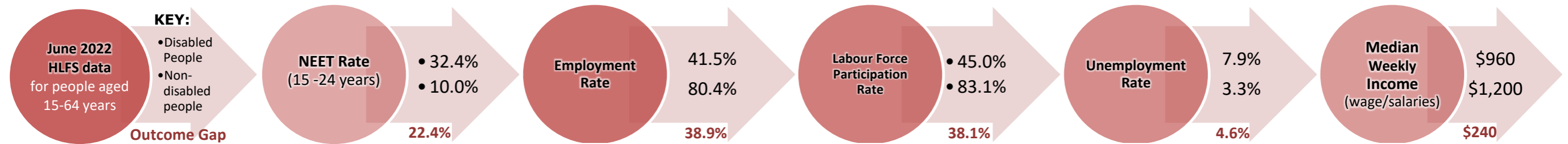
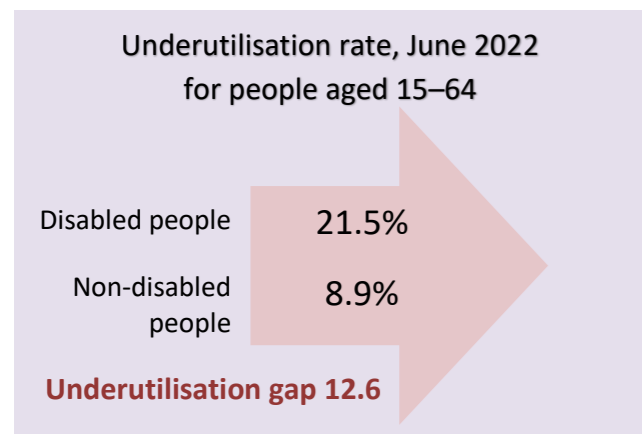


Long-term impact: The goal of this action plan is to ensure disabled people including people with health conditions have an equal opportunity to access employment.

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). As the HLFS data is published once yearly, the statistics below are unchanged from the June 2022 dashboard.



*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.

Featured initiatives and updates



Whaikaha Chief Executive appointed

In August 2022, Paula Tesoriero was appointed as Chief Executive, Whaikaha – Ministry of Disabled People. Paula has lived experience of disability herself. Paula is a widely respected and experienced leader with deep connections to the disability community. Former Minister for Disability Issues, Hon Poto Williams announced Paula’s appointment by saying, “I’m delighted someone of this calibre, who has experience, mana and deep connections to the disability community has been appointed to this important role.”

The new Whaikaha - Ministry of Disabled People website has an employment section that can help people who want to find employment or to help make a workplace more inclusive. This links to relevant supports and services provided by government and wider – many of which are reported in this dashboard.

Project SEARCH

Project SEARCH is a business led internship for high school leavers aged 18 to 21 years old who have learning disabilities, and who want to enter the workforce. The total immersion one year internship is designed to give students marketable work experience and skills to compete for a job in their chosen field and relates to Objective One of Working Matters.

Project SEARCH has been running since 2019. The 2021 cohort of Project SEARCH had 7 interns graduating. From this group three have gone into part-time employment and another three have gone into full-time employment.

Several different approaches are continuing to be trialled to find employment support that best suits the needs of transitioning interns into employment to mirror the success in the UK and US Project SEARCH models.

There has been interest from other regions about setting up Project SEARCH programmes within Health NZ and other employers. Sustainable funding would support the programme to continue to run in Canterbury and to expand into other regions.

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 are reported on together.

Priority areas	Actions	Responsibility	Activity highlights	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	MoE is developing new content for the School Leavers' Toolkit website which includes advice and information for school leavers with disabilities. MoE recently presented the website to the NCEA Disabilities and Learning Support Panel to get advice on how to improve the accessibility, usability, and usefulness of the site for school leavers with different disabilities.	Based on the NCEA Disabilities and Learning Support Panel advice, MoE are looking to further develop the website and its content to better support young disabled people to find employment and build careers. MoE are aiming to begin this work in the next financial year, 2023/2024.
	Career building support (including whānau)		MSD's Employment Service in Schools pilot provides access to employment services for disabled high school students. Student referrals are increasing each month and funding for the pilot has been extended to 30 June 2023. The pilot has been evaluated and MSD is developing future options for the service.	Provided in 5 regions 278 students referred (as at 27 April 2023) 102 Schools participating (an additional 7 schools since last reporting)
	Work experience/ transition pathways, especially for those with significant learning disabilities		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 actively encourages neurodiverse and disabled role models to join the programme to talk about their career pathways and education with primary and intermediate aged school children.	28 role models have identified themselves as having a variety of disabilities, including, intellectual disability/impairment, physical disability/impairment and neurodiversity.
	Increased visibility of disabled people in VET sector		RoVE changes took effect for the vocational education and training system from 1 January 2023, including learner component funding as part of the unified funding system. Learner component funding is allocated to providers for supporting four groups of underserved learners who traditionally have not been well served by the education system in the past, including disabled learners (and Māori and Pacific disabled learners). These learners are most at risk of not completing VET qualifications, and/or face a range of disadvantages in the VET system.	We expect the learner component funding and RoVE reforms to increase opportunities for disabled learners, including Māori and Pacific disabled learners, to enrol in and complete VET qualifications that have strong employment outcomes. Providers and employers will be encouraged to work together to increase hiring, training, and support for disabled learners, including Māori and Pacific disabled learners. Labour market underutilisation rates could drop, and median salaries could rise.
			Vocational Education and Training Marketing Campaign - The Disabled Persons Assembly advised the TEC on their approach to depicting and including disabled people in marketing for the Vocational Education and Training (VET) sector.	VET marketing is inclusive and resonates with disabled people.
2. Career pathways at all stages of life & for diverse needs and aspirations	Greater access to career transition support	TEC MSD MOE MBIE	People receiving the Supported Living Payment can access MSD's Training Incentive Allowance (TIA) to help with fees and other study costs for training at Levels 4 to 7 on the NZ Qualifications Framework.	522 people receiving the SLP were receiving a TIA at the end of March 2023. This is an increase of 39 people from this time last year, and represents 21% of TIA recipients.
	More paid internships from tertiary		MoE are updating the guidelines that support schools in the design and development of their career's education and guidance programmes. These will provide universal information that schools can use to design their local curriculum to support pathway and career development for all their learners, including disabled learners.	
	Refreshed accessible careers information		The Flexi-Wage expansion continues to support people into work. Flexi-wage is an MSD employment programme that helps jobseekers get a job and the skills needed to do that job. Flexi-wage support can include training and in-work support, as well as a contribution to wages.	As at March 2023, there have been a total of 25,581 Flexi-Wage placements of which 3,066 have declared a disability, injury or health condition at referral. This is an increase of 906 people since the last round of reporting.
			Tahatū is the new online career planning solution being developed by TEC as the 'next generation' of the careers.govt.nz website. One priority audience for Tahatū is disabled people. Elements of Tahatū that have been developed to date comply with the web content accessibility guidelines and the design process will ensure continued compliance.	Tahatū development is continuing throughout 2023 and 2024 with new features continuing to be rolled out each quarter. Tahatū will meet the New Zealand Government Web Standards and aims to meet international Web Content Accessibility Guidelines (WCAG) 2.1 at level AA.
		TEC conducted several pieces of research in 2022 which included disabled people and their support people, of the 76 people it interviewed through one-on-one sessions, 15% identified as having learning needs and/or disabilities. TEC also talked to career practitioners who work specifically in this space.	The insights from this research will feed into the design of Tahatū and for future improvements.	

Priority areas Actions Responsibility Activity highlights Further details on delivery and milestones

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Objective 2: Back people who want to work and employers with the right support

<p>3. More and better employment services</p>	<p>Provide security for SLP and other benefit recipients to try work</p> <p>Value diverse work outcomes and pathways to work within MSD systems</p> <p>Expand specialist disability employment services</p> <p>Scale up and strengthen integrated health and employment services</p> <p>Develop a Diploma in Employment Support</p>	<p>MSD MoH</p>	<p>MSD has progressed work under the action to extend the period Supported Living Payment recipients can work more than 15 hours a week. The Supported Living Payment is a weekly payment to help people who have, or are caring for someone with, a significant health condition, injury or disability.</p> <p>MSD is continuing to strengthen and expand integrated health and employment services through its Oranga Mahi programme.</p> <ul style="list-style-type: none"> • Here Toitū is a partnership between MSD and four Primary Healthcare Organisations. • “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. • MSD’s Whītiki Tauā virtual mentoring service, which connects participants to a dedicated mentor for up to 12 months, is now available to all youth nationwide. <p>Policy work continues from the Active Labour Market Policies (ALMP) Review. Further details are provided below under priority six.</p> <p>The NZ Diploma in Health and Wellbeing Applied Practice continues to be taught and assessed by employment specialists. This is an Applied Diploma where students complete at 200 hours of practical work.</p>	<p>A bill to make the change is ready to be introduced.</p> <p>Fidelity reviews across all of MSD’s Individualised Placement Services (IPS) have shown that the services are supporting people as intended, however they could be strengthened with the Employment Consultants being more visible in the community. MSD is working with the current partners to strengthen community visibility.</p> <p>MSD continues to promote Whītiki Tauā. One of MSDs recent promotions of the service on TikTok received 31 referrals within four days.</p>
<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. Approximately 25-30 government staff are attending the Accessibility Charter training each month. ○ MSD has updated the Lead Toolkit and other associated materials on the MSD website to relate to all employers and not just state service employers ○ MSD produced an Assistive Technology video for distribution across the public service. Several disabled Public Sector staff share their experiences and needs of assistive technology in the workplace. It includes an introduction to different types of assistive technology and seeks to bust myths associated with the employment of disabled people. It aims to increase awareness and ease provision/access to Reasonable Accommodations across public service agencies. <p>MSD collaborates with local government through the Mayors’ Taskforce for Jobs (MTFJ) to support young people to live and work in their local communities. Mental health supports and support for people living with disability are funded through the programme.</p>	<p>These supports are delivering results, like Riley, a young man living with cerebral palsy and a speech impediment, who is working as a digger operator at a Hawkes Bay quarry.</p>

Priority areas	Actions	Responsibility	Activity highlights	Further details on delivery and milestones
Objective 3: Partner with industry to increase good work opportunities for disabled people and people with health conditions				
5. Inclusive and wellbeing enhancing workplaces	<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>	MSD PSC HRC	<p>The Accessibility for New Zealanders Bill was introduced into the House on 28 July 2022, passed its first reading in the first week of August 2022 and has gone before the Social Services and Community Committee. MSD have submitted a departmental report responding to the select committee with recommended changes.</p> <p>The Bill establishes an Accessibility Committee to provide recommendations to the Minister for Disability Issues on addressing accessibility barriers and growing accessibility practices progressively over time. This may include barriers and practices in, and to and from, workplaces.</p> <hr/> <p>The Human Rights Commission has continued work to on guidance to clarify and promote lawful hiring and recruitment practices</p>	<p>The Select Committee are due to report back to the House on 22 June 2023.</p> <p>Whaikaha will be responsible for the Bill once enacted, so have ongoing involvement in this work. Prior to enactment, MSD will work with them on an implementation plan.</p> <hr/> <p>Government officials are discussing avenues to complete this work.</p>
6. Innovative labour market support & business development	<p>Policy work on employment products and services</p> <p>Explore social procurement</p> <p>Explore the use of digital platforms</p>	MSD MoE MBIE	<p>MSD is continuing to progress ALMP work resulting from the ALMP review. Ministers have received updates on work underway regarding options for scaling up existing or introducing new interventions to support people through vocational rehabilitation and integrated mental health and employment supports. MSD is working closely with Te Whatu Ora, ACC, Whaikaha and other population specific agencies as well as external stakeholders in the community and sector to explore options for employment supports for disabled people.</p> <p>MSD has completed a discovery phase of work to explore Customised Employment (CE) as a targeted ALMP for disabled people furthest from the labour market. The discovery phase included:</p> <ul style="list-style-type: none"> • Reviewing international evidence and literature on CE and taking stock of existing supports of this nature in Aotearoa • An initial engagement process with stakeholders to understand what CE is and could look like in an Aotearoa context, and to establish if CE is something stakeholders would still like government to explore. 	<p>ACC and MSD provided a joint paper for Ministers on ACC’s vocational rehabilitation services. The paper assessed the opportunity for relevant NZII claimants to access these services and for MSD to purchase the services for clients living with musculoskeletal pain or impairments who need support to stay in or return to work.</p> <p>In February 2023 MSD officials reported on the Customised Employment discovery findings to EETMG. Officials are continuing to develop options for this work which will be discussed by EETMG in June 2023. The ALMP workstream is likely to continue to develop over time.</p> <hr/> <p>Future large-scale cross-agency work which includes Broader Outcomes continues to be planned. More details will be released as they are available.</p>