

GETTING THE NDIS BACK ON TRACK

MAINSTREAM – EMPLOYMENT

Employment plays a key role in everyone’s life, offering not just financial stability but also a sense of purpose and belonging. The NDIS understands how important work is for individuals with disabilities and offers a range of supports to help you reach your employment goals.

While some costs related to employment may be covered by the NDIS, they need to be directly linked to your disability. Other expenses that are part of everyday work life are generally considered personal costs that you’ll need to handle on your own.

In this document, we’ll take a look at the types of employment supports that you can claim through your NDIS funding and those that aren’t eligible. We’ll also share information about additional resources and services that can help you on your employment journey.

Supports that are NDIS

The NDIS provides a variety of supports to help participants build the skills they need to prepare for, find, and keep a job in the open labour market, as well as in supported employment settings.

This includes options for self-employment and micro-enterprises.



The supports listed below are likely able to be claimed from NDIS funding.

Employment Preparation	This covers activities that build on what participants learn in school, helping them develop essential job skills as they get ready to enter the workforce.
Transition Assistance	Support for participants moving from education or training into a job. This helps ensure a smooth transition with the right guidance and resources.
Further Education and Training	Funding for additional training or courses that enhance skills relevant to career goals, making participants more competitive in the job market.
Specialised Supported Employment	Support for participants who are employed and less independent in their tasks and need coaching to stay on track, communicate with others or manage their behaviour. This may be provided one on one or in a group.

This support is not included in all plans so you may need to check with a planner if you think this would suit you.

Supports that are not NDIS



When it comes to employment, there are many everyday costs and responsibilities that the NDIS cannot cover.

These expenses are typically not directly related to your disability and are considered part of standard employment practices. Here are some key areas that the NDIS does not fund:

The supports listed below are not able to be claimed from your plan.

Government-Funded Employment Programs	Programs like Disability Employment Services and Workforce Australia provide vital support for job seekers with disabilities, but they are funded by the government, not the NDIS.
Work-Specific Aids and Equipment	The NDIS doesn't pay for special tools or software you need for your job, like modified computers or equipment.
Reasonable Adjustments	It's the employer's responsibility to make reasonable adjustments, such as providing assistive products or workplace modifications to ensure you can access your job
Employer Responsibilities	Costs related to recruitment, work arrangements, and transport for work activities fall under the employer's duties and aren't funded by the NDIS.
Compliance with Employment Laws	Employers must comply with laws regarding disability discrimination, which includes their obligations to create an inclusive workplace. This may include expenses such as advice or legal fees.
Employment Support Programs	While there are programs designed to assist job seekers with disabilities, including those that help employers adopt inclusive recruitment practices, these are typically not funded through the NDIS. This includes support, training, resources, funding assistance for reasonable adjustments, and incentives like wage subsidies.

Supports that may be funded by the NDIS

The NDIS can provide funding for a range of supports that help participants engage in education and training.

Supports may be provided directly to a school to allow personal care during school hours to be provided.

This helps to ensure that students receive the assistance they need to participate fully in their education. This is only able to be funded in certain situations and it is important to discuss this with your planner.



Other services you can go to for help



Australian Government

If you need support beyond the NDIS, many services are available for people with disabilities. Disability Employment Services (DES) can help you find and keep a job.

Vocational training services can help you learn new skills, and educational institutions like TAFE Queensland offer additional resources.

Disability Employment Services (DES)	https://www.jobaccess.gov.au/
Education, training and employment (QLD government)	https://www.qld.gov.au/disability/adults/education-employment