

*ACCESSIBLE ISLAND: TASMANIA'S
DISABILITY FRAMEWORK FOR ACTION
2018-2021*

DISABILITY ACTION PLAN 2018-2021

DEPARTMENT OF STATE GROWTH

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Foreword

I am pleased to present to you the Department of State Growth's Disability Action Plan 2018-2021.

Over the last three years, the Department has received commendation from the Premier's Disability Advisory Council PDAC for a range of actions we have undertaken to ensure Tasmanians living with disability are able to fully participate in the social and economic life of the state. This includes our work in relation to accessible passenger transport, access to the arts and the accessibility of our documents and web services.

Accessible Island: Tasmania's Disability Framework for Action 2018-2021

(Accessible Island) is the third stage of a whole-of-government approach to ensure that all government agencies implement socially just policies and practices for Tasmanians with disability. The implementation of Accessible Island is underpinned by the following three principles:

- Ensuring access to and inclusion for government services, infrastructure and communications
- Collaboration and consultation – agencies will share expertise and collaborate in the planning and development of services, infrastructure and communications
- Improving employment outcomes in the State Service.

These principles have informed the actions the Department is seeking to accomplish in the next four years through the implementation of our Disability Action Plan.

I am proud of the efforts and achievement the team at State Growth has made, and we are committed to continuing to provide services that are accessible to all.

This plan continues our commitment to enable Tasmanians with a disability to participate in, contribute to and benefit from Tasmania's economic and social opportunities.

Kim Evans
Secretary
Department of State Growth

Background

Accessible Island: Tasmania's Disability Framework for Action 2018-2021 (Accessible Island) is Tasmania's third Disability Framework for Action (DFA) and has a four-year coverage from 2018 to 2021.

The DFA is a whole-of-government approach to policy and planning, service delivery and evaluation that seeks to remove barriers and enable people with a disability to enjoy the same rights and opportunities as other Tasmanians.

To support the implementation of Accessible Island, the Department of State Growth, along with all other Tasmanian Government agencies, has prepared a Disability Action Plan (DAP). The DAP will be implemented over 2018-2021 and document the way in which the commitments specified in Accessible Island will be met.

Accessible Island has six outcome areas which align with the *National Disability Strategy 2010-2020* (NDS).



Organisational context

The Department of State Growth was established on 1 July 2014 with a mandate to support economic growth and facilitate the creation of jobs and opportunities for Tasmanians.

We recognise and build on synergies that exist across the Tasmanian Government and work collaboratively to create opportunities for all Tasmanians.

The Department is made up of four business areas:

- **Industry and Business Development** – a client-centric group that focuses on driving the development of industry capability and regional development for growth including small business support, workforce development, trade, resources and energy.
- **Cultural and Tourism Development** – developing policy and programs to deliver economic and social outcomes through the cultural and creative sectors, encompassing Arts Tasmania, Tasmanian Museum and Art Gallery, Screen Tasmania, Events Tasmania, and Tourism and Hospitality Supply Unit.
- **Transport Services** – a key enabler for growth and services for the community that includes infrastructure delivery to support growth and an integrated customer service function for delivery and management of the all-important regulatory, road safety education and awareness services that underpins this.
- **Business Services** – working with our partners to deliver quality financial, communication, human, information, asset management and portfolio services and leading the development of organisational culture and business improvement.

The Department also supports Infrastructure Tasmania and the Office of the Coordinator-General.

These key offices are important in providing a coordinated approach to the planning and delivery of all major economic infrastructure in Tasmania, and in attracting investment to the State, facilitating major projects and cutting red tape.

Key Outcome Areas

This DAP covers the following Accessible Island/NDS outcome areas:

- Inclusive and accessible communities;
- Economic security; and
- Learning and skills.

Consultation

Within the agency

State Growth has an established Disability Action Plan Working Group (the Working Group), which is comprised of officers from across the Department. These members will lead the development, monitoring and reporting of actions within Accessible Island.

The Working Group will also seek to proactively identify initiatives for consideration in addition to those identified in this DAP.

The Working Group is led and coordinated by the Department's central Policy and Coordination Branch to ensure opportunities for input is maximised from across the agency.

With people with disability

This DAP has been informed by feedback provided by the Premier's Disability Advisory Council (PDAC) on the Department's implementation of its first DAP in 2015, 2016 and 2017. It also reflects learnings gained from services and projects we have delivered working with Tasmanians with a disability and/or representative and service providing organisations.

Resourcing

Funding for the initiatives identified in this DAP will be supported as core business through the Department's current organisational resources.

Monitoring and Reporting

The Working Group will oversee monitoring and reporting of the DAP. The Working Group will meet quarterly and a progress report will be provided to the Department's Executive Committee in both June and November of each year for the life of the plan.

The Department will provide a report to PDAC on an annual basis and progress will also be reported in State Growth's Annual Report.

Evaluation

The Working Group will evaluate the DAP on an ongoing basis to ensure it remains current and that progress is made against objectives.

When the DAP concludes in 2021, the Department will undertake a review of its outcomes against Accessible Island.

Outcome Area 1: Inclusive and accessible communities

Where we are:

We have already:

- Completed the rollout of smart card technology for the Transport Access Scheme, which has enabled people with disability to access the Scheme more easily.
- All our websites are Web Content Accessibility Guidelines (WCAG) 2.0 Level AA compliant.
- Provided training to relevant employees on creating accessible Word and PDF documents.
- Established an internal Assistance Animals Taskforce to work with public transport operators and drivers, the Tasmanian Anti-Discrimination Commissioner and community organisations to provide education on the requirements for assistance animals and prevent discrimination for persons with disability needing assistance animals.
- Commenced re-design of Senior Executive Service performance agreements to include responsibilities for the State Growth Disability Action Plan.
- Through a detailed accommodation review, the Department has been able to influence some design aspects of workspaces and processes as part of consultation processes with employees. This has helped to ensure accessibility for all employees and a reduction in the need for individual adjustments.
- Developed educational material (*Fitness to Drive – Physical Disability Fact Sheets*) for people with disability who wish to drive a car.
- Adopted a positive provision policy for accessible bus stops on State-owned roads.
- Made wheelchair accessible taxi licences available at no licence cost in unlimited number.
- Appointed an artist with a disability to the Tasmanian Arts Advisory Board to be a strong voice on the Board, sharing an understanding of the unique circumstances of artists with a disability.
- Conducted access audits of departmental properties.
- Included the need for disability access and facilities in the planning for new facilities.

We will continue to:

- Work towards extending our WCAG 2.0 Level AA compliance to all our web content and forms, and making all information available in alternative formats for people with disability.
- Promote the Accessible Events Guidelines and Checklists across the Department.
- Implement contractor and visitor guidelines to all off-site locations to provide information in cases where full accessibility is not yet in place.
- Provide assistance to people with disability who have permanent or severe disability through the Transport Access Scheme.
- Provide funding and support for special needs school bus services.
- Require all new vehicles for general access bus services to meet accessibility requirements consistent with Australia's *Disability Discrimination Act 1992* through contracts with operators.
- Consult with the disability community on the Transport Access Scheme.
- Ensure our cultural and tourism development sector are inclusive of all those who wish to practice, regardless of the barriers to their participation which may exist.
- Provide training, information and support to employees regarding the DAP and the responsibilities of employees in communicating and providing services that are inclusive of people with disability.
- Provide the resources and undertake measures required for employees with disability, including completion of personal emergency and evacuation plans for hearing and mobility impaired employees and provision of parking for mobility impaired employees.
- Consult with people with a disability on the design and implementation of Tasmanian Government policy and legislation.

Emerging issues:

- Cyber-security issues could affect web accessibility for some web users in the future.
- Data privacy could be an issue that affects web accessibility in the future.
- The Cultural and Tourism Development Division within State Growth represents the Department on the National Arts and Disability Strategy (NADS) Working Group. The NADS Working Group is tasked with developing a new framework to further contribute to the goals of the NDS. The framework will address economic security through a focus on career development for artists and arts workers with a disability; personal and community support; learning and skills through participation in arts programs; and health and wellbeing, which is promoted through participation in arts and culture as active participants and as audience members. The framework will also continue to contribute to the policy area of inclusive and accessible communities by considering how mainstream arts and cultural experiences can be universally accessible, promoting the excellence of disability arts, and challenging ableism in our communities. It is anticipated that this new framework will lead to the development of further outputs to be incorporated into the DAP.
- The Tasmanian Museum and Art Gallery (TMAG) is submitting bids to seek funding for improved infrastructure to deliver digital content. Should this funding be realised, linked new milestones will be identified and reported through the DAP.

Actions

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Monitor the compliance of our worksites	Ensure continuing compliance of work sites	Business Improvement & Performance	Ongoing	
Comply with workplace modifications as determined through individual occupational assessments	Provide an accessible workplace for all employees	Business Improvement & Performance	Ongoing as required	
Prioritise and allocate resources to address accessibility issues	Resources are allocated to address disability issues.	Business Improvement & Performance	Ongoing as required	
Promote awareness of potential access issues to site managers	Promote understanding of access issues	Business Improvement & Performance	Ongoing	
Ensure any leases are compliant with disability access and other requirements under <i>Australia's Disability Discrimination Act 1992</i> and the Building Code of Australia	Review and implement any findings	Business Improvement & Performance	31 March 2019	To be undertaken following consolidation of accommodation across the State
Review all access and associated signage for disabled access to ensure all existing office locations are access compliant and suitably signed	Review and implement any findings	Business Improvement & Performance	31 March 2019	To be undertaken following consolidation of accommodation across the State

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Maintain an ongoing dialogue with the Anti-Discrimination Commissioner and Guide Dogs Tasmania on matters concerning access to transport	Collaboration to ensure inclusive, safe and independent access to transport options	Registration and Licensing	Regular liaison between Anti-Discrimination Commission, Guide Dogs Tasmania and the Department of State Growth ongoing	Registration and Licensing Services works closely with the Anti-Discrimination Commission and Guide Dogs Tasmania as required to address any issues or complaints regarding access to transport
Require all new vehicles for general access bus services to meet accessibility requirements consistent with <i>Australia's Disability Discrimination Act 1992</i> through contracts with operators	Provide safe, inclusive access to public transport	Passenger Transport	100 per cent of all new general access buses must be compliant with <i>Australia's Disability Discrimination Act 1992</i> to operate under Government funded contracts	This requirement is part of current contracts and will be part of future contracts
Provide funding and support for special needs school bus services	Support inclusive access to education	Passenger Transport	Program in place. Agreement with the Australian Government to continue delivery until December 2019	See transition to the National Disability Insurance Scheme arrangements below
Provide assistance to people who have a permanent and severe disability through the Transport Access Scheme	Provide access to transport to support independent participation in work, education and community life	Passenger Transport	Program in place and ongoing	Program review underway, expected to be completed by late 2018

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Liaise with the National Disability Insurance Agency to provide seamless transition for eligible members between assistance schemes	Collaboration to provide support to enable independent participation in work, education and community life	Passenger Transport	Regular liaison ongoing through various channels	The Tasmanian Government, through DPAC, is leading a Senior Officials Transport Working Group reporting to the Council of Australian Governments through the Disability Reform Council to achieve a nationally consistent approach to the transition of transport supports
Support affordable transport options through the Transport Access Scheme, which includes Australian Disability Parking Permits and the Taxi Subsidy Scheme	Provide access to transport to support independent participation in work, education and community life	Passenger Transport	Program in place and ongoing	Program review underway, expected to be completed by late 2018

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
<p>Continue to support the four focus areas of the National Arts and Disability Strategy by:</p> <ul style="list-style-type: none"> encouraging people living with disability to apply to any of its programs striving to ensure accessibility and equity for all applicants providing an accessible online resource and model Disability Action Plan for arts organisations – see http://www.arts.tas.gov.au/resources promoting and facilitating take-up of tools and standards designed to improve the accessibility of materials 	<p>Increased development and engagement opportunities for people with disability in the arts and screen sectors</p>	<p>Arts Tasmania</p>	<p>All Arts Tasmania grants and loans programs to be on accessible SmartyGrants platform by July 2018</p> <p>All Arts Tasmania industry development programs to be on the accessible SmartyGrants platform by March 2019</p> <p>All Cultural and Tourism Development grant programs (with the exception of the Events Tasmania Major Events program) to be managed on the SmartyGrants platform by the end of 2019</p>	<p>The National Arts and Disability Strategy Evaluation Report 2013-2015 noted that while feedback indicated there had been improvement in the funding application process for both general and disability-specific programs, there were still opportunities to make the funding processes more accessible and more competitive for people with disability</p> <p>Following consultation with Arts Access Australia, the Australian Government Department of Communications and the Arts selected SmartyGrants, a flexible and buildable grants management system, as the best infrastructure to deliver Australian Government arts funding</p> <p>The SmartyGrants system is compatible with screen readers and voice activated software, and allows for the bulk of an application to be submitted in a variety of mediums, including video, pictures and written text</p>

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Support the national rollout of ARTfinder in Tasmania to increase access and participation – the first focus area of the National Arts and Disability Strategy	Increased participation opportunities for people with disability to attend arts and culture events	Arts Tasmania	TBD	<p>Established by Arts Access Victoria, ARTfinder is a comprehensive online portal with up-to-date information for people with disability about local arts activities, cultural institutions and events</p> <p>The rollout was recommended in the Evaluation of the National Arts and Disability Strategy, and was agreed on by Ministers at the Meeting of Cultural Ministers held in Brisbane on 22 September 2017</p> <p>The national rollout dates are yet to be confirmed</p>
Offer no interest small business microloans through the No Interest Loans Scheme (NILS) to people who receive Centrelink benefits, including Disability Support Pensions, and monitor the number of loans given to people with disability	<p>Microloans made available to stakeholders</p> <p>Determine how Business Tasmania can collect data on the number of loans given to people with disability</p>	Client Services	<p>Applications can be made at any time</p> <p>Client Services to consult with Business Tasmania in June 2018</p>	

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
<p>Engage with disability enterprises to ensure awareness of business development services and programs delivered through State Growth.</p> <p>Take advice from stakeholders about the relevance and accessibility of the programs and assistance on offer.</p>	<p>PDAC aware of small business services</p> <p>Peak bodies informed about business support services</p> <p>Client Services has an improved understanding on the accessibility and relevance of existing programs</p>	Client Services	<p>Manager Small Business to give presentation to PDAC at next available meeting.</p> <p>Client Services to identify key disability service providers and offer information on how to access business information and support services, and seek advice by June-August 2018</p>	
<p>Work towards achieving WCAG 2.0 Level AA guidelines for all online material</p>	<p>Achieve better accessibility</p>	TMAG	<p>Ongoing as new content meets the guidelines</p>	<p>This action has no more achievable milestones – TMAG is in maintenance mode for this activity</p> <p>Without significant resource investment for a project to convert existing content through alternative website development practices, TMAG can make no more improvements to legacy content</p>

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Work towards making all TMAG information available in alternative formats for people with disability	Achieve better accessibility	TMAG	Ongoing	This action has no more achievable milestones – TMAG is in maintenance mode for this activity
Be advocates for 26TEN training sessions to promote employee attendance	<p>26TEN training sessions promoted through internal communication channels to all employees who are engaged in external communications activity</p> <p>The Department becomes a champion of 26TEN and leads by example in the use of plain English</p> <p>Communication needs of people with low literacy levels are met in all Department communications activity</p>	Communications	26TEN training sessions would ideally be run two to three times a year (noting that attendance is voluntary and not something the Communications team can influence directly)	
Move away from using PDF files on our website	Reduce PDF content to (less than) 10 per cent	Web Services	Ongoing	Conversion of PDF files to web page content is a continual process

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Promote awareness of accessibility issues in employee newsletters and on the Department's intranet, and encourage employees to lead by example and promote high standards	Meet Australian Government requirements	Web Services	Ongoing	Web Services is working with key web content owners to redevelop content and ensure the principals relating to accessibility are understood across the Department
Maintain content on the website to ensure that it remains compliant	Content 100 per cent compliant with WCAG 2.0 Level AA	Web Services	Ongoing	Redevelopment of website content is key priority for 2018-19 It is hoped all State Growth web content across all sites will have been reviewed and redeveloped to ensure accessibility by the end of 2019
Promote the Tasmanian Government Accessible Events Guidelines and Checklist to event organisers in receipt of Government funding	Achieve greater accessibility and social inclusion	Events Tasmania	Ongoing	

Outcome Area 2: Economic security

Where we are:

We have already:

- Launched the Flexibility@Work Framework, which includes policies, guidelines and information sheets, in October 2017.
- Implemented the Workplace Adjustment Passport and supporting documents.
- Promoted and hosted a person as part of AccessAbility Day 2017.
- Engaged a person as part of the National Work Experience Programme in 2017.
- Secured employment outcomes for people with disability in the retail sector through the Skills Potential project.
- Finalised the Unpaid Work Framework, which supports unpaid work opportunities for people with a disability. This framework aims to break down negative preconceived perceptions about employing people with disability, provide work-like opportunities, experiences and referees to increase the chance of success when they seek future paid work opportunities.
- Reviewed our recruitment practices to ensure relevant employees have an understanding of the needs of people with disability.
- Developed the Department's Learning Management System (LMS) which enables us to highlight online access to disability awareness training for all employees once finalised. The LMS will also provide training for recruitment and selection panels that highlights potential biases that may influence recruitment decisions and the opportunity to deliver a new online induction package for employees.
- Offered no interest business microloans to persons who receive Centrelink benefits, including Disability Support Pensions.

We will continue to:

- Liaise with PDAC regarding the key issues and/or objectives relating to the employment of people with disability.
- Develop collaborative relationships with the disability employment sector as well as other relevant organisations and community groups to remove barriers and increase employment opportunities for people with disability.
- Integrate diversity and inclusion information into relevant employment-related policies and procedures (for example, Statements of Duties and Performance Management Plans).
- Improve the collection of workforce diversity data.
- Support awareness of family violence and the support services offered to employees through undertaking White Ribbon Accreditation.
- Be open and responsive to new and evolving opportunities relating to the employment of people with disability.
- Ensure that People and Culture employees have relevant skills and knowledge on access and discrimination issues experienced by people with disability.
- Offer no interest business microloans to people who receive Centrelink benefits, including Disability Support Pensions, and monitor access to by people with disability.
- Raise awareness and promote use of the Fixed Term Disability Employment Register to business unit managers.
- Participate in the Graduate Program for People with Disabilities.

Emerging issues:

- Addressing unconscious bias through training and awareness, with a focus on recruitment will need to be undertaken in the near future (2018-19).
- Review the three new frameworks (Flexibility@Work, Unpaid Work Framework and Workplace Adjustment Passport) to ensure implementation of these initiatives improves employment arrangements and support for people with disability.
- Inspiring cultural change to recognise the benefits of employing people with disability.

Actions

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Finalise the Department's Diversity and Inclusion Action Plan to deliver the outcomes of the State Service Diversity and Inclusion Policy and Framework 2017-2020	A consistent approach to diversity and inclusion across the State Service	People and Culture	Finalisation of Diversity and Inclusion Action Plan in 2018 Implementation of actions – Ongoing	
<p>Improve opportunities for people with disability to gain work experience within the Department through our Unpaid Work Framework</p> <p>Assist hiring managers to broaden their advertising scope to include promotion of vacancies with Disability Employment Service providers</p> <p>Assist hiring managers to consider shaping vacancies to facilitate recruitment through the State Service People with Disability Employment Register, where feasible</p>	Improved relationships with Disability Employment Service providers to gain a greater knowledge of the needs of the disability employment sector	People and Culture	Ongoing	The Department is currently working with the disability employment sector to increase opportunities for unpaid and paid work for people with disability through national initiatives as well as the Department's Unpaid Work Framework, the State Service People with Disability Employment Register and the Graduate Program for People with Disabilities

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Review recruitment and selection information online to ensure documents are written in plain English and focus on the inherent requirements of the role	Greater access to information regarding applying for positions within the State Service	People and Culture	Dec 2018	The Department is currently improving recruitment practices to ensure there are no barriers to employment and embrace the provision of reasonable adjustments to work environments for employees with a disability Consulting with organisations that support the employment of people with disability to identify any barriers that inhibit people with disability from applying for positions
Continue to advertise roles flexibly, identifying that the 'how, where and when' a role is undertaken can be discussed during our recruitment processes	Improved relationships with other departments and community groups		Ongoing	
Promote our Workplace Adjustment Passport approach with applicants with a disability and support hiring managers with the promotion and discussion	Improved recruitment practices that identify and reduce barriers to employment for people with disability and the provision of reasonable adjustments to work environments		Ongoing	
Meet regularly with Disability Employment Service providers to identify barriers to employment opportunities for people with disability			Ongoing	
Ensure expertise, through advice, support and training, is available to existing employees with a disability and their managers.			Online resource available by early 2019	

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Promote flexible work arrangements to assist people with disability and carers	Improved awareness of and access to education, relevant training and other support mechanisms available	People and Culture	Ongoing	
Write into performance agreements for senior management, responsibilities for workforce diversity outcomes	Integration of workforce diversity outcomes into relevant employment related policies and procedures		Review of Performance Development and Appraisal for Senior Executives planned for 2018	
Implement the whole-of-government online disability awareness training for all employees	Improved collection of workforce diversity data		By Dec 2018	
Ensure selection criteria are based on the inherent requirements of the position and avoid any direct or indirect discrimination in relation to disability			Review of recruitment and selection processes during 2018-19	
Implement additional reporting capacity information for self-identified diversity data in Empower, as facilitated through the whole-of-government Empower Integration Project			Part of Empower Integration Project 2019	
Consider feedback provided through the SSMO Annual Diversity and Inclusion Framework Survey in relation to the Department's Diversity and Inclusion Action Plan and update to reflect feedback	Implement learnings and key findings of the whole-of-government survey	People and Culture	Review annually once the whole-of-government survey commences	

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Attend and/or organise networking and training opportunities as they arise with local government, not-for-profit sector and strengthen existing relationships with Disability Employment Service providers to grow our network	Improved relationships with the local government, business and not-for-profit sector to share successes and improvement strategies	People and Culture	Ongoing Ongoing	
Continue to participate in national initiatives, such as AccessAbility Day held in December annually Work with all managers to increase unpaid work placements that improve employment skills of people with disability and provide referees, therefore increasing their chance of securing paid work in the future	Promote and support national disability initiatives where relevant	People and Culture	Ongoing Aim for three placements in 2018 Ongoing Aim to have minimum of two unpaid work placements in 2018	Two AccessAbility placements in 2017, aim to increase the number of placements annually

Outcome Area 3: Learning and skills

Where we are:

We have already:

- Replaced Skills Tasmania's Equity Programs with the Training and Work Pathways Program (TWPP), which changes the focus to better support opportunities for Tasmanians with a disability. The number of projects that are funded under TWPP and explicitly support Tasmanians with a disability have increased each year since its inception. The programs in TWPP must include some form of work placement, which is a critical step in increasing the employment opportunities for Tasmanians with a disability.

We will continue to:

- Seek increased engagement and competition rate for people with disability in our funded training programs.
- Develop evidence-based Vocational Education and Training (VET) pathways for people with disability to improve employment opportunities by developing real skills for real jobs.
- Ensure access to wrap-around support services, aimed at reducing barriers to access and participation in post-compulsory education.

Emerging issues:

- The exhaustion of the 2014 Youth Justice Election Commitment will see a reduction in TWPP funds for the next release by \$170 000. This will in turn mean a reduction in the number of projects funded.
- The dispersal of VET funds (beyond the public provider) is primarily achieved via competitive grant releases, with a focus on employability outcomes. As such, difficulties in translating training outcomes to employment outcomes (whether open or supported employment), can make accessing such funds more difficult for people with disability, and the organisations supporting them.
- Reports from projects funded under TWPP continue to highlight the sensitivity of young learners (aged 16 to 25 years) to identifying as a person on the autism spectrum. This indicates the continued need for professional development among VET practitioners around autism awareness, in addition to the learning needs of students on the autism spectrum and general adjustment advice.
- Reports from TWPP projects indicate that a high proportion of learners that experience a convergence of disability; a history of low education success; low language, literacy and numeracy benchmark scores; and poor experiences of 'education' present with increased psychosocial disorders such as anxiety and/or depression. This can mean that such learners often lack the 'personal' attributes to direct their futures with confidence, and require a more supportive and holistic approach to building strengths beyond technical competencies.
- Where those projects have resulted in employment outcomes for people with disability – particularly at the more complex end – results are dependent upon very strong relationships between the participant and their support network; a third-party organisational support (for example, an out-of-home care or NDIS provider); or training provider – and an employer who is engaged and committed to achieving the outcome.

Actions

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Invest in Skills for Growth by fostering flexible, high quality and innovative VET opportunities for people with disability	<p>Number of projects funded that address barriers to participation in post-compulsory education and employment (for example, for people with disability)</p> <p>Number of subsidised VET activities</p>	Skills Tasmania	<p>TWPP release in the third quarter of 2018</p> <p>The Skills Fund program releases in the first and third quarter of 2018</p> <p>Apprentice and Trainee Training Fund (User Choice) Program releases are open year round</p>	<p>TWPP to fund innovative projects to achieve Outcome Skills Fund Jobseeker and Mind the Gap subsidised training opportunities</p> <p>Apprentice and Trainee Training Fund (User Choice) Program offers training subsidies to Tasmanian apprentices and trainees on a year round basis</p>
Ensure access to wrap-around support services, aimed at reducing barriers to access and participation in post-compulsory education.	<p>A number of projects funded that address barriers to participation in post-compulsory education and employment (for example, for people with disability)</p> <p>Number of subsidised VET activities</p>	Skills Tasmania	<p>TWPP release in the third quarter of 2018</p> <p>The Skills Fund program releases in the first and third quarter of 2018</p> <p>Apprentice and Trainee Training Fund (User Choice) Program releases are open year round</p>	<p>Greater flexibility has been incorporated into the funding structure of training subsidies, allowing applicants to demonstrate the need for additional support to assist people with disability successfully engage in VET</p>

Output/brief description	Outcome	Who (lead)	Key dates/milestones	Comments
Develop evidence-based VET pathways for people with disability to improve employment opportunities by developing real skills for real jobs	<p>Number of projects funded that address barriers to participation in post-compulsory education and employment (for example, for people with disability)</p> <p>Individual project outcomes may potentially be reported upon (for example, employment, engagement with training, new employers engaging people with disability)</p>	Skills Tasmania	<p>TWPP release in the third quarter of 2018</p> <p>Ongoing TWPP projects, and implementation of previous project recommendations</p>	<p>Examples of this (among others) include:</p> <p>The NDS <i>JobsABILITY</i> project, which aims to increase employment outcomes by addressing demand-side barriers to employment</p> <p>Hamlet Inc's <i>The Next Step Project</i>, which fosters opportunities for participants to transition from a work experience program to employment</p> <p>Avidity Training's <i>Eureka Clubhouse – Skills in Hospitality Project</i></p> <p>TasTAFE's <i>I CAN Peer-to-Peer Mentor Support Project</i> to better support students on the autism spectrum</p>
Consider findings of the Council on the Ageing (COTA) Tasmania's <i>Recruiting for Life</i> project on ways to improve participation in the workforce, and to promote age-diverse and inclusive employment and workplace planning practices	<p>Public release of report</p> <p>Activities under Implementation Plan</p>	Skills Tasmania; People and Culture	Public release in the third quarter of 2018	The report is in the finalisation stage, and COTA are working with State Growth and DPAC regarding the development of the implementation stage

More Information

For further information about the Department of State Growth's *Disability Action Plan 2018-2021* please contact:

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Accountabilities

Implementation	Divisional Directors/General Managers
Compliance	Executive Committee
Monitoring and Evaluation	State Growth Disability Action Plan Working Group
Development and/or Review	State Growth Disability Action Plan Working Group

Policy history

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