



# Disability Employment Reforms

## 2024-25 May Budget Factsheet

# A new specialist disability employment program

## Information for providers

From 1 July 2025, a new specialist disability employment program will be delivered by a diverse network of high-quality providers. Under the new program, providers will deliver customised and flexible supports to participants and employers that help more people with disability, injury or health condition to find and maintain sustainable employment.

## Providers to deliver the new program

The Australian Government will be seeking to procure a diverse network of providers with expertise in helping people with disability into employment to deliver the new program from 1 July 2025.

Providers will be expected to deliver a high-quality, effective employment service and supports to improve employment outcomes for people with disability. Providers will place participants and employers at the centre of their service design and build meaningful relationships with both participants and employers.

Providers will work with participants to build trust and offer support that best meets their circumstances, goals and aspirations. This will include developing participants' skills and capacity to increase their chances of finding and maintaining sustainable employment. Providers will also support employers to implement inclusive employment practices.

There will be a greater focus on providers who can demonstrate that they have staff and leadership that reflects the diversity of the communities they are working with. Staff should also have training in supporting people with disability and disability awareness.

## Key changes as part of the reforms

### **Simplified program structure and wage subsidies**

The Disability Management Service (DMS) and Employment Support Service (ESS) will be combined into a single specialist disability employment program. This will reduce the administrative burden on providers and allow them to focus on the delivery of quality services.

The fee structure and performance framework will incentivise quality service delivery and recognise flexible and customised pathways to employment.

In addition, a single wage subsidy program of up to \$10,000 per person will be available, with simplified administration, to help place participants into sustained employment.

### **Removing barriers to support for people with disability**

Providers will be working with new voluntary participants, including those with a future work capacity of less than 8 hours per week and those not in receipt of an income support payment. Providers will continue to support participants with under 30 hours per week work capacity.

The 2-year service limit will be removed, reducing administrative churn so participants can remain connected to the program for as long as they need support.

The new program will offer two different levels of servicing, a flexible and intensive service, to better focus on providing supports that are tailored to participant needs. The flexible service will assist participants to remain connected to the program while they build their capacity or undertake other activities that build up their skills, such as training, study, and work.

### **Establishment of the Disability Employment Centre of Excellence**

The Disability Employment Centre of Excellence (Centre of Excellence) will be established to support providers to deliver high-quality effective employment services and supports that improve employment outcomes for people with disability.

The Centre of Excellence will also help providers to understand employer needs and give providers the skills and knowledge to help employers to hire and support people with disability. Evidence-based best practice resources will be available to providers from July 2025. A separate factsheet on the Centre of Excellence is available.

### **Digital uplift**

Providers of the new program will be able to use a modern digital platform similar to Workforce Australia. Enhancements will be implemented over a three-year phased approach.

## **Next steps**

The Department of Social Services will hold further consultations with the community about how the new program will work. These consultations will involve people with disability, disability peak organisations, disability service providers and employers.

Existing providers do not need to do anything at this stage. The Department of Social Services will continue to release further information about the procurement process for selecting providers to deliver services from 1 July 2025.

## More information

For more information about the disability employment reforms, visit the [Department of Social Services](#) website. This website, along with the Provider Portal and [JobAccess](#) website, will be updated with new information as it becomes available.