

Addendum to the Submission from Justin Le Couteur
to
the ACT Legislative Assembly Health Ageing and Community
Services Committees'
Inquiry into the Employment of people with disabilities

Dear Committee Members

Thank you for the opportunity to submit an addendum to y submission following providing evidence at the committee hearing in 23 May 2017.

Having read some of the other submissions and heard both the Australian Network on Disability (AND) and Enabled Employment give evidence there were other things I felt necessary to inform the committee.

As an individual I left the ACT Public Service due to a lack of inclusion of people with disability. I have established a small social enterprise – Step By Step which is that brokerage link that AND were talking about. I assist businesses with physical access for people with disability, I assist them to increase inclusion through disability confidence and awareness training and have contacts in the indigenous community through which I can facilitate Cultural awareness training. I can help businesses to develop Access and inclusion plans and recruit staff with disability, with the aim of selecting highly motivated and skilled employees to develop long term sustainable employment relationships. In short I help businesses incorporate Inclusion employment into Business as usual this is critical for the long term in both the public and private sectors.

An area of need in the private and community sectors in Australia wide, including Canberra is the development of Access and Inclusion Plans. Disability Inclusion is important to me, however I think the longer-term Goal should be overall inclusion, in the workplace, as customers and community members.

The Health Ageing and Community Service Committee did recommend a work in the Assembly program for Indigenous staff in the Report on the inquiry into the Employment of Aboriginal and Torres Strait Islander people. (Chris Burke chaired the Committee at that time). Would love to see and be involved in the development of a program like the Pathways to politics – introduction to politics for Women for People with Disability. <http://government.unimelb.edu.au/engagement/pathways-to-politics-program-for-women/home>

AND is a fantastic organisation, however I personally don't think governments should be putting all their eggs in one basket so to speak and membership across an organisation as diverse as the ACTPS was historically difficult. It was hard to manage the hours used by directorates when it was funded centrally. That is unless all directorates had their own membership.

When working on the Disability Employment Strategy my first director indicated that when the employment strategy budget ended so to would ACT Government AND membership. This just highlighted for me an only because we have to attitude when it came to improving the employment of people with disability across the service.

Both AND and Enabled Employment suggested Internships. Contrary to the Advice provided I am aware (I am currently using the program) that the University of Canberra has a Work Integrated Learning (WIL) Internship which is facilitated by Careers UC. Students can do an internship as a Unit of their degree. There are no upfront fees and no need to pay students as they are gaining experience as part of their degree. This should be Business as usual for the ACT Government – helping to train the next generation of employees, both main stream and inclusion students. Careers UC can work with Inclusion and Engagement to attract Students with Disability and the Nugnnawal Centre attract Indigenous Students.

I believe that any recommendations should be about making inclusive recruitment BAU.