



Commonwealth, State and Territory Supported Employment Plan

V.2 - November 2024





Artist: Anneliese Thompson

Anneliese is a person with disability who has a passion for creative arts. Her dedication and talent were recognised when she was awarded the 2023 South Australia Living Artists (SALA) Award, cementing her status as an emerging artist. Through her art, Anneliese has had an incredible journey from a timid and reserved individual to a confident and accomplished artist, bringing joy and inspiration to all who have had the privilege of witnessing her transformation.

The name of the art piece featured in this plan is *Anneliese's Garden*.





Introduction

Supported employment refers to jobs where people with high support needs¹ can receive extra support while they are at work.

In Australia, the term supported employment has largely become synonymous with Australian Disability Enterprises (ADEs). There are around 160 ADEs across Australia providing work for approximately 16,000 people with disability. While ADEs play an important role in providing employment opportunities for people with disability, they are not, and should not, be the only employment option for people with high support needs.

In October 2022 the Minister for Social Services, the Hon Amanda Rishworth MP, hosted a supported employment roundtable with State and Territory Disability Ministers, people with disability, family representatives, ADE representatives, peak bodies and other sector experts. During the roundtable, attendees developed a set of guiding principles for the future of supported employment (see below), which have since been endorsed by Disability Ministers.

The principles aim to ensure people with high support needs have informed choice and control, real options for employment and a range of support to meet their employment goals.

To ensure the guiding principles are brought to life, Commonwealth, State and Territory Disability Ministers agreed to work together to develop this supported employment plan (the plan). The plan includes a range of practical initiatives and actions, with a specific focus on employment for people with disability with high support needs. The plan is focussed on providing people with informed choice and control about their employment, as well as genuine opportunities to work in a wide range of settings, be it in an ADE, social enterprise, in open employment or in their own business.

This plan builds on the investment being made by all jurisdictions under Australia's Disability Strategy to further employment outcomes. These are outlined in the Employment Targeted Action Plan.

2024 Update

When endorsing this Plan in 2023, Disability Ministers agreed to a 2024 update, which would allow new actions and initiatives to be added, including those being taken in response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission) and the National Disability Insurance Scheme (NDIS) Review.

New actions and initiatives have been added to the relevant tables below and are marked with [NEW 2024].

This updated version of the Plan was endorsed by Disability Ministers in late 2024.

¹ For the purpose of this plan, people with high support needs are those who, because of their disabilities, need substantial ongoing support to obtain and/or keep paid employment.



Guiding Principles

- 1. People with disability have genuine choice and control, which meets their individual needs**
- 2. People with disability have real options for employment, and a range of support options available to meet their employment goals**
- 3. There is an expansion in the number and variety of workplaces that employ people with disability**
- 4. People with disability have support to make informed decisions about their employment options**
- 5. People with disability have the right to equal remuneration and associated conditions for work of equal value**
- 6. People with disability are supported to regularly review their employment options, pathways, goals and outcomes**
- 7. People with disability have the opportunity to develop their career by learning new skills and undertaking training on an ongoing basis**
- 8. NDIS participants and providers, including ADEs, are supported to make full use of NDIS employment support funding to achieve their employment goals**
- 9. All systems work together to support options and choice for employment (e.g. Disability Support Pension, DES, NDIS)**
- 10. Encourage all levels of government to support the supported employment sector to deliver on these principles**
- 11. Seek wider community buy-in to support innovation, change attitudes and grow employment opportunities for people with high support needs**
- 12. The human rights of people with disability are respected and treated with dignity and respect**



Involvement of people with disability and the disability sector

Jurisdictions have undertaken their own consultation processes to inform input to the plan.

Consultation has included:

- **Commonwealth** - a public consultation process, based on the [Future of Supported Employment discussion paper](#), and various meetings and workshops, including with people with intellectual disability.
- **Australian Capital Territory (ACT)** – In 2022 the ACT Government held a series of open consultations to inform the development of an ACT Disability Strategy. Consultations were co-designed and led by the ACT Disability Reference Group and involved community groups and service organisations, Disability People’s Organisations and people with disability, their family and carers. The consultation report [Towards an ACT Disability Strategy – a listening report](#) captured what we heard from community during consultations.
- **New South Wales (NSW)** - the NSW Department of Communities and Justice sought comment on the supported employment principles from the disability sector including relevant peak bodies, key NSW disability stakeholders, the Disability Council NSW and NSW Agencies. Responses and input to plan initiatives was received from NSW Departments of Health, Education and Planning and Environment aligned with their Disability Inclusion Action Plans.
- **Northern Territory (NT)** – engagement and consultation was undertaken with the Northern Territory Disability Advisory Committee. Inclusion Australia NT provided recommendations for actions to be taken by the Northern Territory Government. The NT will incorporate these recommendations in the next iteration of the Northern Territory Disability Strategy Action Plan 2025 – 2027. Additionally the Department of Education and the Office of the Commissioner for Public Employment provided feedback.
- **Queensland (QLD)** – the Queensland Disability Advisory Council (QDAC), established under the *Disability Services Act 2006* (Qld), is a key channel for independent advice on a range of disability and related matters that affect the broader Queensland community. QDAC has been consulted in relation to the development of the plan and Queensland’s contribution.
- **South Australia (SA)** – extensive community consultation including targeted consultation with people with disability conducted through the development and implementation of [South Australia’s State Disability Inclusion Plan 2019-2023](#) (Inclusive SA), agency level [Disability Access and Inclusion Plans \(DAIPs\)](#) and other South Australian whole-of-government and departmental strategies.
- **Tasmania** - consultation was undertaken on the guiding principles and actions with National Disability Services (Tasmania) and the Tasmanian ADE network.



- **Victoria** – Victoria’s input to the Supported Employment Plan is derived from [Inclusive Victoria: state disability plan 2022 – 2026](#) which was developed in consultation with people with disability, disabled people’s organisations, self-advocacy groups, peak bodies, advocacy agencies and the Victorian Disability Advisory Council.
- **Western Australia (WA)** – engagement and consultation has been done through channels such as, the Disability Services Commission Board, Ministerial Advisory Council on Disability, review of the Disability Services Act 1993 (WA), the Commonwealth and WA Governments established Transition Taskforce (Activ), regular meetings with WA ADEs, State Disability Strategy and First and Second Action Plan development and progress reporting.

Monitoring and reporting

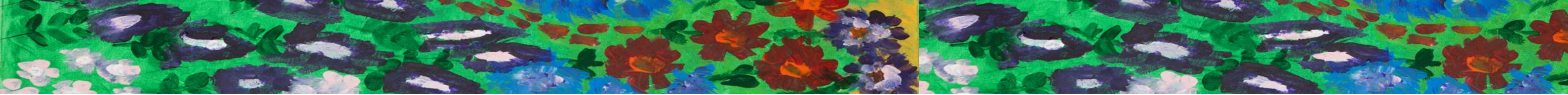
Progress on initiatives listed in the plan will be reported to the Disability Reform Ministers Council (DRMC) every twelve months. The update will include how the initiative is tracking, whether there has been any implementation issues and any learnings which could be shared with other jurisdictions.

A high-level overview of the progress update will be included in the DRMC Communique, which is published on the Department of Social Services website.

Actions

1 Commonwealth

Action or initiative	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this action or initiative will enact the guiding principle/s
1.1 Structural Adjustment Fund (the Fund)	2024 – June 2026	<p>Increased opportunities in mainstream employment for supported employees.</p> <p>Greater variety of work opportunities available for supported employees.</p> <p>Increased wages for supported employees.</p>	New	1, 2, 3, 4, 5, 6 & 7	<p>The establishment of the Fund will provide grants to enable supported employment services and social enterprises to evolve their business models to better meet community expectations and create sustainable employment opportunities for people with disability.</p> <p>To ensure alignment with the guiding principles, applications for funding will need to demonstrate how organisations will evolve their business in line with the principles. This could include organisations demonstrating how they are working to increase choice and control for workers, pay higher wages, and reduce segregation.</p> <p>Grants will be awarded to projects that can demonstrate broader application to the sector as a whole or specialised sections of it.</p>
1.2 Support to transition to the revised Supported Employment Services Award (the Award)	July 2023 – June 2026	The supported employment sector understands the changes to the Supported Employment Services Award and have transitioned to the revised Award.	New	4, 5	The Department of Social Services will provide updated training material and information to support the sector to transition to the revised Award. This will ensure assessors and employers can undertake fair and accurate Supported Wage System assessments for people working under the new Award.
1.3 Consultation on a disability business procurement initiative	July 2023 – April 2024	Sector feedback is available to inform a potential disability employment procurement initiative.	New	3, 5, 10, 11	<p>This consultation will consider how a Commonwealth disability procurement initiative could be used as a lever to expand the number of businesses that are owned by people with disability and incentivise the sustainable employment of people with disability in a range of workplaces.</p> <p>Where feasible these initiatives will meet the objectives of the National Infrastructure Investment Program and may involve a consortium of Disability Enterprises, for example recycling of appliances made redundant by clean energy initiatives.</p>
1.4 Conducting an evaluation of supported employment initiatives and trials	July 2024 – June 2028	There is a greater evidence base for models of employment support for people with high support needs.	New	9, 10	<p>This initiative will provide for a comprehensive evaluation of grants provided through the Fund (item 1.1), Disability Employment Advocacy program (item 1.6) as well as relevant initiatives funded through philanthropy.</p> <p>The evaluation project will also support an evaluation of the Disability Employment Expos (Expos) (item 1.5).</p>



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					This evaluation will inform future supported employment policy design, as well as best practice resources on the employment of people with disability with high support needs.
1.5 Piloting disability employment expos for people with disability and their families to explore new employment opportunities, particularly those in open employment	2024 -2025	Expos delivered across Australia for people with high support needs and their families and carers.	New	1, 2, 4, 6, 7, 9, 11	<p>The Expos will be open to people with high support needs and their families and provide them with information on a range of employment pathways and available supports.</p> <p>The Expos could also allow attendees to find out more about:</p> <ul style="list-style-type: none"> • supports available through the National Disability Insurance Scheme (NDIS), Services Australia and the Disability Employment Services (DES) program • local NDIS providers that support people with disability to develop their capacity and find/maintain work • person-centred approaches such as customised employment • micro-enterprises • advocacy services. <p>The Expos will also benefit open employers who may learn more about the supports they can receive while employing someone with a disability.</p>
1.6 Disability Employment Advocacy and Information program	2024 – June 2027	Supported employees and their families and carers have access to advocacy and information supports and have increased knowledge of their rights at work and options for employment.	New	2, 4, 6, 8, 12	<p>Through the program, employees with high support needs and their families and carers will have the opportunity to access advocacy and information supports to build their capacity to be able to advocate for their rights. The program will:</p> <ul style="list-style-type: none"> • work with supported employees to increase their understanding of employment rights and their knowledge of how wages are worked out • increase supported employees’ ability to exercise informed choice and control in their employment • educate families and carers of supported employees about rights at work, and the broader range of employment opportunities which are available for people with high support needs.
1.7 Disability procurement exemption	Ongoing	Direct expenditure by Commonwealth government departments and core agencies with Australian Disability Enterprises (ADEs) or social enterprises.	Existing	9, 10	<p>The Commonwealth’s procurement exemption allows agencies to directly approach a business that ‘primarily exists to provide the services of persons with a disability’, this could include both ADEs and other organisations.</p> <p>The exemption presents the opportunity to safeguard the viability for eligible organisations through stable contracts. Longer-term contracts provide more certainty to the business and allow for better planning and</p>



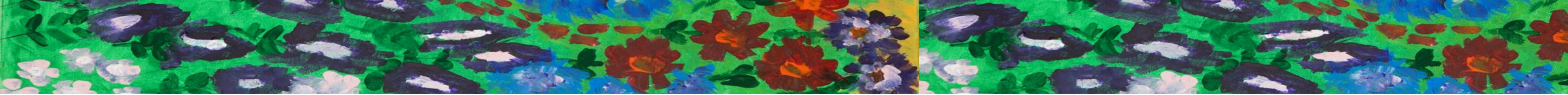
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					development opportunities for the future, which could include how to transform businesses to meet the principles.
1.8 Roll out of Single Touch Payroll (STP) (Phase 2) – Employment Income Pre-filing	January 2022 – December 2024	Disability Support Pension (DSP) recipients and people with disability (or their nominees) can more easily report their employment income to Centrelink and across the social security and welfare system.	Existing	2, 9	<p>Under STP, employers provide employee payroll information to the Australian Taxation Office (ATO) each time they run payroll. The ATO then provides STP data to Services Australia and it is used to prefill an income support recipient’s employment income through their usual reporting channel (including individuals receiving the DSP).</p> <p>For most people (and/or their nominee) this will mean reporting income will be as simple as cross-checking the amount matches what is listed on their payslip and then selecting confirm, making the process of fortnightly reporting easier.</p>
1.9 Information Linkages and Capacity Building (ILC) - Economic and Community Participation Projects	2021 - 2024	Improved access to work experience opportunities, enhanced hiring practices and greater numbers of supported employees feeling supported to transition into open employment.	Existing	1, 2, 3, 4, 5, 7, 9, 11	<p>Projects funded under this ILC stream aim to improve hiring processes, expand job opportunities and support students to transition into the workforce. Some projects are specifically for people with high support needs, including:</p> <ul style="list-style-type: none"> • Community Bridging Services Incorporated – Aim Higher program • Swinburne University of Technology – Implementation of the Work Integrated Social Enterprise (WISE) model • The New South Wales Council for Intellectual Disability – More than Just a Job program 2.0 • The New South Wales Council for Intellectual Disability – Local leaders in Inclusive Employment • Down Syndrome Association of the Northern Territory Incorporated - Platform21 – Capacity Building and Specialist Skills Training for Employers • The Onemda Association Inc.- Collaborating for employment outcomes for youth with disabilities • Community Living Project Incorporated - Discover ME – Micro Enterprise, Exploring Possibilities • Down Syndrome Australia - Employment Connections for People with Down Syndrome <p>During the life of their grant, organisations funded under the Information, Linkages and Capacity Building (ILC) program submit regular reports to enable the department to monitor their progress. At the end of their grant activity, providers have an option to conduct their own evaluation. Most recently under the ILC’s Building Employer Confidence and Inclusion in Disability grant round, conducted in 2022, successful providers were</p>



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					required to participate in an independent program-wide evaluation which will help build the understanding of what is best practice. This is due in 2025.
1.10 Payment by Outcomes Trial 3 – White Box Enterprises	July 2022 - September 2025	To deliver long-term employment outcomes for jobseekers experiencing significant barriers to employment through Work Integrated Social Enterprises (WISE)	Existing	2, 5, 6, 7	<p>The Department of Social Services, through White Box Enterprises, has contracted 19 WISEs to provide employment with wrap-around support services to support disadvantaged jobseekers reach long-term employment goals. The program assists participants to gain and maintain stable employment, with the aim to transition to the open job market.</p> <ul style="list-style-type: none"> • Participants will include up to 170 jobseekers with significant barriers to employment, including disability, living in a remote area, and experience of long-term unemployment. • Funding up to \$3.8 million is available. Outcome payments are earned when participants reach agreed long-term employment milestones. <p>The trial will support evidence of the benefits of a payment by outcome funding model as well as supporting employment outcomes through the use of work integrated social enterprises.</p> <p>Evaluation of the early stages of this trial are currently underway, with the final stages of the evaluation planned for 2025.</p>
1.11 Introduction of Youth Employment Framework to improve employment outcomes for young adults Young people will be assisted to build the skills necessary to achieve their work goals and obtain work in the setting of their choice. They will have access to providers delivering best-practice, evidence-based support.	2024	Higher numbers of young adult NDIS participants have the skills and confidence to gain employment in a setting of their choice.	Existing	2, 6, 7	<p>NDIS supports are tailored to an individual participant’s needs; providers assist participants to learn the skills they require to gain and maintain employment and provide ongoing support as necessary.</p> <p>The Framework will provide guidance on best practise to ensure participants can access the right level of support to meet their individual needs.</p>
1.12 NDIS supports in employment funding NDIS supports in employment funding can be used in any workplace to assist participants to maintain their employment and further	Ongoing	Increased numbers of participants use NDIS funding to build skills to move from supported to open employment, from part time to fulltime employment and from one job to another.	Existing	8	NDIS participants and providers, including ADEs, are educated to understand use of NDIS employment funding to achieve participant employment goals including moving from support to open employment.



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develop their skills to achieve additional work goals.					
1.13 Updated training and resources for National Disability Insurance Agency planners and Local Area Coordinators (LACs) to actively explore employment options with participants from the time they reach working age.	April 2023 – ongoing	NDIS plans include reasonable and necessary supports to assist participants to achieve work related goals.	Existing	6	NDIS participants are encouraged to regularly consider employment goals; plans include the necessary supports to facilitate achieving these goals. Planners and LACs demonstrate increased commitment to assisting participants to consider and achieve work goals.
1.14 NDIA commitment to meet Minister’s directive to input employment goals in participant plans with appropriate support to achieve these goals.	Current – 2026	The NDIS Corporate Plan 2024-2025 affirms commitment to a participant employment rate of 26%	Existing	4	Participants will be actively encouraged to explore work goals at each contact point with the NDIA and receive the necessary funding in their plan to work towards gaining and maintaining employment. NDIS participants are actively assisted to make informed decisions about their employment options.
1.15 NDIS and Disability Employment Services (DES) Pathways Pilot A pilot will be undertaken to improve pathways into the current DES program for NDIS Participants without mutual obligations.	October 2023 – October 2024	NDIS Participants without mutual obligations are more confident to engage and be capably supported by DES providers.	New	9	The pathway to employment can be confusing and unclear to navigate for some people with disability who do not have mutual obligation requirements. Adding to this complexity is a large amount of misinformation about the ability of people to work while retaining their DSP and its associated benefits. There are also NDIS participants that may wish to volunteer to search for employment and this trial will support their aspirations. NDIS participants who have an employment goal will be supported by a LAC to engage with a DES provider. This pilot will commence with a small number of participants across a few sites that will be identified during the planning phase and will contribute to a stronger understanding of ‘what works’ in the context of DES reform. This will support different systems (DES, NDIS, and DSP) to work together to support options and choice for employment for people with disability. There is also an opportunity to support NDIS participants who are working in a Supported Employment environment transition to open employment.
1.16 Services Australia’s support for people with disability to participate in employment	Current	People with disability have support to make informed decisions about their employment options, access services and manage their income support payment while working.	Existing	1, 2, 4, 6, 9, 10	Services Australia (the Agency) supports people with disability to participate in employment through a range of services. Support to work <ul style="list-style-type: none"> The Agency’s website provides accessible information for people with disability about employment assistance options, and help to manage their Centrelink payment if they are working.



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					<ul style="list-style-type: none"> • Plain English is applied to the website content, supporting customers with low literacy levels and those experiencing vulnerability. • The Agency’s website provides translated information to support our culturally diverse customers. • The website additionally includes a ‘protocol on engaging people with disability’ section that includes a guide to practical application of the Australian Disability Strategy as it relates to staff and customers. • The Agency supports DSP and other pension recipients working in ADEs to report their employment income through a range of channels. • This includes the Agency’s Employer Reporting service, which enables ADE employers to securely report on the recipient’s behalf each fortnight, removing the need to report themselves each fortnight. • DSP recipients who start working at least 30 hours per week in open employment can have their payment suspended for up to 2 years, and restored on request if they stop working in that time. • The Agency also delivers Mobility Allowance to eligible people with disability who are working or participating, and unable to use public transport without substantial assistance. <p>Support to participate</p> <ul style="list-style-type: none"> • The Agency supports people seeking to participate in a range of employment services including DES. • Income support recipients with disability, injury or health conditions will generally require an Employment Services Assessment (ESAt) or Job Capacity Assessment to determine eligibility for DES. Recipients can ask to be referred for an ESAt at no cost, by contacting Services Australia. • Assessors will recommend employment options and provide assistance with referral to DES or other suitable employment services. • People with disability seeking to work in ADE are invited to contact the NDIA, as Services Australia no longer has a role connecting people to ADEs. • DSP recipients aged under 35 with assessed capacity to work at least 8 hours per week are supported by the Agency with regular participation interviews, and development of a Participation Plan with a work-focused activity. • All DSP recipients can volunteer to participate in employment services at any time, and can either directly approach an employment service provider or ask the Agency to help them connect to a suitable provider. <p>All of these services are supported by accessible information on the Agency’s website.</p>

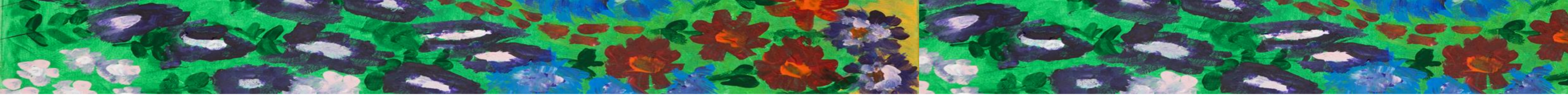


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<p>1.17 [NEW 2024] - Disability Employment Centre of Excellence</p>	<p>2024-25 to 2027-28</p> <p>The Centre is expected to commence in March 2025.</p> <p>Evidence-based best practice resources will start being shared from July 2025.</p> <p>A dedicated online hub will be available by September 2025.</p>	<p>The Disability Employment Centre for Excellence (Centre) delivers appropriate resources, tools and training to help providers deliver quality employment services and supports to both participants with disability and employers.</p> <p>The Centre increases the levels of disability awareness of service providers to support participants more effectively.</p> <p>The Centre increases service provider knowledge of evidence-based models and approaches, including customised employment, job coaching and career planning.</p> <p>The Centre increases service provider understanding of employer needs, and the skills and knowledge to help employers to hire and support employees with disability.</p>	<p>New 2024</p>	<p>2,9,12</p>	<p>The Centre will develop best practice, evidence-based information to help providers deliver high quality effective employment services and supports to improve disability employment outcomes.</p> <p>The Centre is expected to improve the quality of services by providers of the new specialist disability employment program and other employment services, including supported employment services. In the long-term it will assist people with disability to have greater options for open employment, and a range of support options available to meet their employment goals.</p> <p>The Centre will develop resources, tools and training that will improve human rights awareness of service providers.</p>
<p>1.18 [NEW 2024] - Specialist Disability Employment Program</p>	<p>From 1 July 2025</p>	<p>Increased access to services for people with a low work capacity (0 to 7 hours per week) or not in receipt of income support payments.</p> <p>Higher quality services, including better tailoring of support and services to people with disability, injury or a health condition.</p>	<p>New 2024</p>	<p>1, 2, 6, 7</p>	<p>A new specialist disability employment program will commence from 1 July 2025, helping more people with disability, injury and/or a health condition to prepare for and find sustainable employment.</p> <p>The new program will remove access barriers, including for those who need the most support, with people able to volunteer to participate in the program if they have an assessed work capacity of less than 8 hours a week and people will not need to receive an income support payment to be eligible.</p> <p>Participants will continue to have a choice of providers with an improvement to the quality of services and individually tailored supports that reflect individuals' diverse pathways to find and retain employment.</p>



2 Australian Capital Territory (ACT)

Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
2.1 Improve outcomes in Early Childhood Education and Care settings for students with disability	TBC	Students with disability experience improved outcomes in Early Childhood Education and Care settings.	New	1, 9	<p>The ACT Government Education Directorate will improve outcomes in Early Childhood Education and Care settings for students with disability by:</p> <ul style="list-style-type: none"> • Increasing coaching and mentoring opportunities for the Early Childhood Education and Care workforce across all types of services. • Establishing a sector-wide workforce development program in inclusive educational practices to increase capacity for differentiated practice in early childhood education and care, focusing on a child's individual learning and development needs. • Improving connections between Maternal and Child Health , the Child Development Service, Child and Family Centres and ECEC services <p>Building knowledge, confidence and capacity of early childhood educators to implement inclusive practices and enhance transitions, provided by the Preschool Pathways Partners.</p>
2.2 Create and implement an ACT Inclusive Education Strategy	2023 – ongoing	Strategy is launched and improves educational outcomes for students with disability.	New	1, 9	<p>The ACT Government Education Directorate will work with people with disability to create a future of education underpinned by inclusion and equity – where a universal sense of belonging is fostered and students with disability are included at school.</p> <p>This ACT Inclusive Education strategy will outline how all ACT Public Schools will be supported to strengthen inclusive practice to ensure students with disability can access and participate in education on the same basis as their peers.</p>
2.3 Head Start Pilot Program	2021-22 – 2023-24	Placements of students with disability into open employment	Existing	1, 2, 3, 4, 5, 6, 7, 8, 9, 11	<p>Head Start is a tailored Australian School-based (ASbA) program for students in years 10, 11 and 12 in ACT public schools.</p> <p>The Head Start pilot provides up to 50 ASbA positions in skills needs industries and includes tailored wrap-around support and mentoring for students and their families. Of the 50 places, a minimum of 10% of placements have been prioritised for students with disability.</p>



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2.4 Career Tools Platform	2023 – 2025	Visits to custom page	New	4, 6, 7	<p>Career Tools is an all-in-one platform for career planning and post-school options, which includes Careers lessons, a Career Plan and E-Portfolio creator, and Virtual Job Experience.</p> <p>The platform also supports student transitions and enables students and their parents or carers to access information on the ACT Senior Secondary Certificate, as well as post-school options.</p> <p>All ACT public school students in years 7 – 12 now have access to this platform, with teachers, students and parents all able to access Career Tools via their school website.</p> <p>The ACT Education Directorate is developing a custom page for ACT schools that provides information on targeted programs, initiatives and supports for students with disability.</p> <p>The Career Tools platform is managed by Year 13, who were engaged by the Department of Social Services to conduct a survey on the experiences of young people with a disability as they transition from school to work.</p>
2.5 Invest in advocacy programs	Ongoing	Individual and systemic advocacy programs are delivered	Existing	1, 4	The ACT Community Services Directorate funds the disability advocacy sector to deliver individual and systemic advocacy programs to promote and protect the human rights of people with disability
2.6 Improve access to supported decision-making resources.	June – December 2023	Improved access to supported decision-making for privately appointed guardians.	New	1, 4	The ACT Public Trustee and Guardian will enable access to resources to strengthen the capacity of privately appointed guardians to deliver supported decision making.
2.7 Resource a community-led supported decision-making project	2023	Project delivered. People with disability have greater access to supported decision-making.	Existing	1, 4	The ACT Government Community Services Directorate to fund a supported decision-making project to be delivered by a community partner to provide support for people seeking information and guidance on supported decision-making, to create a cultural change to shift from substitute decision making to supported decision making.
2.8 Progress legislative reform to further embed ACT’s commitment to supported decision-making	2023 – ongoing	The legislative change reduces reliance on substitute decision-making.	New	1, 4	The ACT Government will continue to progress the second stage of reforms to enhance supported decision-making across the ACT, following changes to the Guardianship and Management of Property Act passed in 2023. This second stage will seek to address systemic issues and structural barriers, including how institutions and service providers can reduce reliance on substitute decision-making.



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<p>2.9 [NEW 2024] - How to deliver a work experience program at your school' initiative will provide a work experience program for students with disabilities, including students with high support needs.</p>	2024-25	<p>Placement of a student from each ACT public secondary college and specialist school setting into work experience.</p> <p>Deliver a series of professional learning workshops to careers advisors and other disability school staff.</p> <p>Produce a toolkit for ACT public schools that outlines best practice to deliver work experience programs.</p>	New 2024	4, 6, 7	<p>The Education Directorate is funding a work experience program for students with disability, including students with high support needs.</p> <p>This program will provide guidance for students with disability, including students from specialist school settings, in the transition from school to working life and enable them to explore potential career pathways.</p> <p>This is a seed program to enable every senior secondary college to participate in professional learning and receive support to participate in the program. Completion of the program will provide careers advisors and other disability school staff with the skills and tools to implement the program across their college.</p>
<p>2.10 [NEW 2024] - Develop options to support an industry association and ACT businesses to increase access to vocational learning and employment opportunities for students with disabilities, including students with high support needs.</p>	2024-2025	<p>Deliver a working model to increase vocational learning and employment opportunities for students with disability</p>	New 2024	2, 3, 4, 6, 7, 9, 11	<p>Support the Canberra Business Chamber to develop a step by step model for their members who engage students with a disability to undertake work experience.</p> <p>The model includes suggested best practice for students to access pre-vocational training, work experience and Australian School-based Apprenticeships.</p>
<p>2.11 [NEW 2024] - Development of work-related curriculum.</p> <p>Provide year 11 and 12 students with disability in ACT public schools with opportunities to acquire knowledge, understanding and skills to access further studies and employment.</p>	2023-2024	<p>Establish a working group to provide input via a community of learning.</p> <p>Deliver the completed program of learning and professional learning to careers advisors and other disability school staff.</p>	Existing	6, 7	<p>Work with schools to develop and pilot teaching materials and resources, and connect with community, industry, and vocational education and training providers for post-school pathways.</p> <p>Courses are being developed for a range of students with disability at modified and accredited levels. This enables teachers to select the most relevant materials for their cohort.</p> <p>The curriculum will prepare students to undertake work experience, apply for employment, and study programs.</p>
<p>2.12 [NEW 2024] - Targeted vocational learning programs for students with disability</p>	2024-2025	<p>Create specific vocational learning opportunities for students with disability that are linked to career pathways.</p>	New 2024	6, 7	<p>The targeted vocational learning programs for students with disability, (including students with high support needs from specialist school settings) provide a supported environment for students to undertake practical non-accredited and accredited training as a pathway to potential employment opportunities.</p>



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>2.13 [NEW 2024] - Employment options supported by the NDIS.</p> <p>Support students to navigate available employment supports through the NDIS, with a focus on students, parents, carers, and families gaining a better understanding of employment pathway options that can be supported by the NDIS.</p>	2023-2024	Develop resources and increase connection with NDIS Local Area Coordinator (LAC) for students, families/carers, and school communities	Existing	4, 8, 9	<p>Students will benefit from increased knowledge and accessibility of the NDIS by linking stakeholders to the LAC.</p> <p>The school engagement kit will build capacity of each school community.</p> <p>Facilitate engagement between the LAC and schools to support opportunities to co-locate the LAC in schools and provide teacher professional learning about the NDIS system. This will ensure greater access to the NDIS and support for employment pathway options.</p>
<p>2.14 [NEW 2024] - Customised training materials and course delivery for students with disability to explore employment pathways in the building and construction industry</p>	2024-2025	Increased participation in work experience, vocational learning programs and Australian School-based Apprenticeships of students with disability in the construction industry	New 2024	2, 3, 6, 7, 11	<p>Develop and deliver modified course materials to enable access to nationally recognised training for students with varied levels of disability including specialist schools, Disability Education Programs (DEPs) and mainstream settings.</p> <p>Completion of legislated licenced courses will create opportunities for students with disability to explore employment pathways in the building and construction industry.</p> <p>The industry association training provider will engage their extensive membership base to explore work experience and create opportunities for Australian School-based Apprenticeships.</p>
<p>2.15 [NEW 2024] - Professional learning on employment pathways.</p> <p>School staff support students with disability to learn about employment pathways,</p>	2023-2024	<p>Deliver professional learning on career education and transitions for school staff working with students with disability.</p> <p>Deliver a professional learning package on 'Career Tools'.</p>	Existing	6, 9	<p>Develop and deliver Teacher Quality Institute (TQI) accredited professional learning in career education and transitions for students with disability.</p> <p>Develop and deliver system-wide Career Tools webinars and individual school-based coaching and mentoring. This includes career plans, e-portfolio creator, and virtual job experiences.</p>
<p>2.16 [NEW 2024] - Further funding has been committed to deliver another cohort of 50 students through the Head Start Program in 2025-2026</p>	2025-2026	The Head Start pilot provides up to 50 ASbA positions in skills needs industries and includes tailored wrap-around support and mentoring for students and their families.	New 2024	1, 2, 3, 4, 5, 6, 7, 8, 9, 11	<p>Head Start is a tailored Australian School-based (ASbA) program for students in years 10, 11 and 12 in ACT public schools.</p> <p>Places will be tailored for students with a disability from mainstream schools to provide personalised pre-vocational training, work experience and intensive support for students when needed.</p>



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
		Of the 50 places, a minimum of 10% of placements have been prioritised for students with disability.			
2.17 [NEW 2024] - Strategic employment plan for ACT Education Directorate- Access and Inclusion (Disability) Employment Action Plan 2024-2027	2024-2027	<p>Increased number of employees who identify in our HR system as living with a disability, or who identify as living with a disability when completing anonymous staff surveys.</p> <p>Increased numbers of identified positions in the Directorate for people with disability</p>	New plan to replace finalised previous Employment Action Plan which was finalised in 2023 (currently under development).	1, 2, 3, 4, 5, 6, 7, 12	<p>This Employment Action is proposed to focus on three key areas:</p> <ul style="list-style-type: none"> • Attract and Recruit • Retain and Build Capability <p>Leadership action and accountability</p>

3 New South Wales (NSW)

Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>3.1 Cross government collaboration</p> <p>A national strategy will require effective governance and collaboration across states and territories</p>	Ongoing	Effective and functional bilateral relationships	Existing	9, 10, 11	<p>NSW will work collegially with the Commonwealth to assist it to meet its responsibilities for the funding and ongoing provision of supported employment settings across the state.</p> <p>Maintaining functional and productive bilateral relationships and participating in co-design of systemic improvements and innovation</p>
<p>3.1.1 Disability Inclusion Action Planning</p> <p>Incorporation of supported employment actions</p>	December 2023	Initiatives included in DIAPs	New	3, 10	<p>NSW will support government agencies reviewing and revising their current Disability Inclusion Action Plans to include additional supported employment actions under the Disability Employment priority.</p> <p>NSW agencies will update their DIAPs to incorporate the NSW governments response to the Disability Royal Commission and the amendments to Australia's Disability Strategy and Target action Plans.</p>
<p>3.1.2 Supporting local councils to access ADE services</p> <p>Promotion of supported employment and encouraging procurement</p>	Commence in 2024	Increased use of ADE's by a wider number of agencies	New	2,3,10	<p>Production and distribution of information and in house communication will inform Councils about the services available, promote more procurement from ADE's and direct Councils to consider targeted actions in their Disability Inclusion Action Plans</p> <p>NSW will work with the Local Government Peak Body LGNSW to promote ADE engagement.</p> <p>NSW continues to work with the Commonwealth and other jurisdictions through the Disability Reform Ministerial Council (DRMC) to progress work in this area.</p>
<p>3.2 Innovation in procurement</p> <p>NSW Procurement Policy Framework supports small and medium sized businesses, Aboriginal businesses, regional businesses, disability employment organisations and social enterprises.</p>	Ongoing	Breadth of procurement undertaken by NSW Agencies	Existing	3, 10, 11	<p>The NSW Procurement Policy Framework provides agencies with the ability to buy from an ADE with one single quote and no contract value limits.</p> <p>NSW will ensure that the Procurement Policy Framework is further promoted across agencies and test its applicability across local government.</p> <p>Expansion of the market will encourage new entrants and greater diversity in the options provided.</p>
<p>3.2.1 Targeted agency spending -multiple contracts (DPE / DCJ)</p> <p>The NSW Department of Planning Housing and Infrastructure (DPHI) and Department of</p>	Ongoing	Value of investment in ADE sector	Existing	3, 10, 11	<p>DPHI is continuing to increase social procurement spending each year. In the last year reported they purchased services from 27 different disability enterprises. They will continue to buy goods and services from disability</p>



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
Communities and Justice (DCJ) demonstrating the impact of innovative procurement					enterprises, because “it provides employment opportunities for people with disability outside of the department”. DPHI will review approach to disability targeted procurement and learnings as part of the development of our new disability inclusion action plan 2025-28. DCJ currently has five active contracts with ADEs totalling over \$6,650,000. The contracts cover several different industries and services including printing, cleaning, couriers and support & case coordination services.
3.2.2 Targeted agency spending - major contacts (NSW Health) Baby Bundle ADE contracting	Ongoing	Value of investment in ADE sector	Existing	3, 10, 11	NSW Health has an ongoing contract with an ADE to provide the NSW Baby Bundle. A Baby Bundle is given to parents and caregivers of every baby born in NSW hospitals. Over 90,000 children are born in NSW each year and every child born in NSW is eligible to receive a Baby Bundle. A Sydney-based social enterprise packs and delivers the Baby Bundle. Each company that provides content products for the Baby Bundle are small to medium Australian-owned businesses.
3.3 Promotion of BuyAbility NSW will promote the use of the <i>BuyAbility</i> website across Agencies and local councils to encourage the procurement of ADE products and services.	2023	Web tracking metrics from <i>BuyAbility</i> site	Existing	2, 3, 10	The NSW Government will continue to work with National Disability Services (NDS) in the development and promotion of the supported employment providers’ website <i>BuyAbility</i> to increase opportunities for social procurement and increase employment opportunities for people with disability across state and local government and the broader community.
3.4 Educational capacity building NSW will continue its work through the NSW Education system and through TAFE to support people with disability to access mainstream employment options and to link with commonwealth school leaver supports where available	2023	Numbers of school leavers with disability employed outside of ADEs.	Existing	1,4, 11	Exploring employment options for school leavers with disability is an ongoing part of the school and TAFE systems. VET options, counselling and work experience programs are important elements of the curriculum that aid students in making informed choices about their future. A key role of the education system is to support all students, including those with disability to be able to transition to employment once they have completed their education.
3.5 Upholding rights and safety of workers with disability The NSW Ageing and Disability Commissioner	2023		Existing	4, 12	The NSW Ageing and Disability Commissioner has the remit to respond to reports of abuse neglect or exploitation of adults with disability in the home and community including the workplace.
3.6 Advocacy Disability Advocacy Futures Program	2023		Existing	4, 12	NSW is funding 19 advocacy organisations to support individuals with disability to access information, services and supports.



4 Northern Territory (NT)

Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>4.1 Attract, recruit and retain more people with disability in the Northern Territory Public Sector (NTPS)</p> <ul style="list-style-type: none"> Facilitate a sector wide Disability Employment Program (DEP) comprised of wage reimbursements and employment supports for: Entry level, temporary roles for people with disability who cannot compete for public sector roles on the basis of merit. c) NTPS traineeships and graduate roles for people with disability. 	Ongoing	<p>An increase in uptake of the DEP.</p> <p>An increase in uptake of NTPS traineeships by people with disability.</p>	Existing	2, 5, 7	The DEP, managed by the Office of the Commissioner for Public Employment (OCPE), provides wage and on-cost reimbursements to NTPS agencies who employ persons with disability in entry-level positions, or in traineeships. This may include people with disability who have high support needs, however the DEP does not fund or reimburse additional support requirements.
<p>4.2 All NT Government departments have a Disability Action Plan outlining their commitments under the NTPS EmployAbility Strategy.</p> <p>The OCPE evaluated the EmployAbility Strategy 2018 - 2022 and has developed a subsequent strategy in consultation with NT Government agencies.</p> <p>The new NTPS EmployAbility Strategy 2024-2027 was launched on 20 June 2024 and aims to increase the participation of people with disability in the NTPS and foster a positive and inclusive workplace.</p>	Ongoing	Improving attraction, recruitment and retention of people with disability to increase the number of NTPS employees with disability to 8% by 2027.	Revised	5, 6,7	<p>The OCPE will oversee implementation of the NT EmployAbility Strategy.</p> <p>Through nurturing an inclusive workplace culture, the NT EmployAbility Strategy aims to increase attraction and retention practices within the NTPS and raise awareness of the value that people with disability can bring to the workplace.</p> <p>By supporting skill acquisition and career development, a diverse and disability confident workforce will be created, reflecting accessibility and diversity within the community.</p>
<p>4.3 Modified NT Certificate of Education and Training (NTCET)</p> <p>Support schools and students to complete the NTCET modified subjects offered to students who are eligible on the grounds of a documented or imputed disability.</p>	2021 - 2024 (Ongoing)	An increase of successful completion of the NTCET (Modified).	Existing	6	<p>The Department of Education conducts ongoing career planning within senior schools that engages students through cross-curriculum discussions.</p> <p>Eligible students with disabilities may use their Education Action Plan goals to inform personal learning goals in Stage 1 and Stage 2 Modified subjects; this allows completion of Year 12 NTCET.</p> <p>Department of Education officers are developing recognition for senior school students engaging in transition-to-work experiences to gain credits towards an NTCET.</p>



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>4.4 Support student transitions</p> <p>Improve transitional support for children and students with disability, including transition out of schooling, in partnership with community organisations and industry.</p>	2021 - 2024	Number of students with disability with Individual Transition Plans.	Existing	9	<p>The remote schools pathway grant helps remote schools develop work experience and enterprise programs for students with a disability.</p> <p>This is to prepare them for employment and community participation after they leave school.</p> <p>Students in Darwin and Alice Springs can participate in the transition from school Supported Work Experience program. These placements provide work-readiness, independence skill development, communication skills and build capacity for each student in the workplace.</p>



5 Queensland

Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>5.1 The Queensland Procurement Strategy 2023 and the Queensland Procurement Policy (QPP) requires suppliers to comply with the Queensland Government Supplier Code of Conduct, which addresses the Ethical Supplier Threshold, and expresses that the government values businesses that encourage diversity to ensure equal employment opportunity for all people</p> <p>The Strategy and policy commits the Queensland Government to the following actions:</p> <ul style="list-style-type: none"> boost access for suppliers including for example small and medium enterprises; Aboriginal and/or Torres Strait Islander businesses; social enterprises; women-owned and/or women-led businesses; businesses owned or operated by people with disability; and culturally and linguistically diverse suppliers. ensure everyone gets a fair day's pay for a fair day's work, by updating the Ethical Supplier Threshold to ensure that a supplier pays award-based wages to people with a disability (using the Supported Wage System, where appropriate). ensure that all Queensland Government procurement activities comply with the <i>Disability Discrimination Act 1992 (Cth)</i> and disability standards. Guidance is available to assist agencies to be inclusive of all abilities when delivering procurement outcomes. 	Ongoing	Queensland Government agencies will continue to require suppliers to comply with the Queensland Government Supplier Code of Conduct. The Procurement Investigation Unit may investigate non-compliance.	Existing	5, 10, 11	<p>The QPP reflects a responsible public procurement approach focused on community wellbeing. This includes for example, enhancing participation of businesses owned or operated by people with disability, encouraging diversity, and more broadly, recognising the right to a fair day's pay for a fair day's work (using the Supported Wage System (SWS), where appropriate) for people with disability.</p> <p>The QPP also drives procurement outcomes which are inclusive of all abilities, via requiring compliance with the <i>Disability Discrimination Act 1992 (Cth)</i> supported by procurement guidance.</p>
<p>5.2 The Queensland Disability Peak and Representative Body Program funds organisations to deliver peak body services to Queenslanders with disability</p> <p>Funding is provided to deliver actions including supporting employers in attracting, recruiting and</p>	2022 - 2025	<p>Disability Peak Bodies program incorporates a focus on employment of people with disability.</p> <p>Funding agreements in place with service providers and outcomes</p>	Existing	2, 3	This initiative will promote the employment of people with disability to ensure they have access to a range of meaningful employment opportunities that align with their goals.



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
retaining people with disability.		measured through regular service reporting.			This initiative will also support a wide range of employers to better understand the benefits of inclusion and highlight opportunities for inclusive workplaces, and attraction and retention practices.
5.3 The Queensland Government is working to deliver a suite of resources, co-designed with people with disability, including videos and information fact sheets, to support people with disability to pursue a career by establishing a microbusiness	2023 - 2024	Microbusiness resources emphasise inclusive and accessible processes to be delivered and published on department website and promoted through networks.	Existing	2	This initiative will provide an alternative for people with disability who do not have capacity or do not wish to work as an employee to own and operate a small business.
5.4 The Queensland Government is working to deliver a series of employment lifecycle videos to support the promotion of outcomes of Australia's Disability Strategy 2021-2031 The videos will cover the full employment lifecycle, including attraction and recruitment, onboarding, retention, development and career advancement from both an employee and employer perspective.	2023 - 2024	Lifecycle delivered and published on department website and promoted through networks.	Existing	2	This initiative aims to increase employment of people with disability; improve the transition from education to employment; recognise the benefits of employing people with disability, and increase the overall representation of people with disability in leadership roles.
5.5 The Queensland Department of Environment and Science works with disability employment providers, including Jigsaw and JobAccess, to engage people with disability in employment These organisations match individuals with disability with suitable roles within the department and provide opportunities for meaningful employment.	2023	Percentage of employees with disability employed within the Department of Environment and Science.	Existing	3	This initiative will provide real options for employment opportunities for people with a disability and will expand the number and variety of workplaces that employ people with a disability.
5.6 The Queensland Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development aims to create equality of opportunity for employees with disability, by enabling engagement in all aspects and all pathways of employment This is achieved through the implementation of: <ul style="list-style-type: none"> • Workplace Inclusion Passport to support the implementation of adjustments across the workforce. 	2023 - 2024	Number of employees completing the workplace inclusion passport. Number of employees with disability reporting that recruitment processes are inclusive and accessible.	Future planned	2,6,7	This initiative supports the employment of people with disability by removing barriers to employment and career development opportunities through the provision of adjustments which enable employees to meet their career goals.



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<ul style="list-style-type: none"> • Disability Action Plan, committing Business and Corporate Partnership units to increasing accessibility for employees and customers with disability across all areas of our business. • Training sessions for employees on alternatives to the standard selection process to allow employees of all abilities to demonstrate skills and expertise. • Working with Australian Spatial Analytics to look for opportunities for neurodiverse employees to thrive in our workplaces. • All Abilities Action group, providing meaningful opportunities for employees with disability to share insights and collaborate on initiatives. 		<p>Number of employees reporting their disability does not limit career development opportunities.</p>			
<p>5.7 The Queensland Government is building employment skills, experience and confidence of Queenslanders with disability through participation in the Skilling Queenslanders for Work (SQW) initiative</p>	<p>Ongoing</p>	<p>Percentage of successful employment outcomes for people with disability following participation in the SQW.</p> <p>Percentage of people with disability participating in the SQW initiative.</p>	<p>Existing</p>	<p>7</p>	<p>The SQW initiative is improving skills development and work opportunities for people with disability, by providing a supported learning pathway that is appropriate to their needs and increases their ability to participate in society and the economy.</p>
<p>5.8 The Skills Disability Support Service (SDS) program provides specialised services so eligible students can access subsidised support to assist with participation in accredited Vocational Education Training (VET) as a pathway to sustainable employment</p>	<p>Ongoing</p>	<p>Number of young Queenslanders with disability participating in VET.</p> <p>Maintained demand for SDS services.</p> <p>Proportion of VET graduates with disability in employment or further study.</p> <p>Proportion of VET graduates with disability satisfied with their training.</p>	<p>Existing</p>	<p>7</p>	<p>SDS provides support services and specialised technology direct to pre-approved training providers to assist students gain nationally recognised skills and qualification as a pathway to employment opportunities.</p>



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>5.9 Under the Queensland Social Enterprise Strategy, the Queensland Government has committed \$8 million for the Social Enterprise Jobs Fund (SEJF) to support social enterprises to scale-up activities and create training and employment opportunities</p> <p>The SEJF will support the sector through three key tiers of activity:</p> <ul style="list-style-type: none"> • Social enterprise capacity and capability development – support for the Queensland Social Enterprise Council (QSEC) as a sector peak body and provide grants to social enterprises and the sector to develop and grow. • Social enterprise market development – promote procurement opportunities for social enterprises. • Social enterprise finance – support access to finance and the creation of training and employment opportunities within social enterprises. 	2021 - 2024	<p>Under the Social Enterprise Grants component of the SEJF:</p> <p>Number of projects funded that support training and employment opportunities for people living with a disability.</p>	Existing	11	The SEJF is supporting the development of a sustainable and thriving social enterprise sector, by funding projects delivered by organisations that specifically employ or support the employment of people living with a disability.
<p>5.10 Transition 2 Success (T2S), an inclusive, vocational training program that supports young people including those with disability to reengage with education, training and employment</p> <p>T2S involves a therapeutic service model to change the story for young people and help them to positively engage within the community. Young people are supported through a range of strategies to build confidence and skills that will better connect them to their families and community.</p> <p>The Queensland Government is committed to partnering across government, non-government and businesses to better leverage resources and develop greater opportunities for young people.</p>	Ongoing	Percentage of employment outcomes for young people with disability involved in the youth justice system, following participation in T2S.	Existing	2, 7	Through this program, young people with a disability are supported to engage in skill development and training, and work alongside the support of Youth Justice to identify employment goals and/ or further training opportunities. The program further seeks to build capability of local stakeholders as employers to increase their understanding of the specific needs of this cohort and how to assist them to maintain their employment.



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>5.11 The Queensland Government provides ongoing support to prisoners and offenders with disability to access employment opportunities via the throughcare streams of re-entry services</p> <p>These services aim to improve awareness of and support to connect prisoners and offenders with disability with job network providers before and during transition to the community if it is an assessed re-entry need.</p>	Ongoing	Prisoners and offenders with disability have increased access to information and referral pathways to appropriate job network providers.	Existing	2, 4, 12	Through individualised assessment of reintegration needs, prisoners and offenders with disability will have increased access to information about options and pathways for employment, providing the support to make informed decisions about their employment options.
<p>5.12 Queensland Corrective Services (QCS) works with disability employment providers to engage people with disability in work experience opportunities</p>	2022-2025	<p>A baseline is developed for the number of individuals with disability taking up work experience opportunities.</p> <p>Number of individuals taking up work experience opportunities increases.</p>	Existing	2, 3, 4	By engaging with disability employment organisations, to match individuals with disability with suitable roles within QCS, individuals will be provided with opportunities to participate in meaningful employment experiences and can make informed decisions about career options.
<p>5.13 [NEW 2024] The Department of Transport and Main Roads (TMR) is dedicated to providing equal job opportunities for people with disabilities, ensuring they can fully participate in all roles and career paths.</p> <p>According to the HR Policy Governance Manual, the Reasonable Adjustment Procedure is reviewed annually to incorporate best practices and drive continuous improvement. TMR is updating its Reasonable Adjustments Policy to match new Public Sector Commission (PSC) Guides, which focus on a social model of inclusion rather than a medical one, leading to more inclusive Workplace Accommodations.</p> <p>These guides are being created with input from TMR and the wider Public Sector, underscoring TMR's commitment to ongoing improvement.</p>	2024-2025	<p>An improvement in the Working for Queensland employee survey result for 2025.</p> <p>Increased declarations on the Equal Employment Opportunity survey show that our workforce better reflects the diversity of the wider community.</p>	Existing	1, 2, 4, 12	Reviewing and updating the reasonable adjustment procedure ensures that TMR employees have genuine choice and control by meeting individual needs and involving them in decision-making. It provides real employment options and a range of support to help meet their career goals, while offering clear information to facilitate informed decisions about their employment. Additionally, the procedure upholds the human rights of individuals with disabilities, treating them with dignity and respect and aligning with legal and ethical standards.



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>5.14 [NEW 2024] - The Department of Transport and Main Roads (TMR) is working to ensure inclusiveness of recruitment practice by:</p> <ul style="list-style-type: none"> • Reviewing recruitment practices and promoting resources and tools available, to improve accessibility, inclusiveness of recruitment and assistance to hiring managers. • Implementing a pilot program to assist hiring managers in navigating changes in the recruitment process (including how to assess candidate suitability and achieve positive diversity and inclusion outcomes). • Developing and implementing targeted recruitment campaigns and strategies for people living with a disability 	<p>2024-2025</p>	<p>An increase in the accessibility and inclusiveness of recruitment practices, evidenced by improved feedback from candidates with disabilities, a higher representation of employees living with a disability, and enhanced support and satisfaction among hiring managers utilising the promoted resources and tools.</p> <p>Increased declarations on the Equal Employment Opportunity survey show that our workforce better reflects the diversity of the wider community.</p> <p>Increased positive feedback and/or reports from hiring managers in regard to their confidence and ability to navigate the new changes.</p> <p>More successful recruitment outcomes (such as improved time to fill, quality applicant pools, successful candidates identified) from the roles included in the pilot program.</p>	<p>Existing</p>	<p>1, 2, 4, 6</p>	<p>Reviewing TMR’s recruitment practices and providing tools to improve accessibility and inclusiveness ensures equal opportunities for all candidates. These practices and resources will help candidates, hiring managers, and employees regularly assess needs, job options, and career goals, while ensuring everyone is treated with dignity and respect.</p> <p>Implementing a pilot program to help hiring managers navigate changes in the recruitment process will also provide people with disability real employment options in TMR and a range of support to meet their career goals. This program will also ensure regular reviews of their employment options, pathways, goals, and outcomes.</p> <p>Targeted recruitment campaigns and strategies for people with disabilities aim to show potential employees that they have genuine employment options and various support resources available to help achieve their career goals at TMR. These efforts are designed to provide the support needed for informed decision-making about their employment opportunities.</p>



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>5.15 [NEW 2024] - The Department of Transport and Main Roads (TMR) Accessible Transport Network (ATN) is:</p> <ul style="list-style-type: none"> • Developing a new <i>Accessibility and Inclusion Strategy and Action Plan 2024-2025</i>, and • Participating in an Australian Disability Network Accessibility and Inclusion Index Audit. 	2024-2025	<p>Co-design sessions completed with employees, customers and partners to increase understanding.</p> <p>Customers have better understanding of TMR products and services, and staff better understand customer challenges.</p> <p>Evidence submitted by contacts from across the department to ensure evidence is representative of the work across the department.</p>	New 2024	1, 2, 3, 4, 5, 6, 7, 10, 12	<p>The update to the Accessibility and Inclusion Strategy and Action Plan 2024-2025 articulates TMR's commitment to embedding the work achieved through the first strategy and becoming a world leader in the provision of accessible, dignified and inclusive workplaces and practices.</p> <p>The purpose of the Australian Disability Network Accessibility and Inclusion Index Audit is to understand, assess, benchmark, and improve their disability confidence to meet the needs of their customers and employees with disability</p>
<p>5.16 [NEW 2024] - The Department of Families, Seniors, Disability Services and Child Safety has committed to the introduction and promotion of departmental Workplace Adjustments Policy and associated resources.</p>	2023-2025	<p>Workplace Adjustment Policy published</p> <p>Resources available to guide people seeking adjustments and their managers</p> <p>Annual information session for managers about implementing Workplace Adjustments (provided by JobAccess)</p> <p>Adjustments offered in recruitment processes and considered at the recruitment stage.</p>	New 2024	2, 12	<p>Expanding the understanding of Workplace Adjustments will help managers recruiting for staff to keep sight of the skills the person brings to the table, rather than focussing on any perceived deficits of their disability.</p> <p>It will streamline the process of supporting the needs of the worker, with a view to setting the individual up for success.</p>



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>5.17 [NEW 2024] - The Department of Families, Seniors, Disability Services and Child Safety is supporting and promoting the 'Disability Proud Network' (employees with disability) network.</p>	<p>Ongoing</p>	<p>Disability Proud Network membership expands to include people more broadly across the whole department</p> <p>The Disability Proud Workplan is supported by the relevant decision-making body, and progress is reported annually.</p>	<p>Existing</p>	<p>2, 4</p>	<p>The Disability Proud Network is an employee resource group supported by the department to provide peer support and advocacy for employees with disability. Members identify areas for improvement based on their lived experience and that of their colleagues, and work towards developing solutions which can be implemented by the department.</p> <p>The group has also been advocating for access initiatives across the sector, including considering access needs of employees in ICT procurement processes.</p>
<p>5.18 [NEW 2024] - The Queensland Government is developing a new <i>Responsible Public Procurement</i> guidance to support implementation of the Queensland Procurement Policy (QPP).</p> <p>DEC is also undertaking a review of the Accessibility compliance in procurement: Ensuring accessibility for people with disability guidance document.</p>	<p>2024-2025</p>	<p>Guidance updated and published in 2024-2025 following consultation with Queensland Government agencies</p>	<p>New 2024</p>	<p>5, 10, 11</p>	<p>The new <i>Responsible Public Procurement</i> guidance aims to support Queensland Government agencies in understanding and applying key considerations when undertaking responsible public procurement to deliver added value for economic, ethical, social and environmental outcomes that align with Queensland Government objectives, when spending public money.</p> <p>It facilitates a responsible public procurement approach to drive positive and long-lasting outcomes for communities, including employment outcomes for people with disability.</p> <p>The <i>Accessibility compliance in procurement: Ensuring accessibility for people with disability</i> guidance assists agencies to understand and implement their obligations under the <i>Disability Discrimination Act 1992 (Cth)</i> and take responsibility for being inclusive of all abilities when designing, planning and delivering procurement outcomes.</p>

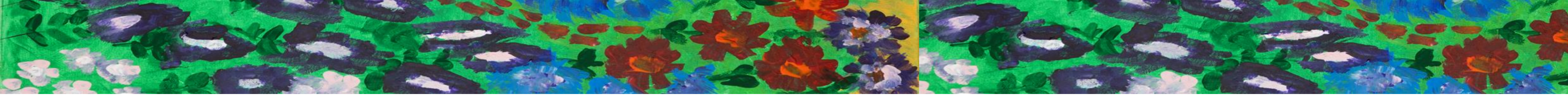


6 South Australia (SA)

Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
6.1 Encourage and support employment of people living with a disability in the SA Public Sector	Ongoing	Higher number of SA public sector employees living with a disability.	Existing	2, 6, 7	<p>The South Australian Public Sector Disability Employment Strategy 2020-23 (the Strategy) provides the framework to create workplaces that respects and supports employees living with disability. The Strategy and the accompanying Disability Employment Toolkit provide direction and advice to SA public sector agencies that encourage and support the recruitment, employment and best practice management of people living with a disability including those with high support needs.</p> <p>The Office of the Commissioner for Public Sector Employment (OCPSE) advises and supports SA public sector agencies to employ more people living with a disability. OCPSE has prepared resources including the Disability Employment Toolkit, established a community of practice to share information across the sector and advised individual agencies.</p>
6.2 Identify opportunities to purchase goods and services from ADEs and from organisations who have strong inclusive employment practices and provide employment to people living with disability	Ongoing	Opportunities to purchase goods and services from ADEs or organisations that provide employment opportunities are identified and promoted.	Existing	9, 10	Through this action agencies will be made aware of opportunities to purchase goods and services from ADEs or organisations that provide employment opportunities to people with a disability.
6.3 Learner Support Services (LSS)	Ongoing	<p>Numbers of students accessing LSS.</p> <p>Expansion of LSS to deliver targeted student supports for learners who are neurodiverse, and/or have a disability, and/or who are dealing with mental health challenges.</p> <p>Inclusion of specialist disability provider in future contracting of LSS.</p>	Existing	7, 9	<p>LSS is a mainstream service funded by Skills SA to improve retention and completion by VET students who face complex barriers to training. Six LSS providers are contracted to provide individualised supports based on the unique needs of the student. The service enhances and complements the support that all Registered Training Organisations (RTOs) who deliver subsidised training are expected to provide.</p> <p>LSS supports students with disability, including those with high support needs, on pathways to and in mainstream education.</p>



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
6.4 Transition Program for students with disability	Ongoing	Higher numbers of final year secondary students with disability have the skills and confidence to transition to further education, training or employment in a setting aligned to their capability and choice.	Existing	2, 4, 6	The SA Department for Education's Transition Program provides career education to support students with disability to transition from school to employment, further education or training. The Transition Program provides students with connections to employers, work and industry experience and exposes students to options including VET, traineeships and apprenticeships, micro enterprise, open employment and supported employment. Through the program, eligible students may also be connected to NDIS School Leaver Employment Supports (SLES).
6.5 Industry and Employer Immersion program	Ongoing	Higher numbers of final year secondary students with disability have the skills and confidence to transition to further education, training or employment in a setting aligned to their capability and choice.	Existing	3, 6	The SA Department for Education's Industry and Employer Immersion program is supported by a team of Industry Engagement Consultants responsible for building and maintaining strategic partnerships. They consult with a network of industry stakeholders that are invested in improving outcomes for students in the transition from school to work in priority areas and emerging industries in SA. The program assists in creating work experience opportunities and pathways in open employment settings to support the Department's Transition Program for students with disability, including those with high support needs.
6.6 Quick guide for schools: Students with disability engaging with workplace learning	Ongoing	Higher numbers of secondary students with disability participate in workplace learning.	New	4, 6	Workplace learning involves placing an eligible student with an employer to gain knowledge, skills and attitudes in the context of a real work environment. Workplace learning aims to build on the students' schoolwork and career education activities to help them plan and manage their transition to employment through and beyond school.
6.7 Training Priority Projects (TPP)	Ongoing	Numbers of projects supporting disability sector workforce and numbers of project participants (students identified with disability).	Existing	7, 9	TPP supports training pathways responding to demonstrated gaps that cannot be addressed through system-based purchasing of VET. TPP activity can support additional non-training supports to on-board students into VET study as well as short-form non-accredited or accredited training to prepare students for full course study. TPP can also support existing worker upskilling and skill deepening. Past TPP activity has supported pathways for people with disability into aged care and into roles where lived experience (and peer support) is an asset and enhances service delivery. Projects have supported education and services across the disability sector.



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
6.8 Professional development supporting Disability Standards for Education: resources for VET providers supporting students with disability	Current – June 2024	RTOs participating. Use of resources by VET educators.	New	7, 9, 12	The professional development program will support roll out of VET educator resources for best practice to support students with disability. The program will be supported through Skills SA’s Building Capability initiative. Resources have been developed as part of the national review of Disability Standards for Education.
6.9 Improve access to pathway options and transition support from school to tertiary education and/or employment for people with disability	Ongoing	Number of students with a disability including those with high support needs accessing transition support.	Existing	2, 4, 9	The Department for Education provides pathway support through its Transition Program for students with disability (Action 6.4), and a Career Education and Pathways strategy is in development with a broad focus on supporting transitions for all secondary students. TAFE SA will develop and strengthen relationships with employment services to improve employment outcomes for graduates living with disability. TAFE SA will promote and deliver support services and cultivate wellbeing of students living with disability, establish guidelines relating to accessibility requirements for teaching and learning at TAFE SA and draw on the voices and lived experiences of people living with disability to lead the VET sector in achieving greater inclusivity
6.10 The SA Housing Authority will work with the SA Department for Industry, Innovation and Science and Employment Service Providers to include social housing tenants living with disability in social procurement employment targets	Current – July 2024/ongoing	Number of training and employment opportunities created for social housing tenants living with disability.	Existing	2, 7	The SA Housing Authority facilitates the Employment Pathways Program and 250 Apprenticeships Program which provides training and development opportunities in the building and construction sectors, including for people with disability. Activities delivered via the Employment Pathways Program support social housing participants with a disability, including public and community housing tenants, customers on the housing register and those receiving private rental assistance. Both programs enable training and employment outcomes for people with disability to learn new skills and broaden their employment options.
6.11 Review accessibility of SA Health’s intranet and the E-Recruitment platform for employees and candidates for employment	Current – December 2024/ongoing	Intranet and E-Recruitment platform reviewed & updated; User satisfaction survey implemented.	Existing	9	An accessible recruitment platform means that people living with a disability can choose to apply for SA Health jobs, without experiencing barriers to submitting an application.
6.12 [NEW 2024] Review South Australia’s public sector employment resources including OCPSE’s Disability Employment Toolkit and promote the Australian Human Rights Commission’s IncludeAbility resources when designing jobs and recruiting.	2025-2026	Disability employment target of 3% across the SA public sector by December 2026.	New 2024	2, 3	N/A

7 Tasmania

Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
7.1 Tasmanian State Service Diversity and Inclusion Framework - Workplace Flexibility Policy	December 2023	Flexible workplace policy supports employees with disability in the state service.	Existing	2	Increase real options for employment and the support options to meet employment goals.
7.2 Deliver improved educational opportunities that meet individual student needs and clearer pathways to job, training and higher education	December 2023	Focuses on increasing access and participation of students with a disability in years 10-12 for Apprenticeships and Traineeships for School-aged Learners (ApTSL).	Existing	4	Increase informed choice of young people with disability exiting school systems to consider pathway options and participation.
7.3 Continued engagement with Tasmanian Australian Disability Enterprise Services (TADES) to identify opportunities to deliver on the principles	Ongoing	Supported employment sector has more resources available to help them to evolve.	New	10	Assist ADEs to adapt to current reform areas including NDIS Review, Fair Work Commission changes to the Supported Employment Services Award 2020 and the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability. This will increase the capacity of organisations to provide meaningful employment outcomes for people with disability in a broader range of employment settings.
7.4 Promotion of the principles across government agencies and Local Government, including promotion of BuyAbility	June 2024	Promoting viability, through stable contracts, so that ADEs devote resources to transform their business models in-line with the principles.	New	9, 10	Promotion of procurement exemption which allows agencies to directly approach a business that 'primarily exists to provide the services of persons with a disability', this could include both ADEs and other organisations.
7.5 Disability Inclusion legislation promotes inclusion and access across all levels of government and community, raises awareness of disability and promotes inclusion in all policy and planning	June 2024	A Human Rights approach promoting the inherent dignity and respect of all Tasmanians with disability.	Existing	12	Disability Inclusion Bill consulted throughout August and September and introduced to Parliament by the end of 2023 or in early 2024. Disability Inclusion legislation delivers direction to government and community on the principles of inclusion and requires government agencies to consider inclusion principles in policy and program development. The legislation delivers a Disability Commissioner and Disability Inclusion Advisory Council with roles to advise, monitor and report on the actions of government agencies to achieve greater inclusive practice.



8 Victoria

Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>8.1 Social Procurement Framework Drive an increase in government expenditure under the Social Procurement Framework to benefit people with disability by:</p> <ul style="list-style-type: none"> working with government purchasers to better support their understanding and awareness of the Social Procurement Framework and its objectives providing advice to departments and agencies to include the 'Opportunities for Victorians with disability' objective, where appropriate, as part of their approaches to market and in their social procurement strategies supporting a clearer understanding of how to meet the Social Procurement Framework's 'Opportunities for Victorians with disability' objective by developing materials for industry (suppliers) to promote and replicate examples of good practice, case studies and resources. 	Ongoing	Direct expenditure by Victorian Government departments and core agencies with Australian Disability Enterprises or social enterprises led by a mission related to people with disability.	Existing	1, 5, 10	The Social Procurement Framework will assist the supported employment sector to evolve into modern, commercially viable social enterprises that provide greater choice and control and pathways into open employment.
<p>8.2 Victorian Social Enterprise Framework The Social Enterprise Framework seeks to create inclusive employment opportunities and deliver economic and social value to the Victorian community by:</p> <ul style="list-style-type: none"> Increasing recognition of Work Integration Social Enterprises (WISEs) across government's service system Promoting employment opportunities in social enterprises, including to those from disadvantaged backgrounds, and streamline referral pathways. 	Ongoing	Strengthen and foster growth of the sector; create new opportunities for social enterprises to sell their goods and services; build a coordinated social enterprise 'ecosystem' across Victoria; and improve the measurement and reporting of the outcomes achieved by social enterprises.	Existing	2, 4	<p>WISEs in Victoria are better reflected in the Victorian employment system and connected into government's programs, services and networks.</p> <p>Social enterprises have greater access to, and benefit from, government policies and services, such as grants programs.</p>
<p>8.3 Deliver career education and work-based learning activities that support students with disability to make informed pathway decisions. We will do this by:</p>	2024-2026	Improved access to a suite of career education activities to inform career and pathway	Existing	4	These initiatives will provide opportunities for students with disability in mainstream and specialist schools to gain exposure to a wide variety of



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<ul style="list-style-type: none"> Developing resources to support career education and career planning for students with disability Developing resources to support workplace learning for students with disability The Work-based Learning for Priority Cohorts initiative was piloted in three areas (2019 – 22) under the name Industry Engagement for Priority Cohorts. Learnings from the pilot are being incorporated into the future program design with a new Work-based Learning for Priority Cohorts program to be launched in 2024. 		<p>planning; improved access to work-based learning opportunities, including work experience; access to work readiness activities and resources to support workplace learning for students with a disability.</p>			<p>industries and career pathways, supporting students with disability to make informed choices about their career pathways.</p>



9 Western Australia (WA)

Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
9.1 Government Procurement with WA ADEs (State Disability Strategy 2020-2030 Second Action Plan – 2.7)	2022-2024 – Current	Stable commercial contracts with ADEs that provide employment for people with disability.	Existing	9, 10	<p>Development of a new WA ADE Work plan will identify activities that can be promoted and procured by government from WA ADEs, using the direct engagement exception under the WA Procurement Rules and opportunities provided by the Social Procurement Framework.</p> <p>The direct engagement exception enables WA ADEs to secure stable contracts providing them with the capacity to reform and build upon existing social enterprise models, providing more contemporary employment opportunities for people with disability.</p>
9.2 Contemporary Employment Models (State Disability Strategy 2020-2030 Second Action Plan – 2.20) Support WA based ADEs to build contemporary service models and associated workforce capability	2022-2024 – Current	Expanded contemporary employment models and opportunities.	Existing	1, 2, 3	<p>The State Government delivered a \$4 million funding package (time limited) referred to as Sector Transition Fund Phase Six (STF6) that will continue to support WA ADEs during 2023/2024 via bespoke grants to further build their capacity and associated workforce capability to provide more contemporary social enterprise models in metropolitan and regional WA. This will open up more employment pathways for people with disabilities, giving them greater choice and access to employment.</p>
9.3 Fostering Relationships Supporting partnerships and connections via new or established mechanisms	Ongoing	New employment options / pathways established.	Existing	10, 11	<p>Leveraging all opportunities to support the implementation of the Principles by building government relationships across the disability employment sector, small businesses and commercial industries that promote open dialogue and co-design to create opportunities and mechanisms that develop the employment landscape and increase options / pathways for employment of people with disability in WA.</p> <p>A strong example in WA is the establishment of the WA ADE regular forum facilitated by the Department of Communities, supporting a shared understanding of the employment landscape in WA.</p>
9.4 Innovation Fund (State Disability Strategy 2020-2030 Second Action Plan – 10.10) A fund to invest in initiatives that promote and foster people with disability’s inclusion, participation and independence to realise creative ideas	2023 – 2025	Increased number of younger people with high disability support needs move into options beyond school, which can lead to employment.	New	2, 4, 7	<p>Through the Innovation Fund the WA Government has funded a project to increase Education Support Schools, Centres and Units awareness and understanding of the needs of students with intellectual disability and complex communication needs. The program is being delivered in the Metropolitan, Wheatbelt and other regions. With established linkages to local government and community organisations in place, and building of students’ confidence during the program, understanding their ideas about what they want to do post school-life will assist them to follow their choice of options which can include employment.</p>



Action	Timeline	Indicator	Existing or new initiative	Guiding principle/s	How this initiative will enact the guiding principle/s
<p>9.5 Contemporary Employment Initiative</p> <p>A fund to trial innovative ways to secure employment post school</p>	<p>2021-2023 – Current</p>	<p>Community of Practice in WA established.</p> <p>Increased number of younger people with disability obtain meaningful or establish new employment beyond school.</p>	<p>Existing</p>	<p>2, 4, 7</p>	<p>WA Government has funded a project being facilitated by a WA community organisation. The Schools to Employment Pathways Project is a contemporary employment initiative that will create opportunities for students with disability in Years 11 and 12 to explore employment and microenterprise options as part of their transition from school. An additional objective is to increase the capacity of the disability sector to support contemporary employment by establishing a Community of Practice in WA.</p>
<p>9.6 [NEW 2024] - Ability Link</p> <p>Pilot project to improve employment opportunities for people with disability in the small-to-medium enterprise sector</p>	<p>12 months</p>	<p>No. of employers who report increased awareness of the benefits to employing people with disability.</p> <p>No. of employers who recruit and retain employment of people with disability.</p>	<p>New 2024</p>	<p>2, 3, 7</p>	<p>Improving employment opportunities for people with disability in the small-to-medium enterprise sector. This project will aim to increase awareness of the benefits of employing people with disability, guide businesses to the supports and resources available to assist them, deliver strategies to assist with employment of people with disability across various industries, and outline options to create seamless workforce entry pathways.</p>