



Inquiry into Annual and Financial Reports 2023–2024

Answer to question on notice

Asked by: Mr Thomas Emerson MLA

Addressed to: Minister for Disability, Carers and Community Services

Redirected to: Chief Minister

Reference: Social Policy 2:45pm-4:45pm Ms Orr, Minister for Disability, Carers and Community Services Community Services Directorate

Hearing: 10 February 2025

In relation to: Disability Inclusion

Question received: 17 February 2025

Answer Due: 25 February 2025

Question A: What professional development and training programs are specifically designed to support employees with disability within the ACT Public Service, and how do these programs contribute to career progression and workplace inclusion?

Question B: What performance indicators or benchmarks are used to assess the success of diversity and inclusion policies for people with disability in the ACT Public Service, and what measures are in place to ensure accountability and continuous improvement in this area?

The answer to the Member's question is as follows:

Question A: Two centrally funded and managed whole of government programs are currently in place to support career development and training for people with disability in the ACT Public Service (ACTPS).

- 1) **Vocational Employment Program (VEP):** The VEP is a 12-18 month entry-level employment program designed to increase diverse workforce representation, reduce barriers to employment, and promote inclusion in the ACTPS. VEP participants undertake both formal and 'on the job' learning and development that is tailored to their needs and their role, with participants graduating into permanent entry-level positions within the ACTPS. Participants can choose to undertake micro credentials or a vocational certificate. The VEP contributes to workplace inclusion by:
 - Increasing opportunity for permanent employment through targeted entry-level career paths and professional development.

- Reducing the impact of systemic barriers to employment through inclusive recruitment practices and supporting diverse talent in the Service.
- 2) The Public Sector Management Program (PSMP): Delivered by Queensland University of Technology (QUT), the PSMP is a 12–15-month program providing a dynamic study option for mid-level managers in the public service. Participants graduate the PSMP with a Graduate Certificate in Business (Public Sector Management). The PSMP supports the ongoing professional development and leadership journeys of senior officers (and staff at equivalent classifications) who are people from diverse backgrounds, including people with disability.

ACTPS performance and development planning arrangements also support staff who are people with disability to undertake tailored professional development activities on an individual basis.

Question B: The ACTPS currently has three whole of government performance indicators to measure the success of diversity and inclusion policies. The targets are:

- Aboriginal and Torres Strait Islander people represent 3% of the Service by 2026;
- People with Disability including executives represent 9% of the Service; and
- 80% of ACTPS staff agree or strongly agree that their workplace is inclusive in the 2025 ACTPS Staff Survey.

The methodology and target dates for the disability employment target are in the process of being settled, informed by consultation with the ACT Disability Reference Group and other stakeholders.

To assist in the achievement of these commitments the Office of Industrial Relations and Workforce Strategy has commenced a project aimed at enhancing the employment of people with disability in the ACTPS. This project includes:

- a deep listening phase to understand the experience of people with disability in the ACTPS;
- helping staff feel confident and safe to report their diversity status as a person with disability by communicating how information is used, who has access to it and related privacy safeguards; and
- collaborating with Directorate Diversity and Inclusion functions to refresh the ACT Public Service People with Disability Employment Framework.

Approved for circulation to the Standing Committee on Legal Affairs

Signature:



Date: 26.2.25

By the Chief Minister, Andrew Barr MLA