

Delivering secure, open employment for people with disability in human services

An investment opportunity from The Achieve Foundation

What is the problem we are trying to solve?

We are seeking to solve two problems impacting the labour market and economy. Firstly, there is a workforce supply crisis in human services. The National Skills Commission has identified a need for 249,500 additional workers by 2025¹. Secondly, despite record low aggregate levels of unemployment (<4%), the unemployment rate for people with disability (PWD) remains stubbornly high (10.3%)². These problems appear to be disconnected because service providers are not accessing this community and PWD are not aware of or trained for careers in human services.

What is our proposed solution?

At the 2022 Jobs and Skills Summit, the Government recognised the need to 'better [embed] employment in National Disability Insurance Scheme plans, to ensure participants who want to work are supported to do so' and to build new models for disability employment.³

Our solution is to establish a scalable pipeline of secure, open employment in human services for PWD. We will do this through creating an 'Employment Catalyst' that works as a bridge between demand (skills shortage in human services) and supply (people with disability experiencing unemployment). The key functions of the Catalyst will be:

- Partnering with service providers to secure a commitment to recruit a minimum of 10% of PWD in their workforce.
- Identifying roles and reverse engineering training requirements.
- Developing employer readiness including workforce redesign and creating inclusive cultures.
- Working with Disability Employment Service providers, disability peaks and PWD to match people experiencing unemployment with identified roles.

- Provide or facilitate training according to agreed capability requirements.
- Support employment placements to ensure success.
- Study and evaluate the model to create scalable models.

How does this solution differ from what's already available?

- The Catalyst will be a new organisation that is fully owned and operated by PWD.⁴
- All training will be provided by people with disability.
- The focus is solely on open employment, aligning with recommendations of disability peaks.⁵

How much will it cost and who should pay for it?

Initial modelling suggests that, in the trial phase, the Catalyst will need \$5mn to deliver employment outcomes for 2,000 people with disability.

The sustainability of the model is contingent on hybrid working capital provided by government and/or philanthropy; supplemented by a proportional return of tax revenue based on employment outcomes.

¹ <https://www.nationalskillscommission.gov.au/insights/health-care-and-social-assistance-industry-analysis>

² People with disability in Australia, Unemployment - Australian Institute of Health and Welfare (aihw.gov.au)

³ <https://treasury.gov.au/sites/default/files/inline-files/Jobs-and-Skills-Summit-Outcomes-Documents.pdf>

⁴ In the start-up phase, the Catalyst will be auspiced by an existing organisation with a balance sheet and DGR status that enables it to seek market and philanthropic capital. The Constitution will have a sunset clause, clearly stating the intention to divest ownership within five years.

⁵ <https://engage.dss.gov.au/wp-content/uploads/2018/03/AFDO-Future-of-Supported-Employment-Paper-2018-03-FINAL.pdf>

Employment Catalyst



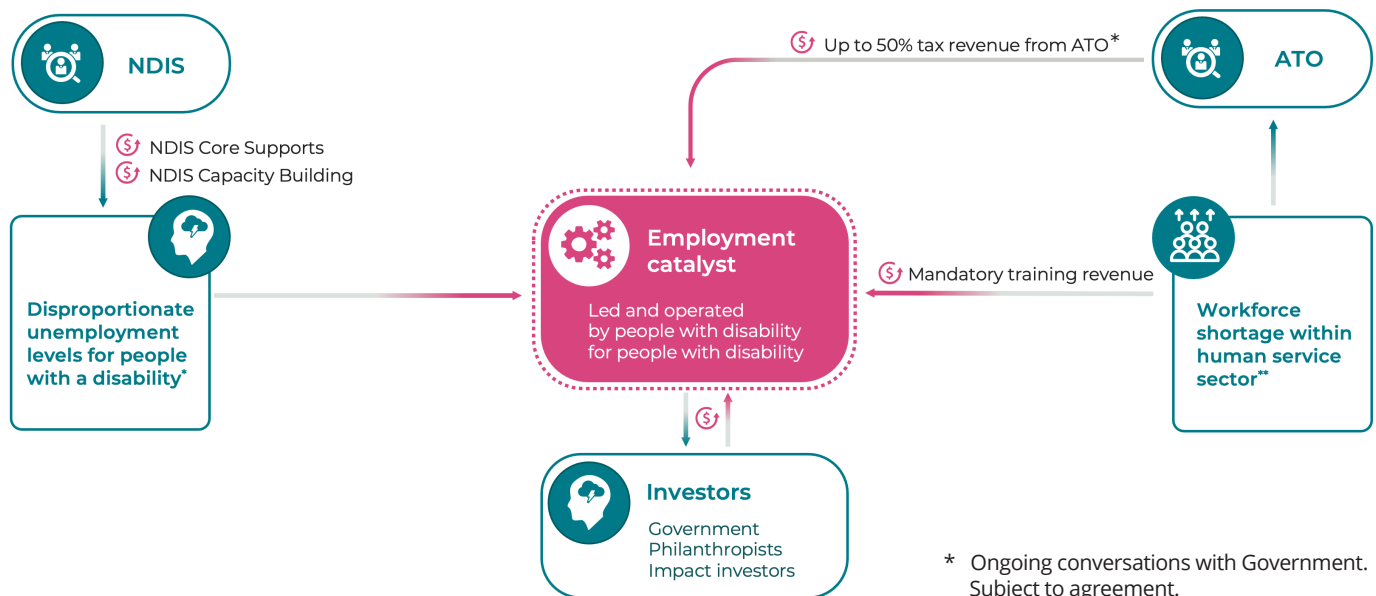
* Over 10% of people with a disability are unemployed – compared to 3.4% in people without a disability.

** Australia has a current workforce shortfall of 249,500 (National Skills Commission) This affects service providers such as Alliance20 and Achieve Australia.

Catalyst outcomes

- People with disabilities in open, meaningful employment
- People with disability become leaders in the services sector
- Workforce shortage is mitigated
- Create a business led by people with disability

A profitable and sustainable business model



* Ongoing conversations with Government. Subject to agreement.