The Future of Disability Employment...
Something Old, Something New

Disability Employment Australia Conference 2017
Panel Session: Thursday, 7 September 2017
2.30 pm – 3.20 pm
Hilton Brisbane
Something Young...
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Something Old... (ACE Conference 2012)
Remember... Services Come, Services Go

- For those boards, chief executive officers or senior managers who have been across the disability industry for many years may have noticed:
  * government policies come and go
  * government services come and go
  * government funding comes and goes

- In fact the best examples of this phenomenon are mainstream employment services and disability employment services
Something Old... (ACE Conference 2012)
Remember... Services Come, Services Go

- CETPs and ISJs came, CETPs and ISJs went...
- Enclaves came, Enclaves went...
- Open Employment came, Open Employment went...
- DEN Capped/Uncapped came, DEN Capped/Uncapped went...
- DES, ESS and DMS came, DES, ESS and DMS will go...
- Red Scheme came, Red Scheme went...
- NET/CYSS came, NET/CYSS went...
- SkillShare came, SkillShare went...
- ESRA came, ESRA went...
- JobNetwork came, JobNetwork went...
- JSA came, JSA will go...
- Job Active came, Job Active will go...
Something Old… (ACE Conference 2012)
Product & Service Life Cycles Will Continue

- All services or products have a life cycle: birth, growth, maturity, decline, death
- The trick is to leverage off one life cycle to the next, before the first one dies, eg: Disability Employment Services
Something Old… (ACE Conference 2012)

Looking Back From 2020, What Will Have Really Happened to DSOs?

Standing back from the various types of DSOs which succeed in the new NDIA/NDIS paradigm at 2020, it could be strongly argued that services to people with disabilities will have been:

* commercialised
* corporatised
* privatised.

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◆ In 1986 the Commonwealth Disability Act came into being

◆ Subsequently, 13 DES organisations were established, then known as ISJs and CETPs

◆ Organisations operated within the government funded, welfare paradigm

◆ Normalisation and Social Role Valorisation were the prevailing philosophies, inclusion, integration then follow
Something New...

- The labour force participation rates for people with disabilities have remained stagnant for the past 20 years.
- DESs today are focused on people with disability, injury or health.
- Tomorrows DESs will be founded on:
  * choice and control for customers
  * competition and contestability
  * a new risk adjusted funding model
The Journey Continues…

My two major messages for discussion are:

✦ People with Disabilities:
  * Your options, pathways and opportunities have never been greater
  * Employability, the ability to travel through a career and through the labour market

✦ Disability Employment Services:
  * Transform your organisation, re-engineer your business model & reinvent your culture
  * Power on, life’s a journey and this is just another adventure!
Further Information & Assistance

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