

# Working with Disability Employment Providers



## Disability Services Providers

There are an increasing number of disability service providers that provide employment options, such as finding and keeping a job, through a person with disability's individualised National Disability Insurance Scheme (NDIS) plan.

## What is a Disability Employment Services (DES)?

DES is the Australian Government's employment service program assisting people with disability to find work and keep a job in the open labour market. DES providers are available to assist employers to develop strategies and procedures to support an employee in a workplace.

To find a DES provider go to the [jobactive: DES provider search page](https://bit.ly/3hSvZ11).  
<https://bit.ly/3hSvZ11>

## How Disability Employment Providers assist Public Sector Agencies

- Introduce suitable candidates to an Agency by:
  - Providing a person-centred approach to the employee and employer
  - Offering job trials (covered by (DES) insurance)
  - Ensure the individual has appropriate skills prior to the position
  - Matching employee with employer.

- Support to access funding for suitable, eligible workplace adjustments, equipment or available wage subsidies.
- On-the-job support during induction and/or regular ongoing employment support (including individualised set-up of tasks and development and adapting of resources). A DES can re-engage if an individual's tasks change or the role changes.
- Disability awareness training:
  - individualised awareness to introduce a new employee to the workplace
  - training to support all staff in general awareness for support and inclusion of employees with disability.
- Assist to develop job descriptions which provide role clarity.
- Assistance with customised employment and job design options to offer innovative approaches to work opportunities, for example job creation, job sharing and strength skills-based approach to job design.

### A Disability Employment Provider does not:

- supervise the employee
- act as employer, parent/guardian
- provide a taxi service
- become legally responsible for the employee
- become an employee (i.e. an extra set of hands)



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## Customised Employment

Customised Employment is a flexible process designed to personalise the employment relationship between a job seeker and an employer in a way that meets the needs of both. Customised Employment:

- is the outcome that results from an individualised, person-centred process
- results in a customised opportunity that will meet the needs the individual has for employment, the conditions necessary for their success and the needs the business has for valued, contributing employers.

For further information regarding customised employment see [NDS: Dream jobs and drag cars: Colin's success with Customised Employment](#).

<https://bit.ly/2QEIn9J>

Many DES and Disability Service Providers are able to offer customised employment.

## Commonwealth Employment Supports

### JobAccess

JobAccess is a national website for workplace and employment information and resources for people with disability, employers and service providers. There is a range of resources including the [employer toolkit](#). <https://bit.ly/3bdYo00>

### Employment Assistance Fund (EAF) – administered by JobAccess

The EAF can assist with the costs of making workplace adjustments/changes for people with disability to perform a particular job. This can include buying equipment, modifications or accessing services. The EAF can assist an individual if they are about to start a job, are employed or are self-employed. (See [Job Access: Funding for changes to the workplace](#).)

<https://bit.ly/34PcyTS>

### National Disability Recruitment Coordinator (NDRC)

NDRC develops relationships with larger employers to increase the knowledge of supports available through DES and other Government employment services. NDRC are also available to work with employers to improve employment practices and provide disability awareness training for staff. (See [JobAccess Employer Engagement - National Disability Recruitment Coordinator \(NDRC\)](#).)

<https://bit.ly/32Vm8IR>

This project is a NDIS Information, Linkages and Capacity Building (ILC) initiative.



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