

Job support and the NDIS Can it disrupt ?

Peter de Natris – Strategic Advisor

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Session outline



- NDIS and Employment
 - *Opportunities and challenges*



- Disruption – Evidence Based Employment Supports
 - *What are the key features ?*
 - *Why this approach?*
 - *What have we learned – challenges along the way*



- Some key considerations



The Vision of the PC Report



The Scheme is insurance, not welfare. It is based on four insurance principles

- 1. will be sustainable because its funding base will be driven by an actuarial estimate of the reasonable and necessary support needed for participants.
- **2. will minimise costs by focusing on the lifetime value for Scheme participants.**
- 3. will invest in research and encourage innovation.
- **4. the Agency will support the development of community capability and social capital.**

these principles enable the Scheme to fund people with disability to have an ordinary life.



The Current National Picture



- At present nearly one in two individuals with disabilities in Australia, 45%, are living at or below the poverty line.
- Their employment rate is under 50%, compared to nearly 85% for the general population.
- This has left the majority of individuals with disabilities reliant on either government or family assistance for survival.
- People with disability are 8 times more likely to have involvement with high cost services. (Health, Criminal Justice, Social Housing and Child Protection).



NDIS and Employment



- Opportunities:
 - Fund reasonable & necessary supports to enable people to work
 - Investment approach – lifelong
 - Dovetail with mainstream supports - education, health, employment services
- Challenges:
 - Transition to full scheme – focus
 - Mainstream interface principles
 - Reform in the existing employment sector – DES and Supported





Employment: an ordinary life



“For me an ordinary life is being able to access employment and be able to get around the workplace independently”. Sharyn Craven

People with disability “don’t want anything special. They just want to get out and do the same kind of stuff as everybody else. They want to get a job”. Kirsten Deane





Disruption – Evidence Based Employment Supports





What is currently working?



- **NSW - Transition to Work.**
- There are various initiatives in other parts of Australia. **Ticket to Work, Vic. School Transition, SA.**
- Initiatives that start improving employment opportunities **for year 9 and onwards.**
- Community based /local initiatives that support the person holistically. **NDIS - Diversity Field Officer.**



What is are the key features?



- ✓ No programs no rules - the right focus
 - ✓ Outcomes driven by the person
 - ✓ Tenacity – it stays on purpose - employment / economic participation
 - ✓ Education, volunteering, vocational community participation...

- ✓ An employment-focussed NDIS support
 - ✓ Is linked to all other parts of the person life
 - ✓ Bundled approach to funding –not line items
 - ✓ Provider/supplier choice – (limited)





What type of supports?



Supports that are tailored to meet individual employment goals. This may include:

- Pre-employment supports
- Work towards job in open labour market
- Work experience, job site training, travel training
- Individually designed
- Link to ongoing support – DES ?? or other



Work experience in
open employment



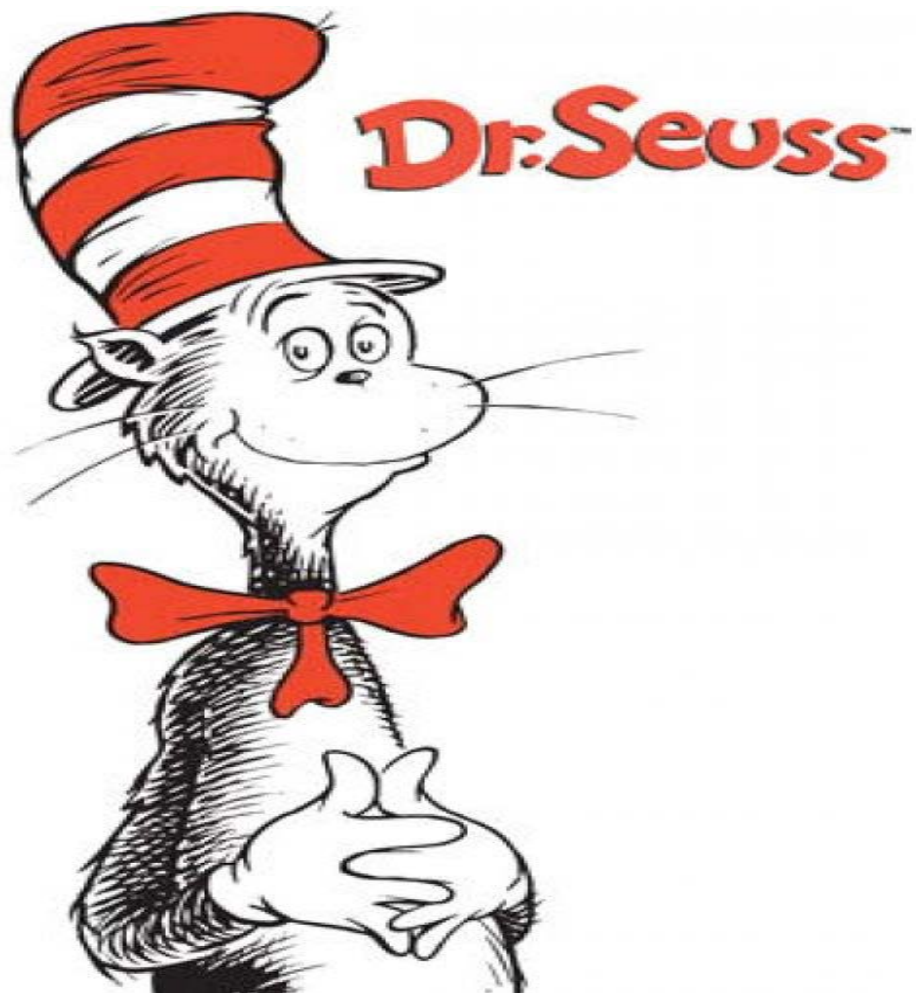
Job site training

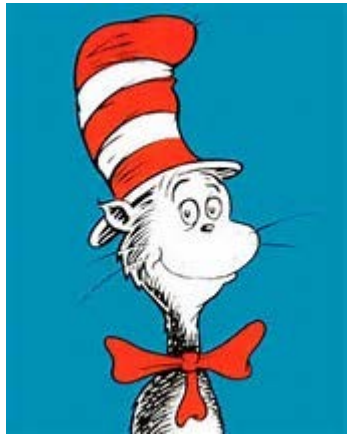


Travel training



Why this approach ?





Answer



"The definition of insanity is doing the same thing over and over again and expecting different results





What have we learned?



- ✓ Slow take-up, generational change
- ✓ System improvements needed
- ✓ Deeper understanding of employment across NDIA staff and sector
- ✓ Informed choice takes time to foster
- ✓ Importance of Local Area Coordinator function
- ✓ Role for Regional Employment Champions
- ✓ Ripple effect of SLES across the regions

Key Considerations – Early Intervention



- Section 25 of the NDIS Act.
- Outcomes focused and must have an evidence base
- Disability Employment Programs – have they changed ?
- Longer term this has the potential to quadruple the spend on employment supports for scheme participants.



Key Considerations – Crashing through the barriers

Reasonable and Necessary supports alone cannot deliver the promise of the NDIS. The NDIA must work with all Governments to :

- Create the appropriate legislative and policy environment.
- Positively influence the corporate and work place culture.
- Proactively influence attitudinal characteristics and change personal and system bias.
- Lead through demonstration of acceptance of people with disability in the workplace.

Key Considerations - Mainstream Interface Principle



- Employment services will support all Australians with advice and support to find work.
- Employers will continue to provide work specific supports with reasonable adjustments as necessary.
- NDIS supports related to daily living, frequent and ongoing supports that assist participants to take part in work, additional supports for transition specifically required as a result of a persons functional impairment.