

# **JOBSUPPORT**

Employment for people with intellectual disability

## School Leaver Employment Supports

Peter De Natris -  
Advisor

REGISTERED  
PROVIDER





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# **WELCOME**

## **PETER DE NATRIS**

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Please Note:

This is a set of presentation slides used by Jobsupport in national workshops delivered to parents and teachers in Sydney/Brisbane/Melbourne from May to June 2025.

**Some information is correct at the time of the presentation but will change in the future. For example;**

Disability Support Pension figures change from year to year

SLES funding amounts will change from year to year

The Disability Employment Service Outcomes by Disability Type are from previous years and the outcomes data from the latest information provided by the Government.

**If you have any questions about the slides, please contact Carol Bertie on [info@jobsupport.org.au](mailto:info@jobsupport.org.au)**

# TODAY WE WILL COVER:

- ✓ Employment supports and NDIS funding
- ✓ School leaver Employment Support (SLES).
- ✓ Employment - barriers and opportunities.
- ✓ What we know works well.
- ✓ Informed choices.
- ✓ Things you should look for about DES.
- ✓ Disability Support Pension.
- ✓ Summary and Next Steps.

# JOBS



## EMPLOYMENT SUPPORT IN AUSTRALIA



### NDIS Registered Providers

- Some provide School Leaver Employment Supports
- Some may also be a DES, ADE, jobactive provider



### Australian Disability Enterprises (ADEs)

- Formerly known as "Business Services" or "Sheltered Workshops"
- Group of people with disability in a separate business



### Disability Employment Services (DES)

- Help people with disabilities get jobs (i.e. all employers)
- Ongoing support for as long as needed



### jobactive

- connects (all) jobseekers with employers

# NDIS FUNDING



# NDIS FRAMEWORK

- Individually funded
  - Choice and Control
  - Insurance principles –early intervention
  - Reasonable and Necessary
- 
- **AS ORDINARY LIFE AS POSSIBLE – INCLUDES WORK**





# REASONABLE AND NECESSARY SUPPORTS

The NDIS funds a range of supports and services which may include – support for education and training, employment, social participation, independence, living arrangements and health and wellbeing.

In order to be considered reasonable and necessary, a support or service:

- ☐ must be related to a participant's disability
- ☐ must not include day-to-day living costs not related to your disability support needs, such as groceries
- ☐ should represent value for money
- ☐ must be likely to be effective and work for the participant, and
- ☐ should take into account support given to you by other government services, your family, carers, networks and the community.

# **The National Disability Insurance Scheme and work – a world of possibilities**

KEY CONCEPT - NDIS participant plan and goals guide R&N decisions. (funding)

Your plan –first or reviewed is an opportunity for you to focus your goals to open employment

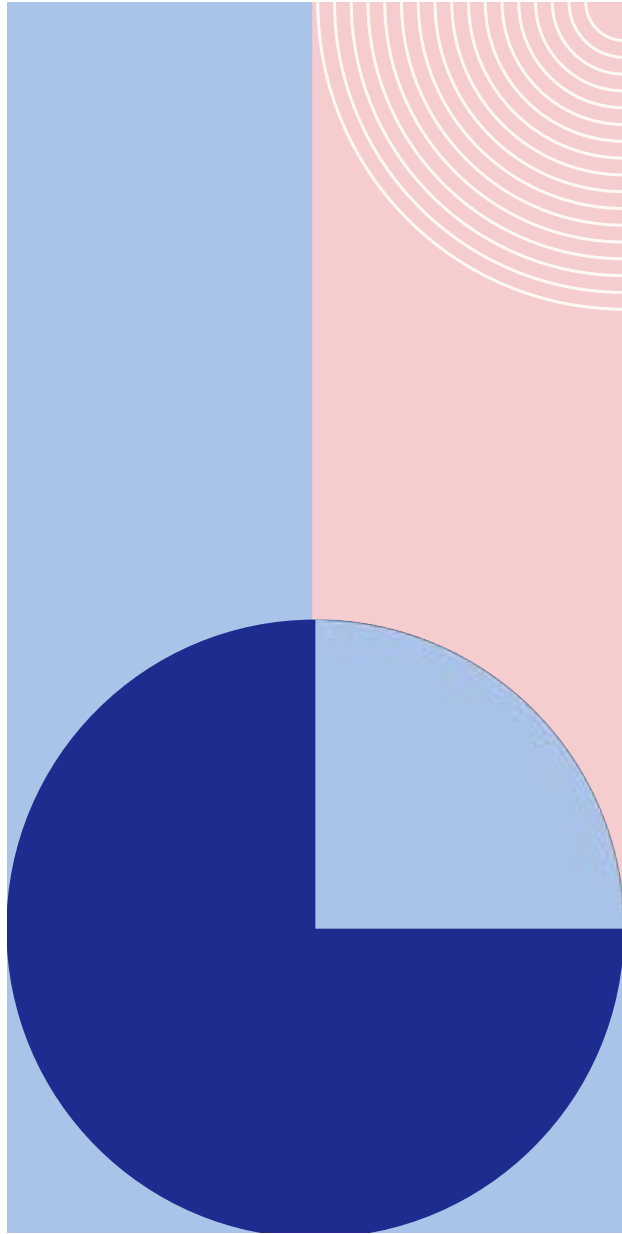
Communicating your goals - Depending on your preference, a plan can be reviewed face-to-face or over the phone. You are welcome to bring along, or include in the call, a family member, friend, advocate or other person when your plan is reviewed.

Check it out at: <https://www.ndis.gov.au/participants>

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# School Leaver Employment Support (SLES)



# SCHOOL LEAVER EMPLOYMENT SUPPORT (SLES)

- Based on NSW Transition to Work program (est. 2004)
- Addressing low expectations
- Early intervention pathway to work



# THE EMERGING ENVIRONMENT IS COMPLEX

- The Review into the NDS recommended - Navigators should have good local knowledge to support people with disability and their families to understand, find and use mainstream and community services, as well as foundational supports.
- In Victoria - Under the NDIS Navigators initiative, Victorian government specialist schools will be provided with funding and guidance to employ an NDIS Navigator.
- NDIS Navigators will support parents and carers to understand, navigate and access the supports available to their children under the NDIS.

## **NDIS NAVIGATORS WILL BE EMPLOYED IN SPECIALIST SCHOOLS WHERE THEY WILL:**

- provide support and advice for parents and carers to build their capacity to understand, advocate for and access appropriate NDIS funded support services available to their children
- develop and maintain relationships with parents, carers, school staff and local services to enable productive working relationships between schools, parents and carers and the NDIS
- support collaborative practices between NDIS funded services and the school, including by providing appropriate information, documentation and logistical support for onsite visits by approved NDIS funded therapists – refer to NDIS Funded Therapy in Schools
- support parents and carers to resolve issues experienced with the NDIS through appropriate channels.

# A bridge to employment

## Learn about work

- Overcome barriers, (travel, complete tasks, follow directions, build stamina)
- “Taste of success” - confidence via work experience
- A working lifestyle

## DES Ready



School Leavers



Ready to get a paid job  
(Disability Employment Services)





## **EACH SCHOOL LEAVER'S EMPLOYMENT SUPPORTS WILL BE DIFFERENT. THE FOLLOWING SKILLS MAY BE PART OF AN INDIVIDUAL PROGRAM OF SUPPORTS TO HELP PARTICIPANTS GET READY FOR EMPLOYMENT:**

- money handling skills
- time management skills
- communication skills
- discovery activities
- work experience
- job ready skills
- travel skills
- personal development skills
- <https://ourguidelines.ndis.gov.au/understanding-supports/employment-supports/moving-school-work>

## **SLES FUNDING IS PART OF YOUR PLAN**

2 years of funded support.  
Notional set at around \$26,276.13  
pa (2025-2026 rate).

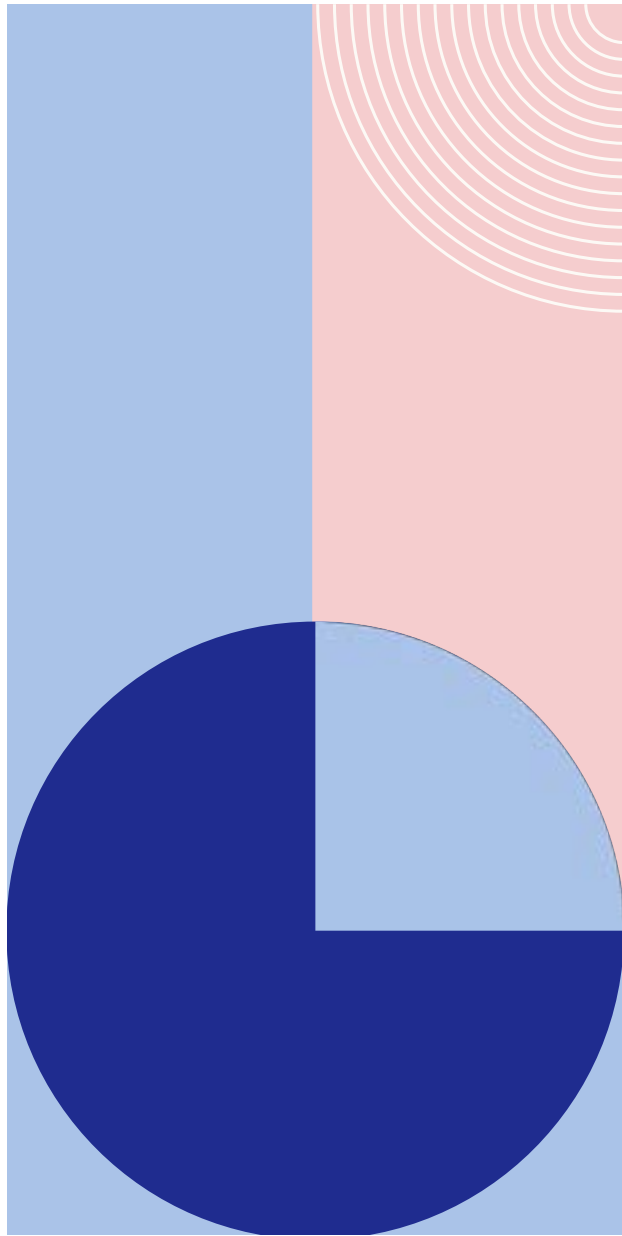
Included in your plan.

Paid to your choice of provider.

Is on top of your current plan to  
help you get excited about work  
and feel supported and to be ready  
for a job.



# Employment barriers and opportunities



## Three Facts

1. Can work
2. Will hire
3. Right support

“..if expectations are raised, outcomes will follow, given the right type of support.”





## RESEARCH & DEMONSTRATION

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*people with nearly any sort of disability label can, in fact, work productively, when provided the environment, training, technology, or other supports tailored to the person.*

David Mank, Journal of Vocational Research, 29, 2, 2008

# CAN WORK WITH RIGHT SUPPORT

1. DES Evaluation 2010-2013

**“Research and practice in the field has shown that with the right level and type of support, people with significant intellectual disability can achieve more substantial employment.”**

**“. . research that says if expectations are raised, outcomes will follow, given the right type of support.”**



## THREE OTHER FACTS

1. Low expectations



2. 11% in open workforce



3. Most rely on pension





Self-fulfilling  
prophecy

## Expectations

"People with disabilities  
can't work in open labour  
market"

Expectations  
become true

Unemployed

Convey  
expectations

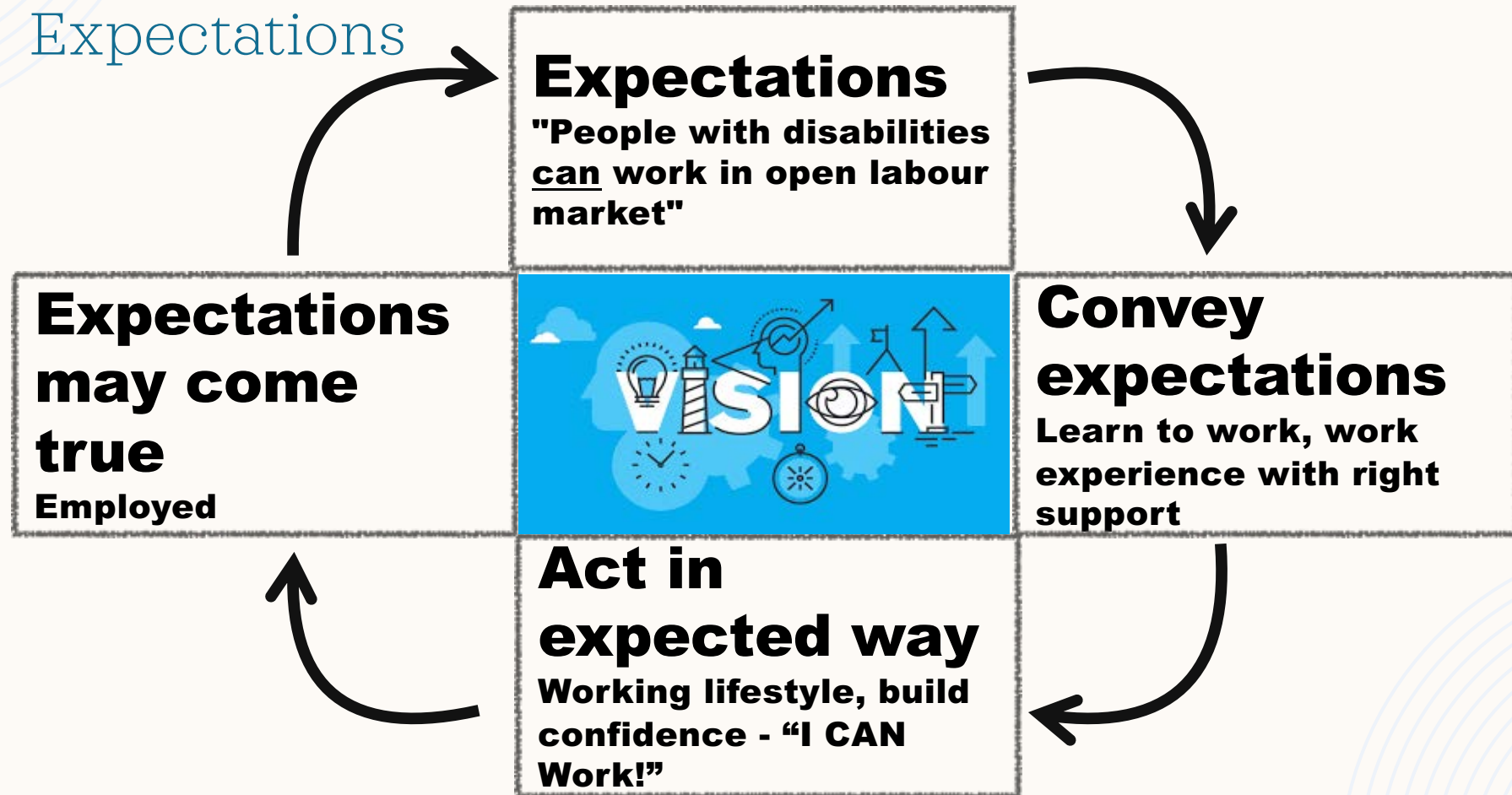
Words, Activity, Setting,  
Grouping, Images e.g. Day  
Program

Act in expected  
way

Believe "can't work", choose  
not to seek work




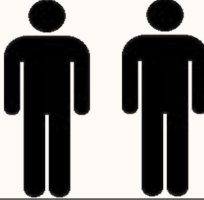
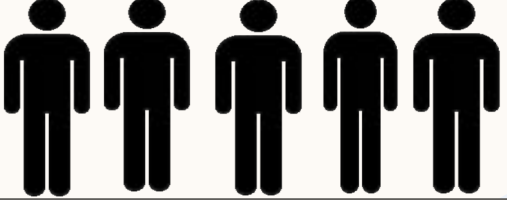
Raising  
Expectations



## Labour Force Status



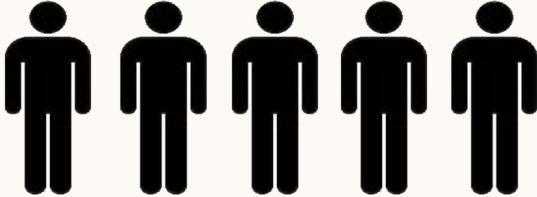
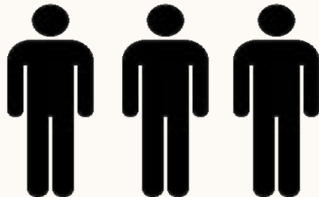
### People with intellectual disability ( $\geq 15$ yrs)

2017-18

Open Employment	Sheltered Employment	Unemployed	Not in Workforce
			
11%	22%	19%	48%

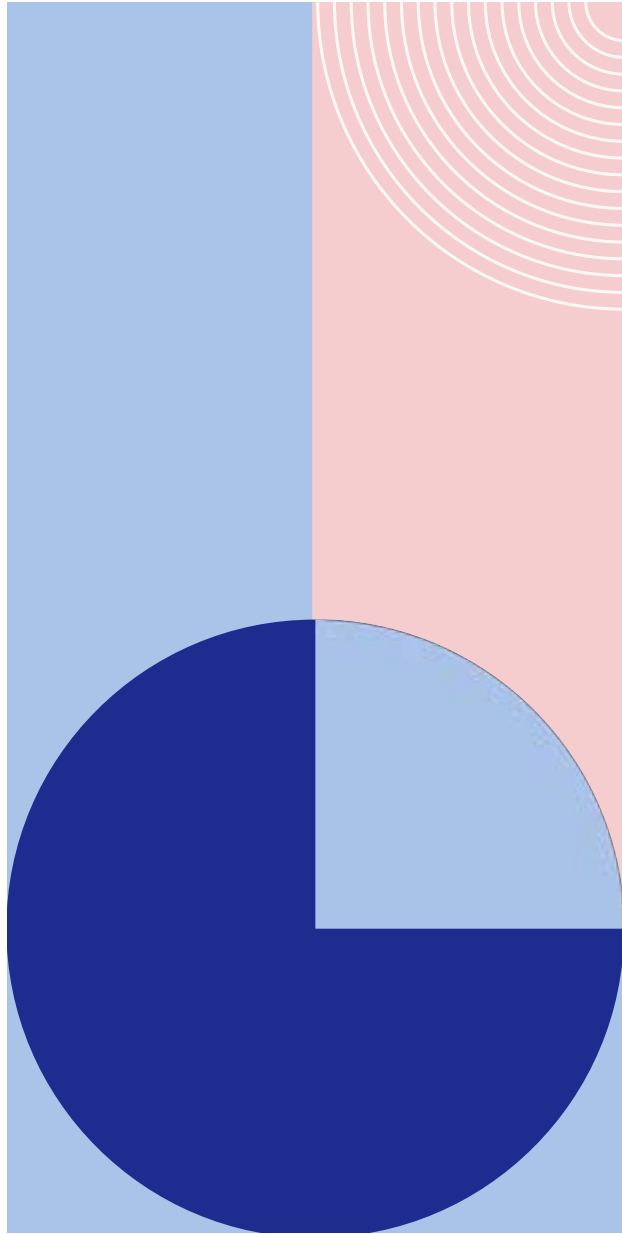
Source: Australian Institute of Health and Welfare, 2017-18

Labour Force Status  
People with disability  
Disability Support Services 2017-18

Open Employment	Sheltered Employment	Unemployed	Not in Workforce
			
13.3%	9.5%	47.0%	30.2%

Source: Australian Institute of Health and Welfare, 2017-18

# What we know works well



# WHAT SUPPORT WORKS?



**Individualised program**

**Focus on employment outcomes**

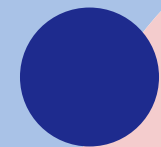
**Strong links with employers**

**Work experience & training in real workplaces**

**Effective relationships with clients & parents**

**Linkage with open employment provider**

**BEST  
PRACTICE**



# SATISFACTORY OUTCOMES

“Service providers who were committed to achieving employment outcomes for young people. Their service models were outwardly focused and structured to provide young people with work-based, experiential learning opportunities . .”



**Source: From Protection to Productivity. An Evaluation of the Transition to Work program.**  
**Department of Family and Community Services NSW, 2009.**

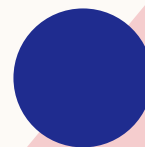


# NDIS PROVIDER MARKET

**Some NDIS Providers may also have been NSW Transition to Work providers, or Victorian Transition to Employment providers.**

**The following shows open employment outcomes achieved by NSW Transition to Work providers**

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## NSW - TTW Outcomes

Metro Providers, 2004 - 2013

Provider	Open Employment Outcomes	School Leavers	Outcome Rate
Jobsupport	331	508	65.2%
NOVA Transition	162	292	55.5%
Disability Services Australia	69	212	32.5%
Northcott Society	54	202	26.7%
Cerebral Palsy Alliance	52	159	32.7%
Break Thru People Solutions	49	244	20.1%
CatholicCare / Centacare	22	118	18.6%
Macarthur Disability Services	22	156	14.1%
Ability Options	15	100	15.0%
AFFORD	15	166	9.0%
House With No Steps	13	53	24.5%
Job Centre Australia	13	66	19.7%
Northside Enterprises	12	57	21.1%

## NSW - TTW Outcomes

Metro Providers, 2004 - 2013

**32**

Provider	Open Employment Outcomes	School Leavers	Outcome Rate
The Disability Trust	1	4	25.0%
Peckys	1	11	9.1%
Creativity Centre	1	15	6.7%
Inala / Miroma	1	15	6.7%
Blue Mountains Disability Services	0	8	0.0%
Civic Industries	0	7	0.0%
Eurella Community Services Group	0	3	0.0%
Interaction Disability Services	0	1	0.0%
St George & Sutherland Community College	0	22	0.0%
Sylvanvale Disability Services	0	5	0.0%
Vision Australia	0	2	0.0%
Warrah Society	0	2	0.0%
Wesley Life Skills	0	8	0.0%
Windgap Foundation	0	27	0.0%
Woodville Community Services	0	25	0.0%

## Continuum / flow-through” support

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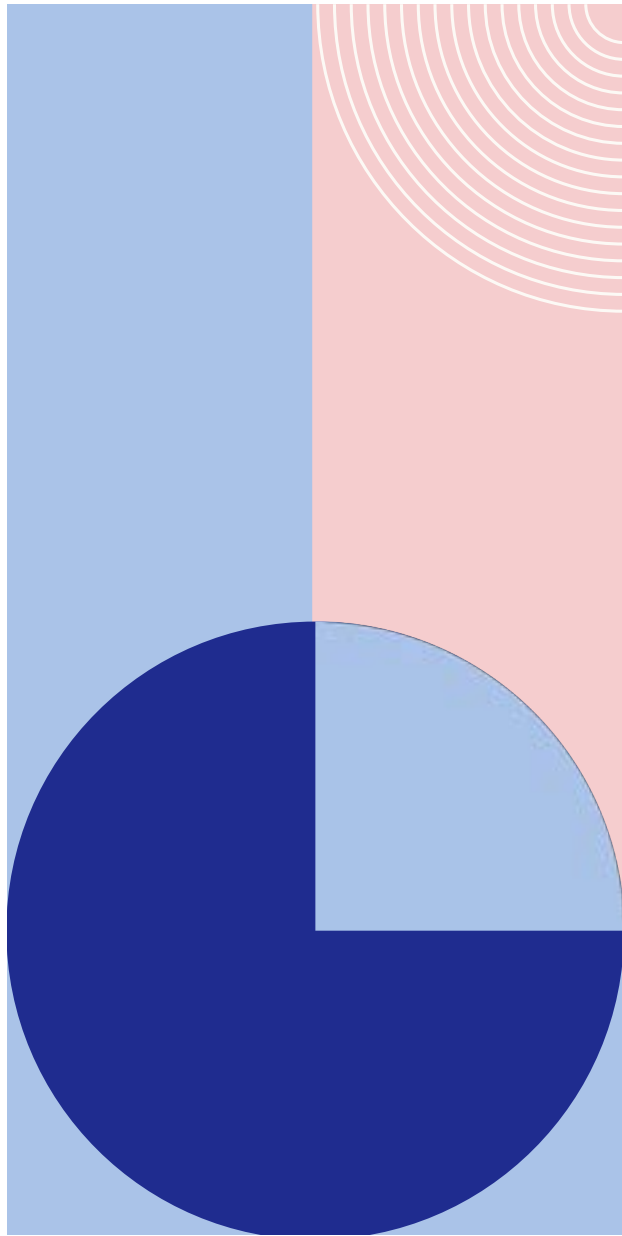
Movement from ADEs to Open employment		
1985	New Directions Report	0.3% (27 / 9,000)
2014	National Disability Employment Framework - Issues Paper	0.75% (159 / 21,295)
Movement from Community Participation Programs to Open employment		
2000	NSW Disability Service Census	11 / 1255 (0.88%)
<p><i>. . the transition rate from sheltered workshops to open labor market is very low and may range from under one percent to about five percent</i> (Migliore, 2010. International Encyclopedia of Rehabilitation)</p>		



**Group programs often do not lead to open employment**  
**ADEs & community participation is a valid choice but little evidence of flow through to open employment**



# Informed Choices



## EMPLOYMENT SUPPORT IN AUSTRALIA



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### Disability Employment Services (DES)

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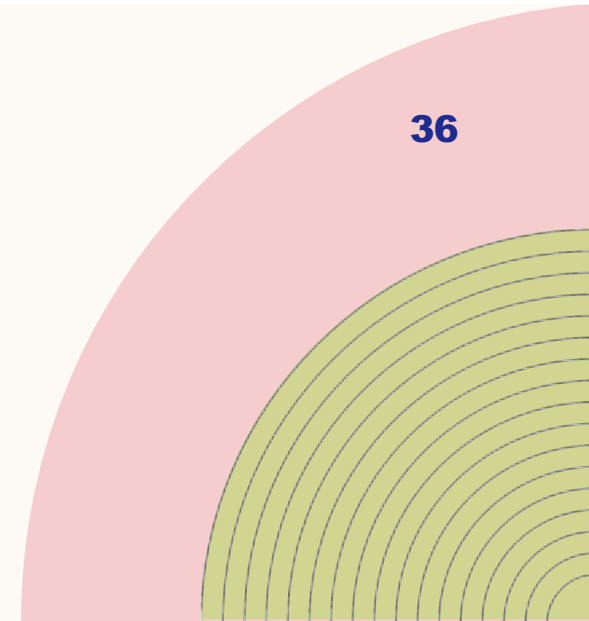
### jobactive

- connects (all) jobseekers with employers

# **Making an informed choice makes a BIG difference!**

**You can,**

- ✓ **Choose your provider.**
- ✓ **Make an informed choice based on provider results.**
- ✓ **Move to a different provider if you are not happy.**



*It's your choice!*



# Provider Marketing

Competitive open market - no vetting based on competency or results. – *you need to do your homework.*



## BEWARE

- expos, show-bags, pens, plants, lollies, etc.
- “assisted thousands of job seekers and employers.”
- “placed many clients into sustainable employment.”

Senate inquiry of VET providers - free laptops/iPads to get vulnerable youth to sign up.

What a provider says may not reflect actual results.....ask hard questions on outcomes



# NDIS - SLES PROVIDERS

**NDIS registered providers for “Assist Access/Maintain Employment” (There is no School Leaver Employment Supports Provider List!)**

**Not all providers that are registered to provide Assist Access/Maintain Employment offer SLES.**

**The registered provider address does not indicate the area serviced by a provider. Check with individual providers.**

**Employment provider market is changing.**

### Reporting - Delivering capacity building employment assistance (proxy for - SLES Provider Outcomes)

- The National Disability Insurance Agency (NDIA) has released the outcomes data for School Leaver Employment Supports for the period from July 2023 to June 2024. The NDIA publishes this data every 6 months to enable NDIS participants to consider performance when choosing a provider.
- Any cell with a count of 1 to 7 shows as <8 to protect the identity of the participants. Where no outcomes were reported in the outcome category, the cell has been marked 0.
- **258 providers reported, of which 130 reported 0 open employment outcomes.**
- **Of the remaining 138 providers - there were 18 providers who reported assisting 8 or more participants into open employment. Between them, these 18 providers were responsible for 294 of the 502 participants achieving open employment across Australia.**

The data can be found at:

<https://www.ndis.gov.au/media/7692/download?attachment>

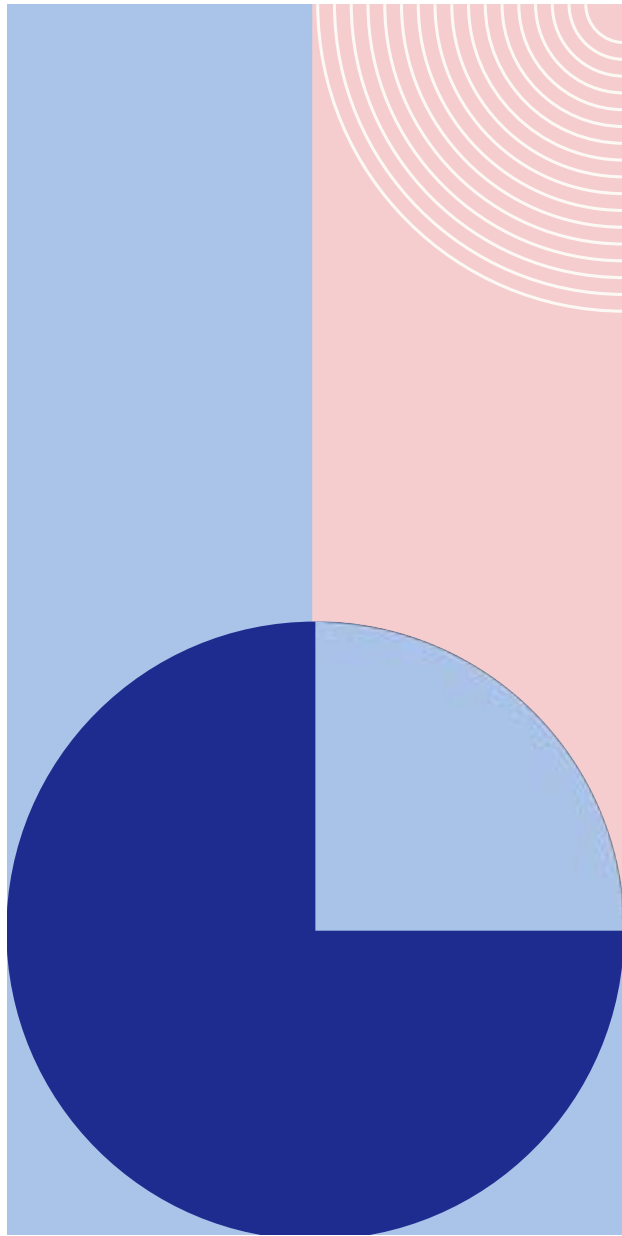
## VOLUME AND OUTCOMES

Provider Name	Total Open Employment	Total Supported Employment	Total Further study and volunteer work	Total Non-Employment
NOVA TRANSITION	53	<8	<8	11
JOBSUPPORT	45	<8	<8	27
ARE-ABLE	22	<8	8	107
MAXIMA TRAINING GROUP (AUST) LTD	19	<8	11	104
BREAKTHRU	18	<8	<8	50
CONNECTING FUTURES AUSTRALIA	14	0	<8	19

# RANDOM SAMPLE OF NO OUTCOMES

Provider Name	Total Open Employment	Total Supported Employment	Total Further study and volunteer work	Total Non-Employment
PHOENIX COMMUNITY PROJECT INC	0	0	0	<8
PROUDLY PRODUCTIVE	0	0	0	<8
REACHOUT NQ	0	0	0	<8
REBECCA SCAYSBROOK	0	0	0	<8
REMMY PTY LTD	0	0	<8	<8
RIGHT TO WORK	0	0	<8	0
ROYAL SOCIETY FOR THE BLIND OF SA INC	0	0	0	<8
SAMY CARE SERVICES ACT PTY LTD	0	0	<8	<8
	-	-	-	-

Things you  
should look  
for about  
DES



# NDIS SLES PROVIDERS

- **Many NDIS providers are also DES providers. The Disability Employment Services Outcome Rates by Disability Type are published regularly.**
- **<https://researchdata.edu.au/disability-employment-services-disability-type/1437591>**
- **The following slides show us employment outcomes achieved for people with intellectual disability by DES Providers in Sydney/Brisbane.**

## DES-ESS PROVIDER OUTCOMES, INTELLECTUAL DISABILITY – SYDNEY

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Source: DES Outcome Rates by Disability Type, June 2022

	Assisted for at least 52 weeks	Jobs lasting at least 52 week	52-week outcome rate %
Jobsupport [(IQ<=60) - Moderate Intellectual Disability]	168	150	89.3
Nova Employment (All client types)	550	302	54.9
The Trustee for the SALVATION ARMY (All client types)	<5	<5	50
The Disability Trust (All client types)	40	16	40
ASURIA PEOPLE SERVICE PTY LIMITED (All client types)	18	6	33.3
Omnia Inclusive Employment Services [All Client Types]	42	14	33.3
27 other providers		33 down to 0	
Campbell Page Ltd (All client types)	6	0	0



## DES-ESS PROVIDER OUTCOMES, INTELLECTUAL DISABILITY – BRISBANE

45

Source: DES Outcome Rates by Disability Type, June 2022

	Assisted for at least 52 weeks	Jobs lasting at least 52 week	52-week outcome rate %
Jobsupport [(IQ<=60) - Moderate Intellectual Disability]	20	18	90
THE COMMUNITY COLLECTIVE QLD PTY LTD [All Client Types]	12	8	66.7
Prestige Employment Solutions Pty Ltd [All Client Types]	44	24	54.5
OCTEC Limited [All Client Types]	58	26	44.8
Myhorizon [All Client Types]	32	14	43.8
Gold Coast Employment Support Service Inc [All Client Types]	96	40	41.7
11 other providers	36.8 down to 16.7		
Connect2Employment [Intellectual and Learning Disability]	38	6	15.8



## DES-ESS Provider Outcomes, Intellectual Disability – Melbourne

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Source: DES Outcome Rates by Disability Type, 2023

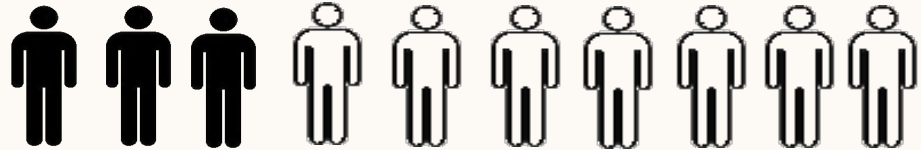

	Assisted for at least 52 weeks	Jobs lasting at least 52 week	52-week outcome rate %
Jobsupport [(IQ≤60) - Moderate Intellectual Disability]	16	14	87.5
Deaf Services Australia [All Client Types]	<5	<5	50
Uniting (Victoria and Tasmania) Limited [All Client Types]	104	48	46.2
Uniting (Victoria and Tasmania) Limited [Intellectual Disability]	n.p	<5	33.3
ACCESS AUSTRALIA GROUP LIMITED (Young people with disability)	44	16	36.4
OTEC Limited [All Client Types]	42	12	28.6
7 other providers	40 down to 18.2		
St JOHN OF GOD OUTREACH SERVICES (Intellectual Disability)	56	10	17.9

**Best** DES provider employment outcomes for people with intellectual disability

Outcome	Outcome Rate	Outcome Rate
<b>Job Placement</b>	<b>83%</b>	
<b>Jobs that last for at least 52 Weeks</b>	<b>81%</b>	

Source: DES-ESS Outcomes by Disability Type, December 2017

**Worst** DES provider employment outcomes for people with intellectual disability

Outcome	Outcome Rate	Outcome Rate
<b>Job Placement</b>	<b>35%</b>	
<b>Jobs that last for at least 52 Weeks</b>	<b>21%</b>	

Source: DES-ESS Outcomes by Disability Type, December 2017

# OTHER USEFUL WAYS TO FIND ABOUT WHO YOU WOULD CHOOSE.....



Web page information



Talk to previous users of the service

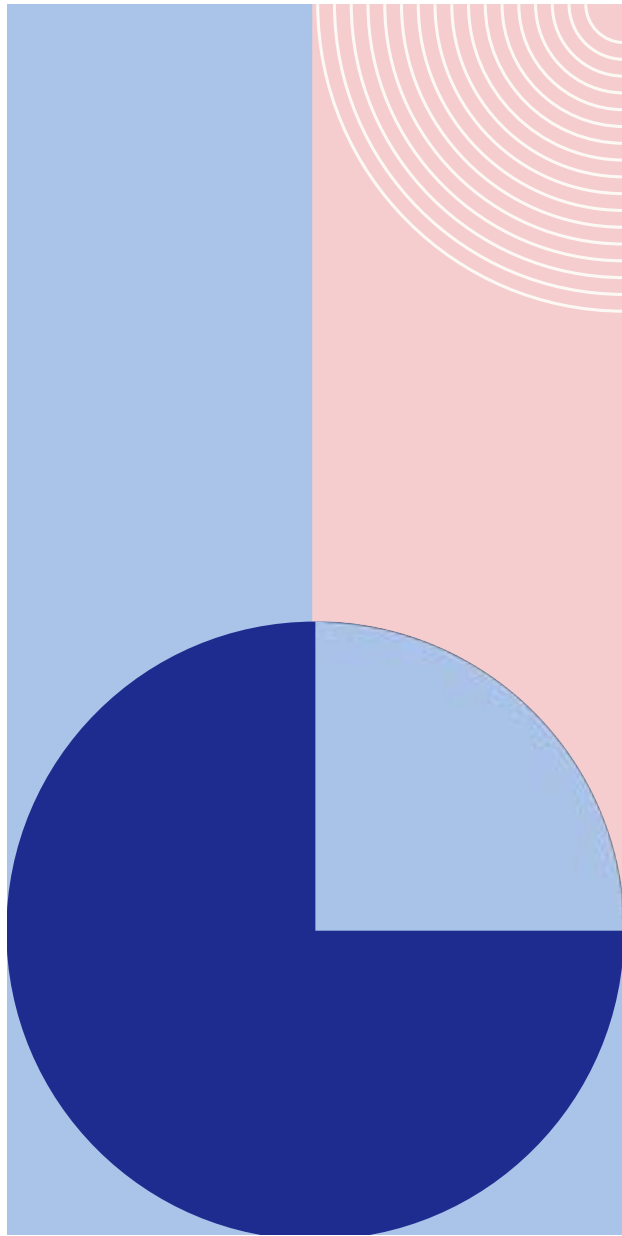


Ask someone you trust



Social media

# Disability Support Pension



## Wages & the Pension

### Wages are good

- ✓ Working and getting a wage is good.
- ✓ Wages may make your pension smaller but you will have more money overall.
- ✓ You can save for all things you want in life.



### Depending on a pension

- ❖ Most people become stuck in the welfare model.
- ❖ You are more likely to live below the poverty line and be dependent on others.
- ❖ You miss out on all the friends you meet and have at work.

## Please Note

### Pension Example:

- max. rate of Disability Support Pension (does not include supplement \$81.60 per fortnight)
- age 21 & over
- 20 March 2025
- <https://www.servicesaustralia.gov.au/>
- Show how earning a wage affects the pension

### Payments vary according to;

- Age (e.g. under 21)
- If you live at home or independent
- If you have children
- If you have a partner
- If you receive other allowances (e.g. rental assistance)
- And payment rates change regularly

Whether you're dependent or independent, your parents' or guardians' income won't affect how much payment you can get.



# INCOME TEST

## Basic rules

**A single person can earn up to \$212 per fortnight without reducing the pension.**

**If a single person earns over \$212 per fortnight, the pension is reduced by 50 cents for each dollar over \$212.**

**<https://www.servicesaustralia.gov.au/income-test-for-pensions?context=22276>**

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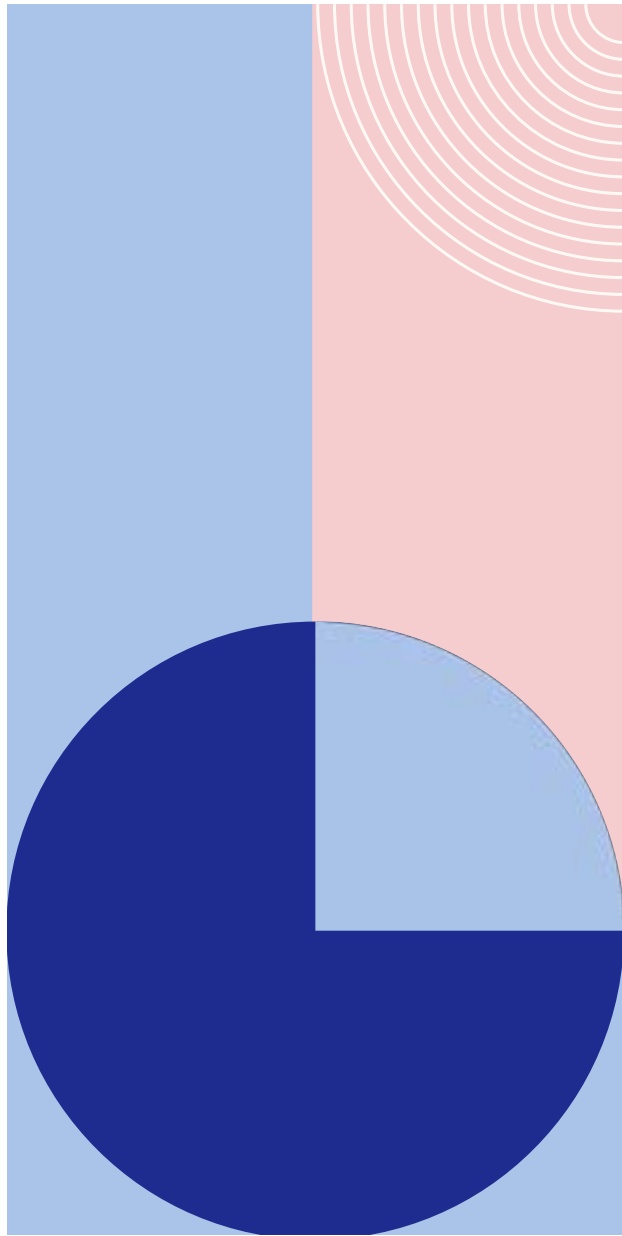
### Effect of Weekly Wage on Disability Support Pension

Pension		Wage		Withdrawal		Total Income
\$	574.50	\$	-	\$	-	\$ 574.50
\$	574.50	\$	106.00	\$	-	\$ 680.50
\$	527.50	\$	200.00	\$	47.00	\$ 727.50
\$	477.50	\$	300.00	\$	97.00	\$ 777.50
\$	427.50	\$	400.00	\$	147.00	\$ 827.50
\$	377.50	\$	500.00	\$	197.00	\$ 877.50
\$	327.50	\$	600.00	\$	247.00	\$ 927.50
\$	277.50	\$	700.00	\$	297.00	\$ 977.50
\$	227.50	\$	800.00	\$	347.00	\$ 1,027.50
\$	127.50	\$	1,000.00	\$	447.00	\$ 1,127.50
\$	27.50	\$	1,200.00	\$	547.00	\$ 1,127.50
\$	-	\$	1,255.00	\$	574.50	\$ 1,255.00

## **HOURS OF WORK RULES**

- **You can work up to 29 hrs per week & still keep your pension**
- **You can work 30 hrs or more per week if one of the following applies:**
  - **you work for an Australian Disability Enterprise (ADE)**
  - **you work under the Supported Wage System**
  - **you get ongoing support from Disability Employment Services.**

# Summary and Next Steps



# FOR SLES TO BE AVAILABLE WHEN YOU FINISH SCHOOL

**Check your next plan review date.**

**Ensure a planning meeting occurs  
well before the end of school year.**

**If your review date is after December  
2025, contact navigator/planner/LAC  
for SLES to be included in plan before  
school finishes (“unscheduled plan  
review”)**



## SLES is Reasonable and Necessary

- Decision to include SLES/open employment in plan is based on being “reasonable and necessary”.
- Informed by aspiration and goal discussed in planning meeting.
- We can help with goal setting for employment.
- Be wary of low expectations - you may need to be insistent.



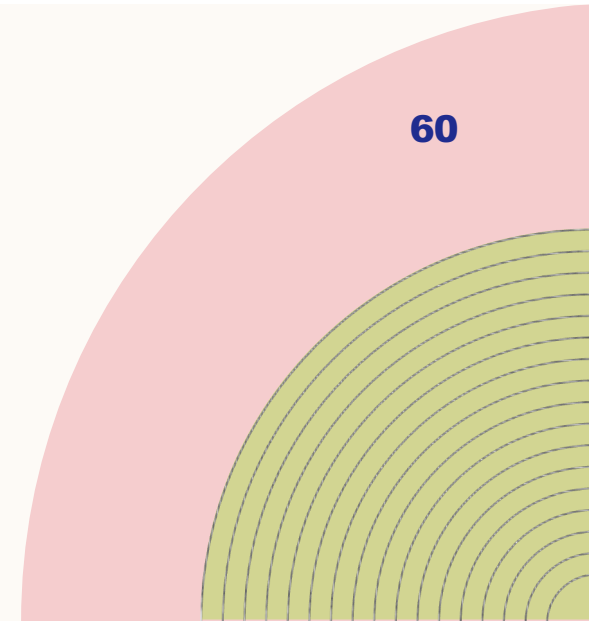
# CHOOSE A PROVIDER

- Find out what providers are available, look at provider outcomes.
- Look at provider information (e.g. website)
- Make a short list of providers to meet.
- Take a list of questions to ask providers
- Make your choice . . and begin.



# QUESTIONS YOU MAY ASK A PROVIDER

- ✓ **How will you help me achieve my work goals?**
- ✓ **How will you assist me to find work I am interested in?**
- ✓ **How many individuals have got paid jobs from your program? Can you provide the data?**
- ✓ **Do you know how many of these individuals are still employed?**
- ✓ **What types of jobs have individuals in your program achieved?**





**THANK YOU**