PMS) identify as a person with disability.
<p>1.4 Develop special measures positions to create equitable and diverse pathways and opportunities for people with disability.</p>	December 2025	<ul style="list-style-type: none"> Diverse opportunities across the department are established as special measure roles.
<p>1.5 Provide an inclusive, barrier free workplace for existing employees with disability to ensure retention through our training, policies, procedures and the provision of accessible resources.</p>	December 2025	<ul style="list-style-type: none"> Training, policies, procedures and accessible resources that support disability inclusion are in place.
<p>1.6 Jobs Victoria targeted employment supports Jobs Victoria offers advice and information to people looking for work and works with a network of partners throughout the state to help people, including people with disability, get job-ready through mentoring, training and employment. Jobs Victoria also works closely with employers to help them identify the skills and experience they are looking for in their workers. Jobs Victoria services include:</p> <ul style="list-style-type: none"> Jobs Victoria Mentors Jobs Victoria Advocates Jobs Victoria Career Counsellors. <p>The recently launched Jobs Victoria Fund provides funding of between \$10,000-\$20,000 per full-time employee for new employees from priority cohorts. Employers who hire people with disability would receive \$20,000 in subsidies to supplement wages and any other training and onboarding costs. Employers can post targeted job advertisements on the Jobs Victoria online hub to find employees from priority jobseeker groups – including people with disability.</p> <p>Funding: Jobs Victoria - \$266.5m over 3 years; Jobs Victoria Fund: \$250m over 3 years</p>	2020/21 – 2022/23	<ul style="list-style-type: none"> Number of people with disability who have been supported through Jobs Victoria services*: <p>* Please note that people accessing Commonwealth Disability Employment Services (DES) are not able to participate in Jobs Victoria services as DES does not allow dual servicing.</p>

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.7 Social Procurement Framework</p> <p>The Social Procurement Framework (SPF) uses the government's procurement expenditure to create jobs for those in the community who need them the most and to maximise social, economic and environmental outcomes for all Victorians.</p> <p>The SPF supports Victoria's diverse communities by providing employment opportunities through direct and indirect procurement approaches. For people with disability this includes:</p> <ul style="list-style-type: none"> • Direct procurement: delivers opportunities for Victorians with disability by government purchasing from Victorian social enterprises (who employ Victorians with disability) and Australian Disability Enterprises (ADEs) and the direct employment of Victorians with disability by suppliers to the Victorian Government. • Indirect: improves employment outcomes for Victorians with disability through mainstream suppliers as part of contractual arrangements to deliver goods, services or construction for the Victorian Government by stipulating suppliers: <ul style="list-style-type: none"> - adopt measures to create employment opportunities for people with disability; and/or - engage social enterprises (who employ Victorians with disability) or Australian Disability Enterprises as part of their supply chain. <p>Funding: \$2m in 2020-21 budget and part of Getting Victorians back to work initiative in 2021-22 budget</p>	<p>The SPF is an ongoing procurement policy with no planned end date.</p>	<ul style="list-style-type: none"> • Direct expenditure by Victorian government departments and core agencies with Australian Disability Enterprises or social enterprises led by a mission for people with disability.
<p>1.8 Victoria Police</p> <p>Enhance attraction and recruitment practices to meet employment targets, including through addressing barriers in Information Technology and increasing employment pathways (for example, prioritised positions, internships).</p>	<p>2021 - 2023</p>	<ul style="list-style-type: none"> • Enhance attraction and recruitment practices to meet employment targets, including through addressing barriers in Information Technology and increasing employment pathways (for example, prioritised positions, internships).

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.1 Transition pathways in the justice system Dedicated entry level pathway programs for students with disability that include:</p> <ul style="list-style-type: none"> • Graduates (numbers are dependent on available funding by calendar year). • Internships (funding is determined by demand). • Youth employment programs (funding is determined by demand). 	December 2025	<ul style="list-style-type: none"> • Pathway programs lead to mainstream employment outcomes for people with disability.
<p>2.2 Dedicated work-experience programs for students with disability.</p>	December 2025	<ul style="list-style-type: none"> • Work experience programs enhance pathway opportunities and mainstream employment outcomes for people with disability.
<p>2.3 Annual Disability Scholarship Program (DSP) to support career pathways for people with disability who are interested in a career in the justice system. Funding: \$60,000 per annum</p>	December 2025	<ul style="list-style-type: none"> • DSP recipients receive access to supports, experiences and sector connections which leads to a smoother transition from their tertiary studies to the workforce, better employment outcomes and more meaningful employment.
<p>2.4 Impact 21 initiative The Impact21 Employment Program is a job readiness program for adults with Down syndrome or intellectual disability. Impact21 is a structured post-secondary school program that builds work readiness and transitions participants into meaningful employment activities. Impact21 builds confidence and competence in employers, supporting them with the necessary structural and cultural changes for people with Down syndrome to be included as valued members of their workforce. The Impact21 program is also working to revise their program to suit younger people (aged 16-22) with Down syndrome as well as people living in regional areas. Funding: \$1.3m in 2020-2022</p>	2020/2021-2021/2022	<ul style="list-style-type: none"> • Number of young people who have participated in employment tasters in partnership with Inclusion Foundation.

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.5 Jobs Victoria Youth Employment Scheme (YES)</p> <p>The Jobs Victoria Youth Employment Scheme (YES) provides young people with an opportunity to work in the Victorian Public Service for 12 months into entry level roles while completing accredited training. The program has a focus on young people facing barriers to employment, including those with disability.</p> <p>Funding: Recurrent annual funding with additional funding allocated in the 2019/20 budget to support the implementation of the program over two years.</p> <p>YES Disability support stream (pilot)</p> <p>The YES Disability Stream pilot aims to provide a pathway for young people with disability into the Victorian Public Service and related public sector agencies. A \$10,000 subsidy is available to assist with costs associated with supporting candidates in their roles.</p>	2020/21-2021/22	<ul style="list-style-type: none"> • Number of young people with disability recruited through YES.
<p>2.6 Skills First</p> <p>Offer a suite of Victorian accredited courses designed for post-compulsory school aged learners with permanent cognitive impairment/intellectual disability. The courses respond to State and National Disability Strategies and Plans which seek to improve both community and employment access for those with permanent cognitive impairment/intellectual disability.</p> <ul style="list-style-type: none"> • Certificate I in Transition Education supports learners to become active participants in the community. • Certificate I in Work Education supports learners to develop skills that support their access to employment. • Certificate II in Work Education supports learners to develop employment-ready skills, knowledge and behaviours. • Course in Initial Adult Literacy and Numeracy supports the development of initial literacy and numeracy skills. 	Ongoing	<ul style="list-style-type: none"> • Number of student commencements and completions of relevant courses funded under Skills First.

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.7 TAFEs and dual sector universities learner support</p> <p>Disability Liaison Officers provide advice and support for learners with disability to ensure equal access to learning opportunities, by arranging reasonable adjustments and a person-centred support plan. This includes course and assessment modifications, tutoring, assistive technologies, specialised equipment, interpreting services, note taking and tutoring. Learners with disability can be referred to a student wellbeing advisor and linked to counselling and other welfare services as required.</p>	Ongoing	<ul style="list-style-type: none"> Number of disability liaison officers employed within the TAFE Network.
<p>2.8 Support TAFE partnerships with disability service providers and disability-specific networks that assist learners with their educational, social and employment goals.</p> <p>\$50 million is available annually for the overall Community Services funding (CSf) program open to all students. As part of the suite of programs and services they support via this funding, TAFEs have the discretion to use this funding to support young people with a disability.</p>	Ongoing	<ul style="list-style-type: none"> Number of partnerships between TAFEs and disability services providers.
<p>2.9 Skills First Reconnect Program</p> <p>The 34 Reconnect providers comprise TAFEs, Learn Locals and Community Service Organisations. The place-based model supports people experiencing complex barriers to education, training, and employment. The program applies a participant-centred approach that involves co-designing a Work and Learning Plan that aligns with the vocational aspirations of the participants.</p> <p>Funding: Reconnect has a current funding commitment of \$47 million, concluding at the end of 2024. This equates to \$11.75 million per annum over four years, allowing for the provision of support to over 1700 participants each year.</p>	Ongoing	<ul style="list-style-type: none"> Number and percentage of Reconnect participants who are under 25 and identify as having a disability, and who have gained employment. Case studies of Reconnect youth participants with disability who have transitioned to employment.

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.10 Skills and Jobs Centres</p> <p>The 12 Victorian TAFE institutes and the four dual sector Universities are funded to provide Skills and Job Centre services across Victoria. Currently there are 31 sites, plus outreach services.</p> <p>All Skills and Jobs Centres' services are available to learners with disability. Skills and Job Centres provide:</p> <ul style="list-style-type: none"> • CV writing seminars and provide guidance on how to prepare for job interview. • Free, independent and qualified Careers Counselling. Some Skills and Job Centres may also provide group motivational sessions as part of other programs. <p>Funding is provided to the TAFE network to deliver services and programs to assist the most vulnerable Victorians to meet their education and employment goals. Each institute has the discretion to use this funding in the best way to meet the needs of their students and the communities they serve, including people with disability.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Number of young people and number of people with disability accessing Skills and Jobs Centres. • Case studies of tailored supports and outcomes.



Queensland actions

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.1 Build employment skills, experience and confidence of Queenslanders with disability through participation in the Skilling Queenslanders for Work (SQW) initiative.</p>	Late 2021 - June 2024	<ul style="list-style-type: none"> Percentage of successful employment outcomes for people with disability following participation in SQW. Percentage of people with disability participating in the SQW initiative.
<p>1.2 Empower diverse small businesses to access support and assistance available through the Big Plans for Small Business Strategy and other Department of Employment, Small Business and Training services by:</p> <ul style="list-style-type: none"> Developing a Small Business Engagement Framework that is responsive to the needs of people with disability. Providing the Mentoring for Growth program to all abilities business owners. 	Late 2021 - June 2024	<ul style="list-style-type: none"> Reported economic participation of people with disability. Reported economic independence of people with disability.
<p>1.3 Support the sector to attract, recruit and retain more people with disability in the Queensland public sector.</p>	Late 2021 - June 2024	<ul style="list-style-type: none"> Percentage of employees with disability employed in the Queensland Public Sector.
<p>1.4 Deliver the next state disability plan in collaboration with the Queensland Working Party, incorporating a focus on employment opportunities for people with disability.</p>	Early 2022 - December 2024	<ul style="list-style-type: none"> The new state disability plan contains a focus on employment opportunities for people with disability. Proportion of Queenslanders with disability participating in employment increases both within the public and private sectors across Queensland.
<p>1.5 Design and implement the Disability Peak Bodies funding program and ensure it includes developing innovative ways to improve the employment of people with disability.</p>	2022 - 2025	<ul style="list-style-type: none"> Disability Peak Bodies program incorporates a focus on employment of people with disability. Disability Peak Bodies program implemented by 1 July 2022.
<p>1.6 Fund disability peak bodies to deliver actions including to support employers in attracting, recruiting and retaining people with disability.</p>	2021 - 2024	<ul style="list-style-type: none"> Funding agreements in place with service providers and outcomes measured through regular service reporting.

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.7 Implement an employment program to recruit neurodiverse people to skilled roles within the Department of Communities, Housing and Digital Economy (including but not limited to IT, digital and cyber security). The program will use appropriate assessment techniques and provide on the job support for successful applicants and teams.</p>	<p>January 2022 - December 2022</p>	<ul style="list-style-type: none"> • Increase the percentage of new employees to the Department of Communities, Housing and Digital Economy's workforce, identified as having a disability (specifically a focus on neurodiverse people). • Percentage of people sharing information about their diversity through the Working for Queensland survey, School Opinion Survey and Workforce Diversity Census.
<p>1.8 The All Kinds of Minds neurodiversity pilot is a key deliverable of the Able. Valuing talent in all abilities workforce strategy which aims to establish pathways for recruitment that target the strengths and talent of a diverse workforce, focusing on people who are neurodiverse. The pilot is supported by embedding inclusion as an organisational capability through becoming a "neurosmart" employer of choice through awareness and training.</p>	<p>2020 - 2023</p>	<ul style="list-style-type: none"> • Increase the percentage of new employees to the Queensland Department of Education's workforce, identified as having a disability (specifically a focus on neurodiverse people). • Percentage of people sharing information about their diversity through the Working for Queensland survey, School Opinion Survey and Workforce Diversity Census.

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.1 Encourage and support the participation of young Queenslanders with disability in VET through tailored learning pathways under Skilling Queenslanders for Work (SQW) and through the Skills Disability Support (SDS) service.</p>	<p>Late 2021 - June 2024</p>	<ul style="list-style-type: none"> • Number of young Queenslanders with disability participating in VET. • Percentage of employment outcomes for young people with disability following participation in SQW. • Maintained demand for SDS services. • Proportion of VET graduates with disability in employment or further study. • Proportion of VET graduates with disability satisfied with their training.
<p>2.2 Support eligible school leavers to access the NDIS to obtain the supports they need to transition from school-based learning programs to employment.</p>	<p>2021 - 2022</p>	<ul style="list-style-type: none"> • Eligible school leavers are supported to access the NDIS through the Assessment and Referral Team.
<p>2.3 Strengthen career education support and transitions to life after school through implementing <i>Every student with a disability succeeding plan 2021-2025</i>.</p>	<p>2021-2025</p>	<ul style="list-style-type: none"> • Senior Education and Training Planning procedure published. • Career education support material published.

Western Australia actions

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.1 Employment participation in the WA Public Sector</p> <p>Implement the government's People with Disability: Action Plan to Improve WA Public Sector Employment Outcomes 2021-2025.</p>	By 2024	<ul style="list-style-type: none"> • Number of people with disability employed in the WA Public Sector (aspirational target – increase to 5% by the end of 2025).
<p>1.2 Employment opportunities</p> <p>Social Housing Economic Recovery Package provides inclusive employment outcomes for people with disability in the construction and allied industries.</p>	By 2023	<ul style="list-style-type: none"> • Number of people with disability employed in the construction and allied industries.
<p>1.3 Leading from the front</p> <p>Chief Executive Officer performance agreements to include employment targets for people with disability.</p>	Ongoing	<ul style="list-style-type: none"> • Number of people with disability employed in the WA Public Sector. • Number of CEO performance agreements with employment targets.
<p>1.4 WA Government – a leader in disability confident recruitment</p> <p>State Government agencies to become disability recruitment confident.</p>	Ongoing	<ul style="list-style-type: none"> • Number of people with disability employed in the WA Public Sector • Number of State government agencies that are: <ul style="list-style-type: none"> - are accredited disability confident recruiters or - have undertaken 'disability confident recruiter' training.
<p>1.5 Attracting and retaining a talented further workforce</p> <p>Provide incentive payments to WA employers who employ and apprentice or new entrant trainee, including people with disability.</p>	Ongoing	<ul style="list-style-type: none"> • Implementation of program.
<p>1.6 Containers for change</p> <p>Support the Containers for Change scheme as it facilitates the employment of people with disability, Aboriginal people and the long-term employed.</p>	Ongoing	<ul style="list-style-type: none"> • Number of people with disability employed in the Containers for Change scheme.

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
2.1 Path to success Students with disability are engaged in early pathway planning to support them to transition through their education and into work or further study.	Ongoing	<ul style="list-style-type: none">• Students engaged.

South Australia actions

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
1.1 Ensure SAPOL's Human Resources policies, procedures and practices are inclusive of people with disability.	Ongoing	<ul style="list-style-type: none"> • Policies, procedures and practices reviewed, updated and maintained.
1.2 Enhance SAPOL's volunteer program for involvement of people with disability.	Ongoing	<ul style="list-style-type: none"> • Review conducted. • Recruitment undertaken. • Number of volunteers with disability participating in the program.
1.3 Develop strategies to increase industry and business awareness of cohort participation (including people living with a disability), in Skilling South Australia projects.	Ongoing	<ul style="list-style-type: none"> • Skilled Careers website and/or Electronic Direct Mail includes references to current project that include participants living with disability.
1.4 Update Foundation skills project guidelines to promote the inclusion of people with disability who need to improve their foundation skills in order to transition to further training, VET, traineeships, apprenticeships and employment.	June 2022	<ul style="list-style-type: none"> • ACE guidelines for 2021-22 updated. Partnerships with a community organisation to deliver this explored. • Checklist or principles in developing community education projects for people with disability co-designed.
1.5 Explore strategies and activities to recognise best practices in student supports by training providers. Support the integration of the Disability Standards for Education with RTOs. Pilot the implementation of these through the Industry Currency pilot for VET trainers and assessors of Disability qualifications in VET.	June 2022	<ul style="list-style-type: none"> • VET trainers and assessors of Disability qualifications in VET are supported through the pilot program.
1.6 Attract, recruit and enable career progression for more people with disability in the South Australian Public Sector: <ul style="list-style-type: none"> • Increase employment and career development opportunities across all levels of the South Australian Public Sector by targeting accessible job opportunities and providing access to training and development. 	Ongoing	<ul style="list-style-type: none"> • Year on year increase in % of employees with lived experience of disability employed at all levels within the South Australian Public Sector.
1.7 Establish a disability employment target for the South Australian Public Sector: <ul style="list-style-type: none"> • Implement a disability employment target for the South Australian Public Sector as part of the refreshed Diversity and Inclusion Strategy. 	2022	<ul style="list-style-type: none"> • Launch of disability employment target for the South Australian Public Sector.

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.1 Determine the data required to measure and track the percentage of children and adults living with disability participating and achieving in education and training.</p>	2023	<ul style="list-style-type: none"> Data collection and analysis in line with the roll out of National Disability Data Asset (NDDA) to capture the percentages of education to employment.
<p>2.2 Ensure that young people with disabilities access funded training opportunities and associated services by embedding requirements for inclusion and accessibility into DIS policies and procedures.</p>	Ongoing	<ul style="list-style-type: none"> Use of the LSS Self-Assessment for students accessing subsidised training reflects an increase in embedding disability access and inclusion into student support services.
<p>2.3 The development of a pathways strategy for senior secondary students with disability.</p>	30 June 2022	<ul style="list-style-type: none"> Strategy has been developed.
<p>2.4 The implementation of the pathways strategy for senior secondary students with disability.</p>	From 30 June 2022	<ul style="list-style-type: none"> Percentage of students that leave government schools and transition into employment.

Tasmania actions

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.1 The Tasmanian State Service Diversity and Inclusion Framework and Policy is currently under review by the State Service Management Office. This review will guide the next Framework and Policy and will include Whole-of-Government actions to assist people with disability.</p>	October 2021	<ul style="list-style-type: none"> Complete the first draft of the review.
	December 2021	<ul style="list-style-type: none"> Review consultation.
	February 2022	<ul style="list-style-type: none"> Develop new Framework and Policy which includes Whole-of-Government actions to assist people with disability.
<p>1.2 Implement recommendations from the Review of the State Services People with Disability Employment Register.</p>	October 2021	<ul style="list-style-type: none"> Finalise Review and release findings and recommendations.
	February 2022	<ul style="list-style-type: none"> Incorporate recommendations into the <i>Diversity and Inclusion Framework and Policy</i>.
<p>1.3 Continue the Partnership Agreement with JobAccess to assist in removing barriers in employing people with disability.</p>	2021-2022	<ul style="list-style-type: none"> Measuring the number increase of those employed who are living with disability. Case study and review of pilot employment program, with continuous review for improvement. Establishment of a community group representing those who are living with disability to further expand on an inclusive working environment.
<p>1.4 Review the Tasmanian State Service Workplace Flexibility Policy to support employees with disability.</p> <p>The outcomes of the State Service Review will be assessed to determine any implications for people with disability who are Tasmanian State Service employees.</p>	June 2022	<ul style="list-style-type: none"> Review of Workplace Flexibility Policy post COVID-19 completed.
	February 2022	<ul style="list-style-type: none"> Assess the outcomes from the State Service Review and reflect in the <i>Diversity and Inclusion Framework</i>.

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.1 The Tasmanian Government to accelerate existing strategies to deliver improved educational opportunities that meet individual student needs as well as providing clearer pathways to jobs in identified post-COVID-19 industry priority areas, the training system and university.</p> <p><i>(PESRAC Final Report Recommendations No. 11 (DoE), 17 (Skills Tasmania/State Growth, 21 and 23 Jobs Tasmania/ State Growth)</i></p>	2021-2022	<ul style="list-style-type: none"> • Supports are being put in place to include differentiation in the Transition Planning process for students transitioning from Year 10 into an Approved Learning Program. • A focus on increasing access and participation of students with a disability in years 10-12 for Apprenticeships and Traineeships for School-aged Learners (ApTSL).

Australian Capital Territory actions

Objective 1: Increase employment of people with disability

Actions	Timeline	Indicator(s)
<p>1.1 People with Disability Employment Framework</p> <p>Continue to implement the People with Disability Employment Framework by providing genuine employment options for people with disability.</p>	Ongoing	<ul style="list-style-type: none"> Number of people identifying as people with disability in the ACT Public Service Workforce growing year on year (workforce percentage as published in the annual ACT State of the Service Report).
<p>1.2 ACT Public Service Reasonable Adjustment Policy</p> <p>Continue to implement the ACT Public Service Reasonable Adjustment Policy, which ensures all ACTPS directorates follow the principles of Reasonable Adjustment and consolidates the ACT Government commitment.</p>	Ongoing	<ul style="list-style-type: none"> Continued and enhanced provision of practical resources to managers and staff to discuss and arrange for reasonable adjustments in the workplace.
<p>1.3 Employment Targets</p> <p>Continued commitment to reaching employment targets for employees with disability by becoming a disability-confident organisation through the full employee life cycle: attract and retain People with Disability; provide genuine career development opportunities for existing employees; and measure the employee experience of employees with disability to inform policy and practice.</p>	Ongoing	<ul style="list-style-type: none"> Reset current workforce employment target for people with disability, including accountability measures, by June 2022. Number of people identifying as people with disability in the ACT Public Service Workforce growing year on year (workforce percentage as published in the annual ACT State of the Service Report).

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.1 Connect to Ability Support the 'Connect to Ability' program through Education Directorate to support Australian School Based Apprenticeships.</p>	2021-2023	<ul style="list-style-type: none"> • Number of young people with disability in school based apprenticeships.
<p>2.2 ACT Inclusion Council The ACT Inclusion Council with the support of ACT Government will implement the Pathways to Employment project to support young people with disability at school access successful work experience.</p>	June 2021- July 2022	<ul style="list-style-type: none"> • Number of young people with disability accessing work experience.
<p>2.3 ACT Public Service Inclusion (People with Disability) Vocational Employment Program Finalise the 2020 Inclusion (People with Disability) Vocational Employment Program.</p>	2020–2022 (18 month program)	<ul style="list-style-type: none"> • Participants complete the program.
<p>2.4 ACT Public Service Graduate Program Continue to deliver the ACT Public Service Graduate Program, which includes identified positions for and recruitment of graduates with disability.</p>	Annually, between February and November	<ul style="list-style-type: none"> • Identified positions available for graduates with disability within the annual ACTPS Graduate Program. • Implementation of reasonable adjustment, including adjusted eligibility criteria if required, for candidates with disability in acknowledgement of certain higher education and employment barriers.

Objective 2: Improve the transition of young people with disability from education to employment

Actions	Timeline	Indicator(s)
<p>2.1. Northern Territory Public Service (NTPS) Traineeships</p> <p>1) NTPS Disability Employment Program traineeship opportunities promoted and marketed directly to NT school-leavers with disability.</p> <p>2) NTPS Graduate trainee opportunities promoted and marketed directly to Charles Darwin University students.</p>	<p>Annual (Ongoing)</p> <p>Annual (Ongoing)</p>	<p>1) Number of school-leavers with disability undertaking a NTPS traineeship.</p> <p>2) Number of graduates with disability employed as a graduate trainee.</p>
<p>2.2 Modified Northern Territory Certificate of Education and Training</p> <p>Support schools and students to complete the NT Certificate of Education and Training through modified subjects offered to students who are eligible on the grounds of a documented or imputed disability.</p>	<p>2021-24 (Ongoing)</p>	<ul style="list-style-type: none"> • An increase of successful completion of the NTCET (Modified).
<p>2.3 Support student transitions</p> <p>Improve transitional support for children and students with disability, including transition out of schooling, in partnership with community organisations and industry.</p>	<p>2021-24</p>	<ul style="list-style-type: none"> • Number of students with disability with Individual Transition Plans.

Endnotes

- 1 Unique Individuals, Broad Skills, Standing Committee on Employment, Education and Training, 2018, p. 90.
- 2 *Willing to Work*, Australian Human Rights Commission, 2016, p. 12.
- 3 The NSW Disability Inclusion Act (2014), NSW Disability Inclusion Plan and the Disability Inclusion Action Plans (DIAPs) of all NSW Government Clusters and 128 Local Councils are the primary mechanisms by which NSW will deliver on the actions of Australia's Disability Strategy.

As at December 2021 NSW is in the process of finalising the next iteration of DIAPs. Clusters are revising their DIAPs as required and Local Councils need to finalise their DIAPS by July 2022. Actions included above are either planned actions with confirmed funding, current actions or recently completed activity that will continue to impact the outcomes of the Employment TAP over the course of the TAP.



