



*Celebrating
Excellence!*

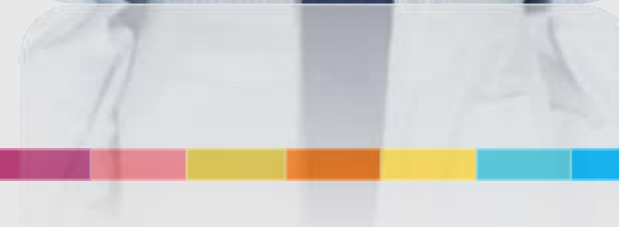
DISABILITY
EMPLOYMENT
AUSTRALIA'S
CONFERENCE

ADELAIDE
2018



DEA Survey 2018

David Best
Senior Policy Officer,
Disability Employment Australia





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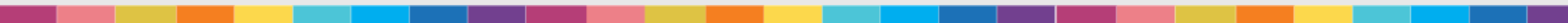


Overview

Feedback on the DEA 2018 Workforce Survey

Comparison with the 2010 and 2013 surveys

DES Essentials overview!

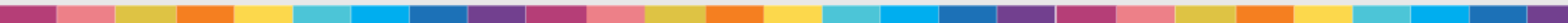




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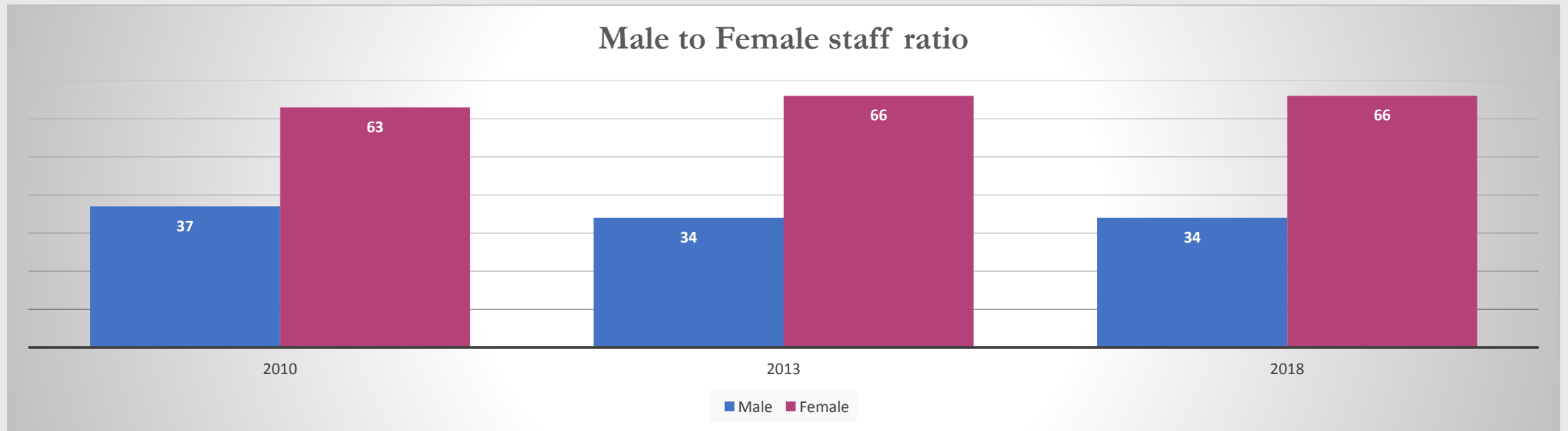
Part 1 Demographics



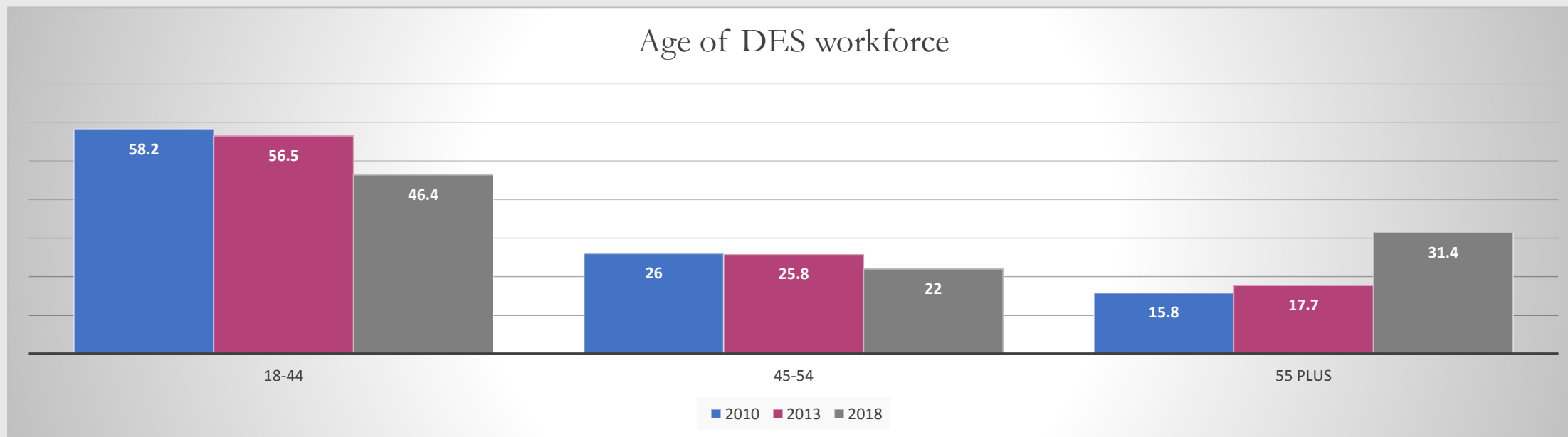


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Gender



Age distribution

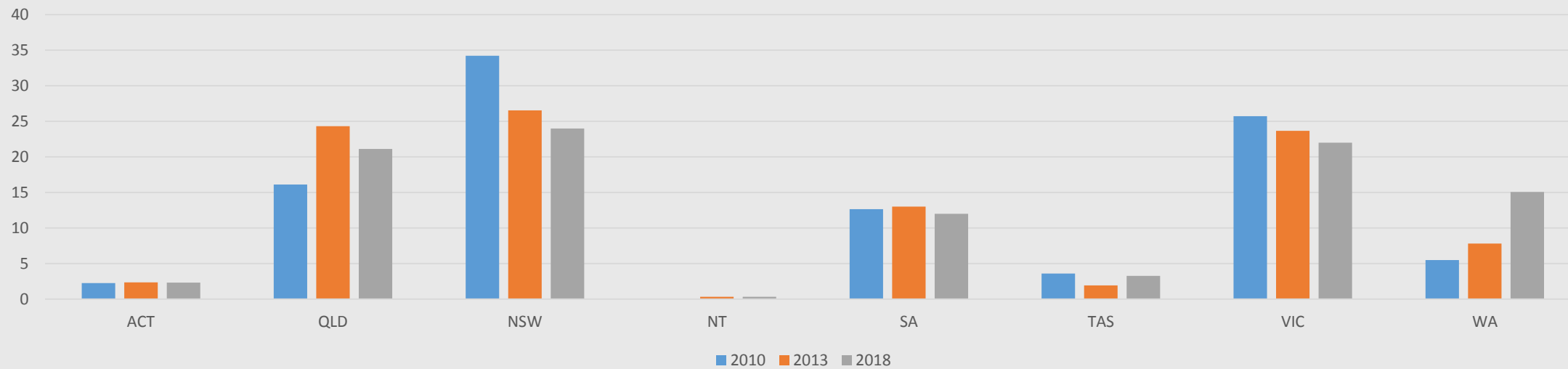




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Location

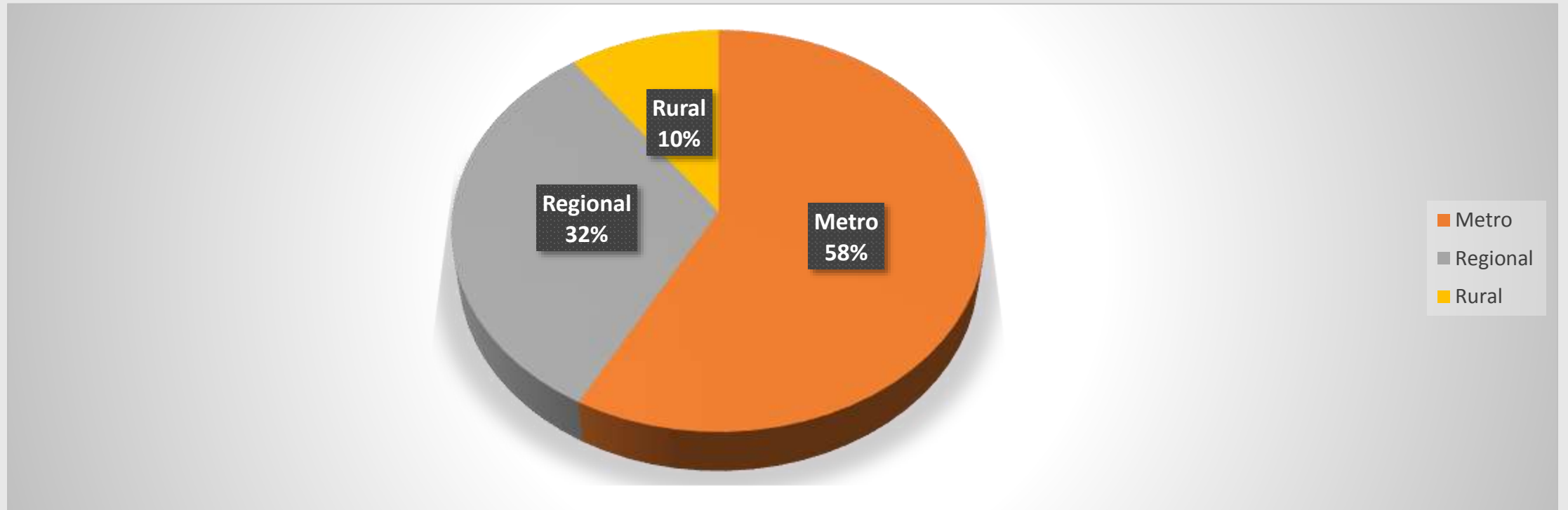
Location of respondents





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Location 2018

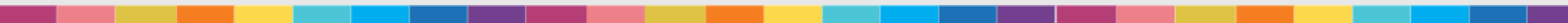




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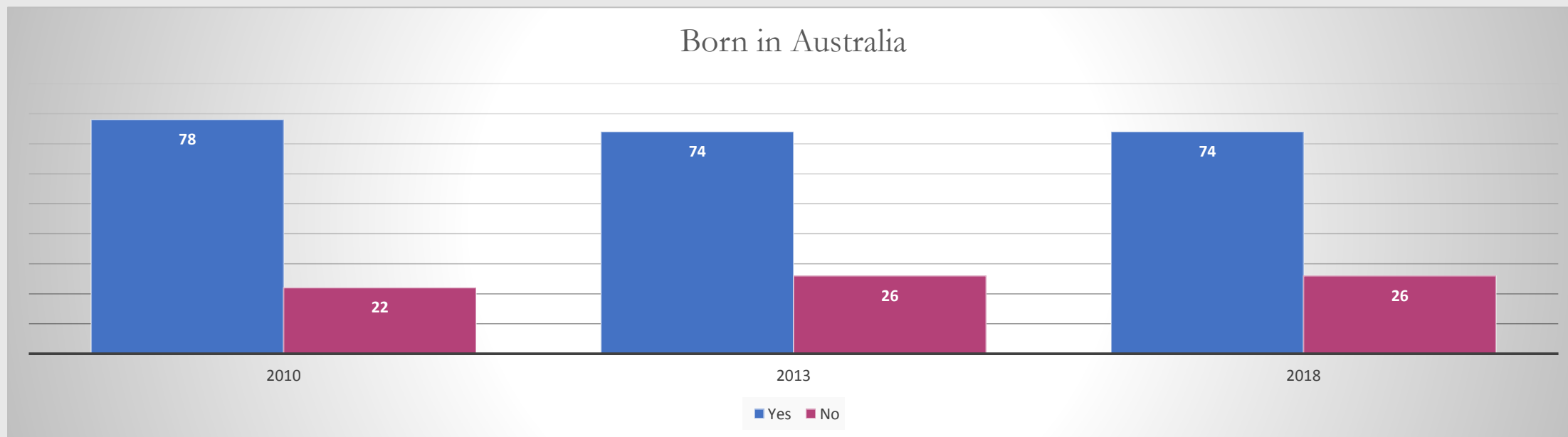
Part 2 Diversity





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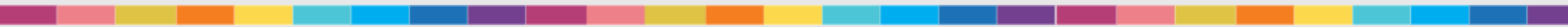
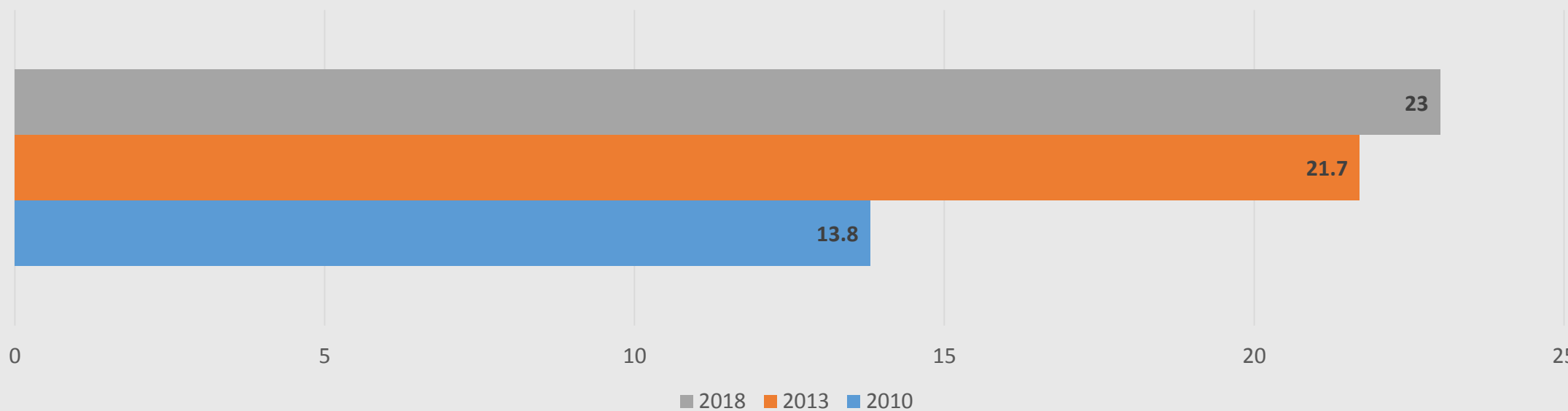
Born in Australia





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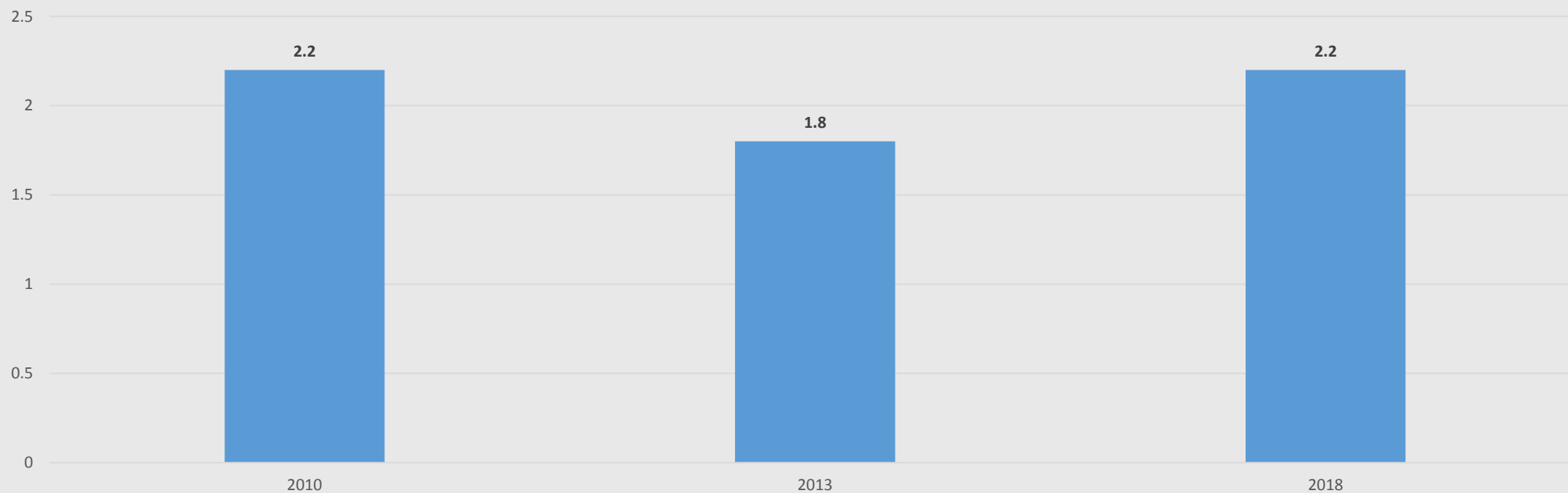
Language other than English





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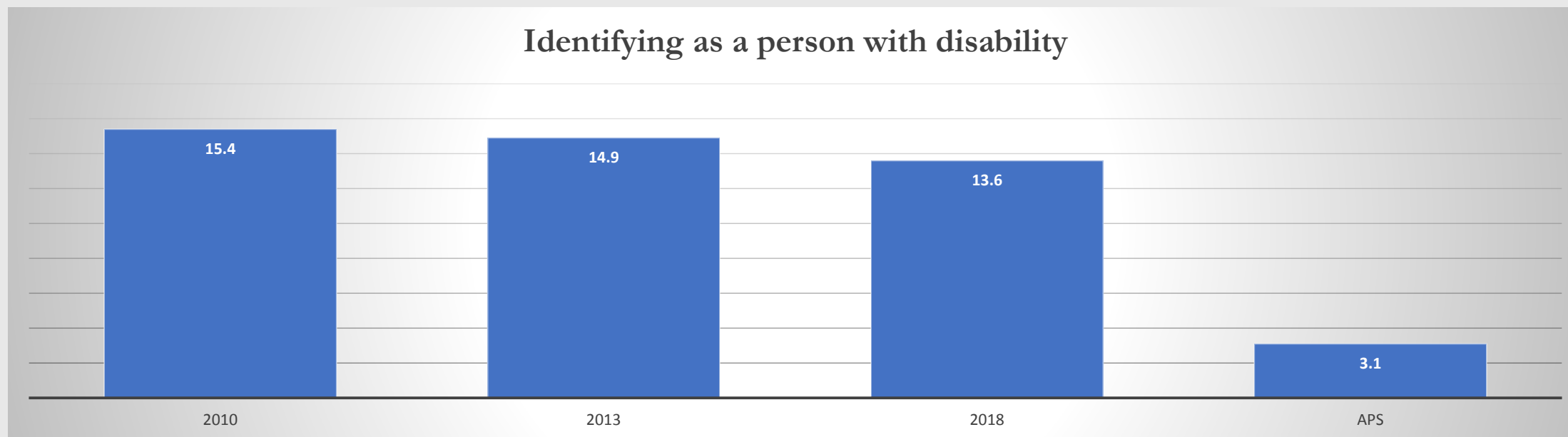
Indigenous



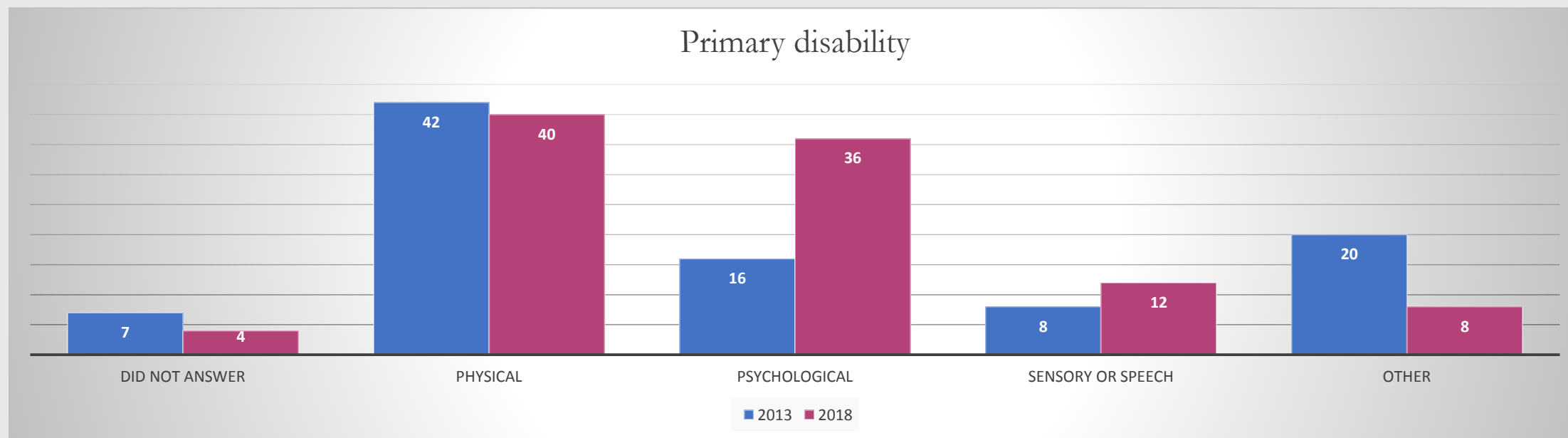


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Person with disability



Primary disability

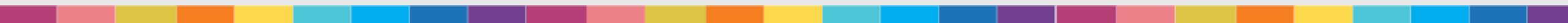




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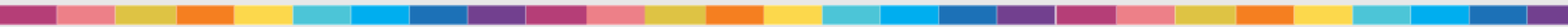
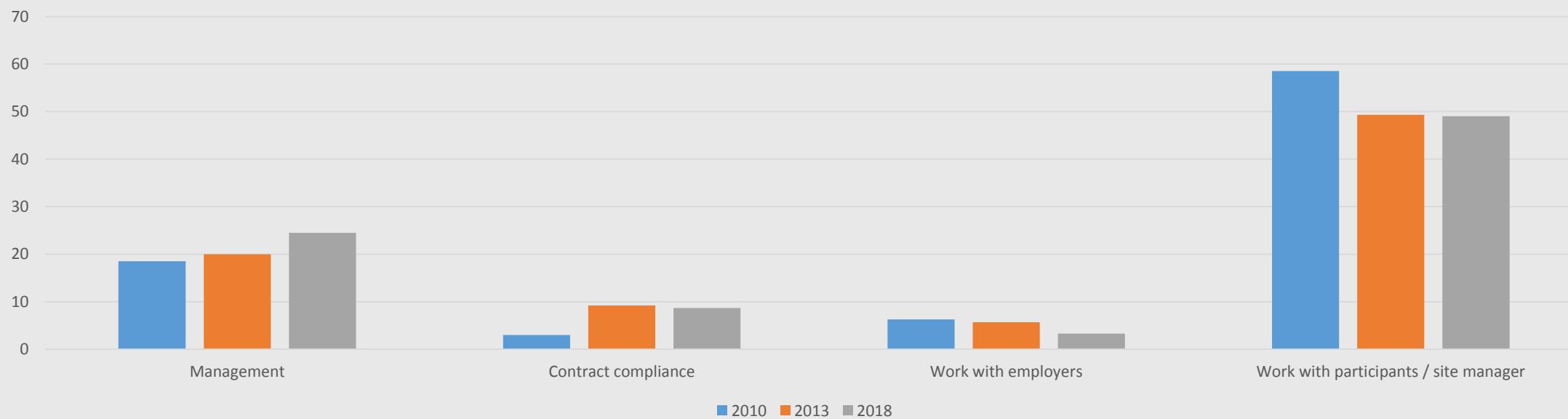
Part 3 Job Roles





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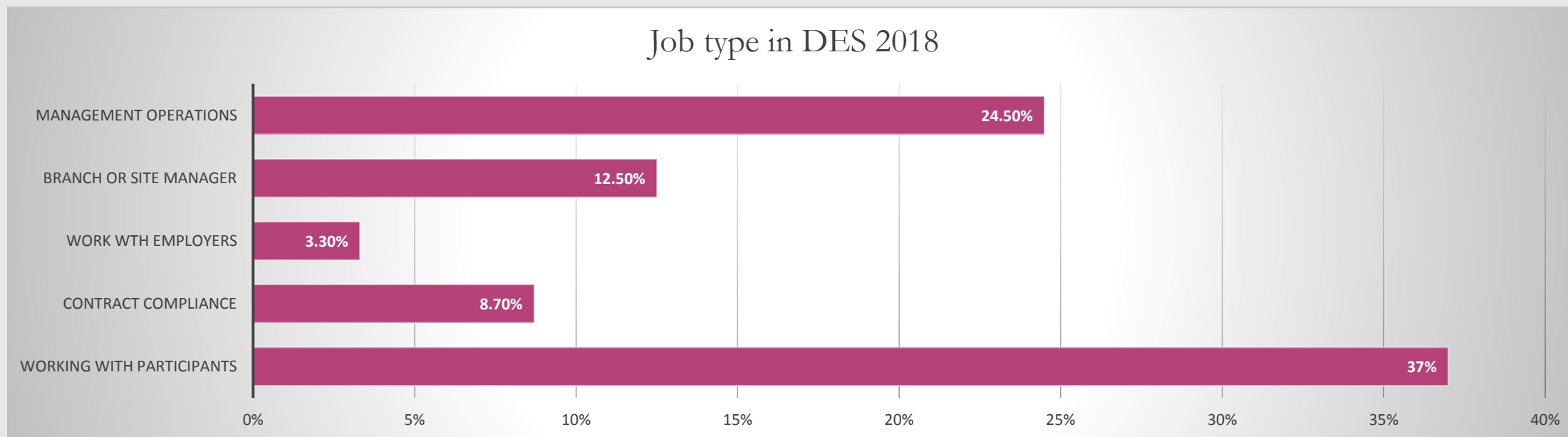
Job in DES





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Job in DES

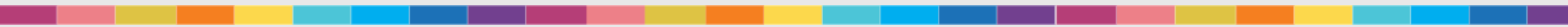
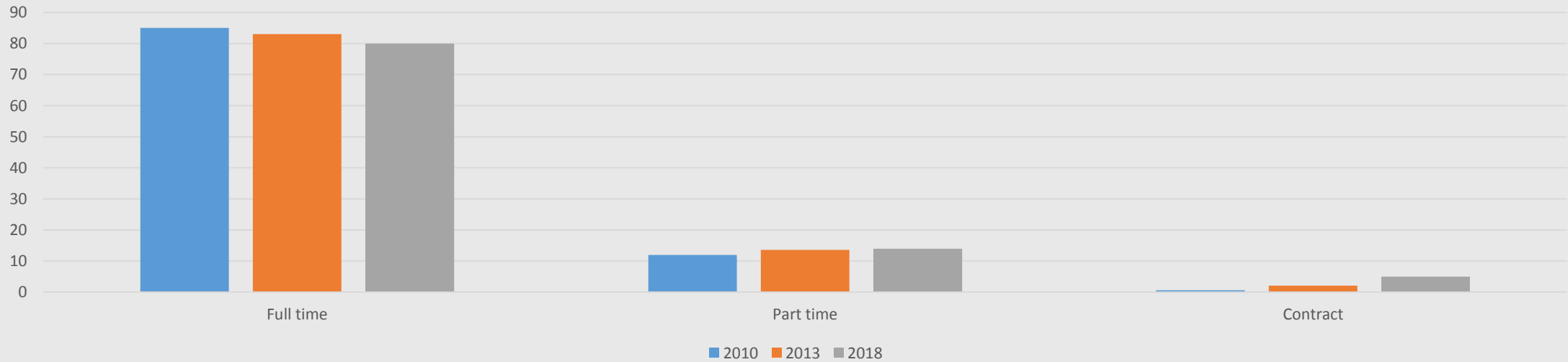




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Basis of employment

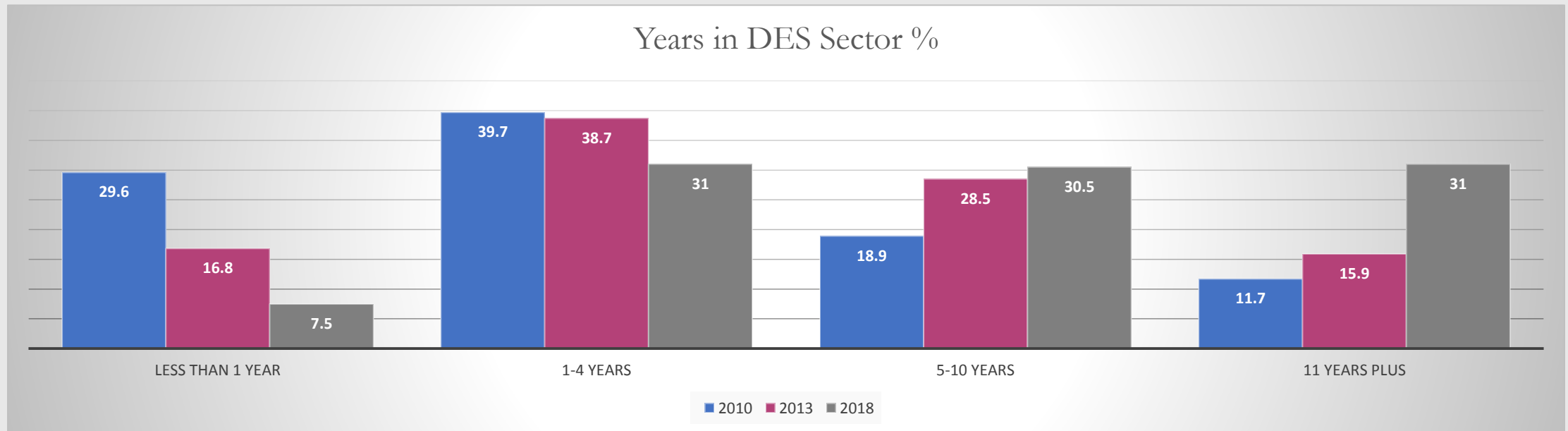
Employment status





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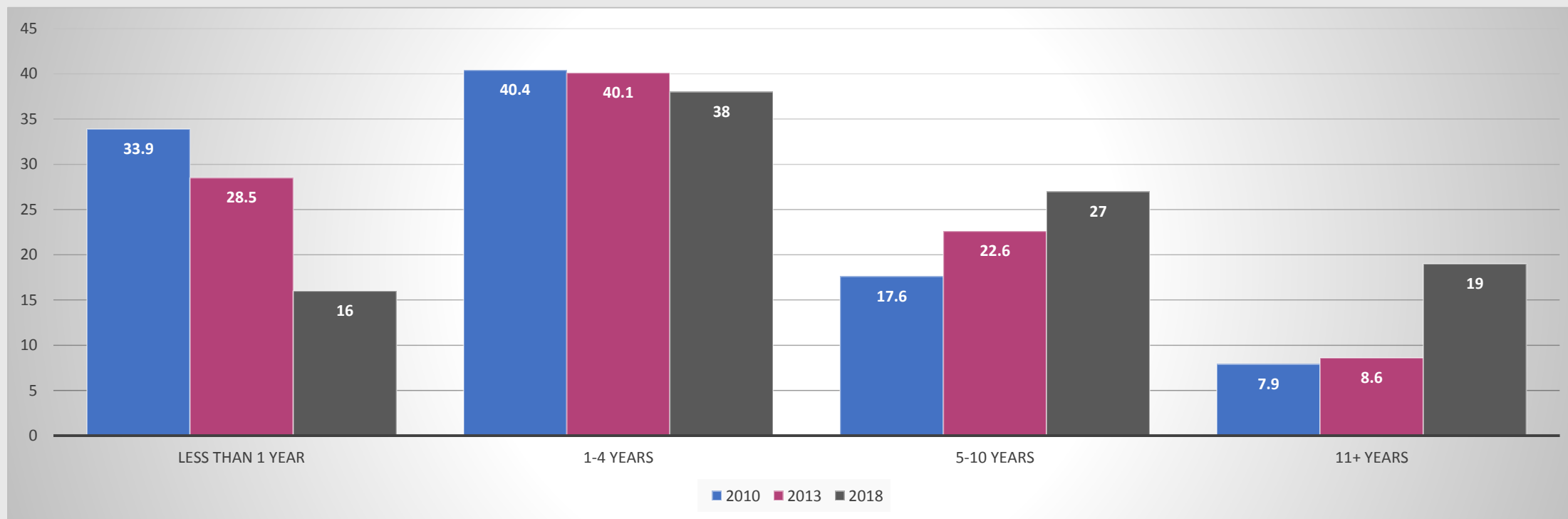
Years in DES sector





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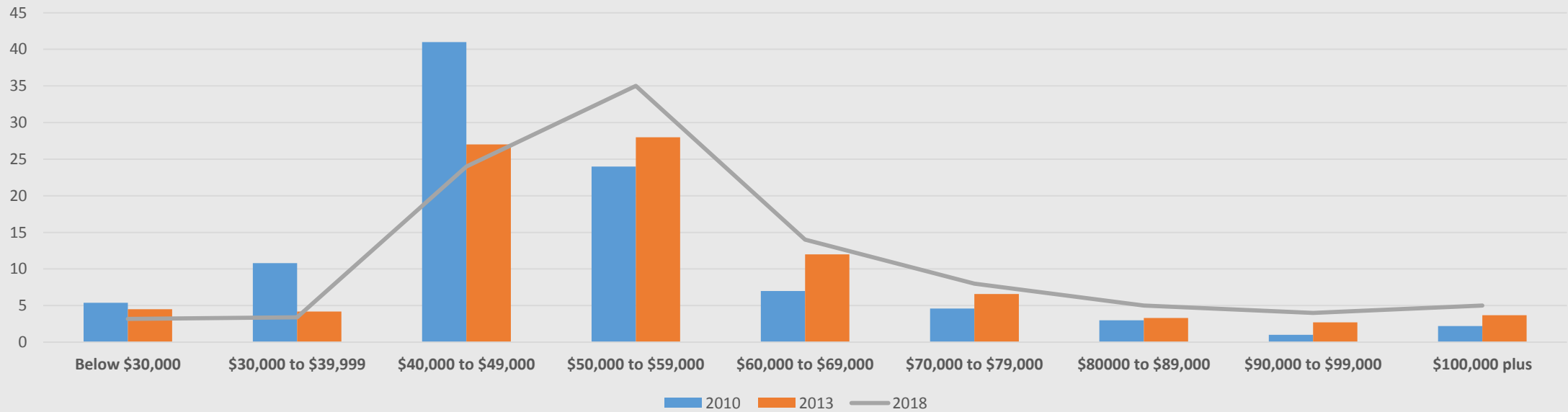
Years with current employer





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DES remuneration





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Movement across sector

Many have worked in other employment related services such as Job Network/jobactive/Transition to Work/Youth Employment (approx. 50%)

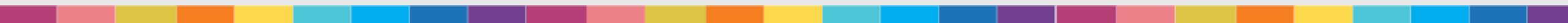
Increasing proportion work across DMS and ESS/generalist/specialist services in DES



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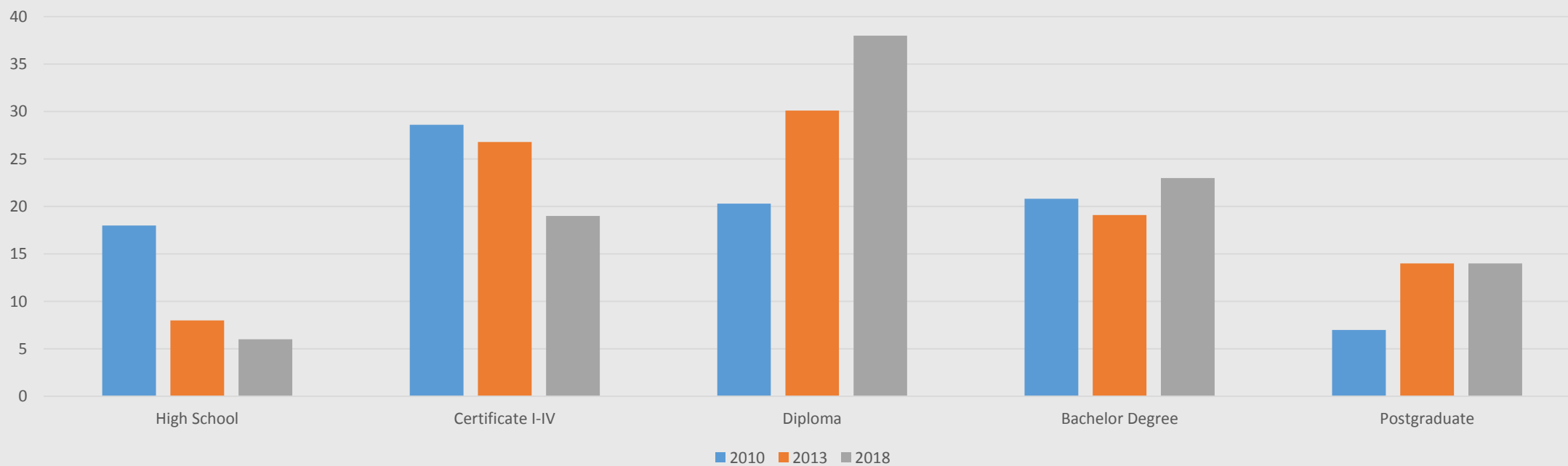
Part 4 Capability Development – the new DES and beyond





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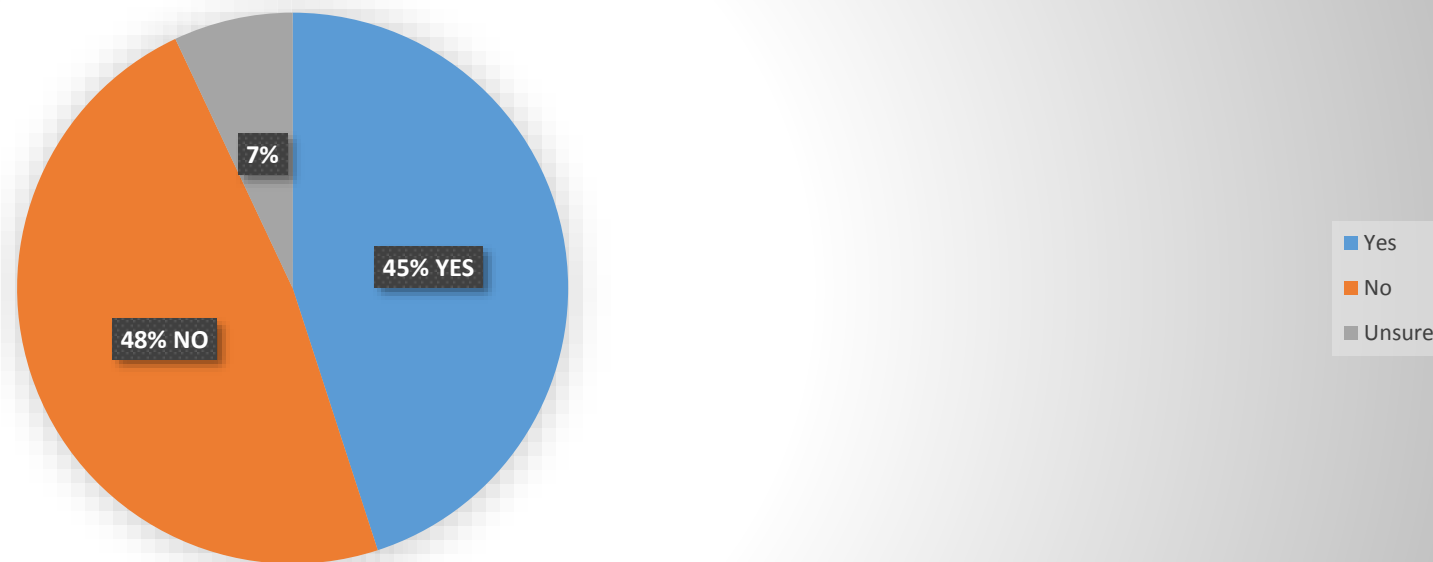
Highest education level





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Qualification and DES





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2013. What do I need?

Working with unmotivated clients

Employer engagement

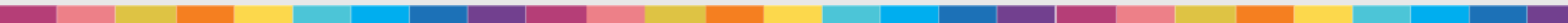
Performance framework and Star Ratings

Ongoing support

Mental health first aid

Post placement support

Disability awareness





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2018. What do I need?

Compliance and contract management

Performance framework and Star Ratings

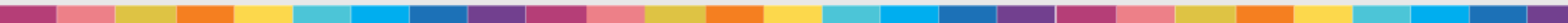
Employer engagement

NDIS information

Person-centred approach

Marketing

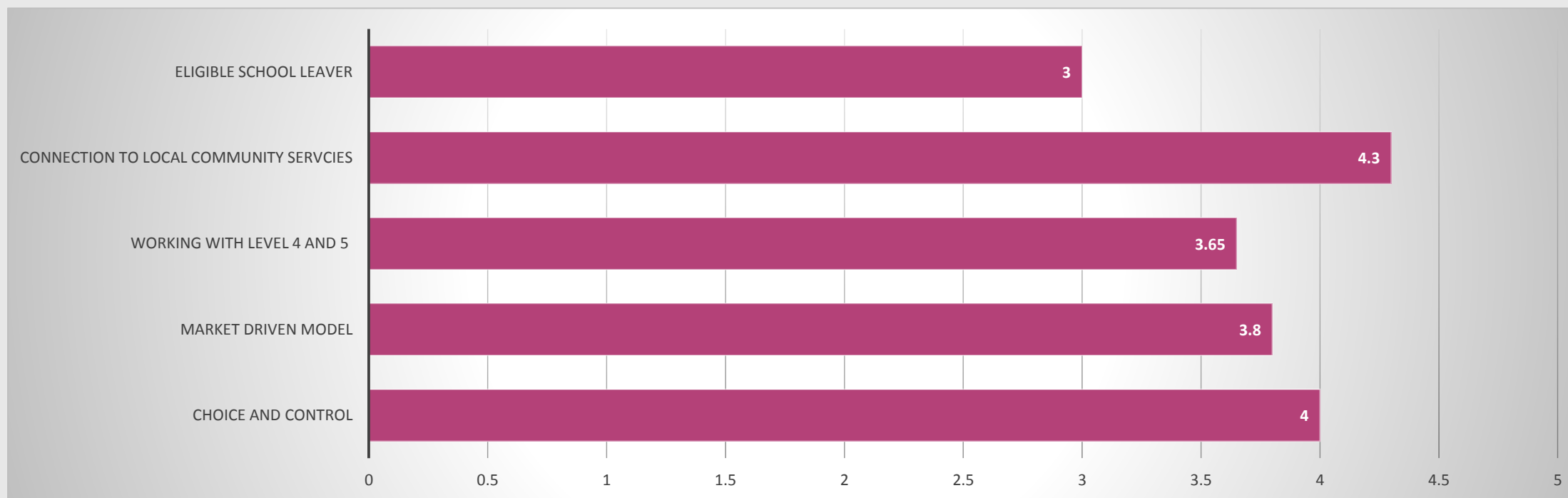
Financial modelling





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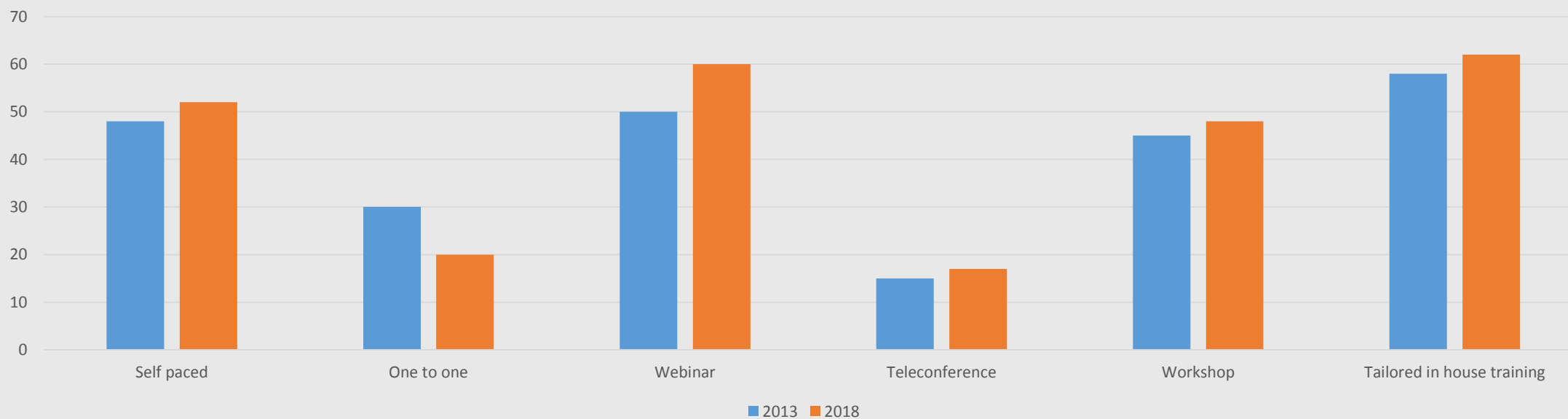
Skills for new DES





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Preferred training method





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Employer engagement

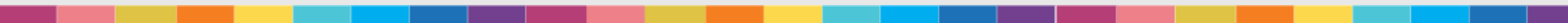
86% have an employer database

Over 75% work with at least 50 employers in their regions

62% are small employers

26% are medium and 12% large employers

73% want better employer engagement skills





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NEW DES concepts

Skills gap and person centred approach: YES: 32% NO: 68%

Collaboration: 60% said they will and 38% said NO



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DES and NDIS

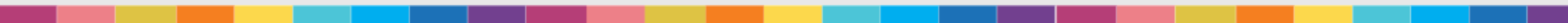
Are you planning to work in both DES and NDIS

NO: 9%

Considering: 25%

YES in the future: 35%

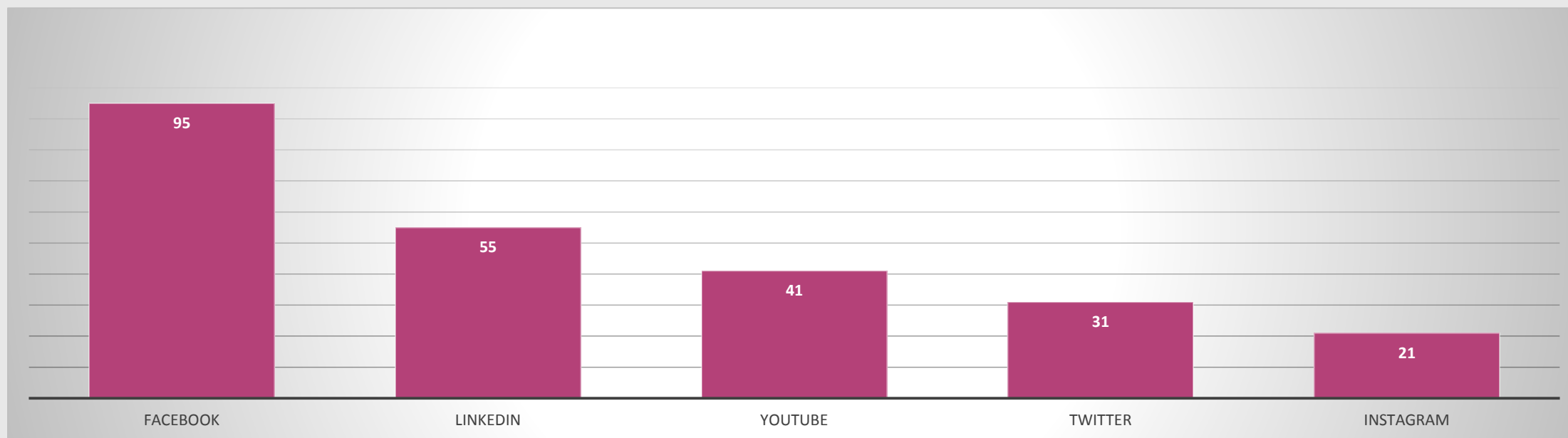
Already doing it: 30%





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Use of social media





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More about DES Essentials

DES Essentials has been reviewed

New modules developed

Aimed at all staff – new, existing, refresher

Used in-house or delivered by DEA

Learner's guide, facilitators guide and Power Point



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DES Essentials

MODULE ONE: Introduction to the employment and disability landscape in Australia

- 2010-20 National Disability Strategy
- National standards for disability services
- Social model of disability
- The new DES



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DES Essentials

MODULE TWO: Mitigating risk

- Legislation and regulation
- Privacy Act
- DES performance framework
- Resources
- The DES Grant Agreement



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DES Essentials

MODULE THREE: The key guidelines

- Eligibility, Job Plans
- Employer incentives
- Ongoing support
- Documentary evidence
- Program review, summary and exits



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DES Essentials

MODULE FOUR: Choice and control in a person-centred approach

- Person-centred approach
- Engaging participants
- Driving disability employment
- Post placement support



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DES Essentials

MODULE FIVE: Employer engagement

- Employer needs
- Employment market
- Driving disability employment
- Achieving the 'right fit'



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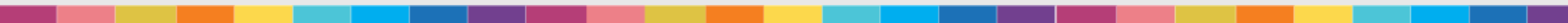


Performance framework training

Interactive and presented in-house

Approximately 3-4 hour session

Includes Learner's Guide and Power Point





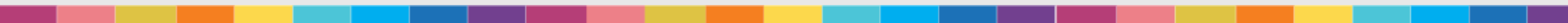
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Performance framework training

Topics include:

- New measures of the 2018 performance framework
- Numerators and denominators
- Ongoing support measure
- Transparency in ratings
- Setting targets





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Questions and discussion

Feedback to david.best@disabilityemployment.org.au

Ph: 0400 867 656

