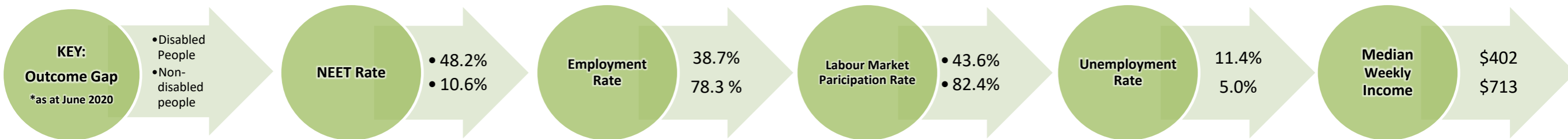


Side A: SIX MONTHLY MONITORING & REPORTING DASHBOARD “WORKING MATTERS” - DRAFT

Objective	Priority	Actions	Responsibility	Progress
1. Support people to steer their own employment futures	1. Positive expectations for disabled school leavers	<ol style="list-style-type: none"> Access to employment services while still at school Career building support (including whānau) Work experience/transition pathways, especially for those with significant learning disabilities 	Ministry of Social Development Ministry of Education	<ol style="list-style-type: none"> Budget 20 provided access to employment services to young disabled people for the first time. The pilot will run in 5 regions from 1 February 2021 – to 30 June, catering for up to 1,000 young people. This includes building capacity in schools across a number of regions. 2+3. The initiative above will include access to work experience and paid part time work outside school hours and will work with young people, their whānau, schools, employers and training providers.
	2. Career pathways at all stages of life and for diverse needs and aspirations	<ol style="list-style-type: none"> Greater access to career transitions, e.g. apprenticeships, He Poutama Rangatahi, retraining options More paid internships from tertiary Refreshed accessible careers information 	Tertiary Education Commission Ministry of Social Development	<ol style="list-style-type: none"> Click and Enrol – capability for online CV preparation is currently up and running but the menu will expand to include short courses to increase employability, career service and guidance, effective job interview prep, mental health and wellbeing for those impacted by job/career loss (for beneficiaries, registered as a jobseeker or still in work). Mainstream paid internships have expanded and are no longer exclusive to those who come from tertiary. Careers.govt.nz website and related tools and products are being made accessible - Tiro Whetū expected to go live mid-2021.
2. Back people who want to work and employers with the right support	3. More and better employment services	<ol style="list-style-type: none"> Extend the period Supported Living Payment (SLP) recipients can work more than 15 hours a week from 6 months to 2 years (requires legislative change) Value diverse work outcomes and pathways to work within Ministry of Social Development (MSD) systems (including part-time and intermittent work)* Expand specialist disability employment services Scale up integrated health and employment, including opportunities to strengthen integration between primary mental health and addiction services and employment services Develop a Diploma in Employment Support 	Ministry of Social Development Ministry of Health Careerforce	<ol style="list-style-type: none"> Changes to SLP to be considered by Parliament in 2021. \$12.5 million was allocated to expand contracted disability employment services for disabled people in Budget 20. Expansion of existing Individual Placement and Support (IPS) trials was included In Budget 20. An independent evaluation of IPS was also completed with recommendations for continued scale up. Further details can be found overleaf. A New Zealand Diploma in Health and Wellbeing Applied Practice (Level 5) in the context of Employment Support has been developed in partnership with the New Zealand Disability Support Network and will be both taught and assessed by employment specialists.
	4. Information and support for employers	<ol style="list-style-type: none"> Raise the visibility of disabled people and people with health conditions as a talent pool Ensure Public Service leads by example with the recruitment and retention of disabled people, and improved data collection to support inclusive workplaces Development of regional employer hubs* Develop and expand partnerships between employers and Government with a focus on improving disability employment* 	Ministry of Social Development Ministry of Business Innovation and Employment	<ol style="list-style-type: none"> The Disability Strategy and Action Plan are disseminating good practice stories through multiple channels. A cross-agency group has been established (under the Disability Action Plan) to begin work on data collection definitions.
3. Partner with industry to increase good work opportunities for disabled people and people with health conditions	5. Inclusive and wellbeing-enhancing workplaces	<ol style="list-style-type: none"> Promote accessibility, including in workplaces as well as to and from workplaces The Public Service leads by example with inclusive and wellbeing enhancing workplaces* Promote the health benefits of good work to health practitioners* Clarify guidance on lawful hiring and recruitment practices and promote lawful and best practice* 	Ministry of Social Development and SLP	<ol style="list-style-type: none"> Cabinet noted the Minister for Disability’s preference for a legislative approach for accelerating accessibility in June 2020, and since that time MSD officials in partnership with the Access Alliance have been progressing options for a legislative framework and will report back to Cabinet in May 2021.
	6. Innovative labour market support and business development	<ol style="list-style-type: none"> Policy work on employment products and services / Active Labour Market Policy system will include consideration of the needs of disabled people and people with health conditions Explore the use of digital platforms to support disabled people and people with health conditions to get employment and to support them while they are in employment* Explore social procurement options as a mechanism for government to support disadvantaged jobseekers in partnership with employers* 	Ministry of Social Development Ministry of Education Ministry of Business Innovation and Employment	<ol style="list-style-type: none"> Several MSD products have been reviewed and enhanced benefitting eligible jobseekers including disabled people e.g.: <ul style="list-style-type: none"> relocation assistance has been enhanced (3k to work incentive payments lifted to 5k to work) enhancements to Flexi-Wage increased rates and incentives for Mana in Mahi and expanded pastoral support additional financial support for jobseekers to take on seasonal work. <p>There are also more opportunities available through specific programmes designed in response to COVID-19 such as ‘jobs for nature’.</p>
*Progress on these actions will be reported in subsequent dashboards				

Side B: SELECT DATA AND FEATURED INITIATIVES



Underutilisation

- 23.3% of the total disabled labour force is underutilised, this is 11% more than the non-disabled rate.
- The under-utilisation rate combines unemployment, under-employment and potential employment.
- Higher rates of underutilisation among disabled jobseekers indicates there are skills available to the labour market amongst the disabled population and will enable us to track how the labour market adapts to support disabled people.

Job Satisfaction

- 63.6% of disabled people identified as either satisfied or very satisfied in the NZ General Social Survey. This was lower than the non-disabled rate which sits at 77.3%.
- This data reflects the need for better in-work supports for those with disabilities and may also reflect discrimination or underutilisation in the labour market experienced by disabled employees.

Benefit data* yields some insights on how disabled jobseekers are faring in the context of COVID-19

Benefit	Dec 19	Dec 20	% increase
Jobseeker Support “Work Ready” (JS-WR)	83,103	134,830	62.2
Jobseeker Support Health Condition or Disability (JS – HCD)	64,361	77,638	20.6
Supported Living - Health Condition or Disability	84,405	85,301	1.0

*excludes those who have a disability receiving JS- WR or are receiving other benefits such as Sole Parent Support.

While the increase in uptake of around 52,000 for Jobseeker “Work Ready” (WR) in 2020 (largely due to COVID) is larger, the increase in JS-HCD uptake is also notable. This is likely to reflect the economic downturn with disabled people experiencing more difficulty in securing paid work. The requirements for medical certification were relaxed over the COVID-19 response and will also have impacted the numbers of people staying on JS-HCD. Analysis suggests most of the growth for JS-HCD is related to reduced exits mainly because the deferral of medical certificate reviews (until end July 21) has meant that people are not moving off JS-HCD into either JS-WR or SLP (although exits to SLP have started to recover). This has likely contributed to there being fewer JS-HCD recipients leaving to non-benefit too, as they are not being reviewed.

Similarly exit rates from benefit can help tell the story of how we are doing in these unprecedented times. Recent analysis indicates that in general, exit rates into work have returned to pre-COVID-19 levels, but exit rates for those with disabilities have fallen. Just before lockdown in March, 18% of recipients of JS – HCD had a duration of less than 6 months. This decreased to 15% in November, which is 4% lower than the previous year. This indicates JS-HCD have difficulty in the current labour market.

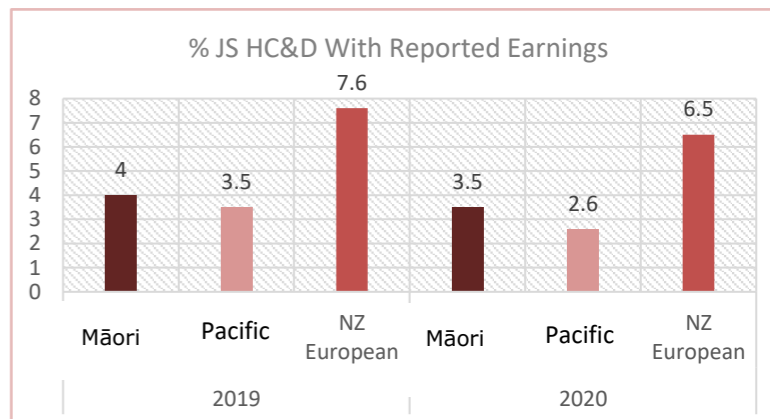
Ensuring Equitable Outcomes for Māori

When breaking down the data according to ethnicity it becomes clear that many disabled Māori (and Pacific Peoples) in or seeking access to the labour market experience 'double disadvantage'. For example, 69% of disabled Māori reported having experienced discrimination while looking for a job. This was 3% higher than non-disabled Māori.

While a relatively small proportion of JS-HCD have reported earnings (an indicator of some level of employment being undertaken while on benefit), Māori and Pacific recipients are less likely to have reported earnings than NZ European recipients (as per graph below).

We aim to consider and report on **participation in employment programmes and appropriate provision for disabled Māori. We will report on these things in future.**

Over time we intend to use more administrative data to identify opportunities to improve outcomes for Māori clients.



Learning More About a Featured Initiative

In this space we will provide a deeper dive on a featured initiative using Individual Placement Support (IPS) as an example.

IPS is an internationally used, evidence-based approach to employment support for people with severe mental illness and addiction. It involves employment specialists co-locating and working in an integrated way with a publicly-funded specialist mental health or addiction treatment team.

Success Stories from the Featured Initiative- IPS

David, in his early twenties, had experienced depression since he was 16 years old and was facing challenges in his personal life. David was referred to employment support by John, his community mental health key worker. He was experiencing depression and anxiety and had several admissions to the acute mental health ward. David was introduced to Rebecca, an employment consultant integrated with his community mental health team.

Since leaving school, David had worked as a farm worker and labourer. His previous employers told Rebecca that despite his personal struggles, David was a good employee and a hard worker. Rebecca spoke to David’s father, who is a farmer, about his local contacts. When none of these led to results, she looked further afield into possible mowing jobs. Several options came up.

Rebecca supported David to make a phone call to a local contractor. David had a small panic attack following the phone call but used his learnt strategies to calm himself. “This was huge step for David. David made the call and was excellent with his communication. He was given a phone interview on the spot and invited to meet with the employer,” Rebecca said.

David went on his own to meet the employer and was offered the job. David, Rebecca and John met together and worked on an in-work support plan before David commenced work. While he settled into the role, Rebecca contacted David daily. John stayed in touch with David.

By week two into the job, David was away and coping well! “David is more confident than he was when I first met him. He is now keeping focus on his strengths and future goals. What worked well was having his care and treatment and employment support all on the same page,” Rebecca said.

Featured Initiative: Challenges, Opportunities & Milestones

Currently there is low and uneven access to IPS employment support in Aotearoa, with no services in around half of District Health Boards (DHBs) in 2019. Even in the five DHBs which had well established IPS programmes, only 4% of mental health and addiction service users accessed IPS employment support in a three-year period, due to the low level of IPS coverage within the DHBs.

Findings from a 2020 evaluation suggest IPS will form a useful part of a strategy of early intervention to enhance employment through the disruptions caused by the COVID-19 pandemic. An increase in use of IPS was recommended by the Mental Health and Employment Inquiry. This was reflected also in the 2019 OECD recommendations on Mental Health and Work.

Funding availability to increase IPS Services (via increased FTE) across several DHBs has enabled a scale up of pilot programmes in the Auckland and Waitemata regions. Work Counts, in contract with the Ministry of Health, is offering support and expertise to these regions on operationalising IPS and intends to report back on barriers and access potential that can inform a scale-up of IPS as part of progressing priority three (more and better employment services) .

Progressing Pacific Prosperity Through Working Matters

There are significant gaps in access to disability employment services for Pacific Peoples. The 2013 Disability Survey found Pacific people also have higher-than-average disability rates, after adjusting for differences in ethnic population age profiles.

MSD does contract a specialist provider that has a focus on Pacific peoples. This has shown to be effective in addressing gaps in access. However, greater provision and coverage is needed, and it is important to grow the capacity of and resource these programmes appropriately. This is in alignment with the objectives of the Pacific Prosperity strategy to ensure services delivered on behalf of MSD are ‘equipped to provide clear and empowering information to Pacific peoples, families and communities.

Developing actions under Working Matters will occur in consultation with Pacific peoples. We will continue to partner with the Pacific Reference Group to ensure there is a Pacific lens - related progress, issues and opportunities will be reflected in this space.