



Mainstream interface: Employment

Supports the NDIS will fund in relation to employment

About the NDIS

The National Disability Insurance Scheme (the Scheme) is a new way of providing community linking and individualised support for people with permanent and significant disability, their families and carers.

The National Disability Insurance Agency (the Agency) has been established to implement the Scheme.

The Agency will build relationships with mainstream service providers and the local community. This will improve their understanding about how they can assist people with disability.

What supports related to employment will the Scheme fund?

Many participants will be engaged in employment or may be seeking employment. The Scheme, employers and employment assistance services will all play an important role in supporting participant's employment.

Supports funded by the Scheme

The Scheme will fund supports to assist participants with employment where these are beyond the requirements of employment services and employers. The Scheme will also fund supports the participant would require regardless of the activity they are undertaking.

This includes:

- assisting participants who are not eligible for Disability Employment Services (DES) or Job Services Australia (JSA) to build their skills and capacity to participate in employment, as well as assistance to find and maintain employment.
- personal care or assistance with transport where the participant requires these supports regardless of the activity they are undertaking
- assistive technology devices such as wheelchairs, personal communication devices or a hearing aid
- supported employment, such as services offered by Australian Disability Enterprises

Supports funded by employers and employment services

Employers are responsible for:

- making reasonable adjustments to enable people with disability to access their workplace
- employment-specific aids and equipment such as computers and modified desks
- reasonable adjustments to buildings, such as installing ramps
- transportation for work activities, such as attending a meeting.

Employment services are responsible for assisting participants to build skills to participate in work and to assist them to maintain employment, including on-going support where required. This includes the services offered by DES and JSA.

How can the Scheme assist participants to (re)enter the workforce?

Assistance to (re)enter the workforce is an important support for many participants.

Disability Employment Service (DES) or Job Services Australia (JSA) providers will be the primary source of assistance to prepare for, find and maintain employment.

Where a participant is not eligible for support from a DES or JSA provider, the Scheme can assist the person to develop skills and undertake training to prepare for work and assist the person to find and maintain work.

This capacity building could include assistance with training on travelling to and from work, relationships with colleagues and communication skills.

The Scheme can also assist with transport to and from the workplace where the participant has a mobility impairment, or equipment such as a wheelchair or a hearing aid. Personal care can also be funded, where a participant needs assistance while at work.

The Scheme will not fund the cost of educational attainment, such as course fees or other student fees. These remain the responsibility of the education system and individuals.

Employers will continue to be responsible for making their workplaces accessible and providing participants with all the employment-specific tools and equipment the employee requires.

What happens if my employer or employment assistance provider doesn't fund the supports I need?

If an employer, DES or JSA provider is responsible for a support, the Scheme cannot fund that support, even if an employer, DES or JSA provider does not provide it.

However, the Scheme may still be able to provide assistance to participants for example, a Local Area Coordinator can assist the participant to make contact and discuss their needs with an employer, DES or JSA provider.

What happens next?

Participants will discuss their employment and participation goals with the Agency as part of their planning conversation.

The participant's plan will include the supports that are funded by the Scheme as well as any other supports participants and their families may require from other parties.

More information

- Visit ndis.gov.au
- Email enquiries@ndis.gov.au
- Call 1800 800 110* Monday to Friday, 9.00am to 5.00pm EST.

For people with hearing or speech loss:

- TTY: 1800 555 677
- Speak and Listen: 1800 555 727
- For people who need help with English TIS: 131 450

*1800 calls are free from fixed lines; however calls from mobiles may be charged.