**Willing to Work: National Inquiry into Employment Discrimination against Older Australians and Australians with Disability**

# Submission No 142

**Name** Withheld

**Submission made by**

[x]  Australian with disability in work

[x]  Australian with disability looking for work

[x]  Australian with disability who would like to work

[ ]  Australian with disability who is not working and does not wish to work

[x]  Carer/family member of Australian with disability

# Submission regarding Older Australians / Australians with Disability / Both

### **Your experience**

**Have you (or the person you are submitting on behalf of) experienced employment discrimination?**

[x]  Yes

[ ]  No

[ ]  Not sure

**Did you take any action in relation to the employment discrimination you experienced?**

[ ]  Yes

[x]  No

**Please tell us more, for example, what action you took and how effective you felt it was; or why you chose not to take any action.**

**Did your experience of employment discrimination impact on your participation in the workforce? (For example, did you have to stop work, change jobs or take sick leave?)**

[ ] Yes

[ ] No

**Please tell us more**

### **Barriers**

**Do you think older Australians/Australians with disability face barriers when they look for work or are in a job?**

[ ] Yes

[ ] No

[ ] Not sure

**If yes, or not sure, what do you think these barriers might be?**

**Does employment discrimination have an impact on gaining and keeping employment for older Australians/Australians with disability?**

[ ] Yes

[ ] No

[ ] Not sure

**Are there any practices, attitudes or laws which discourage or prevent equal participation in employment of older Australians/Australians with disability?**

[ ] Yes

[ ] No

[ ] Not sure

**Please tell us more**

**What are the incentives and disincentives for older Australians/Australians with disability to work?**

**Incentives:**

**Disincentives:**

### **Good practice**

**Are there examples of good practice and workplace policies in employing and retaining older Australians/ Australians with disability?**

[x] Yes

[ ] No

[ ] Not sure

**Please tell us of examples of good practice in employing and retaining older Australians/ Australians with disability in work that you are aware of.**

DES Providers are able to provide on job support to employers.

SWS allows employers to receive 'value' for the wage they pay - productivity based and fair.

DES Providers ability to support person with a disability apply and find work - reverse marketing, build job capacity etc.

Some organisations have a Disability Employment Strategy - this is good practise.

### **Solutions**

**What action should be taken to address employment discrimination against older Australians/Australians with disability?**

Increased employer awareness of the advantage to their organisation achieved by employing a person with a disability.

Employers need to be made aware of the supports available, financial incentives and positive impact employing a person with a disability can have in their workplace.

**What should be done to enhance workforce participation of older Australians/Australians with disability?**

**What outcomes or recommendations would you like to see from this National Inquiry?**

Refine the eligibility for DES services for Eligible School Leavers from the current extremely limited criteria to include - person to have a 'disability, injury or health condition' as with standard Direct Registration eligibility criteria.

Update the service provisions in the CDP guidelines so that people with a disability are not disadvantaged by living in a remote location - under the current CDP people with a disability are grossly disadvantaged.

I work for a Disability Employment Provider and am concerned for people with a disability who live in remote areas and are unable to access support from a DES provider.

I have recently been in discussion with a representative from a country school regarding 2 of their students with a disability. The school attracts funding to assist the school support the student's learning – in a DES serviced ESA the students would be eligible for DES service. The school have potential employment for the students, however, the student would require on job support, SWS and ideally a wage subsidy for the employer to assist in the first instance. The student with a disability is not eligible for this service usually provided by a DES provider. there is limited funding available for such support under the current Community Development Program - so therefore these students are not given the opportunity for employment. The student is highly disadvantaged under the CDP program.

This disadvantage is applicable to all people with a disability who live in remote areas - the CDP provider is not able to access funding to support people with a disability with onjob support and wage subsidy for the employer.