

EVERY OPPORTUNITY

Victorian economic participation plan for people with disability 2018–2020 summary

Our vision is to increase the economic participation of people with disability across the full breadth of the Victorian economy.

Victorians with disability can and want to work. Yet people with disability continue to face barriers and discrimination and are significantly underrepresented in the workforce. Employment rates – in both the public and private sectors – remain stagnant and well below those of people without disability.

The Victorian Government wants to ensure people with disability – 20 per cent of our population – are included as our economy grows and changes over time. We also want to make sure we maximise the opportunities created for the whole community through the National Disability Insurance Scheme.

Absolutely everyone: state disability plan 2017–2020 seeks to ensure people with disability have every opportunity to participate on an equal basis in our economy alongside other Victorians. The development of this plan is a key commitment.

The plan takes a broad view of economic participation. It encompasses all the ways people contribute to and participate in economic life, including through employment, self-employment, career progression, enterprise development, education and training, and as consumers.

The plan aims to address the discrimination, barriers and entrenched attitudes that prevent people with disability from participating fully in the economy.

Our approach

We know more can and must be done to address key issues and create new opportunities for people with disability to make their way in an economy and society that are more inclusive.

Through this plan, we are building on work already underway and the many initiatives that have created positive change over the years.

Through a whole-of-government focus, this plan sets out 21 practical actions to increase the economic participation of Victorians with disability. These will be built on over time.

To read the full plan visit
www.statedisabilityplan.vic.gov.au

“ *It’s true of almost everything in life – clothes, relationships, jobs, etc ... one size does not fit all. And I wonder if, to make sure that every member of our community has the chance to find a job in our community, we need to accept that ‘one size does not fit all’ in the way people find jobs*

(Graeme Innes AM)

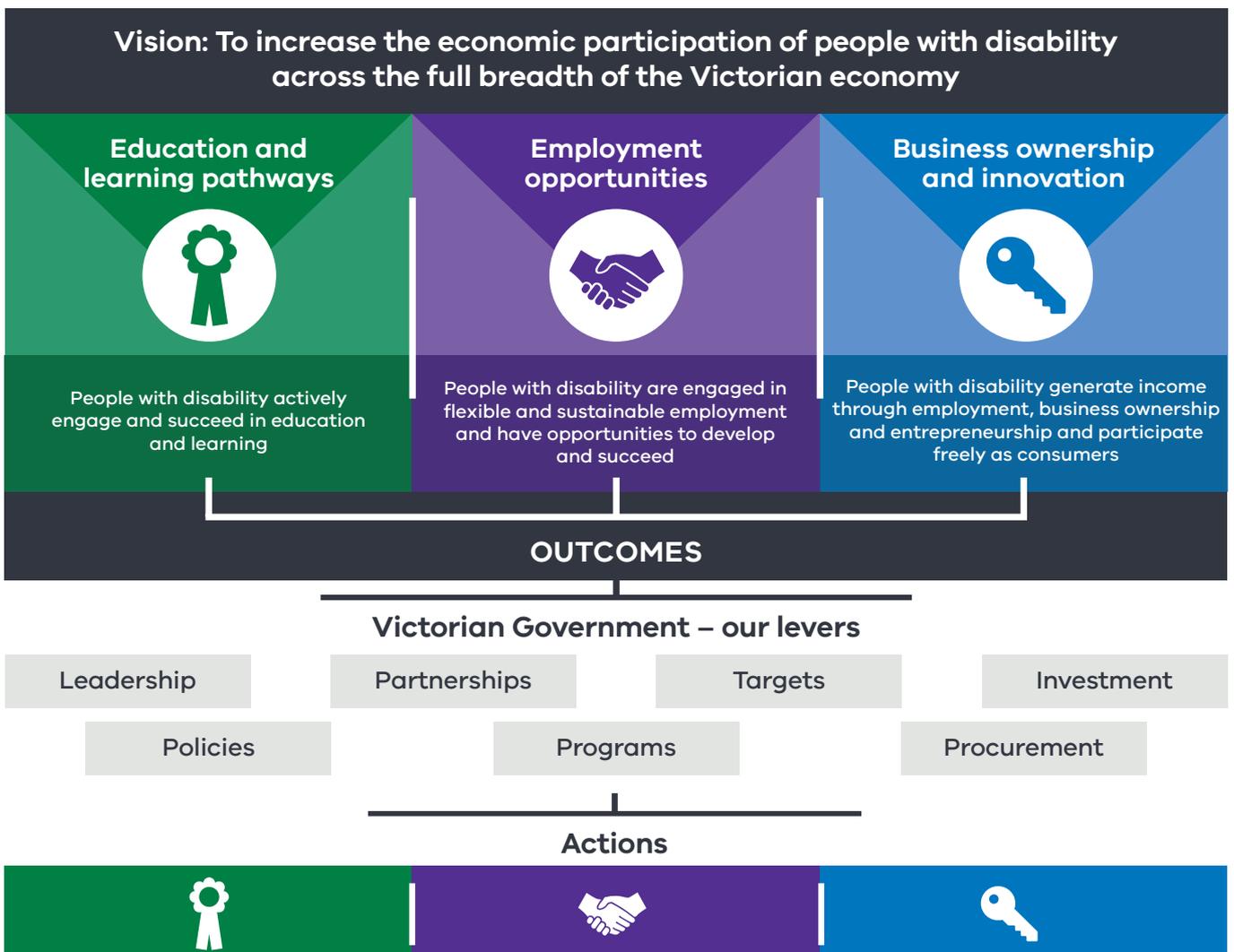
Driving change

Addressing the disadvantage and broad range of barriers to participation faced by people with disability will require work at every level of government. We will build partnerships with businesses large and small and the broader community sector, to make real and positive change. We will all need to play a part.

To drive the level of change required, this plan builds on four key themes emerging from research and demonstrated good practice locally and internationally:

- **Transforming attitudes** – literature shows that first hand contact with members of a stereotyped group can play a powerful role in shifting attitudes and promoting inclusion; and employers who have had a positive experience employing people with disability are far more likely to hire again.
- **Using employer-led approaches** – the most effective approaches are ‘employer-led’; that is, they are based on an understanding of the employer’s operational and business needs, ensuring employers are equipped with the right knowledge, tools and resources to help create more economic opportunities for people with disability.
- **Preparing for and supporting transitions** – targeted academic preparation, family involvement, youth empowerment and service collaboration and linkages contribute to post-school success of young people with disability, as do work experience, paid employment and well-supported career development for transition into employment.
- **Using targets** – economic participation for people with disability can benefit from the same success and positive outcomes achieved by gender targets, including benefits for employers such as more effective recruitment and career development systems, a more capable workforce and an enhanced corporate brand.

Every opportunity: at a glance



Every opportunity: early actions

Education and learning pathways



Schools

1. Review and update key resources to better support students with disability in workplace learning
2. Deliver a series of activities for students in Years 9 and 10 from a broad range of government schools, highlighting the changing world of work and potential pathways to further education, training or employment
3. Strengthen support for school-based apprenticeships or traineeships for students with disability through professional development for staff involved in delivery
4. Support the Ticket to Work and after-school job project to assist young people with significant disability

Skills

5. Improve outcomes through an analysis of participation, attainment and transition data for students with disability in the Victorian training system
6. Complete reviews of Skills First, Reconnect and TAFE Community Service Funding to inform future opportunities for students with disability
7. Attract more people with disability into careers in disability
8. Deliver a range of leadership programs and initiatives for people with disability
9. Sponsor traineeships, cadetships and graduate careers of people with disability in Victorian health services

Employment opportunities



In the public sector

10. Develop a Victorian public sector disability employment action plan which includes a 6 per cent target by 2020 increasing to 12 per cent by 2025
11. Implement and evaluate the impact of the RISE employment initiative for people with autism at the Department of Health and Human Services
12. Identify and replicate good practice in the employment of people with disability and social procurement across local government

Across the Victorian economy

13. Increase investment through Jobs Victoria initiatives to provide more employment opportunities for people with disability
14. Create 50 internships for people with disability across the Victorian economy
15. Launch the Dandelion Program in Victoria to support 20 young people with autism into meaningful careers
16. Build a strong focus on employment outcomes into the NDIS, commencing with funding three initiatives through Information, Linkages and Capacity Building transition funding
17. Create employment opportunities for young school leavers with intellectual disability through the Victorian Government's JobsBank initiative

Business ownership and innovation



18. Implement the Victorian Government's social enterprise strategy with a focus on providing more employment opportunities for disadvantaged jobseekers, including those with disability
19. Develop a whole-of-government social procurement framework that takes action to enhance economic opportunities for people with disability
20. Open up opportunities through the Small Business Festival Victoria 2018 to showcase small business owners with disability, and encourage more people with disability to establish businesses or be employed in small business
21. Enable more people with disability to set up their own businesses through the New Enterprise Incentive Scheme

Being accountable

This plan will be jointly led by the Minister for Housing, Disability and Ageing and the Minister for Industry and Employment, with support and leadership from all departments also critical to the plan's success.

The Department of Health and Human Services will lead the overall coordination of the plan across government.

The impact of the plan will be measured through the *Absolutely everyone* outcomes framework.

The first public *Absolutely everyone* report will be tabled in parliament in 2018, with progress against the indicators and measures, including those related to economic participation, reported annually thereafter.

“ *The right to work and study means we will have bigger experiences in bigger lives and we will be safer because people will know us. They will learn to care about us as friends and neighbours, colleagues and classmates.*

(Women with Disabilities Australia 2017)



More information

To read the full plan visit
www.statedisabilityplan.vic.gov.au

Or contact the Office for Disability
to find out more

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To receive this publication in an accessible format phone 1300 880 043, using the National Relay Service 13 36 77 if required, or email ofd@dhhs.vic.gov.au

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