

# What supports are available to help me reach my employment goals?

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and the experience to assist  
you in your employment journey.

## Introductions – here to help

- **Lisa Couper:** **APM Futures NDIS Employment Supports**  
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**APM has over 170 offices covering all of NSW**  
**Wherever you are we can help!**

# Today's session

- **Brief presentation with overview of:**
  - National Disability Insurance Scheme (NDIS) Supports
  - Disability Employment Services (DES) Supports
  - Customised Employment - Job Carving
  - Open Employment, Australian Disability Enterprise (ADE), Supported Wage & Wage Subsidies
  - Working in Your Own Business
- **Opportunity to ask questions or request a time for an individual introduction meeting**



# APM Futures - Your Employment Partner



No matter where you are starting your journey from, if your goal is to find meaningful employment and have support to maintain it, APM have a solution for you

**Need help identifying what work means to you and building the skills to obtain work**

APM FUTURES

### Funded through NDIS plan

- Individualised, tailored 1:1 or small group support to build skills needed to find and keep a job
- Typically between 4 and 16 hours per week support
- On the job support to ensure you can maintain your employment
- Assistance for you to start and work in your own business/ microenterprise
- Typically aim to start with 1 - 7 hours work per week work

### NDIS Plan Items:

- Capacity Building: School Leavers Employment Supports
- Capacity Building: Finding & Keeping a Job
- Core: Supports in Employment

**You are ready to work but you need help finding a job or getting back into the workforce**

DISABILITY EMPLOYMENT SERVICE (DES)

### Centrelink referral or register directly with APM

- Connect with local employers who provide inclusive environments for people with disabilities
- Wage subsidy assistance for employers
- Assistance with training and work related expenses
- A minimum of 12 months support once you successfully gain employment
- No costs
- Must be on a Centrelink payment OR have an NDIS plan
- **Must be capable of working a minimum of 8 hours per week**

**You are in work but are at risk of losing it**

APM FUTURES

### Supports in Employment

- Must have an NDIS plan
- Core funding (Supports in Employment) however as Core funding is flexible, any available core funding can be utilised
- Help to maintain employment or find alternate employment
- On the job support



# APM Futures -NDIS funded supports

**Help identifying what work means to you and building the skills to be able to obtain work.**

- **NDIS Funded**

- Individualised, tailored 1:1 or small group support to build the skills needed to find and keep a job
- **Typically between 4 and 16 hours per week support**
- **Typically aim to start with 2-7 hours work per week**
- Can include full on-the-job support to ensure you can maintain your employment
- Can include assistance with task analysis and development of training aids
- Can include assistance for you to start and work in your own business/ microenterprise
- Can include support to build your capacity to work in an Australia Disability Enterprise (ADE) or Open Employment
- Can transition to DES once capable of working 8 hours and as support needs decrease

- **NDIS Plan Items:**

- Capacity Building: School Leavers Employment Supports
- Capacity Building: Finding & Keeping a Job
- Core: Supports in Employment

# APM - Disability Employment Services (DES)

**You are ready to work but you need help finding a job or getting back into the workforce**

- **Centrelink referral or register directly with APM**
  - Typical commitment 30 minute appointment per fortnight with your personal employment consultant
  - Help connecting with local employers who provide inclusive environments for people with disabilities
  - Wage subsidy assistance for employers to help them to be able to provide additional training and support if required to ensure you get the best start to your employment
  - Assistance with training and work related expenses to help you get on your feet and get the best start to your employment
  - A minimum of 12 months weekly support once you successfully gain employment
  - Available from last 6 months of school to retirement age
  - **Must be in receipt of Centrelink Payment (Jobseeker, DSP etc) OR have an NDIS Plan OR meet Eligible School Leaver requirements to qualify for support**
  - **Must be capable of working a minimum of 8 hours per week in open employment**
  - **No cost**

# APM Futures - Support to maintain employment

## You're in work but are at risk of losing it

- Ability to work with you and your employer to:
  - Identify issues
  - Build your capacity and skills to ensure ongoing employment
  - Provide on the job support

## Support can be delivered through APM Futures - Supports in Employment

- CORE funding is a flexible area of NDIS Support
- Supports in Employment can be utilised for anyone working who has any available Core funding.
- Does not need to be stated assistance in plan





# How we work with you



## Explore

What does work look like for you:

- Skills
  - Needs
  - Strengths
  - Interests
  - Hobbies
- Support



## Vocational Identity

Establish your pathway:

- Job tasters
- visits to businesses
- Resume building
- Job presentation preparation



## Ready for Work

Implement your job pathway:

- Work experience
- Job placement
- Your goals and aspirations
- Your support
- Employer support



## Maintain your job

Ensure you stay working:

- Assess your ongoing needs
- Provide support if required
- Provide career mentoring

# Build your own business/micro enterprise



Support to explore your interests, skills and business ideas



Work to build your capacity to develop and run your own business



Identify supports you will need to run your business



Support in the day to day running of your business

# Open Employment and Australian Disability Enterprises (ADE)

## Open Employment

Open employment refers to when people with and without disability work together in regular jobs.

This is the only type of employment applicable for DES and is also an aim of NDIS Employment Supports

## Australian Disability Enterprises (ADE)

ADE is a type of employment support for people with disability who need significant support to work.

This applies only to NDIS Employment Supports

# Supported wage system and wage subsidies

## Supported wage systems (SWS)

The SWS is set up for employees with disability who are not able to perform jobs at the same capacity as any other employee. The system provides an independent assessment which then allows employers to pay wages based on the workplace productivity of a person with disability.

**Participants must be registered with Disability Employment Support (DES) to access this**

## Wage subsidies

APM is able to offer employers wage subsidies which can cover as much as 90% of a jobseekers wage for the first 6 months of their employment, to enable the employer to provide the training and support required for a person with disability to learn and become productive in their role. The position must be for a minimum of 8 hours per week

**Participants must be registered with Disability Employment Support (DES) to access this**

## Case Study - Sarah

Sarah is a young lady in her early twenties living in Supported Independent Living. She currently has 24x7 care.

Sarah came to APM Futures knowing that she wanted to work but without much of an idea of what type of work she was capable of and wanted to do.

Through a number of "employment tasters" with supportive local employers, we were able to assist Sarah to build her confidence and identify the skills that she had that could translate to paid employment.

APM Futures then approached a local caravan park and discussed Sarah's skills. We were able to negotiate a great employment opportunity for Sarah where she works 2 hours per day, twice a week and is involved in a broad range of tasks.

As Sarah's capacity for work continues to grow, we are looking to gradually increase her work hours to 8 hours per week and then introduce her to DES for ongoing support once she no longer needs NDIS supports on the job.

Sarah, her family and the employer are all overjoyed with Sarah's new employment and the growth they have seen in her skills and her confidence. She now has her own bank account and is saving to meet her goals



# Questions?