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

# Submission No 142

**Name** Withheld

**Submission made by**

Australian with disability in work

Australian with disability looking for work

Australian with disability who would like to work

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

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?**

Yes

No

Not sure

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

Yes

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?**

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.