

Autism Australia Forum

Autism@work Forum

Presentation | Q&A Session

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Reasonable and Necessary Supports



The NDIS funds reasonable and necessary supports for Australians with permanent and significant disability.

Reasonable and necessary supports are those that help participants live as ordinary a life as possible, including care and support to build their skills and capabilities, so that they can engage in education, employment and community activities.

THE ROLE OF THE NDIS IN EMPLOYMENT



- The Productivity Commission highlights the importance of improved economic participation to realise the goals of the NDIS.
- The NDIS will be responsible for vocationally based Reasonable and Necessary supports where a person is ineligible for the Commonwealth Employment Services (including Job Access, DES/DMS)
- These are typically funded in the capacity building budget “Finding and Keeping” a job.

Additional related funding may include:

- Personal attendant care for people who require support within the workplace due to the impact of the person’s impairment/s on their functional capacity in the workplace (e.g. assistance with personal hygiene, feeding)
- Aids and equipment related to the person’s functional needs (e.g. wheelchair). **Note:** Aids and equipment related to completing work tasks are the responsibility of the Employment Assistance Fund.

Key Projects

- **NDIS/DES Interfaces**
 - Exploring the optimum, evidenced based combination of supports between the NDIA and the DES system that will achieve sustainable employment outcomes
- **School Leavers Employment Scheme (SLES)**
 - Transition funding for young people with significant disability to create more capacity for outcomes in open employment
- **Social Procurement/Direct Employment**
 - Utilising levers in the public service to influence the employment of people with disability
- **ADE Transition**
 - Exploring models that more closely reflect employment in the general community
- **Regional Employment Champion Network**
 - Establishing subject matter expertise in every region
- **Proof of concept design activities**
 - Engaging with industry and providers to explore evidenced based models of service delivery for NDIA participants.

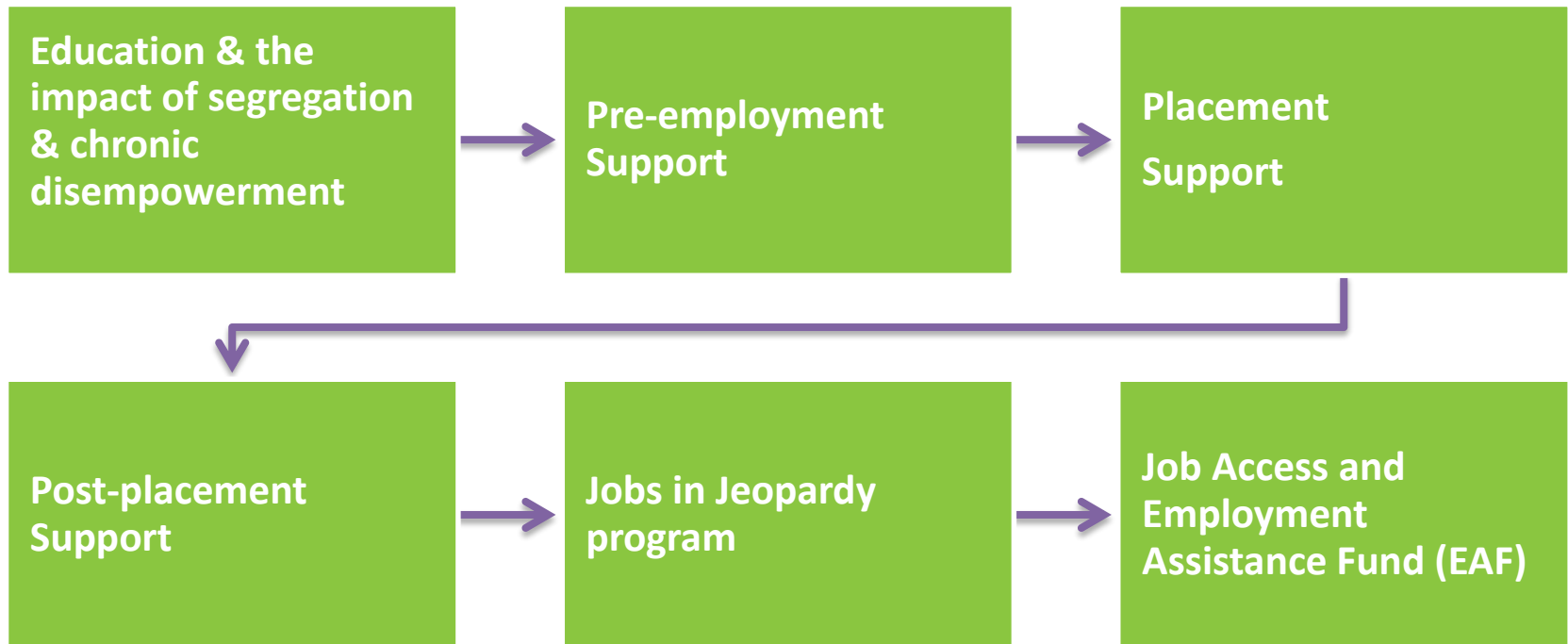
DES/NDIS INTERFACES



The aim of this project is to improve employment outcomes for people with disability by:

- Developing a collaborative process between the NDIA and DSS to significantly increase employment outcomes for people with disability
- Engaging the employment industry for people with disability in developing agreed solutions to overcome each identified barrier and specifying enablers and timeframes

INTERFACE IN THE STAGES OF EMPLOYMENT

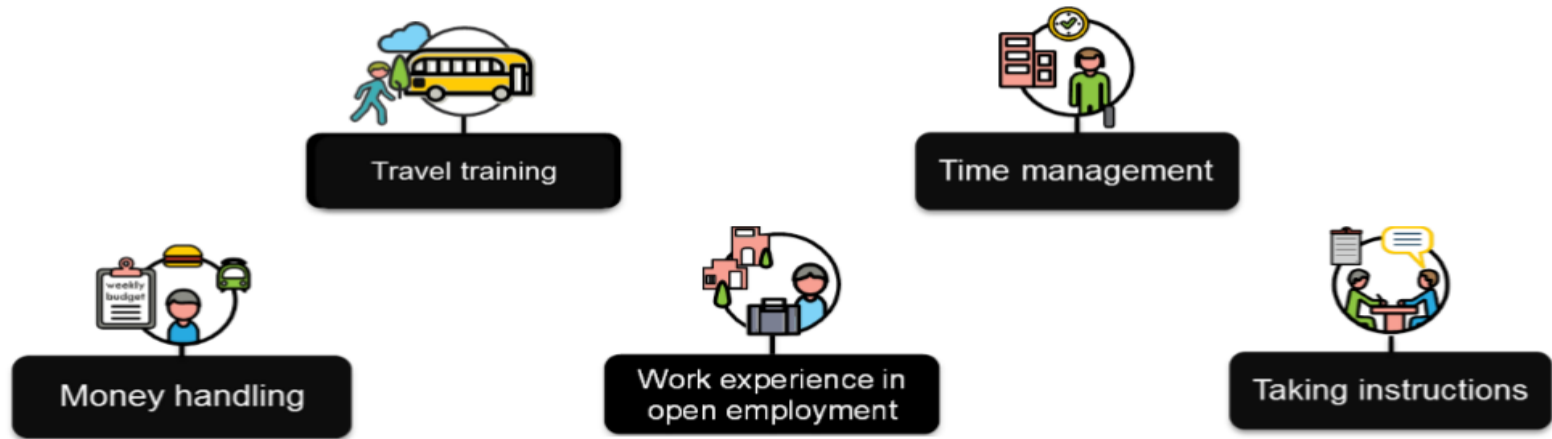


School Leavers Employment Support (SLES)



- SLES is a reasonable and necessary support for NDIA eligible Year 12 school leavers to assist them transition from school to employment.
- SLES offers individualised support for up to 2 years post Year 12 to build skills, confidence and plan a pathway into employment
- Participants have choice and the control over the nature of supports and which service providers they use.
- SLES is available in Victoria, NSW, SA, Tasmania and the ACT
- Teachers and service providers are key partners in this initiative.
- SLES relies on a robust, vocationally oriented service with key reporting requirements to measure progress and outcomes.

School Leavers Employment Support (SLES)



SLES will help you achieve your employment aspirations.



“ I want to get a job I'm good at and where I can learn new things and make new friends. ”

“ I want to earn my own money so I can go to the movies and buy the clothes I like. ”



Social Procurement

- The Community Partners Branch have included a requirement within all their Partners in the Community Grants for LAC and ECEI Partners to supply a Disability Employment Plan. This requirement details how each Partner must work towards reaching a target of at least 15% of personnel identifying as a person with disability.
- The consequence of this prerequisite has been the creation of employment for thousands of people with disability across Australia within the Partner Network. Newly appointed Partners are reporting an average of 10% employment of people with disability with some Partners reporting as high as 20%.
- The NDIA is working to replicate a similar approach with all new procurement activity and contracts.
- The Agency wants to lead by example and deliver procurement with impact by influencing DSS and DHS to do the same.

AUSTRALIAN DISABILITY ENTERPRISES (ADEs)



- Australian Disability Enterprises (ADEs) are generally not for profit organisations providing supported employment opportunities to people with disability. ADEs provide a wide range of employment opportunities and they operate within a commercial context.
- There are ADEs across Australia providing supported employment assistance to approximately 20,000 people with moderate to severe disability. All ADE's will transition to NDIS funding from the Department of Social Services.
- The Government is investing \$180 million on a range of initiatives to support ADEs to adjust to the changing sector environment, including investing in business development to support ADE business viability and provide stability for workers with disability and their families while the sector transitions to the National Disability Insurance Scheme (NDIS).

FUTURE OF SUPPORTED EMPLOYMENT



NDIA are working with DSS to explore the future of supported employment.

This

- will include expansion of thinking beyond the current ADE option.
- is distinct from, but may utilise the supported wages system in open employment
- will involve consideration of a “continuum of employment services”
- will require new and innovative thinking for supported employment
- will be based on the principles of inclusion and community ownership

Questions?

