New Zealand Government

Disability Employment Action Plan

Working Matters:

An action plan to ensure disabled people and people with health conditions have equal access to employment

July 2020

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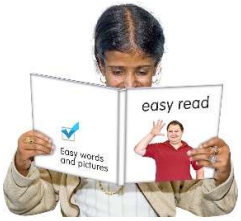
About the Disability Employment Action Plan

The **Disability Employment Action Plan** is a plan to make sure everyone has a fair chance to access work including:

- disabled people
- people with health conditions.



This is an Easy Read summary of the Disability Employment Action Plan which is called:

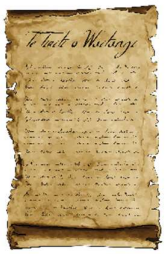
Working Matters – an action plan to ensure disabled people and people with health conditions have equal opportunities to access employment.

In this document we will call the Disability Employment Action Plan the **Action Plan**.

This Action Plan is 1 of many plans that supports all people to be part of the **labour market**.

The **labour market** means the system of:

- people getting jobs
- jobs being made.



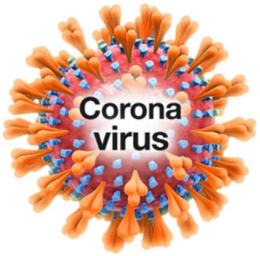
Some things that are important to the Action Plan are:

- Te Tiriti o Waitangi / Treaty of Waitangi

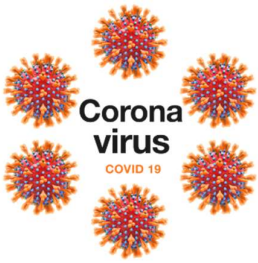
- international **human rights**.

Human rights are rights that everybody should have.

How COVID-19 has changed things

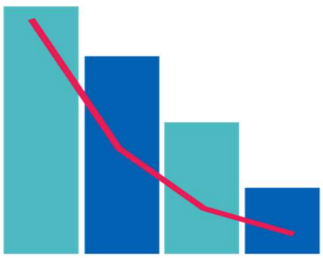


COVID-19 has changed things for the New Zealand **economy**.



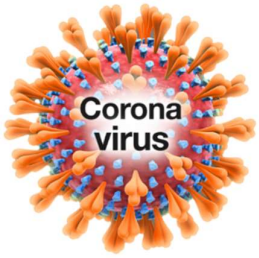
COVID-19 is a virus that can make people sick.

It is also called coronavirus.



The **economy** is the system to do with:

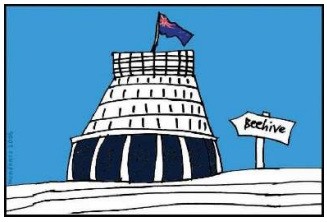
- money
- jobs
- making things
- selling things.



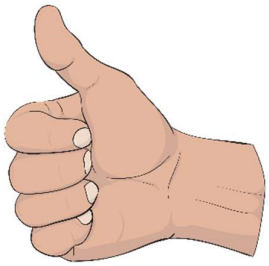
COVID-19 has meant:

- things have been hard for many businesses

- some people have:
    - lost their jobs
    - found it hard to find work.



Even though COVID-19 has changed a lot of things the government still wants to make working better for disabled people.



Things getting better after COVID-19 is called the **recovery**.

The Action Plan also aims to make sure the **recovery** works well for disabled people.

What has happened so far?

Early in 2020 people told us how important the Action Plan is.

We had feedback from:

- disabled people
- whānau

- service providers
- **employers**
- **unions**.

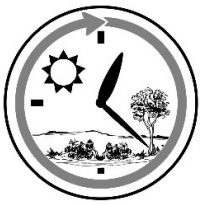
Employers are people who give other people jobs.

Unions are groups of workers that work together to speak up for what is important for them.

People are also finding new ways to work.

For example:

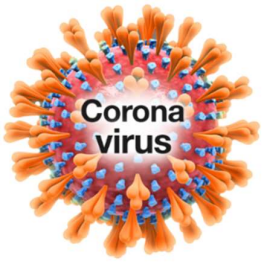
- more people are working from home
- more people are using technology like video calls to do work



- some people can work different hours that are a better fit for them.

The Action Plan will help make sure those new ways of working include disabled people.

The Action Plan gives advice to people who are working on projects that aim to have more disabled people in the work place.



This includes the projects that will support the economy to recover from COVID-19.

The people who are working on projects to do with work include:

- different parts of government
- kinds of places where people may work
- employers
- people who train people how to do well at their jobs.

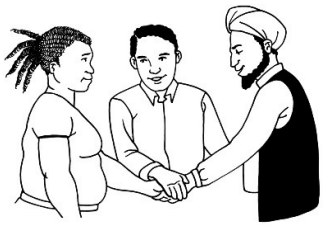
The Action Plan

Actions are the things the government plans to do.

The Action Plan has 3 main groups of actions which are:

1. Supporting people to make decisions about their own work plans.

2. Making sure there is the right support for:
   - people who want to work
   - employers.



3. Working together with industry to have better work places for everyone.

1. Supporting people to make decisions about their own work plans.

This action is about supporting people so they can do the sorts of work they want to do.

We need to make sure disabled people who are leaving school have work or training plans in place.

This means that we need to keep supporting young disabled people to use employment services while they are still at school.

It is also about making sure that disabled people and people with health conditions know about work support services.

Some examples of work support services are:

- **apprenticeships**
- **Mana in Mahi**
- **He Poutama Rangatahi.**

An **apprenticeship** is when a worker gets training to have skills in a trade or kind of work.

Some examples of apprenticeships are learning skills to become a

- plumber
- builder
- chef.

Mana in Mahi is a service that works with employers to:

- hire young people looking for work for the first time
- give people training so they can learn new skills for working.

He Poutama Rangatahi is another service that supports young people who:

- are 15 to 24 years old
- may find it hard to get work.

We want there to be more paid **internships**.

An **internship** is when you work at a place for a short amount of time to:

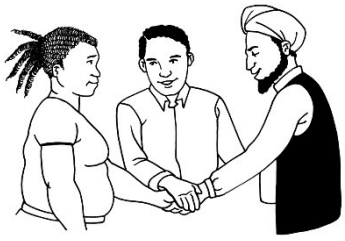
- learn what working there is like
- get some practice at working
- decide if it is the kind of job you want to do.

2. Making sure there is the right support for:

- **people who want to work**
- **employers.**

This action is about making sure there is the right kind of support for:

- disabled people who want to work
- employers.



We want to work together with employers to give:

- information
- support.

We want **employment services** that are:

- better at supporting disabled people and people with health conditions

- able to do more.

Employment services are places that work with people to find jobs.

We also want to change to the **Supported Living Payment** so that people can work:

- more than fifteen hours a week
- for up to 2 years.

The **Supported Living Payment** is a payment from Work and Income.

It is paid to some:

- disabled people who cannot work a lot
- carers who spend a lot of time giving care to someone else.

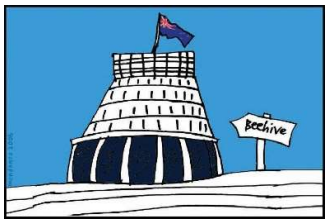
At the moment the rules make it hard for most people who get the Supported Living Payment to find out if they can work more than fifteen hours a week.

We also want to make sure the **public service** does well at:

- giving disabled people jobs

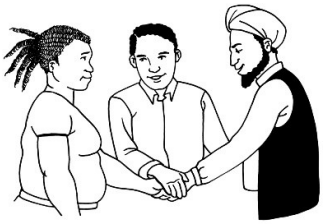
- supporting disabled people to stay in their jobs

- finding out more information about disabled workers.



The **public service** means people who work for the different parts of the government.

By having disabled people working in the public service this will show other employers how well it can be done.



3. Work together with industry to have better work places for everyone.

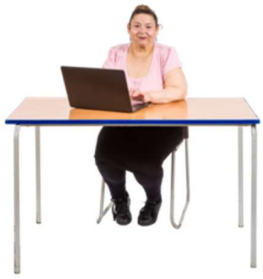
Industry means all the different kinds of places:

- where people work
- that make things or provide services.

We want to see work places that are

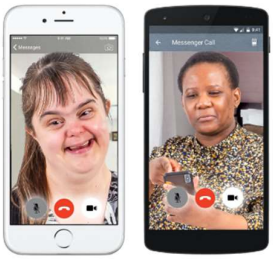
- inclusive of disabled people and people with health conditions
- look after the mental health of their workers.

We want to have guidelines that promote:



- new ways of working that are a better fit for people

- **self-employment**



- good use of **assistive technology.**

Self-employment is where you have your own business.

Assistive technology is technology that makes it easier for people to do things.

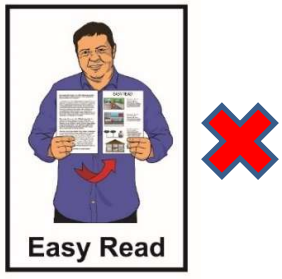
Where to find more information

The full version of the Action Plan is called:

Working Matters – an action plan to ensure disabled people and people with health conditions have equal opportunities to access employment.

You can find the full version of the Action Plan at the **Ministry of Social Development website:**

www.msd.govt.nz



The full version of the Action Plan is not in Easy Read.

You may want to ask someone to assist you to read it.

You can also **phone** the **Ministry of Social Development.**

Phone: 04 916 3300

You can ask them to post you a a copy of the Action Plan.

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