



Participant Employment Strategy 2024–2026

Easy Read version



ndis

[ndis.gov.au](https://www.ndis.gov.au)

How to use this document



The National Disability Insurance Agency (NDIA) wrote this document.

When you see the word 'we', it means the NDIA.



We wrote this document in an easy to read way.

We use pictures to explain some ideas.

Bold

We wrote some important words in **bold**.

Not bold

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page 29.



This Easy Read document is a summary of another document.

This means it only includes the most important ideas.



You can find the other document on our website.

www.ndis.gov.au



You can ask for help to read this document.

A friend, family member or support person might be able to help you.

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About our Participant Employment Strategy



A **strategy** is a plan for how we will do things in the future.



Employment means you:

- have a job
- go to work
- get paid.

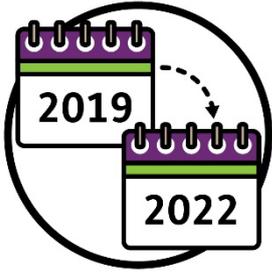


Our Participant Employment Strategy 2024–2026 is a plan for how the NDIS will support **participants** to find and keep a job.

In this document we call it the Strategy.



Participants are people with disability who take part in the NDIS.



Our old Strategy ran from 2019 to 2022.



We want this new Strategy to make sure more participants can achieve their employment goals.

Our work so far



Our old Strategy helped to make employment better for participants.

This includes supporting more participants to:



- want to work



- have a work goal.



1 in 3 participants who have a work goal also earn money from a job.



And more people with disability choose to work in **open employment**.



Open employment is when people with disability work in the same place as people without disability.



There are still things we can improve with the new Strategy.



We used research to find out the best ways to support participants with different disabilities.

We also asked the community about:



- what is important to them



- the challenges they face



- how supports could work better together



- the types of support they want.

Our focus areas



The Strategy explains what we will do to support participants to find and keep a job.

We have 4 focus areas:



1. Planning



2. Employment supports



3. Supporting **employers**

An employer hires people to work for them



4. Services that work well together



We explain the focus areas on the following pages.

1. Planning



The community told us participants need a clear plan about how to work towards their employment goals.



They told us that planning should include finding out how to get participants a job they enjoy doing.

What we will do



We will build the skills of our staff.

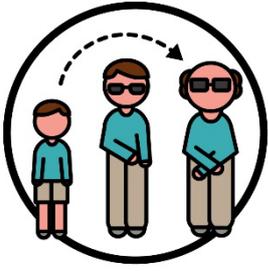


We will use our new computer system to help **NDIA planners** learn more about what support participants:

- need
- can get.



An NDIA planner is someone who makes new plans.



We will make guidelines about the best ways to support participants at different times in their life.

We will focus on supporting young people to:



- find and keep a job



- keep studying after high school.



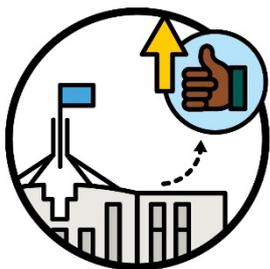
We will focus on **inclusive** employment.



When something is inclusive, everyone:

- can take part
- feels like they belong.

What we will guide others to do



We will guide the Australian Government to improve how the **Employment Assistance Fund** supports participants.



The Employment Assistance Fund pays for equipment that people with disability can use to do their job.



We will also guide other employment services to better support participants.



We will guide how the Australian Government develops the **Autism** Strategy.

Autism is a disability that can affect how you:



- think
- feel
- communicate
- connect and deal with others.

2. Employment supports

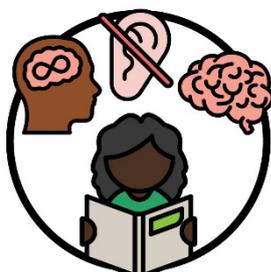


The community told us that it can be hard to find good providers.

Participants told us that providers should:



- support each person the way they need



- build their skills to support people with different disabilities.

What we will do



We will work with providers to improve the way they deliver supports.



This includes making sure providers know what we expect them to do.



We will give more support to participants when they move from study to work.



We will share information about how well different providers support participants.



We will make sure this information is easy to understand.



We will work to make sure participants have more employment options.

For example, by supporting employers to hire participants in open employment.

What we will guide others to do



The **NDIS Quality and Safeguards Commission** makes sure participants:

- are safe
- get good services.

We call it the NDIS Commission.



The NDIS Commission has a plan to build the skills of providers and their staff.



We will guide the NDIS Commission to build the skills of staff who provide employment support.



We will work with the Department of Social Services (DSS) to support participants.



This includes supporting DSS to create the Centre of Excellence on Disability Employment.

This is a way to support participants to find and keep a job.

3.Supporting employers



The community told us that we need to support employers to hire participants.

This includes teaching employers:



- why they should hire participants



- how we can support employers and participants at work.

What we will do



We will share information with employers about hiring participants.



This includes how we can support employers and participants at work.



We will show employers how they can hire participants in the right way.

We will do this by working with:



- employers who hire participants



- providers who deliver employment services.



We will also show that the NDIA is:

- an inclusive employer
- a good example of how people should hire participants.



We will also set goals for the people and organisations who work with participants.

These goals will be to improve the employment of participants.

What we will guide others to do



In **supported employment**, people with disability can get extra support to build their skills.



We will guide supported employment providers to build the skills of:

- the people they support
- their staff.



We will also speak up about making sure employers and government programs treat participants like everyone else.

This includes rewards people can get when they reach goals in their work.

4. Supports that work well together



The community told us that different government supports need to work well together.

For example:



- the NDIS
- **Disability Employment Services (DES).**



DES help people with disability find and keep a job.

The Australian Government runs DES.

The community told us that it can be hard to understand:



- what support people can get



- how different services support people.

What we will do

We will collect information about:



- your goals



- how you use your supports



- how well you do at work.

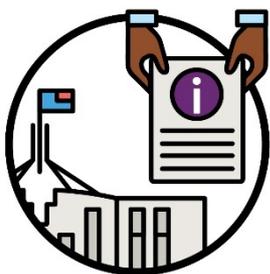


We will work with DSS to create a new way for our supports to work together.



We will also tell you how your work can affect the supports you get.

What we will guide others to do



We will support the Australian Government's new way to collect and share information about disability.



We will speak up for participants when the Australian Government updates DES.



Some participants worry that they will lose some supports if they start a job.



We will speak up about why it is good for participants to start a job.

What the Australian Government will change



The Australian Government is doing other things to improve employment for participants as part of this Strategy.



The Australian Government will replace the Disability Services Act 1986.

We call it the Act.

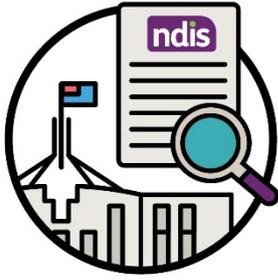


The Act is a law.

It explains what services the Australian Government can provide for people with disability.



The Australian Government will also improve DES.



The Australian Government checked the NDIS to find out what:

- worked well
- could be better.

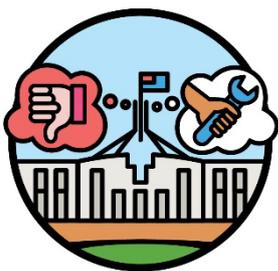
They called it the **NDIS Review**.



The Australian Government will also share their response to the advice from the **Disability Royal Commission**.



The Disability Royal Commission looked into problems people with disability have experienced.



It will help the Australian Government find out what:

- went wrong
- they should fix.



We will update the Strategy again when we get the Australian Government's advice.

Making sure the Strategy works well



We want to make sure the Strategy works well for participants in the future.



This includes making sure it works with other plans to support people with disability.



For example, Australia's Disability Strategy 2021-2031.

This is a plan to support people with disability in all areas of their life.



We will check parts of the Strategy to see how well it is working.

We will check how many participants:



- find and keep a job



- want to find a job



- work with us to make a plan to reach their employment goals



- use the employment supports they have funding for.



We will check if providers are working as well as we expect them to.

We will also check:



- how many people with disability work for us



- how well participants think the Strategy is working.

More information

For more information about this document, please contact us.



You can visit our website.

www.ndis.gov.au



You can call us.

1800 800 110



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Twitter is also called X.

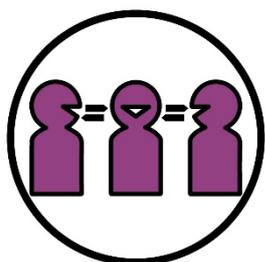
Support to talk to us



You can talk to us online using our webchat feature at the top of our website.

www.ndis.gov.au

If you speak a language other than English, you can call:



Translating and Interpreting Service (TIS)

131 450

If you have a speech or hearing impairment, you can call:



TTY

1800 555 677



Speak and Listen

1800 555 727



National Relay Service

133 677

www.relayservice.gov.au

Word list

This list explains what the **bold** words in this document mean.



Autism

Autism is a disability that can affect how you:

- think
- feel
- communicate
- connect and deal with others.



Disability Employment Services (DES)

DES help people with disability find and keep a job.

The Australian Government runs DES.



Disability Royal Commission

The Disability Royal Commission looked into problems people with disability have experienced.

It will help the Australian Government find out what:

- went wrong
- they should fix.



Employer

An employer hires people to work for them.



Employment

Employment means you:

- have a job
- go to work
- get paid.



Employment Assistance Fund

The Employment Assistance Fund pays for equipment that people with disability can use to do their job.



Inclusive

When something is inclusive, everyone:

- can take part
- feels like they belong.



NDIA planner

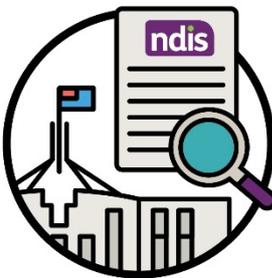
An NDIA planner is someone who makes new plans.



NDIS Quality and Safeguards Commission

The NDIS Quality and Safeguards Commission makes sure participants:

- are safe
- get good services.



NDIS Review

The Australian Government checked the NDIS to find out what:

- worked well
- could be better.



Open employment

Open employment is when people with disability work in the same place as people without disability.



Participants

Participants are people with disability who take part in the NDIS.



Strategy

A strategy is a plan for how we will do things in the future.



Supported employment

In supported employment, people with disability can get extra support to build their skills.



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