



ADDE Update

July 2013

This update is for ADDE members to keep informed about the current work of ADDE. It comes out approximately every two to four weeks. Please feel free to distribute to your appropriate networks. Items of more general information will be placed on the ADDE website and face-book page. We encourage you to visit www.adde.org.au and join ADDE's face-book page, <https://www.facebook.com/groups/28577322674/>

Meeting with Senator Mitch Fifield

Several members of the ADDE committee met with Senator Fifield, opposition spokesperson for disability, carers and volunteers. The following issues were tabled for discussion and all received very well by the Senator. These included the five recommendations in our "Way Up" research paper (see our website for the full report):-

1. Disability workforce measurement

You can't manage what you don't measure. Applying this recommendation will ensure that we have accurate and workable data. ADDE has a tool available to support this process. It is recommended that this tool be applied in all areas of government, in the not-for-profit sector, and to large employers (500+ staff).

2. Setting disability employment targets

Without targets, there is only tokenism, and no real commitment. Implementation of this recommendation, using the data made available from the measurement tool (see Recommendation 1), will ensure a clear, realistic and effective goal can be determined. With an overall goal of 20% of employees with disabilities across the board by 2020, interim targets should be implemented immediately at all levels of government and the NFP sector, with appropriate milestones set and recorded. Large organisations should also be encouraged to become involved through incentive schemes.

3. Social procurement

Tangible and traceable outcomes will result from improving access to a range of opportunities in the labour market generally as well as access to special projects via tenders and contracts, including social enterprises.

4. Training on or about disability by people with disabilities

'Nothing about us without us'. A process must be implemented to ensure that the delivery of relevant and appropriate training on or about disability in employment and workforce matters is managed and delivered by people with disability. Educating employers, staff and community

members is essential at the outset to dispel the myths that surround disability and to create a culture of inclusivity.

5. Politicians leading

Politicians must lead from the front by employing people with disability in their electorate offices and by openly and actively encouraging business and community employers in their local areas to do likewise.

It was also noted that the Disability Care Australia had set targets of 12.5% for employment within their organisation of people with disability and we believe that the government should follow this path.

Supporting Jobs for people with disability

[The Hon Kate Ellis MP](#)

- Minister for Early Childhood, Childcare and Youth
- Minister for Employment Participation

The Federal Government has moved to build on Labor's historic reforms for people with disability by supporting them to find and keep jobs through a \$640,000 package of new employment partnerships with disability advocates.

Employment Participation Minister Kate Ellis said 15 disability consumer groups would receive Federal Government funding to better link people with disability to work.

ADDE is one of the fifteen organisations to receive funding and we will commence working on the project in August. The full article can be read on the following link.

<http://ministers.deewr.gov.au/ellis/supporting-jobs-people-disability>

Training

ADDE has commenced a project to promote disability awareness and disability employment training sessions to employers over the coming five months. We are currently researching various avenues and support for this with the National Disability Recruitment Coordinator, Disability Employment Australia and several larger DES providers for advice on moving forward with the training sessions.