



# Inclusion Australia

acting locally - representing nationally - connecting globally

Media Statement, Thursday, 16 June 2016

## When you get the right employment support good things happen!

### 21 DES services for people with intellectual disability show the way forward

People with significant intellectual disability can work in the open labour market when they get the right support.<sup>1</sup>

The *DES Outcome Rates by Disability Type* report shows that some DES providers are achieving high rates of open employment outcomes for people with intellectual disability.

Twenty-one (21) providers are achieving 26-week employment outcome rates greater than fifty percent (>50%) for people with intellectual disability, with the highest performing provider achieving eighty-four percent (84%).<sup>2</sup>

The highest performing provider had the following distinguishing features<sup>3</sup>;

1. Structured job search to customise a job specifically for a person with intellectual disability and building a compelling business case to the employer.
2. Undertaking job analysis to establish the employer's needs for job performance.
3. Systematic job training by qualified staff at the work site to achieve the required job performance.
4. Ongoing support with the employer and employee to maintain the quality of the job.

DES providers that adopt evidence based employment support for people with intellectual disability are demonstrating high rates of employment outcomes from 5 to 8 out of 10 persons with intellectual disability getting jobs that last at least six months.

The Commonwealth should be congratulated for;

- focusing on rewarding providers who achieve good results,
- introducing consequences for providers who achieve poor results, and,
- publishing provider results by disability type, and creating an informed market.

The Executive Director of Inclusion Australia (formerly the National Council on Intellectual Disability), Mr Mark Pattison said,

“High performing DES providers deserve our recognition for their excellence in assisting people with intellectual disability get and keep jobs in the open labour market. It is encouraging to see a growing number of providers achieving 26-week employment outcome rates beyond 50%.”

These results indicate that future reform of Disability Employment Services must ensure that good practice remains viable and expanded to reach a greater number of people with intellectual disability across all regions who need *the right support* to get a job in the open labour market.

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<sup>1</sup> Commonwealth Evaluation of Disability Employment Services 2010-2013, p. 110.

<sup>2</sup> DES Outcome Rates by Disability Type, December 2015.

<sup>3</sup> Commonwealth Evaluation of Moderate Intellectual Disability Loading 2010-2012. p. 26

DES-ESS Provider	Job (26 weeks)	With provider (26 weeks)	26-week outcome %
<b>Jobsupport</b>	<b>435</b>	<b>518</b>	<b>84.0%</b>
<b>LEAD Employment</b>	<b>31</b>	<b>44</b>	<b>70.5%</b>
<b>Work Connection</b>	<b>26</b>	<b>39</b>	<b>66.7%</b>
<b>Bizlink</b>	<b>55</b>	<b>84</b>	<b>65.5%</b>
<b>AFFORD Employment</b>	<b>22</b>	<b>34</b>	<b>64.7%</b>
<b>Axis Employment</b>	<b>102</b>	<b>158</b>	<b>64.6%</b>
<b>Ability Options Employment</b>	<b>178</b>	<b>283</b>	<b>62.9%</b>
<b>Western District Employment Access</b>	<b>90</b>	<b>150</b>	<b>60.0%</b>
<b>Workskills/Workability</b>	<b>32</b>	<b>56</b>	<b>57.1%</b>
<b>Mai-Wel LabourForce Solutions</b>	<b>52</b>	<b>91</b>	<b>57.1%</b>
<b>North Star Employment Services</b>	<b>92</b>	<b>162</b>	<b>56.8%</b>
<b>Epic Employment Service</b>	<b>286</b>	<b>524</b>	<b>54.6%</b>
<b>Peel Valley Training &amp; Employment</b>	<b>38</b>	<b>70</b>	<b>54.3%</b>
<b>Marriott Employment Options</b>	<b>32</b>	<b>59</b>	<b>54.2%</b>
<b>Darwin Skills Development Scheme</b>	<b>33</b>	<b>61</b>	<b>54.1%</b>
<b>Gold Coast Employment Support Service</b>	<b>49</b>	<b>91</b>	<b>53.8%</b>
<b>DVJS Employment Solutions</b>	<b>154</b>	<b>289</b>	<b>53.3%</b>
<b>Essential Personnel</b>	<b>135</b>	<b>262</b>	<b>51.5%</b>
<b>Forrest Personnel Incorporated</b>	<b>71</b>	<b>138</b>	<b>51.4%</b>
<b>NOVA Employment</b>	<b>526</b>	<b>1025</b>	<b>51.3%</b>
<b>Verto</b>	<b>20</b>	<b>39</b>	<b>51.3%</b>
Personnel Employment	30	61	49.2%
Job Centre Australia	206	421	48.9%
Break Thru People Solutions	63	129	48.8%
Great Southern Personnel	21	43	48.8%
Ability Employment	125	259	48.3%
OCTEC	41	85	48.2%
Encompass Community Services	45	94	47.9%
Worktrainers	41	87	47.1%
ECHO Australia	73	156	46.8%
Key Employment	92	203	45.3%
The Personnel Group	69	155	44.5%
Mylestones Employment	177	403	43.9%
The ORS Group	81	186	43.5%
Edge Employment Solutions	121	278	43.5%
Comepass Employment Services	78	180	43.3%
Uniting Care Community Employment Service	37	86	43.0%
Jobmatch Employment	45	105	42.9%
Job Prospects	28	66	42.4%
Cerebral Palsy Alliance	21	50	42.0%
STEPS Employment	98	236	41.5%
Greenacres Employment Solutions	31	75	41.3%
Castle Personnel Services	135	327	41.3%
Work Solutions Gippsland	67	164	40.9%
MAX Employment	113	280	40.4%
Link Personnel	42	105	40.0%
CatholicCare	74	186	39.8%
Wesley Employment Services	47	119	39.5%
Connect2Employment	35	90	38.9%
MatchWorks	152	391	38.9%
IDEAL Placements	33	86	38.4%
St Laurence Employment Services	41	107	38.3%
NORTEC Job Services	24	63	38.1%
Australian Red Cross	64	172	37.2%
Job Placement	76	212	35.8%
Working Communities Network	40	116	34.5%
Community Bridging Services	76	223	34.1%
Help Enterprises	63	193	32.6%
WISE Employment	212	651	32.6%
Options Employment	29	91	31.9%
Global Skills	45	143	31.5%
NQ Competitive Employment Service	31	102	30.4%
Outlook Employment	23	82	28.0%
CoAct	110	403	27.3%

*51 other providers with less than 20 26-week outcomes for people with intellectual disability.*

**Table Notes:**

1. DES Outcome Rates by Disability Type, December 2015 - DES Employment Support Services.
2. Providers listed without results indicates less than 20 people with 26-week employment outcomes.