

Community of Practice – Specialisation Disability

Employment Transition
Supports – Paul Musso, NDS

Employment Transition Supports for young people with disability

Young people with disability at or leaving school can access a range of employment transition supports.

These include:

- NDIS Youth Employment Transitions Supports (formerly SLES)
- NDIS Supports in employment (Supported Employment – previously ADES)
- Inclusive Employment Australia (From 1 November 2025 - formerly Disability Employment Services)

Supported Employment Services (Formerly Australian Disability Enterprises)

These are not for profit charitable organisations that were formerly funded by the Department of Social Services (DSS) to provide supported employment in Australian Disability Enterprises (ADEs).

These organisations are now all registered NDIA providers.

There are approximately 142 of these organisations nationally, operating around 425 business sites.

They traditionally provided employment opportunities for people with more severe disability in a wide range of commercial enterprises.

The BuyAbility Website is the official directory of these organisations.

Supported Employment Services (Formerly Australian Disability Enterprises)

Supported Employment Services can provide a range of employment supports and options for jobseekers and employees with disability.

These include:

- Traditional supported employment settings
- Youth employment transition supports (incl work experience)
- Social Enterprises
- Community based employment
- Mainstream employment
- Self employment

www.buyability.org.au

The BuyAbility Website is a directory of BuyAbility Social Enterprises (formerly ADEs).

They employ around 15,150 supported employees nationally, producing a wide range of high-quality goods and services for their commercial customers and business partners.

BuyAbility is a resource for existing and potential commercial customers/partners of these organisations and for employees and jobseekers with disability and their families and carers.

www.buyability.org.au

The BuyAbility Website includes a suite of resources and tools, such as:

- A detailed directory of all BuyAbility Social Enterprises
- A comprehensive search function and national site map
- A range of employee and employer case studies
- Webinars examining provision of the supported employment model, including case studies highlighting the evolution of service models and employment options
- A social wage tool that demonstrates the interaction between the DSP and wages earned by employees with disability

NDIS Youth Employment Transition Supports

People eligible for the NDIS must be aged 9-65, have a disability caused by a permanent impairment and usually need disability-specific supports to complete daily life activities.

The NDIS has a strong focus on practical intervention and work experience to build a young person's skills, confidence and readiness to engage in employment

The NDIS Youth Employment Framework clearly outlines the capacity building employment supports available for young participants aged 15-24.

NDIS Youth Employment Transition Supports

The NDIS can assist young people with difficulties in learning, social interaction and self-management who require intensive assistance to build skills to transition from school to work.

Young people of working age can build skills while still at school through work experience to the school curriculum and/or support to find and maintain a part-time job outside of school hours

The NDIS can also assist young people who require support to transition from school to tertiary education or training.

NDIS Youth Employment Transition Supports

School leavers might need help to build their skills to be ready for work, explore work opportunities and to plan a pathway to employment. The activities below are essential for success in employment:

- money handling
- time management
- communication and interpersonal skills
- using public transport
- problem solving and decision making
- identifying work preferences
- on the job work experience
- job customisation
- employer connection and education
- assistance to get a job
- coaching to learn a job
- continuing support to maintain employment (when required).

NDIS Youth Employment Transition Supports

The NDIA works with education providers to enable students with disability to make a smooth transition from school to employment or further education.

Employment outcomes are optimised when students, parents and teachers commence employment pathway planning before leaving school.

Participants can speak to their school about assistance they can provide to develop a career transition plan.

A participant can discuss the employment transition plan with their LAC or planner to ensure the right supports are included in their NDIS plan.

NDIS Supports in Employment

NDIS participants with severe disability or more intense on the job support needs can also consider work opportunities in a supported employment service (formerly ADEs).

These registered NDIS providers offer a range of employment opportunities and supports for NDIS participants including:

- Traditional supported employment settings
- Youth employment transition supports (incl work experience and on the job training)
- Social Enterprises
- Community based employment
- Mainstream employment
- Self employment

NDIS supports in employment funding can be used by the participant for both ongoing employment support and capacity building support to seek other work opportunities.

Inclusive Employment Australia

Inclusive Employment Australia is the new specialist disability employment program that replaces the Disability Employment Services Program (DES).

Inclusive Employment Australia starts on 1 November 2025.

People with disability that were previously ineligible for DES due to not meeting the minimum eight hours per week work capacity threshold will be eligible for Inclusive Employment Australia.

This is the cohort that generally accessed supported employment in ADEs.

Inclusive Employment Australia

The features of Inclusive Employment Australia include:

- **A Focus on Personalised Support:** IEA prioritises providing tailored support to job seekers, focusing on their unique strengths, skills, and needs.
- **Inclusive Partnerships:** IEA encourages collaboration between job seekers, employers, and employment providers to ensure a more inclusive and supportive environment.
- **Long-Term Job Success:** The program emphasizes helping individuals gain and maintain meaningful employment, with a focus on long-term career success.
- **Expanded Eligibility:** IEA will reach a wider range of individuals, including those with less than eight hours work capacity and voluntary participants not receiving Centrelink income support.

Inclusive Employment Australia

IEA will offer intensive support for people who are preparing for work and flexible support for people who don't need intensive services.

Employers will be able to access expert guidance from providers on recruitment and workplace practices. Providers will work with employers to:

- identify their business needs
- find suitable candidates
- access training
- make workplace adjustments, job customisation and tailoring
- provide safe and productive workplaces
- retain employees with disability.

The new program will feature a diverse network of high-quality providers. Providers will be expected to have staff and leadership reflecting the diversity of their community. Providers will place clients and employers at the centre of their service design and build meaningful relationships with both.

Centre for Inclusive Employment

From 1 September 2025, the Centre for Inclusive Employment will provide resources, tools, and training for providers, ensuring the delivery of high-quality services and evidence-based practices.

The Centre will draw on existing and new online content to develop evidence-informed, best practice resources and capability building activities for service providers, employers and people with disability.

The Centre will also inform further research as well as investment and policy design.

Information and Resources

Supported Employment/Social Enterprises:

Buyability Website

www.buyability.org.au

NDIS:

Building skills and getting a job

<https://ndis.gov.au/participants/finding-keeping-and-changing-jobs/building-skills-and-getting-job#youth-employment-framework>

Let's talk about work

<https://ndis.gov.au/participants/finding-keeping-and-changing-jobs/lets-talk-about-work>

Jobaccess – Australian Government Disability Employment Resources Website:

<https://www.jobaccess.gov.au/>

Questions

Thanks for your time today. My contact details are:

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