

# Working Matters



## Summary of the Draft **Disability Employment Action Plan** for consultation

[newzealand.govt.nz](https://www.newzealand.govt.nz)

## We want your feedback on the draft Disability Employment Action Plan

The Government's Employment Strategy aims to improve employment for all New Zealanders. To help implement this Strategy, the Government is developing an employment action plan specifically for disabled people and people with health conditions because they often experience barriers to getting and staying in work.

Previous consultation and research on employment for disabled people and people with health conditions was used to create this Draft Disability Employment Action Plan (Draft Action Plan). We are now checking whether this Draft Action Plan has right actions to improve employment outcomes for disabled people and people with health conditions.

You can fill in an online survey about the Draft Disability Employment Action Plan from 25 November 2019 to 21 February 2020 at <https://consult.odi.govt.nz/msd/draft-disability-employment-action-plan>





## The goals and objectives

What do you think of the proposed goals and objectives?

The Draft Disability Employment Action Plan has two goals. Each goal is supported by two objectives.

**Goal 1: To ensure disabled people and people with health conditions have an equal opportunity to access good work**

- Objective 1: Enable disabled people and people with health conditions to steer their own futures
- Objective 2: Back people who want to work with the right support

**Goal 2: To ensure businesses are good at attracting and retaining disabled people and people with health conditions**

- Objective 3: Grow employment opportunities for disabled people
- Objective 4: Create inclusive workplaces

Each objective has a set of action areas and proposed actions.

## Objective 1: Enable disabled people and people with health conditions to steer their own futures

- How important are the proposed actions – do you think they will make a difference?
- Is there anything important missing?
- Is there anything that should be changed or removed?

### Action area 1.1

#### Successful transitions for disabled school leavers

1. Promote the School Leavers Toolkit to disabled students.
2. Test new ways to help school students get work experience, and to help them to get into further education, training and/or employment.
3. Provide young disabled people with access to employment services while they are in school to help them get work experience.
4. Give young disabled people work preparation assistance that provides them with life-skill training and work experience to show what it is like to work in an actual job.
5. Provide career development support to young disabled people to help them make decisions about future education, training and employment.

### Action area 1.2

#### Enable people to choose career pathways with knowledge and confidence

1. Provide important careers information and support to students, jobseekers, and employers.
2. Allow people on Supported Living Payment to keep their eligibility for the benefit for longer than 26 weeks when they work for more than 15 hours a week in open employment.
3. Expand paid internships to help disabled people and people with health conditions with transitions from tertiary education and training.

4. Allow more disabled people and people with health conditions to benefit from career transition initiatives such as apprenticeships, and:
  - a. Mana in Mahi: a wage subsidy to employers who are willing to hire a person in receiving a main benefit and offer that person industry training experience, including apprenticeships
  - b. He Poutama Rangatahi: a programme to support youths (aged 15–24) in some areas that are not in employment, education or training, and get them into work
  - c. Te Ara Mahi: provides employment and skills pathways for working people in some areas
  - d. The Youth Service: a programme for people receiving the Youth Payment. The programme helps people to get NCEA Level 2 or higher qualifications, and to also improve their life skills.
5. Establish a State sector internship programme.
6. Develop employment support options under Mana Whaikaha: the disability support system that provides disabled people and people with health conditions with more flexible support options to improve outcomes.

### Action area 1.3

#### Provide tools to help people to self-direct and navigate their career pathways

1. Develop platforms to help match employers and MSD clients to jobs.
2. Provide accessible information about assistance available to people looking for work.
3. Create short online training modules for jobseekers to help them up-skill.
4. Ensure relevant government websites, such as careers.govt.nz, are accessible.
5. Develop re-training options for people who have acquired disability or health issues that have impacted their jobs.
6. Join-up information and advice about job matching, support options, career pathways and training, and make these available to disabled people and people with health conditions.
7. Provide disabled people and people with health conditions with career planning advice through mentoring and peer support.



## **Objective 2:** **Back people who want to work with the right support**

- How important are the proposed actions - do you think they will make a difference?
- Is there anything important missing?
- Is there anything that should be changed or removed?

### **Action area 2.1**

#### **Positive and meaningful introduction to employment support and services for disabled people and people with health conditions**

1. Evaluate and if appropriate expand integrated health and employment support trials.
2. Review disability-related benefits to ensure people are getting the right support for their situations.
3. Develop options to better involve whānau in referral systems for employment services and supports.
4. Recognise the value of part-time work, and the other types of work or pathways to work when determining access to support.

### **Action area 2.2**

#### **Greater participation in employment services by disabled people and people with health conditions**

1. Fund more active support for disabled people and people with health conditions that are experiencing difficulty in finding or staying in employment.
2. Ensure more disabled people and people with health conditions are accessing universal employment services such as employment-focused case management services, training programmes and wage subsidies.
3. Increase access to in-work support for disabled people and people with health conditions.

### **Action area 2.3**

#### **Promote local employment support partnerships**

1. Promote the Employment Support Practice Guidelines: How to support disabled people to get the job they want (2018).
2. Transparent and fair funding for non-government providers to enable effective employment support partnerships at regional and local level.
3. Develop a Diploma in Employment Support.
4. Create opportunities for local businesses, education providers, support providers and community organisations to meet and share ideas about effective employment support practices.



### Objective 3: Growing employment opportunities

- How important are the proposed actions - do you think they will make a difference?
- Is there anything important missing?
- Is there anything that should be changed or removed?

#### Action area 3.1

##### Raise the awareness of disabled people and people with health conditions as a talent pool

1. Continue to promote the Lead Toolkit: a guide for employing disabled people, to more business sectors.
2. Launch and promote a new web-based employer hub that informs employers of services that are available to them to support employing disabled people and people with health conditions.
3. Continue to promote success stories about the employment of disabled people and people with health conditions.
4. Develop a multi-year media campaign that raises the awareness of employers about the benefits of employing disabled people and people with health conditions.

#### Action area 3.2

##### Promote industry partnerships and procurement for broader outcomes

1. Provide guidance to help government agencies with implementing procurement for broader outcomes, which could include disability employment outcomes.
2. Expand the Te Heke Mai programme to disabled jobseekers. Te Heke Mai is an online tool that provides information and coaching for people starting a new job and their employers. <https://www.tehekemai.co.nz/>
3. Identify and support career pathways for disabled people and people with health conditions in sectors that have long-lasting labour market issues.
4. Bring employers, the Skills for Industry programme, Te Ara Mahi and disabled people together to co-design a partnership that trains and recruits disabled people and draws on wage subsidies to offset costs.

#### Action area 3.3

##### Promote innovative enterprise development

1. Look at ways the Government can:
  - help create new businesses that support disability employment.
  - support disabled people to take up work opportunities that are created by new technologies.
  - help encourage and support disabled people and people with health conditions to take up self-employment opportunities.
  - support customised job design for individual disabled people or people with health conditions.
2. Provide clear guidance to disabled people and people with health conditions about how income is calculated for abatement purposes, to support them in setting up new businesses or taking on part-time work.





#### **Objective 4: Create inclusive workplaces**

- How important are the proposed actions – do you think they will make a difference?
- Is there anything important missing?
- Is there anything that should be changed or removed?

##### **Action area 4.1**

##### **Promote flexible and wellbeing enhancing workplaces**

1. Provide mentally healthy workplaces as part of the Health and Safety at Work Strategy 2018–2028.
2. Provide employers with more information about reasonable accommodations (making changes to the workplace or job tasks so that a disabled person or person with health condition can do the job).
3. Provide employers with information about making workplaces inclusive.
4. Ensure part-time work options are available for disabled people and people with health conditions, and are advertised alongside the full-time roles.
5. Support disabled people and people with health conditions to self-advocate for flexible work arrangements and reasonable accommodations.
6. Provide employers with information so that they can ask health and disability questions appropriately when they are recruiting people.

##### **Action area 4.2**

##### **Stop people from falling out of work**

1. Identify opportunities to intervene early with the right support to prevent people from falling out of work.
2. Provide information on retaining existing staff including steps to identify process, policy and practice barriers e.g. medical retirement.

## Providing your feedback

**Consultation on the draft plan is from:**

25 November 2019 to 21 February 2020.

**Online survey:**

<https://consult.odi.govt.nz/msd/draft-disability-employment-action-plan>

**Email:**

[disability\\_employment@msd.govt.nz](mailto:disability_employment@msd.govt.nz)

**Call or text:**

029 200 9712. Please tell us you want to talk to us about the Draft Disability Employment Action Plan

**New Zealand Sign Language (NZSL):**

give us feedback in NZSL at [www.seeflow.co.nz/direct](http://www.seeflow.co.nz/direct)

**Link to documents:**

<http://www.msd.govt.nz/disability-employment>

**Address a submission to:**

Employment Policy Development  
Ministry of Social Development  
P O Box 1556  
Wellington 6140

If you have any questions please contact us.

**Please note:**

Your answers and those of other people will be used complete the Disability Employment Action Plan for the Government.

Your answers will be anonymous and confidential. This means we will not ask you for your name. If you share any identifying information with us we will not use it in the plan.

Taking part in this consultation will not affect any payments for services you receive from the Ministry of Social Development or other government agencies. We will not give any personal information about you to Work and Income or any other government agency.

You can choose to answer all or some of the questions. Taking part is voluntary – it is up to you.

## Summary of feedback

We will publish a summary of the feedback on the MSD website at the same time as the release of the final Disability Employment Action Plan.

We might quote your answers in our summary, unless you tell us not to. We will remove any names or other details that could identify you or anyone else.



**Other formats of this summary, including Easy Read, NZSL and Large print, are available at:**

<http://www.msd.govt.nz/disability-employment>

**Braille available on request:**

email [disability\\_employment@msd.govt.nz](mailto:disability_employment@msd.govt.nz) or phone 029 495 0010



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