

# NDIS Participant Employment Strategy

2019–2022

Easy Read version





## How to use this document



The National Disability Insurance Agency (NDIA) wrote this document. When you see the word 'we', it means the NDIA.



This document is written in an easy to read way. We use pictures to explain some ideas.



Some words are written in **bold**. We explain what these words mean. There is a list of these words on page 27.



This Easy Read document is a summary of another document.



You can find the other document on our website  
at [www.ndis.gov.au](http://www.ndis.gov.au)



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

## What's in this document?

What is this document about?	6
Our vision	9
Our goal	10
How will we reach our goal?	11
Our 5 focus areas	17
Our plan for change	19
Putting our plan in place	23
What happens next?	26
Word list	27
Contact us	30

## What is this document about?



This document is about the *NDIS Participant Employment Strategy 2019-2022*.



In this document we call it the Strategy.



We have written the Strategy for **NDIS participants**.



NDIS participants are people with disability who take part in the National Disability Insurance Scheme (NDIS).

**Employment** means you:



- have a job



- go to work



- get paid.



Employment is a good way for more people with disability to take part in our community.



And it means that more people can take part in our economy.



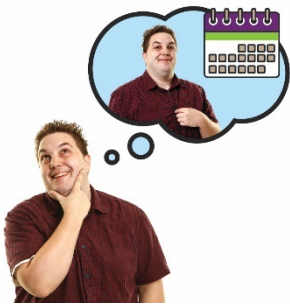
Our **economy** is the total amount of goods, services and money that Australia makes and uses.



The Strategy is our plan for how we will support NDIS participants to reach their employment goals.



## Our vision



Our **vision** is what we want life to be like for NDIS participants in the future.



Our vision is for NDIS participants to have the same chances and opportunities to work as other Australians.

In order to use those opportunities, people need:



- confidence



- skills



- support.

## Our goal



We want more participants who can work to find work.



We want 30% of NDIS participants to be in paid work.



We want to reach our goal by June 2023.

## How will we reach our goal?



To reach our goal, we must change the way we do things.



We have used some important ideas to help us write this Strategy.



We call them our **Principles for Change**.



They will guide our work over the next 3 years.

Our main idea is that NDIS participants deserve to work:



- in jobs they are free to choose



- in **workplaces** that are:
  - **inclusive**
  - equal
  - **accessible.**

Workplaces are any place you might work, such as:



- an office
- a factory
- a shop.



If something is inclusive, everyone can take part.

If something is accessible, everyone can use it.

This might be:



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

Another idea is that employment can help an NDIS participant:



- do more for themselves



- be healthy and well



- be included.



We believe that, if you give people the right support, most people with disability:

- want to work
- can work.



We also believe that it's important to understand the whole person.



Everyone has different needs and different goals.



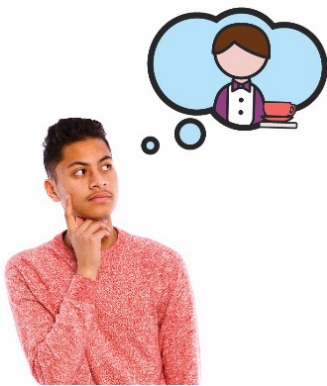
For example, some people might need technology or equipment to help them get a job.



Others might need more training.



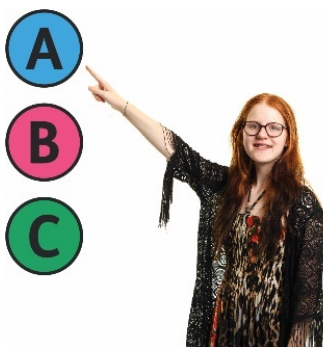
We also believe in teaching young people about work while they're still at school.



That way, they have a better chance of reaching their employment goals later in life.



The NDIS puts the participant at the centre of any decisions that affect their life.



We want the participant to have choice and control over their employment goals.





We believe in working together with other employment services.



We don't think we need to double-up on any work that's already being done.



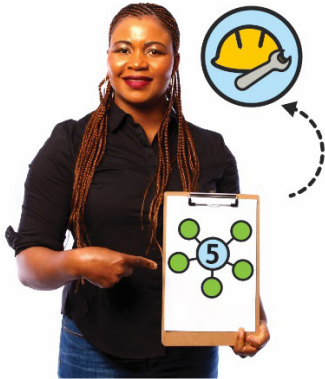
We want people to have a good experience when they use these kinds of services.



And we want people to find support in their local area if that's what they need.



## Our 5 focus areas



We have 5 areas we need to focus on to achieve our goal.



We call these our **focus areas**.

Our 5 focus areas are:



1. Including employment goals in NDIS plans.



2. Giving NDIS participants choice and control over the way they reach their employment goals.

We call this an **employment pathway**.



3. Making it easier for NDIS participants to find work and reach their employment goals.



4. Helping employers feel confident about employing NDIS participants.



5. Leading the way by giving NDIS participants a chance to work with us.

## Our plan for change



We want NDIS participants to set and reach their employment goals.

By 2022, we want:



- NDIS participants who want to work to have the support they need to plan their employment pathway

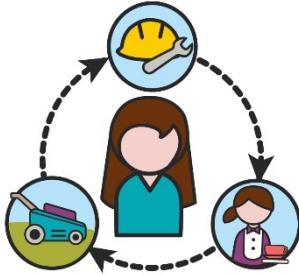


- people to talk about employment goals in every NDIS planning meeting



- NDIS participants to get the support they need when they:

- leave school



- change jobs



- retire



- NDIS participants to get the right support to build their skills for work



- more people to be included in the community through employment



- everyone to understand how important social skills can be for NDIS participants with employment goals



- NDIS participants to get good information about the supports they can use to help them reach their employment goals



- more NDIS providers to offer the supports people need to reach their employment goals



- NDIS participants to find employment in a wide range of:

- businesses



- jobs



- roles



- employers to feel confident about employing NDIS participants



- NDIS participants to have better experiences because we can work well with:
  - governments



- businesses



- to be leading the way by having more NDIS participants working with us.

## Putting our plan in place

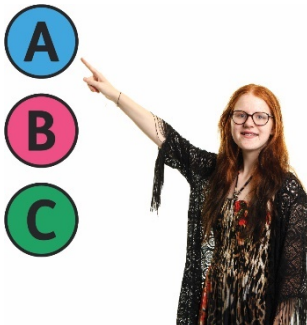
Every day, people who work at the NDIS should:



- talk to NDIS participants about employment



- work out what support NDIS participants need



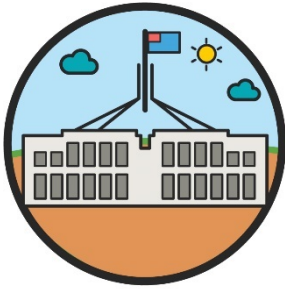
- give NDIS participants choice and control.



There is a lot we can do at the NDIA.



But we also need to work with:



- the Australian Government



- state and territory governments



- businesses.



Governments across Australia are already doing a lot to help people with disability reach their employment goals.



This includes Disability Employment Services (DES).





DES is run by the Australian Government.

DES helps people with disability find and keep jobs.



We want NDIS participants to:

- know what employment services they can use



- find and use the employment services they need.



We all want to make sure the NDIS works well with the other systems people use, like health and education.



If we all work together, we can give NDIS participants a better chance to reach their employment goals.

## What happens next?



Before the end of each year, we will check how well the Strategy is working.

We will make sure we update it so we know:



- what we will be doing each year



- how well it is going



- if we will reach our goals.

## Word list



### Accessible

If something is accessible, everyone can use it.

This might be:

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



### Disability Employment Services (DES)

DES is run by the Australian Government.

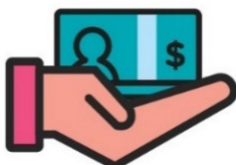
DES helps people with disability find and keep jobs.



### Employment

Employment means you:

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





## **Employment pathway**

Giving NDIS participants choice and control over the way they reach their employment goals.



## **Focus areas**

Areas we need to focus on to achieve our vision.



## **Inclusive**

If something is inclusive, everyone can take part.



## **NDIS participants**

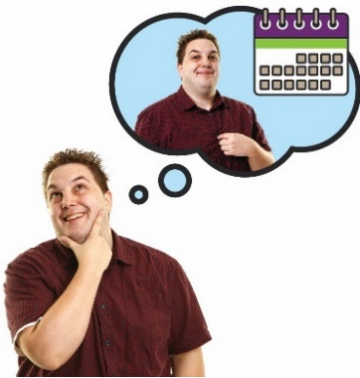
NDIS participants are people with disability who take part in the National Disability Insurance Scheme (NDIS).



## **Principles for Change**

We have used some important ideas to help us write this Strategy.

We call them our Principles for Change.



## **Vision**

Our vision is what we want life to be like for NDIS participants in the future.



## **Workplaces**

Workplaces are any place you might work, such as:

- an office
- a factory
- a shop.

## Contact us

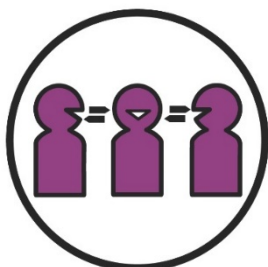
For more information, please contact us.



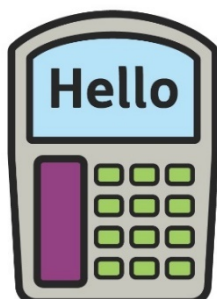
[www.ndis.gov.au](http://www.ndis.gov.au)



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TIS National 131 450



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TTY – 1800 555 677



Speak and Listen – 1800 555 727



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