

# Employment

January 2026



“Work gives me a sense of purpose. It’s also great to have a laugh with your workmates.” – CID Member

**Goal:** For people with intellectual disability to have the same opportunities as everyone to engage in meaningful and fairly compensated employment.

## What CID wants

We want the NSW Government to:

- Roll out Revenue NSW’s successful **Everyone at Work program** across the NSW public sector so that 1% of roles are held by people with intellectual disability.
- Develop specialised apprenticeships and internship pathways from schools to TAFE which support people with intellectual disability to transition into customised roles in mainstream workplaces.
- Provide and fund fee-free introductory TAFE courses (Certificate I and Certificate II) in all industry sectors so people with intellectual disability have equitable entry points to TAFE.

We want the Federal Government to:

- Reform the **Disability Support Pension (DSP)** to enable people with intellectual disability to participate in open employment without risking the loss of essential associated benefits or their future eligibility for the DSP.
- Reform **Australian Disability Enterprises (ADEs)** so they pay fair wages, support skill development and career progression, provide pathways into open employment, and are no longer segregated settings.
- Place a greater emphasis on life-stage transition supports that foster aspirational goals in the NDIS planning process.

### **Where things stand**

- Successive NSW Governments have committed to ensuring that 5.6% of public sector staff are people with disabilities. This target has not yet been met.
- Revenue NSW has established the Everyone at Work program which is successfully employing people with intellectual disability. CID wants this program to be replicated across all NSW government departments.
- People with intellectual disability have limited opportunities to access further education after school. They are often directed into NDIS-funded school leaver programs. They are provided with limited access to formal tertiary qualifications and not given clear pathways to open employment.
- TAFE has defunded many of its Certificate I and II entry level courses. Without courses that meet their learning needs, people with intellectual disability are locked out of vocational training and employment opportunities.
- People with intellectual disability often face insecure work arrangements and higher living costs due to their medical and support needs. They rely on benefits that are tied to DSP eligibility, such as the Health Care Card (HCC). If people choose to take on extra work hours and exit the DSP, they lose their benefits. The DSP reapplication process is difficult and not accessible. These factors deter people from exiting the DSP, which impacts economic independence and inclusion.

- 70% of people with intellectual disability that are employed, work in ADEs with wages as low as \$2.50 - \$3.12 per hour. ADEs are segregated workplaces, and for many people they are the only employment option made available when leaving school. When people with intellectual disability are segregated from the community and are unable to earn fair wages, they cannot strive for greater independence.

## Case study

Dominic is 31 years old and receives the Disability Support Pension. He lives with his father, and they both struggle to pay household bills. He has spent many years applying for jobs without any success.

Dominic found out about the Revenue NSW **Everyone at Work** program through his **Inclusive Employment Australia** (IEA) provider, who supported him to apply for the role.

Instead of attending an interview, Dominic joined other applicants at an assessment day, where he completed a variety of tasks to demonstrate his capability for the role.

Dominic was successful in securing an administrative position at Revenue NSW. In this role, he works closely with his department manager and team. He is supported by the **Everyone at Work** program coordinator, who ensures that the tasks assigned to Dominic meet his skills and his interests. Dominic also has support from his IEA consultant when he needs it.

Dominic enjoys working as part of a team, and his financial situation and mental health have improved immensely after securing stable open employment.

## ☑ CID's key achievements

- CID led the Everyday for Everyone employment campaign, which resulted in the Labor Government committing to ensuring that 5.6% of public sector staff are people with disabilities by 2025.
- CID provided consultation services to Revenue NSW to support the implementation of the Everyone at Work pilot program.
- 30% of staff at CID have an intellectual disability, as do 50% of our board. CID continues to enhance and promote inclusive employment practices for people with intellectual disability.
- CID has trained 576 people with intellectual disability and supported 262 employers on best practice employment solutions. CID's Inclusion Works project resulted in 5 Councils employing people with intellectual disability.

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## 📍 Where to from here

CID will continue to advocate for people with intellectual disability to be given the support they need to apply for and work in open employment. We will continue to advocate for equitable access to post-secondary education and training and inclusive employment programs for people with intellectual disability. We will also continue to advocate for changes to the DSP so that people with intellectual disability can participate in open employment without risking their financial security.

**“The biggest thing that improved for me is my mental health. Having an insecure casual job in the most expensive city in Australia when your family doesn't own the place you live in is very stressful. Having job security has a big impact on your mental health. If you don't have a social life, working in an organisation like this gives you happiness.”**

– Employee of the Everyone at Work program at Revenue NSW.

