

Australia's Disability Strategy

2021–2031

Action Plan – Working and earning money

Easy Read version



How to use this plan



The Australian Government wrote this plan.
When you see the word 'we', it means the Australian Government.



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 39.



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.disabilitygateway.gov.au/ads



This plan is quite long.

It includes a lot of information.



You don't need to read it all at once.



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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Australia's Disability Strategy 2021–2031



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

In this guide we call it the Strategy.



The Strategy talks about what we can do to make Australia more **inclusive**.



If something is inclusive, everyone can take part.



If Australia is inclusive, people with disability can take part in everything that happens in Australia.



The Strategy also talks about how we must treat people with disability:

- as equals
- with respect.

The Strategy will last:



- for 10 years



- until 2031.

Getting the outcomes we want



Outcomes are the important results we want to get for people with disability.



We must all work together to get the outcomes in the Strategy.

This includes:



- people with disability
- governments
- the community
- businesses
- organisations
- services.

If we all work together, we can make our community:



- **accessible**



- **inclusive**

If something is accessible, everyone can use it.

This might be:



- a place or a building
- transport
- a service
- information
- a website.

Who is the Strategy for?

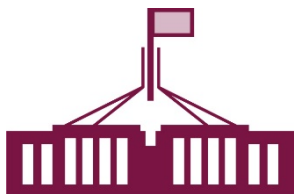


The Strategy is for people with disability.



The Strategy is for all levels of government in Australia.

This means:



- the Australian Government



- state and territory governments



- local governments.



The Strategy is also for the Australian community.

This includes:



- people



- businesses



- organisations



- services.

Our action plans



The Strategy has ideas about how to make life better for people with disability in 7 main areas.

We call these **outcome areas**.



We will do this through Targeted Action Plans (TAPs).

We just call them action plans.



Our action plans talk about what we will do to help get the outcomes.



We talk to people with disability about what should be in our action plans.



We use their ideas to write our action plans.



This action plan is about the Working and earning money outcome area.

Working and earning money

The outcome we want

We want people with disability to have the chance to have a job and enough money so they can:



- live well



- plan for their future



- have choice and control of their own lives.

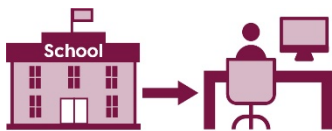
Our goals



Our Working and earning money action plan has 2 goals.



1. Support people with disability to find and keep jobs.



2. Make it better for young people with disability when they leave school to get ready for **employment**.



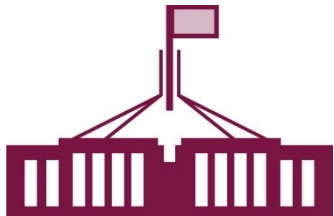
Employment means you:



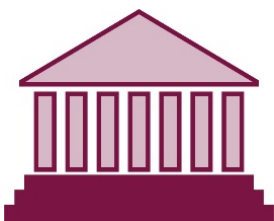
- have a job
- go to work
- get paid.

Actions

Our action plan talks about what:



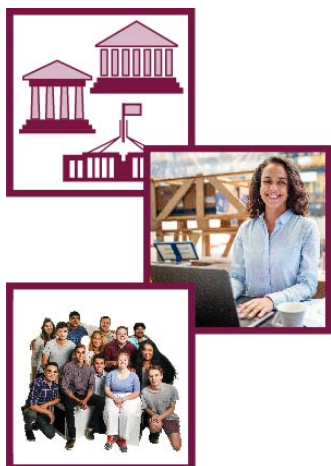
- the Australian Governments will do



- state and territory governments will do.

The Australian Government

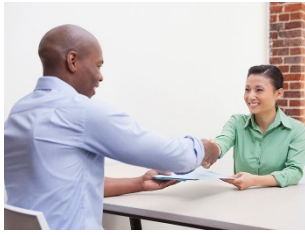
The Australian Government will write a plan for:



- the government
- **employers**
- the community.



The plan will talk about how to support people with disability to find and keep jobs.



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



The Australian Government will make a new program to help people with disability find and keep jobs.



The new program will be used instead of the **Disability Employment Services (DES)** program.



DES is run by the Australian Government.

DES helps people with disability find and keep jobs.



The Australian Government will do more to support employers to:

- hire people with disability
- help people with disability keep their job.

The Australian Government will:



- make a better website to help people with disability find work



- help more people get jobs through government services

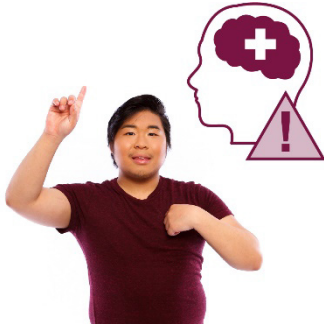


- change a government program that pays for supports for people with disability to work.



The money for these changes may be paid to:

- the worker with disability
- their employer.



The Australian Government will try an employment program for adults with mental health problems.



The Australian Government will work with **mainstream** employment organisations to make their services:

- accessible
- inclusive.



Mainstream employment organisations find jobs for people in all workplaces.

It is not just for people with disability.



The Australian Government will try a new way to get people with disability jobs where they have more control in:

- preparing for work
- finding work.

The Australian Government will:



- hire more people with disability



- do more to make sure people with disability can work for the Government.



The Australian Government will try a new program to connect DES participants with **sectors** that need more staff.

Sectors are all of the people who do a certain type of work, such as:



- health care
- education
- hospitality – restaurants and cafes.



The Australian Government will support people who take part in the **National Disability Insurance Scheme (NDIS)** to reach their employment goals.



The NDIS provides supports and services to many people with disability around Australia.

The Australian Government will help young people with mental health needs to:



- find and keep jobs



- take part in a **Vocation education and training (VET)** course.

VET is a type of education after school.

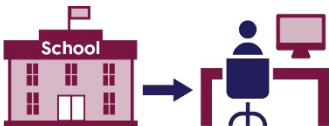


It includes:

- TAFE
- apprenticeships.



Some VET can start when you are still at school.



The Australian Government will do research about the experiences of people with disability when they move from school or learning to work.



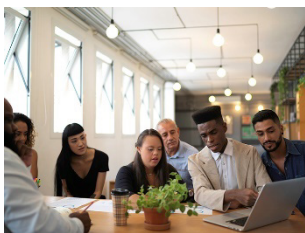
The Australian Government will support young people with disability to find and keep a job.

State and territory governments

New South Wales Government



The New South Wales (NSW) Government will hire more people with disability.



The NSW Government will give staff information about making **workplaces** inclusive.

A workplace is any place you might work, such as:



- an office
- a factory
- a shop
- a service.

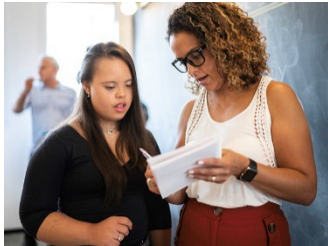


The NSW Government will have **forums** for all staff.



A forum is an event where people get together to talk about their:

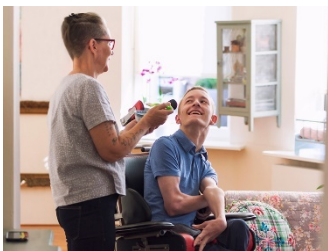
- experiences
- ideas.



These forums will help them hire and keep more people with disability in the workplace.



The NSW Government will support other organisations to work out the problems people who live in **supported accommodation** face when they want to find and keep a job.



Supported accommodation is a type of housing that is designed for people with disability who need support.



The NSW Government will look at their organisations to see how they can become more:

- accessible
- inclusive.



The NSW Government will make **education settings** more inclusive.



Education settings are places where people go to learn.

They include:



- primary schools
- high schools
- training colleges
- VET
- universities.

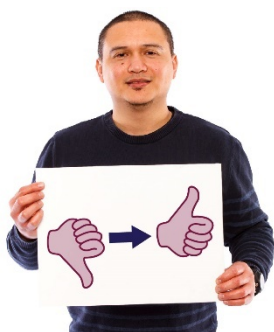
To make sure all education settings are more inclusive, the NSW Government will get staff to:



- learn about how to be inclusive



- keep track of changes they are making



- look at what they can do better.

Victorian Government



The Victorian Government will hire more people with disability.

The Victorian Government will make their workplaces more inclusive.

The Victorian Government will support:



- people with disability to prepare for work



- employers who want to hire people with disability.



The Victorian Government will make sure there are enough chances for people with disability to find and keep work.

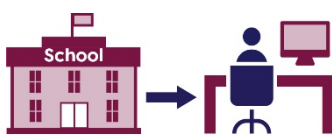


The Victorian Government will support people with disability to move from school and learning to work in the **justice system**.

The justice system includes:



- police
- the courts
- the law
- prisons.



The Victorian Government will support people with disability to move from school and learning into work.



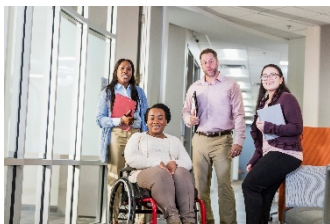
The Victorian Government will make sure people with disability can take part in different courses.

Queensland Government



The Queensland Government will help people with disability:

- learn new employment skills
- get work experience.



The Queensland Government will plan how to support small businesses so they can meet the needs of staff with disability.



The Queensland Government will:

- hire more people with disability
- help more people with disability keep their government job.



The Queensland Government will talk about jobs for people with disability in their new plan.

The Queensland Government will run a program to:



- help people with disability find and keep a job



- support employers.



The Queensland Government will hire more people who are **neurodiverse**.

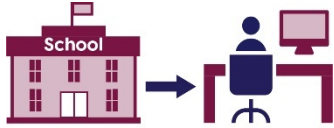


When someone is neurodiverse:

- they think in a different way
- their brain works in a different way.



The Queensland Government will support young people with disability to do VET courses.



The Queensland Government will support young people who take part in the NDIS to move from school to work.



The Queensland Government will support young people to learn more about moving from school to work.

Western Australian Government



The Western Australian (WA) Government will follow a plan to make their employment more:

- accessible
- inclusive.



The WA Government will support employment outcomes for people with disability who are:

- builders
- construction workers.

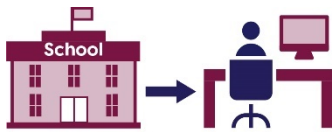


The WA Government will talk to their staff about employment goals for people with disability.



The WA Government will:

- hire more people with disability
- help more people with disability keep their job.



The WA Government will help students with disability when they move from school or learning to work.

South Australian Government



The South Australian (SA) Government will make sure their police:

- are inclusive
- include people with disability in their **volunteer** program.



When you volunteer, you work but you don't get paid.

Volunteers usually do work that helps other people.



The SA Government will give people with disability more skills to help them get:

- more training
- a job.



The SA Government will look at how to support students with disability.



The SA Government will look at **data** about people with disability in education settings.

When we talk about data, we mean:



- facts
- information
- records.



The SA Government will make sure young people with disability can find and use training services.

The SA Government will:



- plan how to best support high school students with disability



- make sure the ideas in the plan happen.

Tasmanian Government



The Tasmanian Government will write a new guide about making employment better for people with disability.



The Tasmanian Government will take away things that stop people with disability getting jobs.

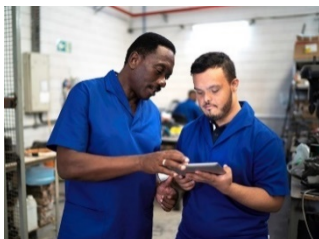
The Tasmanian Government will look at:



- how they support people with disability in workplaces



- what needs to change.



The Tasmanian Government will give students with disability more chances to:

- keep learning
- find and keep a job.

Australian Capital Territory Government



The Australian Capital Territory (ACT) Government will give people with disability employment options.



The ACT Government will make changes to better support people with disability.

The ACT Government will:



- hire more people with disability



- help more people with disability keep their job



- give people with disability chances for employment options that will support them



The ACT Government will support a program that helps students with disability when they are still at school.



This includes helping them:

- get training
- find work experience.



The ACT Government will keep supporting people with disability who have finished university to find and keep a job in their workplace.

Northern Territory Government



The Northern Territory (NT) Government will run a program that supports people with disability to find lots of different jobs in their workplace.



The NT Government will do more to make its workplace inclusive.

This will help the NT Government:



- hire more people with disability



- help more people with disability keep their job.



The NT Government will give young people with disability chances to do **traineeships** in their workplace when they:

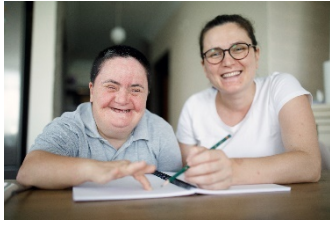
- leave school
- are at university.



A traineeship is where you learn how to do a job.

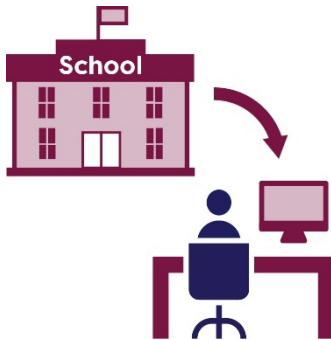
You are paid to:

- work
- learn how to do that job.



The NT Government will support students with disability with their:

- education
- training.



The NT Government will also support students with disability to move from school or learning to work.

Knowing how well our action plan is going

We will:



- check how well our action plan is going



- talk to the community about how well it's going.



We will make sure we talk to people with disability.



We will check if we are getting the outcomes we want.



We will use what we learn to write a report.



We will share our report with the community.

Word list

This list explains what the **bold** words in this document mean.



Accessible

If something is accessible, everyone can use it.

This might be:

- a place or a building
- transport
- a service
- information
- a website.



Data

When we talk about data, we mean:

- facts
- information
- records.



Disability Employment Services (DES)

DES is run by the Australian Government.

DES helps people with disability find and keep jobs.

Education settings

Education settings are places where people go to learn.

They include:

- primary schools
- high schools
- training colleges
- Vocational education and training (VET)
- universities.



Employer

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

Employment

Employment means you:

- have a job
- go to work
- get paid.





Forum

A forum is an event where people get together to talk about their:

- experiences
- ideas.



Inclusive

If something is inclusive, everyone can take part.



Justice system

The justice system includes:

- police
- the courts
- the law
- prisons.



Mainstream employment organisations

Mainstream employment organisations find jobs for people in all workplaces.

It is not just for people with disability.



National Disability Insurance Scheme (NDIS)

The NDIS provides supports and services to many people with disability around Australia.



Neurodiverse

When someone is neurodiverse:

- they think in a different way
- their brain works in a different way.



Outcome areas

The Strategy has ideas about how to make life better for people with disability in 7 main areas.

We call these outcome areas.



Outcomes

Outcomes are the important results we want to get for people with disability.



Supported accommodation

Supported accommodation is a type of housing that is designed for people with disability who need support.



Traineeship

A traineeship is where you learn how to do a job.

You are paid to:

- work
- learn how to do that job.



Vocational education and training (VET)

VET is a type of education after school.

It includes:

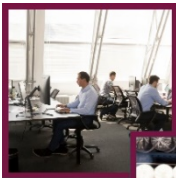
- TAFE
- apprenticeships.

Volunteer



When you volunteer, you work but you don't get paid.

Volunteers usually do work that helps other people.



Workplace

A workplace is any place you might work, such as:

- an office
- a factory
- a shop
- a service.

Contact us



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