

**WEB RESEARCH RELEVANT TO POST SCHOOL OPTION PATHWAYS PLANNING
FOR YOUNG PEOPLE WITH DISABILITY**

This document has been created from research off the web by one of our Parent Reference Group members to help clarify for other parents what is available and what information can be found when travelling down the complex Post School Options pathway with their child.

Resources – allowances, employment & education support programs

1. Youth Allowance

Financial help if you're 24 or younger and a student or Australian Apprentice, or 21 or younger and looking for work.

- 16 to 21 and looking for full time work
- 18 to 24 and studying full time
- 16 to 24 and doing a full time Australian Apprenticeship
- 16 to 17 and independent or needing to live away from home to study
- 16 to 17, studying full time and have completed year 12 or equivalent.

<https://www.servicesaustralia.gov.au/individuals/services/centrelink/youth-allowance>

2. Disability Support Pension

You need to meet both non-medical and medical rules to get Disability Support Pension (DSP).

Not everyone with disability or a medical condition can get DSP.

To get DSP, you need to meet both:

- non-medical rules
- medical rules.

Non-medical rules include things like your age, residence status, and income and assets. Read more about [non-medical rules](#).

We use medical rules to assess how your condition affects you. Read more about [medical rules](#).

You can use our [DSP pre-claim guide](#) to help you decide whether to claim DSP. It won't tell you if you'll get DSP.

You can still access services under the [National Disability Insurance Scheme](#) (NDIS) if you're getting or claiming DSP.

Keep in mind, if you can't get DSP, you may be able to get [other payments](#).

<https://www.servicesaustralia.gov.au/individuals/services/centrelink/disability-support-pension/who-can-get-it>

3. About DES

Disability Employment Services (DES) is the Australian Government's employment service that helps people with disability find work and keep a job.

Through DES, eligible people with disability, injury or health condition can receive help to prepare for, find and keep a job. Help can include career advice, employment preparation, resume development, and training. You can also get help with job searching and ongoing support at work (if you require it), including funding for necessary workplace modifications and wage subsidies to employers.

DES is delivered by a mix of large, medium and small, for-profit and not-for-profit organisations that support people with disability. DES providers can also work with employers to help them develop practices that support the employee in the workplace.

People with disability may be eligible for one of two different DES programs depending on their disability:

Disability Management Service (DES-DMS) is for jobseekers with disability, injury or health condition who need assistance to find a job and occasional support in the workplace to keep a job.

Employment Support Service (DES-ESS) provides assistance to jobseekers with permanent disability to find a job and who need regular, ongoing support in the workplace to keep a job.

Disability Employment Services

Disability Employment Services help people with disability find work and keep a job.

Through Disability Employment Services, people with disability, injury or health condition may be able to receive assistance to prepare for, find and keep a job.

Providers of Disability Employment Services are called DES providers for short. DES providers are a mix of large, medium and small, for-profit and not-for-profit organisations that are experienced in supporting people with disability as well as providing assistance to employers to put in place practices that support the employee in the workplace.

Disability Employment Services has two parts:

- **Disability Management Service** is for job seekers with disability, injury or health condition who need assistance to find a job and occasional support in the workplace to keep a job.
- **Employment Support Service** provides assistance to job seekers with permanent disability to find a job and who need regular, ongoing support in the workplace to keep a job.

JobAccess can provide you with all the information you need on disability employment, including Disability Employment Services.

<https://www.jobaccess.gov.au/people-with-disability/available-support/1631>

<https://www.jobaccess.gov.au/people-with-disability/available-support>

4. What is the difference between DES and SLES?

The key difference between Disability Employment Supports (DES) and School Leaver Employment Supports (SLES) is the participant's current readiness for open employment and the time it might take to prepare participants to build independent living and vocational skills. A SLES participant may need up to 2 years to develop the aspiration, confidence and demonstration of skills sufficient to meet DES criteria.

<https://www.google.com.au/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwic09rtkOb rAhXZbcSKHcrjBqAQFjAKegQIAhAB&url=https%3A%2F%2Fwww.ndis.gov.au%2Fmedia%2F322%2Fdownload&usq=AOvVaw3PX5edZ18f9Qo2-NzrSDoz>

5. About Australian Disability Enterprises

Australian Disability Enterprises (ADEs) are generally not for profit organisations providing supported employment opportunities to people with disability. ADEs provide a wide range of employment opportunities and they operate within a commercial context.

What are ADEs?

An ADE supports people with disability to engage in a wide variety of work tasks such as packaging, assembly, production, recycling, screen printing, plant nursery, garden maintenance and landscaping, cleaning services, laundry services and food services. ADEs also offer similar working conditions as other employers and an opportunity for people with a disability to contribute and connect to their local community.

<https://www.dss.gov.au/disability-and-carers-programmes-services-for-people-with-disability/about-australian-disability-enterprises>

6. Supported Wage System

The Supported Wage System increases employment opportunities for people with disability through giving employers the opportunity to pay a productivity-based wage to people with disability.

The Supported Wage System is a process that allows employers to pay a productivity-based wage for people with disability that matches an independently assessed productivity rate.

Most Australians with disability participate in the open workforce at full rates of pay. However, some people are unable to find or keep a job at full wage rates due to the effect of disability on their workplace productivity.

To support workers and employers, the Australian Government has in place a system whereby independent assessors are available to conduct workplace productivity assessments for employers who wish to employ people with disability under the Supported Wage System provisions.

A person is eligible to participate in the Supported Wage System if:

- the job under consideration is covered by an industrial instrument or legislative provision which permits employment for productivity wages under the Supported Wage System, and
- the person is an Australian citizen or is a person resident in Australia whose continued presence is not subject to a time limit imposed by Commonwealth law (eg a temporary visa), and
- the person is at least 15 years of age, and
- the person has no outstanding workers' compensation claim against the current employer, and
- the person meets the impairment criteria for receiving the Disability Support Pension.


Employers can apply for the Supported Wage System directly through the Supported Wage Management Unit for their state, or through a Disability Employment Services provider, Jobactive provider or Community Development Program provider. You can search for a provider in your area on the [jobactive website](#).

<https://www.employment.gov.au/supported-wage-system>

7. Fair Work Ombudsman

Employees with disability pay rates

The Supported Wage System (SWS) applies to employees with disability and who have a reduced work capacity. Use our [Pay Calculator](#) to calculate pay rates for employees who are eligible for a supported wage.

The Department of Social Services gives out information and advice about who is eligible for the SWS. It also accepts applications for the SWS and can deal with disputes. Employers who are considering applying for the SWS should visit the [JobAccess website](#) .

When can a supported wage be paid?

If an employee is covered by an award or [registered agreement](#), a supported wage can only be paid if:

- the award or agreement has SWS provisions,
- the employee is eligible
- the employer has applied to the Department of Social Services.

Where an award or agreement has SWS provisions, an eligible employee is entitled to a percentage of the minimum pay rate for their classification, depending on their assessed work capacity. For example, someone with an assessed work capacity of 70% is entitled to 70% of the relevant pay rate in their award or registered agreement. This assessment can only be carried out by a qualified independent assessor.

In most awards, employees eligible for a supported wage can't be paid less than \$89 per week. Employees may need to work a trial period while their work capacity is assessed by a qualified assessor. Most employees still have to be paid at least \$89 per week during the trial period.

Not all employees are entitled to be paid a minimum of \$89 per week, including during a trial period. Read below for more information about these exceptions.

What are the exceptions?

Not all employees are entitled to a minimum payment of \$89 each week. Employees aren't entitled to this minimum payment if:

- they're covered by an award or agreement that doesn't have SWS provisions
- their disability doesn't affect their work capacity
- they're covered by the Supported Employment Services Award.

If there are no SWS provisions in the award or registered agreement, an employee with disability must be paid the full pay rate for their classification.

Similarly, if an employee's disability doesn't affect the way they can do their job, they're not covered by the SWS and get the full pay rate for their classification.

Employees covered by the Employment Services Award

Employees eligible for a supported wage under Schedule D of the Supported Employment Award aren't entitled to a minimum weekly payment.

Their minimum supported wage is calculated differently to other awards. Employees are entitled to a percentage of the relevant minimum pay rate for their classification. The percentage applied is the higher of:

- the employee's assessed work capacity, rounded to the nearest whole percentage, or
- 12.5%.

If an employee is working a trial period while their capacity is being assessed, the employee must be paid at least 12.5% of the relevant minimum pay rate for their classification, for each hour worked within the trial period.

What about award and agreement free employees?

Employees that aren't covered by an award or registered agreement, are entitled to the national minimum wage.

An employee with disability can be paid a percentage of the national minimum wage, depending on their assessed work capacity. For example, someone with a work capacity of 70% will get 70% of the national minimum wage. Work capacity assessments need to be carried out by a qualified independent assessor.

Employees can't be paid less than \$89 per week.

<https://www.fairwork.gov.au/pay/minimum-wages/employees-with-disability-pay-rates>

Planning for Post Secondary Education

<https://www.adcet.edu.au/students-with-disability/planning-for-post-secondary-education/ndis-and-further-education-resource/>

<https://www.adcet.edu.au/students-with-disability/planning-for-post-secondary-education/>

Disability Access & Inclusion - TAFE

Student Services provides support to assist students living with disabilities, mental health or medical conditions to achieve their learning goals. Our staff are available to confidentially discuss support at any stage during your studies. Our services are provided free of charge.

<https://www.tafesa.edu.au/services/disability-support>

Adelaide University – Disability Support

Who do we support?

We support students with a wide range of disabilities and medical conditions, including, but not limited to:

- Learning difficulties (e.g. Dyslexia or Dyspraxia)
- Autism Spectrum Disorder
- Medical conditions (e.g. Crohns Disease, Chronic Fatigue Syndrome, Cancer)
- Physical disabilities (e.g. Cerebral Palsy, Multiple Sclerosis)
- Mental health conditions (e.g. Anxiety Disorders, Depression, Bipolar Disorder, Schizophrenia)
- Sensory impairments (e.g. vision or hearing)
- Mobility difficulties (e.g. use of mobility aids)
- Brain injury (e.g. strokes or injuries caused by accidents)
- Temporary injuries (e.g. fractured limb)

We understand that some students don't identify their condition as a 'disability'. However, if your ongoing health condition is impacting in any way on your studies, we are here to help- please contact us. <https://www.adelaide.edu.au/disability/>

Flinders University – Disability Support

<https://students.flinders.edu.au/support/hcd/disability>

University of South Australia - Access and Inclusion

Access and Inclusion services are all about supporting and empowering students to achieve their academic goals and participate equitably in all aspects of university life. Our goal is to foster a campus culture that embraces, respects and celebrates diversity in all its forms.

We provide advice and guidance in relation to access, adjustments and inclusive practices for students who have a disability, impairment or chronic health condition and those with significant caring responsibilities.

Our services are free and confidential, and open to all UniSA students including internal and external and those studying online, as well as prospective students. Our services can be delivered via phone or in person from any campus. <https://i.unisa.edu.au/students/student-support-services/access-inclusion/>

Help to select DES provider

DES Provider Star Ratings are published to indicate how they rate against set criteria. This may help you select a provider to meet your needs

- <https://jobsearch.gov.au/serviceproviders> - this one will allow parents to enter Postcode and find DES providers near them, and they show the star ratings against the providers, they also show a bit of info if they specialise in any area in particular.
- <https://www.dss.gov.au/disability-and-carers-programs-services-disability-employment-services/published-des-star-ratings> - this links to a document (spoken PDF also available) which lists all of the providers and their star ratings
- <https://www.dss.gov.au/disability-and-carers-programs-services-disability-employment-services-published-des-star-ratings/march-2020-des-star-ratings> - this links to most recent start ratings for March 2020