

2020 Progress report

NDIS Participant employment strategy

Key focus areas

1. Participant employment goals and aspirations in plans
2. Participant choice and control over pathways to employment
3. Market developments that improve the path to paid work and support the career development of NDIS participants
4. The confidence of employers to employ NDIS participants
5. NDIA leading by example as a government employer

Goals	Actions – what the NDIA did
<p>Key focus area 1</p> <ul style="list-style-type: none"> • To support participants in their work aspirations and planning their pathway to workforce participation. • Planners and LACs will discuss employment goals and career development at each planning meeting, so supports match the participant’s stage of life, changing work needs and aspirations. 	<ol style="list-style-type: none"> 1. We had more conversations about work with participants and supported more participants to create goals around work. 2. We increased the number of participants with an employment-related goal in their plan to 81,940 or 34% of all working age participants (up from 31% in 2019). View the latest quarterly report for more information. 3. We increased the skills of frontline staff by delivering training to more than 3,500 staff and having regular discussions with them about planning for employment. 4. To provide local disability employment expertise for planners and LACs, we built a national network with 64 representatives from all states and territories. 5. To support better planning and reasonable and necessary decision making, we refreshed the Work and study supports operational guideline and created new resources for planners and LACs on Supports in employment and School leaver employment supports. 6. We introduced system enhancements to prompt planning conversations about the transition from school to work for the 7,200 participants who are getting ready to leave school in 2021.

Goals	Actions – what the NDIA did
<p>Key focus area 2</p> <ul style="list-style-type: none"> • Make it easier for participants to identify what they need to build their skills and be ready for work. • Participants can choose the right supports to explore work, build their skills to start or continue work and have opportunities for development, including career progression. 	<ol style="list-style-type: none"> 1. To help young people with disability think about life after school and the education professionals supporting these young people, we updated our School leaver employment supports resources. 2. To help more than 300 support coordinators exploring employment with participants, we held Supports in employment information sessions. 3. To make it easier for participants to know what supports are available and where to get these supports, we clarified the roles of the NDIS and Disability Employment Services (DES) 4. We celebrated real employment outcomes by regularly publishing success stories about participants in work. 5. We conducted research on pathways to employment for participants with intellectual disability, autism or psychosocial disability. This will help us to develop new tools to help participants have greater choice and control over their employment supports.
<p>Key focus area 3</p> <ul style="list-style-type: none"> • Deliver individualised employment pathways. • Providers will be innovative and tailor supports that help participants pursue their work goals and continue to build their skills and independence. 	<ol style="list-style-type: none"> 1. We worked closely with providers of employment supports to explore new ways of delivering supports at the height of the pandemic, so participants could be supported and connected. 2. We introduced new pricing for supports in employment to increase flexibility, choice and control for participants about where they work, how they are supported and who supports them. 3. To support market development we released new data on the Data and Insights website. 4. To help providers to deliver better employment supports we held information sessions. 5. We collaborated with Swinburne University of Technology in an innovation challenge to develop business ideas to overcome barriers to employment for participants.
<p>Key focus area 4</p> <ul style="list-style-type: none"> • More employers will be disability-confident and ready to employ participants. 	<ol style="list-style-type: none"> 1. We distributed \$32.7 million to 28 grant recipients through the second Information, Linkages and Capacity Building (ILC) Economic Participation grant round, funding activities to provide people with disability pathways to meaningful employment (including self-employment).

Goals

- Employers will understand the value that participants can bring to their workforce, no matter the industry and location.
- Employers feel confident in using NDIS supports and mainstream employment services to help increase their employees with disability.

Actions – what the NDIA did

2. To improve work participation for people with physical or mental health conditions, we joined the [Comcare Collaborative Partnership](#).

Key focus area 5

- Be recognised as a leading employer of people with disability.
- Share learnings with other employers to boost their confidence to employ people with disability.
- Continue to employ people with disability across all levels of the organisation.

1. We continued to be a leading government agency in employing people with a disability. 18.2% of NDIA employees identified as living with a disability in 2020 (the Australian Public Service average is 4%).
2. To provide advice on employee needs and reasonable adjustments, we established an NDIA employees with disability working group.
3. We developed and delivered disability awareness training for all NDIA employees.
4. To help NDIA staff to develop accessible resources, we created an accessibility hub of best practice guidance.
5. We supported the development of the [Australian Public Service \(APS\) Disability Employment Strategy 2020-25](#).