



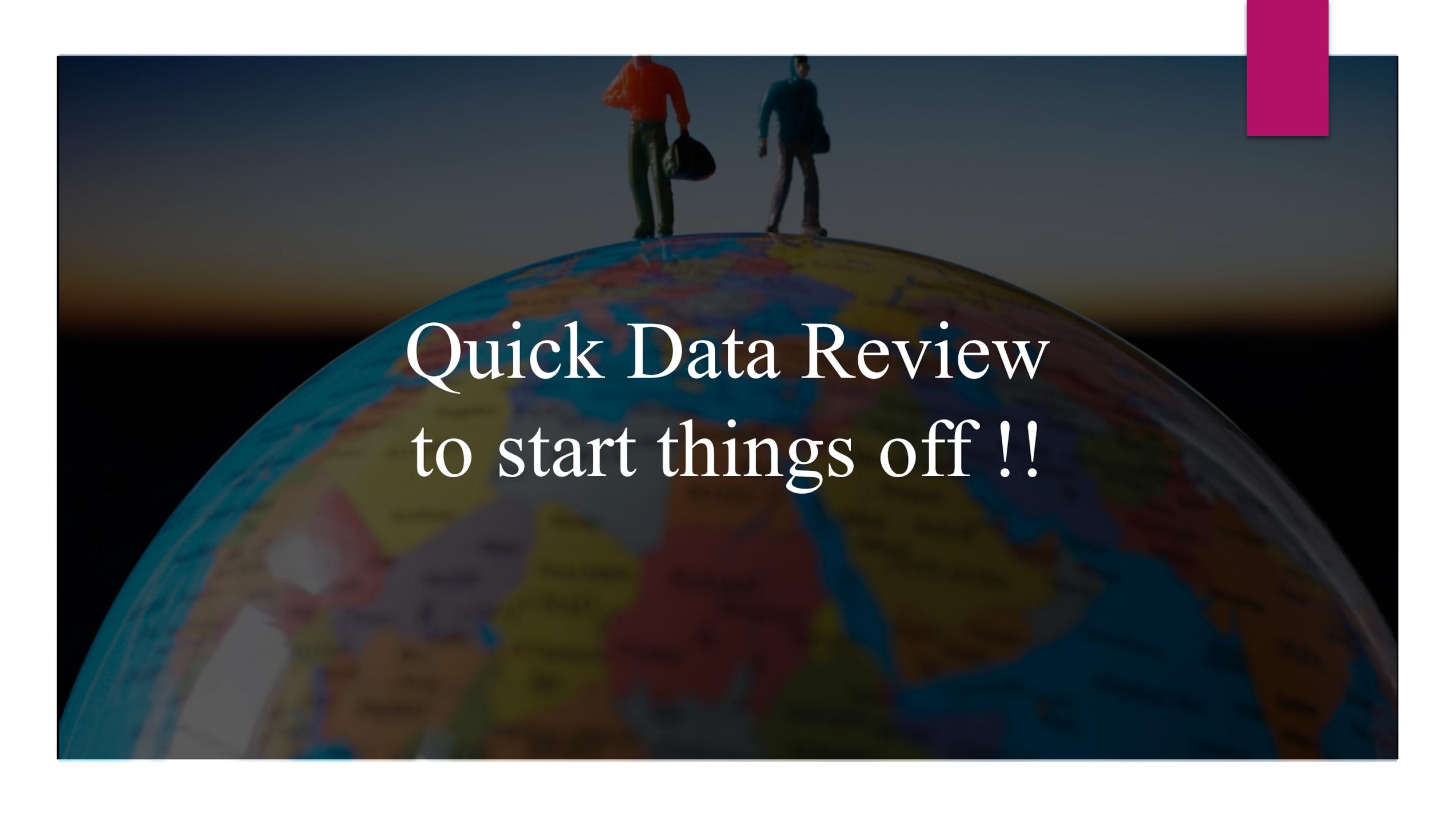
Evidence Based Employment

**Moving Disability Employment**  
from a  
**Systems Process Focus**  
to a  
**Person-Centred Focus**

**THE CASE FOR CLIENT CONTROL AND DIRECTION**

FORCES AT PLAY AND  
LESSONS LEARNT.

This presentation will examine some of the factors at play in the employment process and the benefits of utilising a Customised Employment process.

A conceptual image showing two people standing on top of a globe. The globe is rendered with a colorful, abstract map pattern. The background is dark, suggesting a night sky or space. In the top right corner, there is a vertical pink rectangular bar.

Quick Data Review  
to start things off !!

# Disability Employment



In OECD countries employment rates for persons with disabilities are approximately half the levels of employment for persons without disabilities

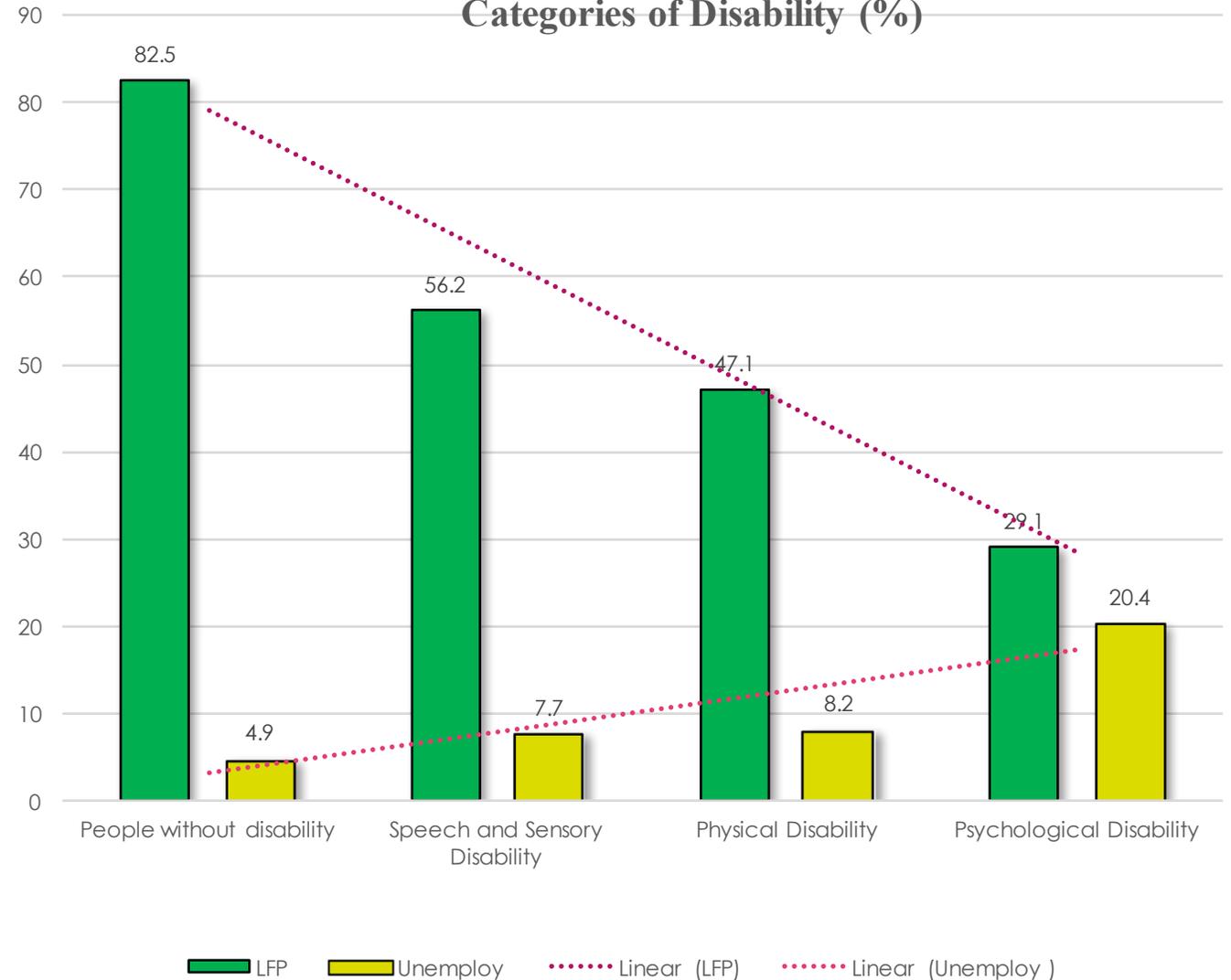
Australia	Participation Rates	Unemployment
Persons without Disabilities	82.5%	4.9%
Persons with Disabilities	52.8%	9.4%
		{17.8%(1993)}

# Disability Employment in Australia

- Less Labour Force Participation (LFP) and Higher Unemployment (Uemp) in Persons with Psychological and Cognitive Disability (PCD)
- Persons with severe or profound disabilities (significant limitations with core function – communications, mobility and self care) had LFP and Uemp rates similar to persons with PCD
- Persons with severe or profound disabilities are likely to work part-time and less than 15 hrs per week (average 10-12hrs)
- Women were greater impacted than Men
- Employment data for persons with severe or profound disabilities has changed little in the last 30 years using existing employment tools.

ABS 2012

## Labour Force Participation & Unemployment Rates for Categories of Disability (%)



**If you don't change direction,  
you are likely to end up  
where you are heading**





How should we Respond?

**Question:**

Is there a Framework  
which should guide  
change?

Perhaps we should start by considering  
our legal obligations as a guide to  
establishing new policy





**Legislation and  
other  
Commitments  
made by  
Australia to  
Persons with  
Disabilities**

# Legislation & Commitments

**Disability Services Act 1986**

**Australian Human Rights Act 1986**

**Disability Discrimination Act 1992**

**United Nations Convention of Rights for  
Persons with Disabilities 2006**

**National Disability Strategy 2011**

**National Disability Insurance Scheme  
Act 2013**



# Legislation & Commitments

United Nations Convention of Rights  
for Persons with Disabilities 2006

National Disability Insurance Scheme  
Act 2013



# Legislation & Commitments

## UNCRPD

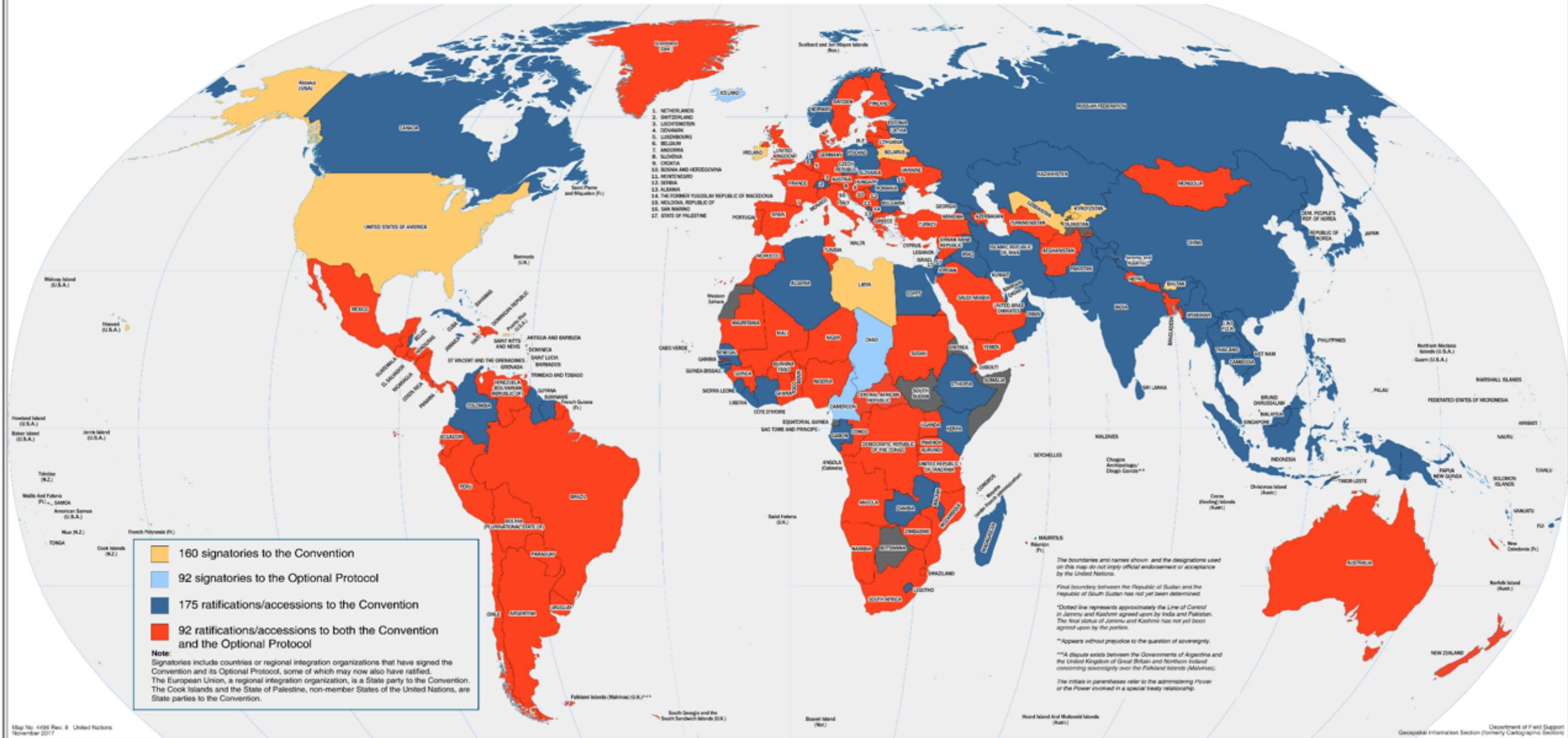
United Nations Convention of Rights  
for Persons with Disabilities 2006



# CRPD and Optional Protocol Signatures and Ratifications

Not Signed
  Signed Convention
  Signed Convention & Protocol
  Ratified Convention
  Ratified Convention & Protocol

As of 19 September 2017



**United Nations  
Convention for the Rights of  
Persons with Disabilities**

Australia



Persons with disabilities have  
the right to work, including  
the right to work in an  
environment that is  
open, inclusive and accessible

*COUNTRIES MUST TAKE APPROPRIATE STEPS TO  
PROMOTE EMPLOYMENT OPPORTUNITIES AND  
CAREER ADVANCEMENT FOR PERSONS WITH  
DISABILITIES*

*ARTICLE 27 UNCRPD*

**United Nations  
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*ARTICLE 27 UNCRPD*

**United Nations  
Convention for the Rights of  
Persons with Disabilities**

Australia



**Protect the rights of persons with disabilities, on an equal basis with others, to:**

**just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value**

**ARTICLE 27 UNCRPD**

**United Nations  
Convention for the Rights of  
Persons with Disabilities**

Australia



**Protect the rights of persons with disabilities,  
on an equal basis with others, to:**

**safe and healthy working conditions,  
including protection from harassment,  
and the redress of grievances**

**ARTICLE 27 UNCRPD**

**United Nations  
Convention for the Rights of  
Persons with Disabilities**

Australia



Promote employment opportunities and career advancement for persons with disabilities in the labour market, as well as assistance in finding, obtaining, maintaining and returning to employment

**ARTICLE 27 UNCRPD**

# Legislation & Commitments

**ndis** National Disability  
Insurance Scheme



**National Disability Insurance Scheme Act 2013**



This is an  
“Insurance Scheme”  
not a  
Welfare System

**What is the difference ?**

# Welfare System



**Safety Net  
Minimalism**

**Prescriptive and Pre-Determined Allowances  
Basic Living Requirements  
Low Expectations**

# Insurance Scheme



**Enablement  
Capacity Building**

**Choice and Control through Self-Determination  
Reasonable & Necessary Supports  
Community Standards & Expectations**

## Chapter 1, Section 3.

### Objects of Act

(1) The objects of the Act are to:

in conjunction with other laws, give effect to Australia's obligations under the Convention on the Rights of Persons with Disabilities (UNCRPD) done at New York on 13 December 2006 ([2008] ATS 12);

- (a) support the independence and social and economic participation of people with disability and
- (e) enable people with disability to exercise choice and control in the pursuit of their goals and the planning and delivery of their supports

## Chapter 1, Section 4.

### General principles guiding actions under this Act

- (2) People with disability should be supported to participate in and **contribute to social and economic life** to the extent of their ability.
- (5) People with disabilities should be supported to receive reasonable and necessary support, including early intervention supports.
- (11) **Reasonable and necessary supports** for people with disabilities should:
  - (c) develop and support the capacity of people with disability to undertake activities that **enable them to participate in the community and in employment**



# Reflection Time

Skill  
Acquisition?  
Job  
Placement?



## UNCRPD

Equal Opportunity  
Employment Pathways  
Career Advancement

## NDIS

Self-Determined Goals  
Choice & Control  
Reasonable & Necessary Supports  
Participate in an Economic Life to the  
extent of your Ability



# Reflection Time

Disability presents a broad spectrum of Abilities and Support Requirements

Chaos

Linear Outcomes



**Complexity**

- Time Flexibility
- Negotiation Skills
- Collaboration between key Individuals
- Lateral Thinking

**Suite of Employment Services**

**Uniformity**

- Timeline Compliance
- Resumes & Employer Interviews
- One on One Job Placement

# Customised Employment

A journey guided by  
Discovery



**Centre for Disability Employment Research & Practice**

# Customised Employment

## Job Exploration for each Individual

Who is this person?

and

What are their ideal conditions for  
sustainable and meaningful Employment?

**(Rule One: It's all about the Person)**

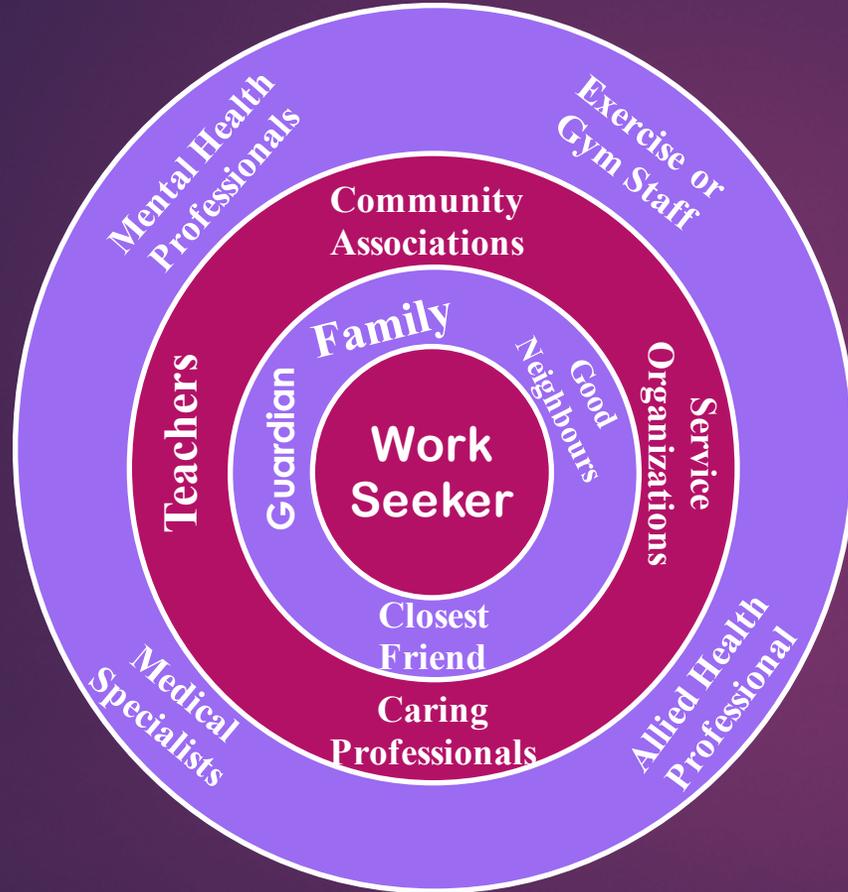


# The Origins of Discovery

- ▶ Lou Brown and his colleagues (1986) at the University of Wisconsin developed a narrative format known as an inventory strategy for characterising student performance and characteristics. It targeted discrepancies between student performance, their current and subsequent environments as goals for Individual Education Plans (IEP's) in education. The process became known as the Ecological Inventory Strategy.
- ▶ In 1986, Nesbit (colleague of Brown) and Mike Callahan used the concept to create a Vocational Profile Strategy at Syracuse University. Following on from this Mike Callahan and United Cerebral Palsy Associations (UCPA) conducted a series of demonstrations of the VPS. Between 1987 and 2000 a variety of Vocational Profile and Person Centred Career Planning concepts started to evolve. Victoria Commonwealth University (VCU) adopted the processes espoused by Griffin and Hammis in their Vocational Profile and Person Centred Career Planning manual (1996).
- ▶ By 1998, the term “Discovery” was adopted by Mike Callahan at Marc Gold and Associates (MGA) as an alternative to Profile Strategy. Griffin Hammis Associates (GHA) developed the term “Discovering Personal Genius” (DPG) as the descriptor for their method of Discovery that focused on finding the evidence to support the emerging vocational themes as a guide to informational interviews which GHA had been conducting.

# Discovery

Circle of Friends



Circle of Support



Who is this Person ?



Discovery – Where to Discover?



Discover in environments more familiar to Work Seeker



# Condensing and Filtering Key Information



# Vocational Themes

## List of Twenty

Theme 1

1

2

3

4

20

Theme 2

1

2

3

4

20

Theme 3

1

2

3

4

20

**Work  
Seeker**



# A Working Solution

Respectful Relationships  
Mutual Benefit  
Increased Productivity  
Adequate Supports  
Real Work Real Pay  
Community-Based Outcome

**Work  
Opportunity**



**Who is this Person?**  
**What are their ideal conditions  
for employment?**  
**What type of work opportunities  
will match their  
skills, desires and interests?**



**Customised  
Employment  
Process**

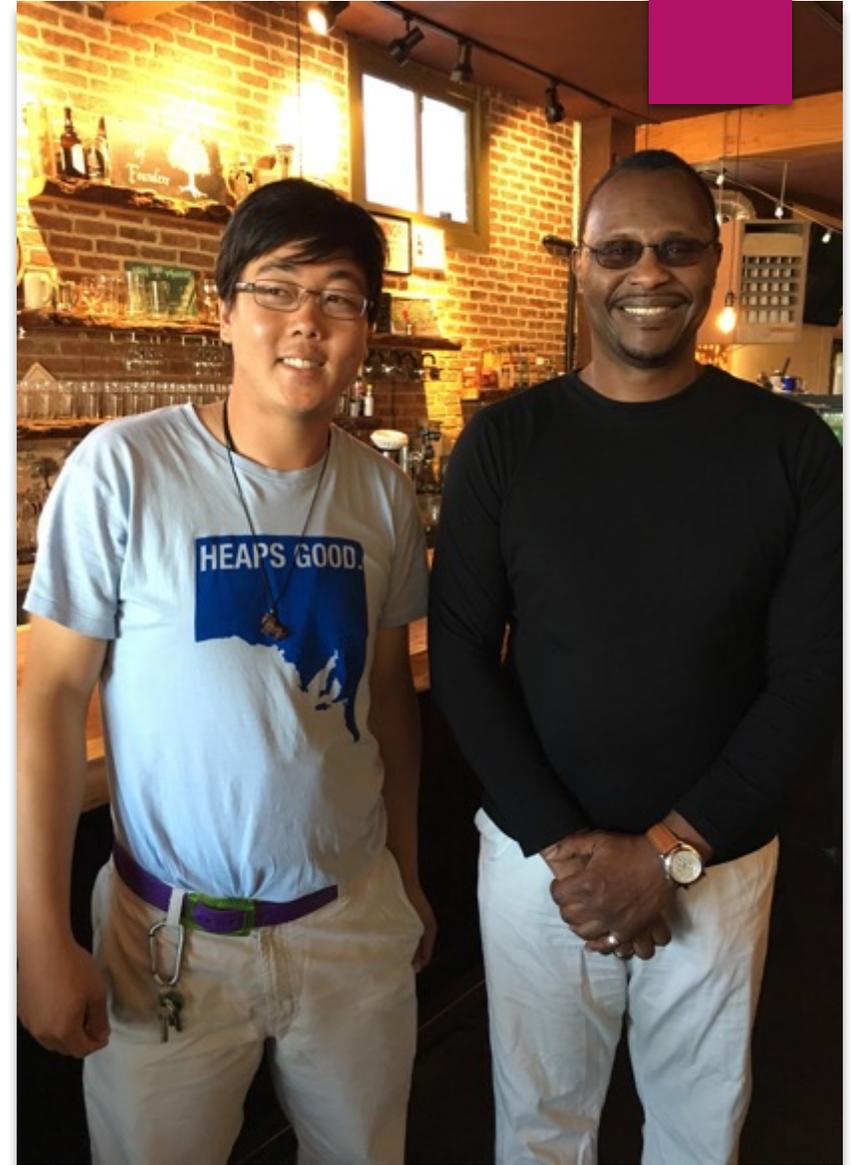
**What is this Business?**  
**What labour and skills does it need to  
make it more profitable?**  
**Can I find a business proposition that is  
mutually beneficial to the employee  
and employer?**

TRAIN SOME STAFF  
AND MAGICALLY WE  
HAVE CLIENT  
DIRECTED  
EMPLOYMENT  
HAPPENING.

So this is Easy!

# Three Strands

- ▶ Provider
- ▶ Staff
- ▶ Participant and Family



# Providers

- ▶ It starts at the top
- ▶ Open your doors – everyone is welcome to have a say
- ▶ Throw out your dead – policies and practices that is
- ▶ Finding space - VSM

# Staff

- ▶ Getting the right people on the bus
- ▶ It's more than just training
- ▶ Staff should undertake DPG on themselves
- ▶ Dead end Street – informational interviews, family visits
- ▶ Employers – we are not the enemy!

## Participant and Family

- ▶ It's all about me – so we better have a chat
- ▶ Fear of leaving the safe harbor
- ▶ Parents are your best advocates and supporters – when we're in this together
- ▶ Education and information – the key to success

HOW DO WE GET  
FAMILIES ENGAGED IN  
THE SYSTEM?

# Retreat Driver

# Questions



[www.cderp.com.au](http://www.cderp.com.au)



[www.griffinhammis.com](http://www.griffinhammis.com)

# Customised Employment Training Overview



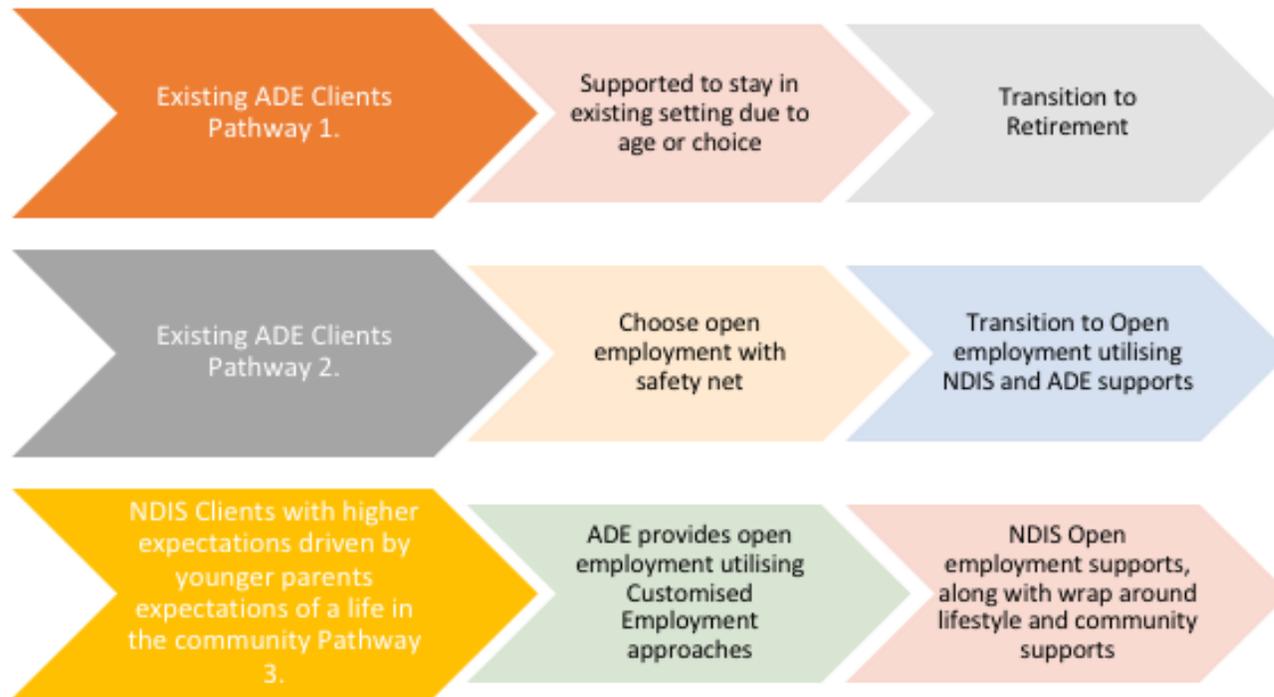
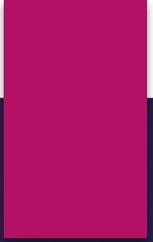


Figure 1. ADE Program Pathway Model (APPM).[©](#)

# ADE Program Pathway Model



**A package of reforms including:**

**all tiers of the NDIS,  
re-vamped employment services and  
changes to the DSP**

**should improve employment outcomes, and increase the  
income and wellbeing of people with disabilities.**

Productivity Commission 2011, p269