The Disability Employment Service



Purpose

The disability employment service supports disabled people to achieve sustainable employment.

Who the service is for

The service is for disabled people who experience disadvantage in labour markets due to disability or long-term health issues, and where other MSD employment supports may not be sufficient to overcome barriers.

Access to these services is not linked to benefit eligibility; however, people receiving a benefit have the same access as people who do not receive a benefit.

We expect to support about **4,000** people each year across all regions of New Zealand

How it works

Flexible and responsive triage and discovery processes that are strengths-based and dignity-enhancing, including working with families. Supported by technology.

Tailored support that reflects individual needs and life stages and includes early intervention to support transitions for young disabled people.

The ability to adapt to emerging evidence, labour market conditions, and changing government priorities, ensuring the service remains sustainable and effective over time. Employer and industry partnerships will be critical.

Works seamlessly with other systems including Disability Support Services and other MSD funded services. This includes referral pathways and warm handovers.

A robust monitoring and performance framework that supports continuous improvement and provides evidence of long-term impact.

An inclusive New Zealand where disabled people have equal opportunities to thrive in meaningful and sustainable employment.

The values we are leading with

View disabled workers as **valued** and capable contributors

Remove **barriers**, not impairments

Build toward sustainable / rewarding **careers**

Provide a **relational** service to deliver sustainable outcomes

Discover a person's **strengths** and how to accentuate these.

Enhance **dignity** and **autonomy** throughout

Help disabled people **navigate** the support system to reduce the burden of everyday inequities

Apply **family-inclusive** approaches

Flexibly tailor roles, approaches and engagement-style to the person

What the service is

A nationwide service integrating a range of employment support products.

A holistic service with simplified delivery requirements that allow providers to focus on client outcomes.

Skilled, responsive and culturally competent contracted providers delivering local services in the mode that works best for clients.

Clients enter and exit the service at key transition points on their employment journey.

Delivers work preparation, transition support, employer coaching and capability, job brokering and in-work support.

What it achieves

Early start to build the career aspirations of young disabled people and support pathways into education and employment

Clients build sustainable careers with progression and continued support when required

Greater wellbeing, independence, access to income and self-determination through meaningful work

Employers recognise the value of employing disabled people and have confidence to recruit and support them

The system delivers equitable access to work opportunities for people facing disability-related employment barriers