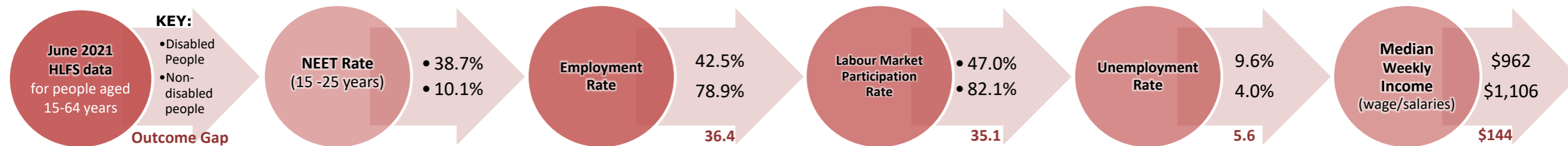


Long-term impact: The goal of this action plan is to help ensure disabled people and people with health conditions have an equal opportunity to access good work.

The Household Labour Force Survey (HLFS) June quarter helps to measure progress on this goal as it shows the labour market outcome gaps between disabled people and non-disabled people (Source: Stats NZ)*



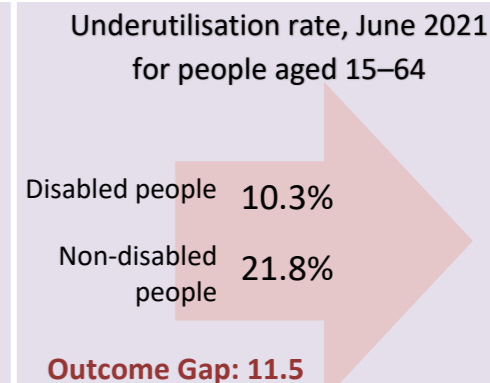
*Note: a comparison with the HLFS data in previous years is not included in this dashboard because the changes are not statistically significant.

Improving disability data collection remains a priority

More detailed data on participation of disabled people in employment and in employment related services is key to improve the targeting of support e.g. disaggregated data on **disabled Māori - tāngata whaikaha, disabled Pacific people, disabled wāhine and for different impairment types including mental health.** This data will also be important for measuring progress on all the Government’s employment action plans. The HLFS covers a subset of the disabled population and the small sample size does not provide quality intersectional data e.g. the NEET Rate above has a significant margin of error. Activity underway to help address these data gaps includes:

- **Improvements to administrative system data** through the development of a consistent method for including disability data that can be compared across data sets. A cross-agency group (under the Disability Action Plan) is considering workable data collection definitions.
- **The 2023 Disability Survey** will be the first national disability survey since 2013. Stats NZ is currently inviting feedback on the content of the survey, including from disabled people and the broader disability community.
- Ongoing work to improve data collection regarding disabled learners in tertiary education.
- Potential research into employment experiences of different disabled cohorts arising in other Employment Action Plans.

The underutilisation rate combines unemployment, under-employment and potential employment and indicates the skills available to the labour market amongst the disabled population.



Disability related benefits

Supported Living Payment (SLP) for people who have, or care for someone with, a health condition or disability that severely limits their ability to work on a long-term basis.

Numbers at a glance

94,704 people were receiving SLP at the end of June 21 which is 0.6% up on June 2020.
This is 3.0 % of the working-age population down from 3.3% in June 2016.

Jobseeker Support Health Condition and Disability (JS-HCD) for people who can usually look for or prepare for work but who can only work part-time or cannot look for work at the moment (due to a health condition or disability).

79,470 people were receiving JS-HCD as at the end of June 2021 which is almost 20% up from June 2020.
This is 2.5% of the working-age population up from 1.9% in June 2016.

The 20% increase in JS-HCD uptake is notable with most occurring by December 2020.

JS-HCD numbers remained elevated despite other Jobseeker Support numbers decreasing (prior to the August 2021 lockdown). This is linked to the pausing of medical certification reviews since March 2020 which saw exit rates for both JS-HCD to JS-Work Ready or SLP fall by 4%.

As of June 2021 work exit rates for both JS-WR and JS-HCD have now returned or exceeded pre-COVID-19 levels with 14% of recipients of JS-HCD having a duration of less than six months which is 1% lower than the previous year.

Featured Initiatives Employers leading change

The NZ Disability Employers’ Network (NZDEN). A network of **28** mainly large employers committed to the inclusion of disabled people including people with chronic health conditions and facing mental health crises, for the benefit of all. They recognise that:

- Supporting a disabled person is more than just getting them a job. It is empowering them to have a meaningful career.
- If you want organisations to change their behaviours you need to show them how the changes are beneficial, then support them to lead the changes themselves.

A well regarded NZDEN conference in July 2021 brought employers and the disability sector together (see picture). Recently they also promoted a series of myth busting videos to employers.



Panel of disabled people letting 40 employers know about their employment experiences

Members are committed to becoming ready, willing, and able to employ disabled people. It gets results. One of the employers has taken on **9** interns with **6** recently becoming permanent employees.

The Accessibility Tick Programme is an associated initiative that provides practical and tailored support to organisations to become accessible and inclusive employers.

The National Mental Health and Addiction Reference Group (with leaders from 20 DHBs) has developed a position paper that commits to integrated mental health, addiction and employment support services. One priority action is that health agencies lead by example as exemplary employers of people with mental health and addiction issues.

Disabled voices in vocational education are heard

through new research by Te Pūkenga (NZ Institute of Skills and Technology). NZ’s largest tertiary education provider promised a vocational education system that puts learners at the centre and in developing their operating model they are considering prospective learners who have been traditionally under-served, such as Māori, Pasifika, and **disabled learners.**

To do this they set up the ‘Ākonga at the Centre’ workstream to focus on the voice of learners. They have collected over 3000 narratives, of which **600+ identified as disabled learners or staff who supported them.** Disabled learner voices show how and why they need a safe, accessible, and supportive learning environment to flourish.

The action plan is a living document and new actions are listed in this dashboard where they address one of the six priority areas and are consistent with the Kaupapa outlined in [Working Matters](#). This dashboard provides an opportunity to showcase progress as well as identify new actions that could be progressed to address the action plan priorities alongside Government's broader work programme.

Priority areas	Initial actions	Responsibility	Progress report:	Activity highlights in the last six months	Outputs and impacts	status + next steps
Objective 1: Support people to steer their own employment futures						
1. Positive expectations for disabled school leavers	1. Access to work experience while still at school	Ministry of Social Development (MSD) Ministry of Education (MoE)	<ul style="list-style-type: none"> Providing access to employment services for disabled people in schools: Student referrals are increasing each month with this Budget 2020 initiative. The pilot has included co-design processes and is currently being evaluated. Increasing participation of disabled students in senior secondary school opportunities that support transitions: The 2021 Secondary Tertiary Programmes (STP) /Trades Academies Roll Allocation process has been adjusted to encourage increased access for all priority learners including Māori, Pacific people, disabled people, learners accessing learning support, and other students at risk of disengaging. The TEC 'Inspiring the Future Programme' runs events in schools where volunteers from the world of work come to talk to and inspire students. It has a focus on creating a positive impact on young disabled people and involved disabled and neurodiverse people in the creation of the programme as user testers for the online platform and through actively seeking volunteers for in-school and online events. 	<p>Piloted in 5 regions</p> <p>236 students referred (by September 2021)</p> <p>78 Schools participating</p> <p>961 participants (8.9%) in 2021 have learning support needs, more than previous years (note this is provisional midyear data).</p> <p>This supports continued engagement in education, achievement and future pathways planning.</p> <p>Students will see disabled volunteers that they may identify with as accomplished members of the community.</p>	<p>All 3 initial actions are progressing and more action is planned to transform careers education in schools: A cross-agency 'education to employment' package is being developed which will include support for at-risk ākonga, including disabled ākonga.</p>	
	2. Career building support (including whānau)					3. Work transition pathways, especially for those with significant learning disabilities
2. Career pathways at all stages of life and for diverse needs and aspirations	4. Greater access to career transition support	Tertiary Education Commission (TEC) Ministry of Social Development	<ul style="list-style-type: none"> Tertiary Education Organisations (TEOs) are supported to proactively improve outcomes for disabled and neurodiverse learners through new requirements and updated practice advice: <p>The Kia Ōrite Toolkit launched in September 2021. It is a NZ code of practice to achieve an inclusive and equitable tertiary education environment for disabled learners. It is a re-development of the previous code of practice policy document. It will assist all staff to become 'disability confident' and the wider institution to take responsibility for implementing newly required disability action plans.</p>	<p>TEC now requires TEOs to develop disability action plans outlining how they will change practices which might result in discrimination (intentional or unintentional) against disabled and neurodiverse people and to improve outcomes for these learners in their education journey. For 2023 funding (the first year) this requirement applies to providers receiving over \$5m in funding from the TEC.</p>	<p>Significant progress has been made in this priority area on all the initial actions and some new actions.</p> <p>TEC and MoE officials are also progressing work to improve outcomes for disabled learners in tertiary education through the Unified Funding System which includes proposals for high investment support and services for disabled people.</p>	
	5. More paid internships from tertiary		<ul style="list-style-type: none"> Improving the accessibility and relevance of career related tools and products by working with the disability community: <ul style="list-style-type: none"> TEC consults with disability experts to create content for the careers.govt.nz website and ensure accessibility. This includes making offline versions of resources available. The design process for the new Online Careers Planning Solution (OCPS) (working title: Tiro Whetū) includes disabled people in their user testing panels. The Disabled Persons Assembly advised the TEC on their approach to depicting and including disabled people in marketing for the Vocational Education and Training (VET) sector. 	<p>269 disabled people were supported by the new phone or web based personalised 'Direct Careers Guidance' service between commencement in May 2020 and June 2021. Of these:</p> <ul style="list-style-type: none"> 173 disclosed a mental health condition. 96 disclosed physical conditions. <p>The TEC has specific content and articles on the careers.govt.nz website for disabled people who are seeking employment. Advice is also included for people who have gaps in their CV due to long-term illness, and links to disability sites to support people getting into careers.</p> <p>VET marketing is inclusive and resonates with disabled people</p>		
	6. Refreshed accessible careers information		<ul style="list-style-type: none"> Reinstating the Training Incentive Allowance (TIA) for Levels 4 to 7 on the New Zealand Qualifications Framework including for people receiving the Supported Living Payment (SLP). 	<p>111 people receiving the SLP had taken up the TIA at the end of July 2021, which is 21% of all recipients.</p>		
			<ul style="list-style-type: none"> MSD's mainstream paid internships have expanded: This service provides supported employment for disabled people who may otherwise find it hard to obtain a job in the open market. 	<p>8 people are currently accessing a Paid Work Experience created for people who have not participated in tertiary education.</p>		
<p>Note: Progress on actions under Objective 1 also address Action 12 in the Youth Employment Action Plan: Improve employment opportunities and address barriers to employment for young disabled people</p>						

Priority areas Initial actions Responsibility Progress report: Activity highlights in the last six months Outputs and impacts

Objective 2: Back people who want to work and employers with the right support

status + next steps

3. More and better employment services

- 7. Provide security for SLP and other benefit recipients to try work
- 8. Value diverse work outcomes and pathways to work within MSD systems
- 9. Expand specialist disability employment services
- 10. Scale up and strengthen integrated health and employment services
- 11. Develop a Diploma in Employment Support

Ministry of Social Development
Ministry of Health (MoH)

- **The Oranga Mahi programme continues to learn what works and expand:**
 - Here Toitū a partnership between MSD and four Primary Healthcare Organisations. This service takes a dedicated team approach, led by Kaimanaki (health navigators), with health practitioners supporting health outcomes, and a dedicated MSD Case Manager providing financial and employment support. A new “Responding Early” component of the service was introduced in the Mid-Central region to support people who have a job but are at risk of losing it because of a health condition or disability. The aim is to help them manage their health and wellbeing so they keep their job. MSD will be expanding these “Responding Early” service arms to the Auckland and Canterbury regions.
 - Individual Placement and Support (IPS) employment services have expanded in Auckland and Counties Manukau DHB mental health services in partnership with MSD and the Waitematā DHB IPS prototype has been extended.

More access to integrated employment and health services to support people living with a health condition or disability to improve their wellbeing and take steps towards sustainable employment, including through:

- **Here Toitū** expansion in **4** regions. At June 2021 there had been **336** people enrolled and **107** with an employment or work readiness outcome.
- **“E Ara E – Rise Up!”** established in Auckland and **“Take Charge”** expanded in Canterbury, to support young people with mental health conditions to find and stay in employment. At June 2021, **248** people had been enrolled in ‘take charge’ and **77** had an employment or a work readiness outcome.
- An additional **16** FTE employment consultants in clinical mental health teams in Auckland.

- **Expanded contracted disability employment services for disabled people** (a Budget 2020 initiative) supported many disabled people through the extra challenges posed by COVID-19. It helped some disabled people who were at risk of losing their job to retain employment, and it also placed some disabled people into essential work roles.

A new NZ Diploma in Health and Wellbeing Applied Practice (Level 5) in the context of Employment Support was developed in partnership with the NZ Disability Support Network to be taught and assessed by employment specialists.

- In addition to the expansion of disability specific services the significant expansion of broader employment services has aimed to be more inclusive of disabled people.

The expanded Flexi-wage includes access for disabled people and allows placement in part time work.

- **MSD systems are responsive to the needs of disabled clients.** MSD will no longer require people to provide medical certificates at fixed review periods. Under the new process a client’s health practitioner will have more flexibility to recommend the time between medical reviews.

Medical certification changes will help clients and GPs to focus on pathways to wellbeing and employment and not on bureaucratic processes.

All 5 initial actions are progressing well.
MSD is also working on legislation to extend the period SLP recipients can work more than 15 hours a week from 6 months to 2 years.
The National IPS Steering Group are planning a rōpū to explore IPS practices from te ao Māori, and develop a Tikanga framework for IPS in kaupapa Māori mental health services—supported by MoH and MSD. And further expansion of IPS services is being considered.

4. Information and support for employers

- 12. Raise the visibility of disabled people as a talent pool
- 13. Public Service Leads by example
- 14. Develop regional employer hubs
- 15. Develop and expand partnerships with employers to improve disability employment

Ministry of Social Development
Ministry of Business Innovation and Employment (MBIE)



The Lead Work Programme continues to support the Public Sector to be an inclusive employer. Highlights include:

- monthly training on the Accessibility Charter
- the establishment of an internship coordinator role in February 2021 to support disabled students to access public sector internship and graduate programmes and support the managers of these programmes to be more accessible and inclusive
- new guidelines on reasonable accommodation and advice on retaining disabled staff are on the MSD website
- innovative practice and disability awareness packages in the Public Service will be shared on the MSD website and through the Lead Toolkit Champions Group.

442 public servants have attended Accessibility Charter training since it commenced.
So far the disability internship coordinator has established relationships with **15** tertiary education providers, **37** state sector programmes and **50** disabled students.

We Enable Us (an all of government employee network) **has launched new Strategy and Action Plan** resources for disabled people in the Public Service.

- **Exploring job expos that showcase how employers can support disabled people and people with health conditions.** MSD plans to work in partnership with employers already contracted by, or using services of, MSD to support disabled employees. This Oranga Mahi initiative aims to bring clients and employers together to learn and share knowledge of what sorts of working arrangements work best. MSD will then connect up with regional partners and use their networks to set up these expos.

Note: the employment action plans being developed for other intersecting population groups are also considering options for working more closely with industry organisations and employers to create more inclusive labour markets, and to raise visibility of the underutilised talent pool amongst disabled people including: tāngata whaikaha, Pacific people, wāhine, former refugees, recent migrants and other ethnic communities and older and younger people.

One of the 4 initial actions is progressing well. Other actions are being explored.
There is an opportunity to do more in partnership with employer networks. This may be highlighted through the ALMP review (see priority area 6) and could involve building on existing employer networks and MSD’s industry partnerships.

Priority areas Initial actions Responsibility Progress report: Activity highlights in the last six months Outputs and impacts

Objective 3: Partner with industry to increase good work opportunities for disabled people and people with health conditions

status +next steps

5. Inclusive and wellbeing-enhancing workplaces

16. Promote accessibility
17. The Public Service leads by example
18. Promote the health benefits of good work
19. Clarify and promote lawful hiring and recruitment practices

Ministry of Social Development
Public Services Commission (PSC)
Human Rights Commission (HRC)

- The development of a legislative framework for accelerating accessibility has been progressed by MSD in partnership with the Access Alliance (with a Cabinet report due in September 21).
- A survey of the public service workforce will tell us more about disabled public servants. This PSC survey will help Government to understand the diversity of public servants, their experiences, views and motivation and how to promote diversity and inclusiveness (results expected later this year). It will likely also support actions in other Employment Action Plans.
- Nōku te ao (Like Minds) a nationwide programme to end prejudice and discrimination against people who experience mental distress was re-launched by the Health Promotion Agency in July 2021. It will include promotion of mentally healthy and inclusive workplaces.
- The Australasian Faculty of Occupational and Environmental Medicine coordinated a Consensus Position Statement on “Realising the Health Benefits of Good Work” which presented the clinical evidence supporting “Employment as a Health Intervention” – a message the MSD Health and Disability Advisors have been promoting to health professionals, Disabled Persons Organisations and to MSD staff. The approach encourages a focus on well-being which may include good suitable work whenever the client presents with a need for a Medical Certificate.




Progress has been made on 3 out of 4 initial actions





The HRC is scoping work to clarify guidance on lawful hiring and recruitment practices and to promote lawful and best practice.

6. Innovative labour market support and business development

20. Policy work on employment products and services
21. Explore the use of digital platforms
22. Explore social procurement

Ministry of Social Development
Ministry of Education
Ministry of Business Innovation and Employment

- Flexi-wage-Self-employment is available to MSD clients to start a business part time including for people with part-time work obligations receiving JS-HCD or SLP. This is a tool MSD Work brokers and disability advisors can use to assist a disabled client who wishes to create a micro business.
- Promoting phone-based or virtual coaching and pastoral care services such as Puāwaitanga and Te Heke Mai to employers to increase the visibility of these services in the workplace. Packages of promotional material, such as informative posters will be available to stick up in workplaces and ensure employees are aware of support that they are entitled to.
- Plans to expand access to Whītiki Tauā (a virtual mentor) which is currently available to Mana in Mahi participants. Other youth struggling with mental health, wellbeing and difficulty finding employment following the COVID-19 pandemic have requested this kind of support. Roll out will begin in the South Island before expanding nationally.
- Click to Enrol now offers four online services that MSD clients can self-refer to through MyMSD. These services assist clients to build their CV, improve their interview skills, become work ready and identify transferable skills. One of these services, ‘In-work Online’, has a health and wellness module.

Progress has been made on 2 out of 3 initial actions.

The Review of the Active Labour Market Policy (ALMP) system is considering the needs of disabled people. It will report to EET Ministers at the end of 2021.

Social procurement is not currently being developed in relation to disability, however it will be considered as part of the ALMP review noted above.