



Australian Government
Department of Social Services



The future of disability employment

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Vision: reducing the 30-point gap

- Reducing the gap between employment prospects and wages for people with disability compared to those without disability. In 2015:
 - 53 per cent of Australians with disability of working age were employed or seeking work, compared with 83 per cent for people with no disability.
 - Unemployment rate of people with disability was 10 per cent compared to 5.3 per cent of people with no disability.
 - The weekly median income of people with disability was \$465 which was less than half the \$950 for people with no reported disability.

Goals: aims of policy reform

- Person-centred
- Integrated system, including clear pathways and linkages between supports
- Measurable performance



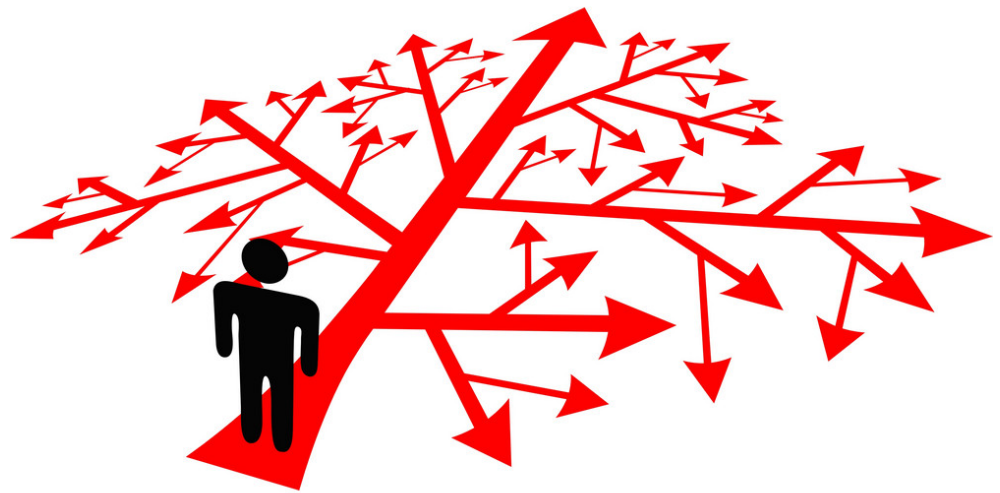
Disability employment landscape- at a glance

Australian Government-funded assistance

- Disability Employment Services
 - approximately **238,000** people with disability participating
- jobactive
 - approximately **170,000** people with disability participating
- National Disability Insurance Scheme
 - around **20,000** supported employees transitioning in to the scheme
 - **32 per cent** employment target for NDIS participants by mid-2022
- Employment Assistance and Other Supports, including JobAccess website and advice line, National Disability Recruitment Coordinator, workplace modifications and wage subsidies
- Interactions with the Income Support System

Disability employment landscape-current settings

- Fragmented
- Confusing
- Barriers to participation
- Congested



Disability employment- recent developments

- DES reform
- Transition of supported employment to NDIS – 20,000 employees
- NDIS Participant Employment Taskforce
- Fair Work Commission review of the *Supported Employment Services Award 2010*

DES Reform

Priorities for DES reform:

1. Improving participant choice and control
2. Engendering competition and contestability in service delivery
3. Improving financial incentives
4. Improved engagement with employers

What we know one year on:

- More DES participants are exercising more choice about their DES provider
- Increased number of providers and sites- currently 119 providers delivering DES at 3,850 physical sites
- Increased referrals, including for direct registrations

What we don't know yet:

- Since the reforms, whether DES has been achieving increased outcomes, consistent with the growth of the program.

DES: One year in results

- The Government has increased its investment in DES by \$80m due to participant demand.
- As at 30 June 2019, the DES caseload was around 238,000 – an increase of more than 45,000.
 - an extra 21,000 people are being supported while in a job, for up to 52 weeks.
- Outcomes are up:
 - 13 week outcomes have increased by 12.7%
 - 26 week outcomes have increased by 14.4%

DES one year in: a good investment?

- Too early to measure the real impacts of the 2018 reforms.
- We continue to monitor the program's effectiveness.
- Outcomes - in particular, education vs employment outcomes and outcomes for long term unemployed (12 month plus) participants.
- Have we got the incentives right?
 - Some previously higher-performing cohorts have gone backwards in outcomes and we need to find out why.

DES Reform: Employ their Ability



Beyond DES Reform

Service delivery

- Innovative service delivery models that offer a targeted approach for assisting a person with disability into a job.

Employer engagement

- Exploring how to build on the Employ their Ability campaign.
- Government leadership through APS disability employment target of seven per cent by 2025.

Transition from school to work

- Growing autism cohort

Beyond DES Reform cont.

Clear, coherent and integrated disability employment system

- Priority for policy development going forward.
- Building on the outcomes of the NDIS Participant Employment Taskforce.

Removing barriers and red tape

- The current system for determining participant eligibility is complex and administratively burdensome on jobseekers.
- Opportunities to streamline assessment processes to ensure people with disability are connected to their provider quicker and can start building their employment aspirations.

Next steps

- Development of a stakeholder engagement approach, taking into account the scope of recent consultations, including:
 - NDIS Participant Employment Taskforce consultations
 - National Disability Strategy consultations
 - Supported employment consultations
 - Informal consultations on DES one year in

Thank you

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