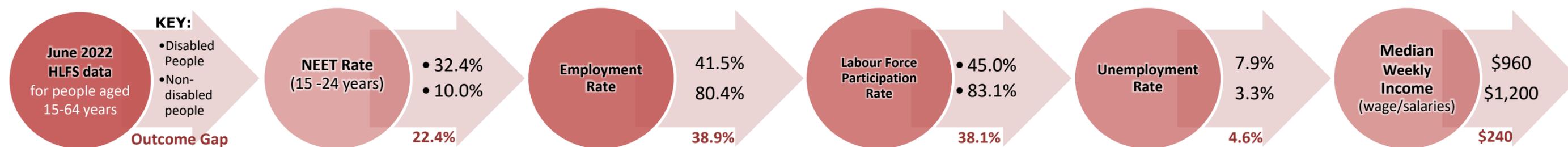
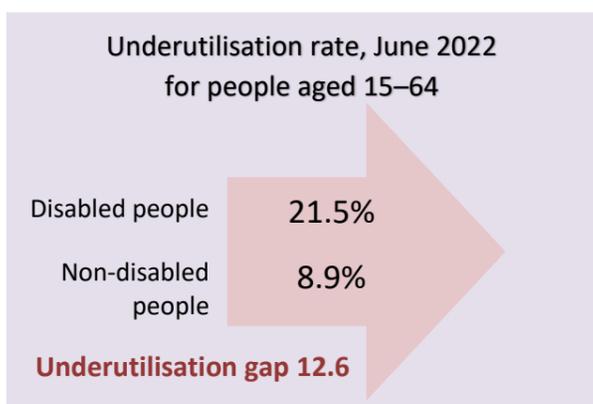


Long-term impact: The goal of this action plan is to ensure disabled people and people with health conditions have an equal opportunity to access employment.

The Household Labour Force Survey (HLFS) June quarter helps to measure progress on this goal as it shows the labour market outcome gaps between disabled people and non-disabled people (Source: Stats NZ)*



*Note: a comparison with the HLFS data in previous years is not included in this dashboard because the changes are not statistically significant.



The underutilisation rate combines people who are unemployed, underemployed or who are just outside of the labour market, including people who are discouraged. It is a broader measure of untapped labour market participation than the unemployment rate alone.

Policy changes giving effect to Working Matters objectives

Enabling Good Lives

Government has allocated \$100 million through Budget 22 to the new Ministry for Disabled People to progress a nationwide roll-out of the **Enabling Good Lives (EGL)** approach. This initiative will extend EGL to more of the disabled population and their whānau, progressing towards a national rollout of the EGL approach. This includes providing Connectors/ Kaitūhono to help people navigate assistance, achieve more seamless support and easier to access funding.

Disabled people and their whānau have been calling for better support and greater control over how they are supported. The EGL transformation responds to this by allowing more decision-making over supports and how they can be used to create better options. It is envisaged the implementation plan for EGL will be developed in partnership with the community. Disabled people, tangata whaikaha Māori, tagata sa'ilimalo, their whānau and aiga have been involved in the development of the Enabling Good Lives approach from its beginning in 2010.

Disability related benefits

Supported Living Payment (SLP) for people who have, or care for someone with, a health condition or disability that severely limits their ability to work on a long-term basis.

Jobseeker Support Health Condition and Disability (JS-HCD) for people who can usually look for or prepare for work but who can only work part-time or cannot look for work at the moment (due to a health condition or disability).

Numbers at a glance

95,550 people were receiving SLP at the end of April 2022 which is 1.1% up on April 2021.

74,205 people were receiving JS-HCD as at the end of April 2022 which is 5.1% down from April 2021.

A New Ministry of Disabled People

Disability is a priority area for the Government. This is reflected in the introduction of the new Whaikaha - Ministry of Disabled People on 1 July 2022.

Whaikaha will lead the realisation of a true partnership between the disability community and government, and to help drive ongoing transformation of the disability system in line with the Enabling Good Lives approach. The facilitation of good partnerships will benefit work to achieve goals of the action plan.

Whaikaha will also lead and coordinate strategic disability policy across government and progress work on transforming the wider disability system, to enhance the mana, and improve the lives of disabled people. This will include influencing areas such as employment, education, health and wellbeing.

The recent reforms of the Health system and evolving government priorities have provided an opportunity to review the current arrangements for working with, and supporting, the one in four New Zealanders that identify as disabled.

The Office for Disability Issues (ODI) will also be hosted by Whaikaha (previously by MSD). Integrating ODI into Whaikaha supports the new Ministry's cross-government leadership role. It ensures that there is a single point in government for advising on cross-government disability strategy.

Addressing gaps in Active Labour Market Programs (ALMPs) for disabled people

The Ministry of Social Development (MSD) is leading work to address gaps in ALMPs for disabled people, including people with health conditions and people with mental health and addiction needs. This work is part of the ongoing Review of ALMPs, which is a cross-agency work programme by MSD, MBIE and MOE and gives effect to and builds upon the Enabling Good Lives principles.

Initial findings from the Review of ALMPs have identified a gap in employment supports for disabled people and people with health conditions. The wide spectrum of need within the disabled population and those with health needs requires a differentiated response. Key focus areas build upon suggestions from Working Matters consultation and include exploring the following:

- in work and return to work supports
- integrated health and employment supports
- customised employment.

Labour market insights

COVID-19 has had a disproportionate negative impact on people with disabilities in the labour market. The number of people on JS-HCD is falling and is expected to continue falling over the next 12 months. However, numbers are still higher than pre-COVID.

Alongside the specific initiatives and actions outlined in this dashboard, Government is prioritising employment services that will focus primarily on people at risk of long-term benefit receipt and other key priority cohorts, including disabled people.

The decreasing number of JS – HCD recipients largely reflects people exiting the benefit system or transferring to another benefit. From the end of January 2022, MSD resumed the Work Capacity Medical Certificates process to assess JS – HCD recipients based on case-by-case recommendations by their health professional.



The action plan is a living document and new actions are listed in this dashboard where they address one of the six priority areas and are consistent with the Kaupapa outlined in [Working Matters](#). This dashboard provides an opportunity to showcase progress as well as identify new actions that could be progressed to address the action plan priorities alongside Government’s broader work programme. Actions have been grouped in their priority areas and highlights since the last dashboard release in October 2021 are reported on together.

Priority areas	Actions	Responsibility	Activity highlights since October 21 dashboard	Further details on delivery and milestones
Objective 1: Support people to steer their own employment futures				
1. Positive expectations for disabled school leavers	Access to employment services while still at school	MSD MoE	MSD pilot providing access to employment services for disabled people in schools has student referrals increasing each month and funding has been approved for a further year.	Provided in 5 regions 303 students referred (as at 30 May 2022) 95 Schools participating (an additional 17 schools since last reporting) Round 1 data collection from Students, Teachers, Whānau, Providers, MSD and MoE staff were collected in Nov 2021 with Round 2 commencing in June 22.
	Career building support (including whānau)		The TEC ‘Inspiring the Future Programme’ continues to run events in schools where volunteer ‘role models’ from the world of work come to talk to and inspire students. TEC is working to increase disabled representation in events.	Role models have identified themselves as having a variety of disabilities, including, intellectual disability/impairment, physical disability/impairment and neurodiversity. However, this only represents only 2.3% of role models and there is opportunity to ensure a higher proportions of role models are from the disabled community.
2. Career pathways at all stages of life & aspirations for diverse needs and aspirations	Greater access to career transition support	TEC MSD MOE MBIE	The Training Incentive Allowance (TIA) is available for Levels 4 to 7 on the NZ Qualifications Framework including for people receiving the Supported Living Payment (SLP).	483 people receiving the SLP have taken up the TIA at the end of March 2022. 23% of TIA recipients are receiving the SLP.
	More paid internships from tertiary		The Flexi-Wage expansion continues to support people into work.	There has been a total of 17,583 Flexi-Wage placements of which 2,160 have declared a disability, injury or health condition at referral.
	Refreshed accessible careers information		TEC has updated the careers.govt.nz website with a page on Study and Training for people needing learning support. This includes information on work-based learning.	
Objective 2: Back people who want to work and employers with the right support				
3. More and better employment services	Provide security for SLP and other benefit recipients to try work	MSD MoH	MSD continues to progress legislation to extend the period SLP recipients can work more than 15 hours a week from 6 months to 2 years.	Legislation is being prepared and is expected to be introduced late in 2022.
	Value diverse work outcomes and pathways to work within MSD systems		The Oranga Mahi programme continues to learn what works and expand:	Here Toitū is currently available in 3 regions. There are an additional 16 FTE employment consultants in clinical mental health teams in Auckland. At April 2022 there had been 756 people enrolled and 251 employment or work readiness outcomes. As of May 2022, there have been 139 referrals to E Ara E, of which 27 have gained employment through accessing the service.
	Expand specialist disability employment services		<ul style="list-style-type: none"> Here Toitū, a partnership between MSD and four Primary Healthcare Organisations continues. In March 2022, the Waitemata DHB model of Individual Placement Support (IPS) was expanded to support clients aged from 18-64 with moderate to severe Mental Health conditions. “Take Charge” in Christchurch and “E Ara E” in Auckland, are Youth models of IPS and they have both been extended, to support young people with mild to moderate Mental Health conditions to find and stay in employment. 	
	Scale up and strengthen integrated health and employment services		Work within the ALMP review includes identifying opportunities for alignment between MSDs active labour market programme provision and MoH’s Access and Choice programme as well as longer-term collaboration opportunities post Health and Disability system reforms.	
	Develop a Diploma in Employment Support			

<p>4. Information and support for employers</p>	<p>Raise the visibility of disabled people as a talent pool</p> <p>Public Service Leads by example</p> <p>Develop regional employer hubs</p> <p>Develop and expand partnerships with employers to improve disability employment</p>	<p>MSD MBIE</p>	<p>The Lead Work Programme continues to support the employers to be inclusive.</p> <ul style="list-style-type: none"> ○ Monthly training on the Accessibility Charter continues to be provided across government ○ There is a continued and expanded role of an AOG Disabled Internship Relationship Manager to support disabled students to access public sector internship and graduate programmes and support the managers of these programmes to be more accessible and inclusive ○ The Lead Toolkit and other associated materials on the MSD website have been changed to relate to all employers and not just state service employers ○ An Assistive Technology explainer video for managers is in development for distribution across the public service. This should increase awareness and ease provision/access to Reasonable Accommodations. 	<p>Approximately 25-30 government staff are attending the Accessibility Charter training each month.</p> <p>So far, the Disabled Internship Relationship Manager has established relationships with 20 tertiary education providers (5 added since last reporting), 52 public service programmes and 33 disabled students so far in 2022 (87 students total).</p> <p>In Christchurch, Here Toitū and Take Charge have participated in the regional expos. There have been some disruptions in running expos, particularly in the Auckland region due to the impacts of covid. MSD is looking to continue participating across the regions delivering Here Toitu.</p>
	<p>MSD also continues to work with the OECD to develop a webinar and complimentary resources on accessible procurement processes.</p>		<p>The working release date is late 2022.</p>	

Objective 3: Partner with industry to increase good work opportunities for disabled people and people with health conditions

<p>5. Inclusive and wellbeing enhancing workplaces</p>	<p>Promote accessibility</p> <p>The Public Service leads by example</p> <p>Promote the health benefits of good work</p> <p>Clarify and promote lawful hiring and recruitment practices</p>	<p>MSD PSC HRC</p>	<p>The Accessibility for New Zealanders Bill establishes a new legislative framework that addresses systemic accessibility barriers that prevent disabled people, tāngata whaikaha and their whānau, and others with accessibility needs from living independently and participating in all areas of life.</p> <p>Te Taunaki (Public Service Census 2021) collected information on disabled peoples’ experiences of working in the Public Service. Having this information is a step in understanding the barriers and opportunities experienced by disabled people in the Public Service.</p> <p>Work to clarify guidance on lawful hiring and recruitment practices and to promote lawful best practice is currently on hold.</p>	<p>The Bill is in the Select Committee stage of the legislation process.</p> <p>This data will inform actions to progress the Public Service Commission’s inclusion and equity Kaupapa.</p>
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<p>6. Innovative labour market support & business development</p>	<p>Policy work on employment products and services</p> <p>Explore social procurement</p> <p>Explore the use of digital platforms</p>	<p>MSD MoE MBIE</p>	<p>Health conditions and disabilities is one workstream within the ALMP review. Relevant work includes reviewing the potential for a more consistent provision of Customised Employment. Customised Employment as a practice is based on matching the unique strengths, needs, and interests of a job candidate, and the identified business needs of an employer, and can include customised in-work supports and training. It has an emphasis on balancing individual support with demand-side intervention. Work to date has largely been a discovery exercise ahead of engagement with external stakeholders.</p> <p>MSD is engaging with other government agencies to support the targeted employment of MSD clients. This includes developing national memorandum of understanding with agencies, and the alignment of MSD products and services to support the uptake of MSD for Broader Outcome opportunities.</p>	<p>Advice from the ALMP Review is being developed for EET Ministers consideration. This workstream is likely to develop over time.</p>
	<p>The Whītiki Tauā virtual mentoring service, which connects participants to a dedicated mentor for up to 12 months, has been available to Mana in Mahi participants since 2020. In April, the service and was expanded to South Island youth on a benefit/entering work from benefit.</p>		<p>There are further plans in place to expand to the rest of New Zealand.</p>	