Centre for Inclusive Employment

Disability Employment AUSTRALIA

Centre for Inclusive Employment: Your New Disability Employment Resource Hub

Dr Jenny Crosbie
Interim Director, Centre for Inclusive Employment

Centre for Inclusive Employment

Disability Employment AUSTRALIA

Introducing the Centre for Inclusive Employment

Centre for Inclusive Employment

The purpose of the Centre for Inclusive Employment is to:

- Collect
- Translate
- Share

Best-practice information about what works in disability employment

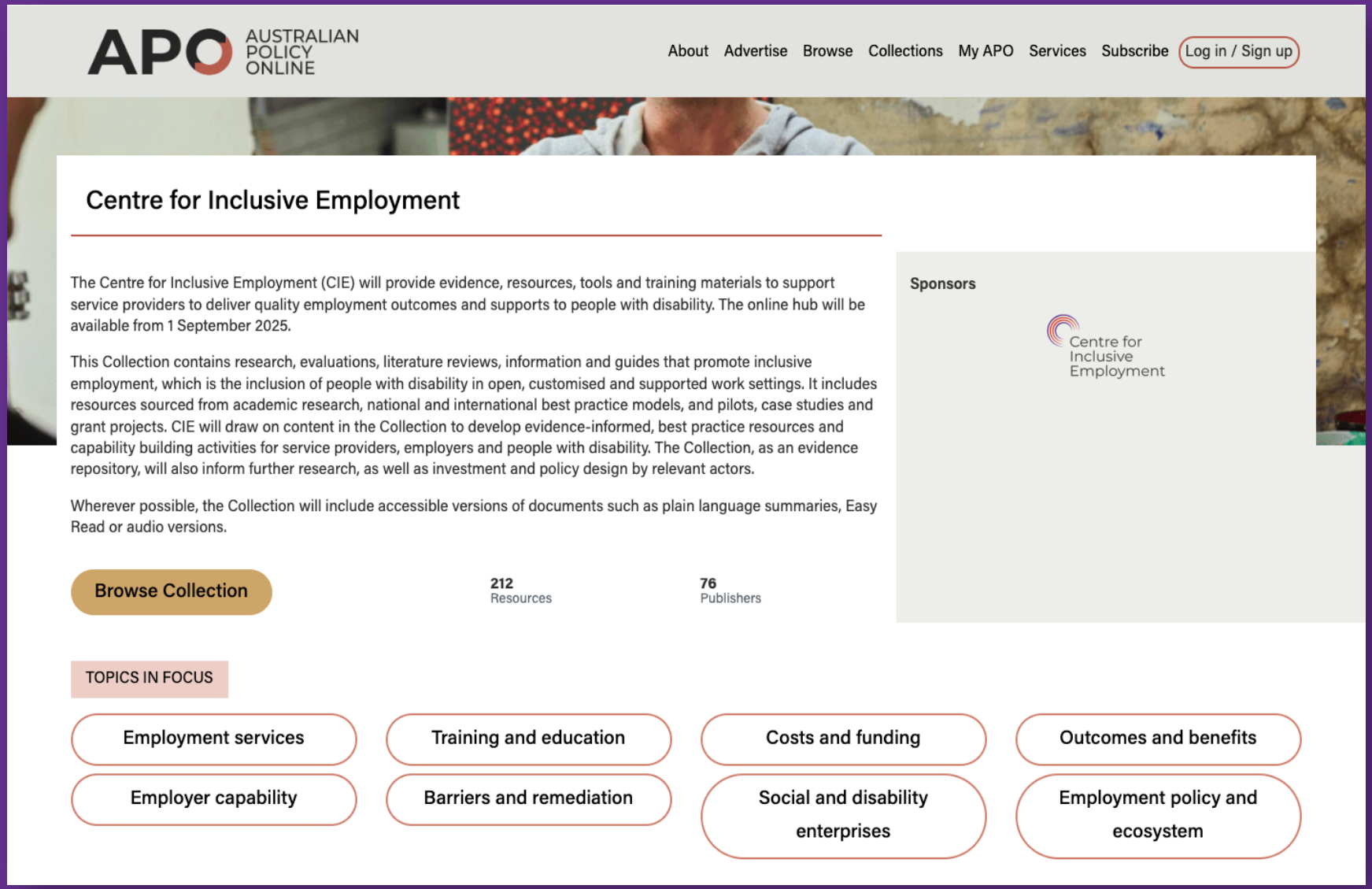
Centre for Inclusive Employment

Disability Employment AUSTRALIA

How Providers Can Intersect with the Centre

- Primary mechanism is the Centre for Inclusive Employment **Online Hub**. This is available to Inclusive Employment Australia providers now, and live to the public in early November.
- **Resources** focused on disability awareness, employer engagement and the 'building blocks' to employment.
- The online hub will be **built out over time** as new resources are added
- A **Chatbot** will be available to search a bounded evidence set

The Inclusive Employment Australia Collection is live now at APO!



Head to **www.apo.org.au**

Centre for Inclusive Employment

Disability Employment AUSTRALIA

How To Use The Online Hub

The Online Hub is designed to be ‘role agnostic’.

That means the evidence about ‘what works’ is **available to everyone** including people with disability, families, employers and employment service workforce.

Homepage | Centre for Inclusive Employment

Welcome to the Centre for Inclusive Employment

The purpose of the Centre is to provide resources, tools and training to help providers deliver quality employment services and supports to both people with disability and employers.

The Centre will work collaboratively with people with disability, employment service providers and programs, employers, researchers and others to bring evidence informed practice into employment service systems.

The Centre supports providers and other stakeholders with practical, evidence-based resources that will continue to expand and evolve — helping to build stronger services and open more pathways to meaningful work for people with disability.

Homepage | Centre for Inclusive Employment

Featured news

Employment services

Join us for our first Lunch & Learn!

2 Oct 2025

Presented by Disability Employment Australia and the Centre for Inclusive Employment, join this Lunch & Learn session to explore the online hub. Discover practical resources to begin implementing straight away.

Find out more

← Previous

Next →

Slide 1 of 3

Understanding Disability | Centre for Inclusive Employment

Understanding disability

Building understanding of disability requires learning from people with disability about their experience of disability and how to set up conditions for success in employment.

Last updated: 2 Oct 2025

Understanding Disability | Centre for Inclusive Employment

- Understanding disability
  - Models of disability
  - Types of disability
  - Building disability awareness
  - Identifying barriers to employment
  - Setting up conditions for success
- Building blocks to employment

> *"Disability doesn't make you exceptional, but questioning what you think you know about it does."*
>
> Stella Young, journalist, comedian and disability rights activist.[1]

Overview

Disability is a natural part of life and can be experienced in different ways. In Australia, around one in five people have a disability.[2] Every person is unique, and how disability impacts them will vary depending on a range of factors. Disability can be visible or non-visible, permanent, temporary or intermittent. It may be present from birth or acquired at any age or stage of life. For some, it can have a little or no impact on their ability to work; for others, it may affect their capacity more significantly. How people relate to disability also varies. Not everyone identifies as part of the disability community.

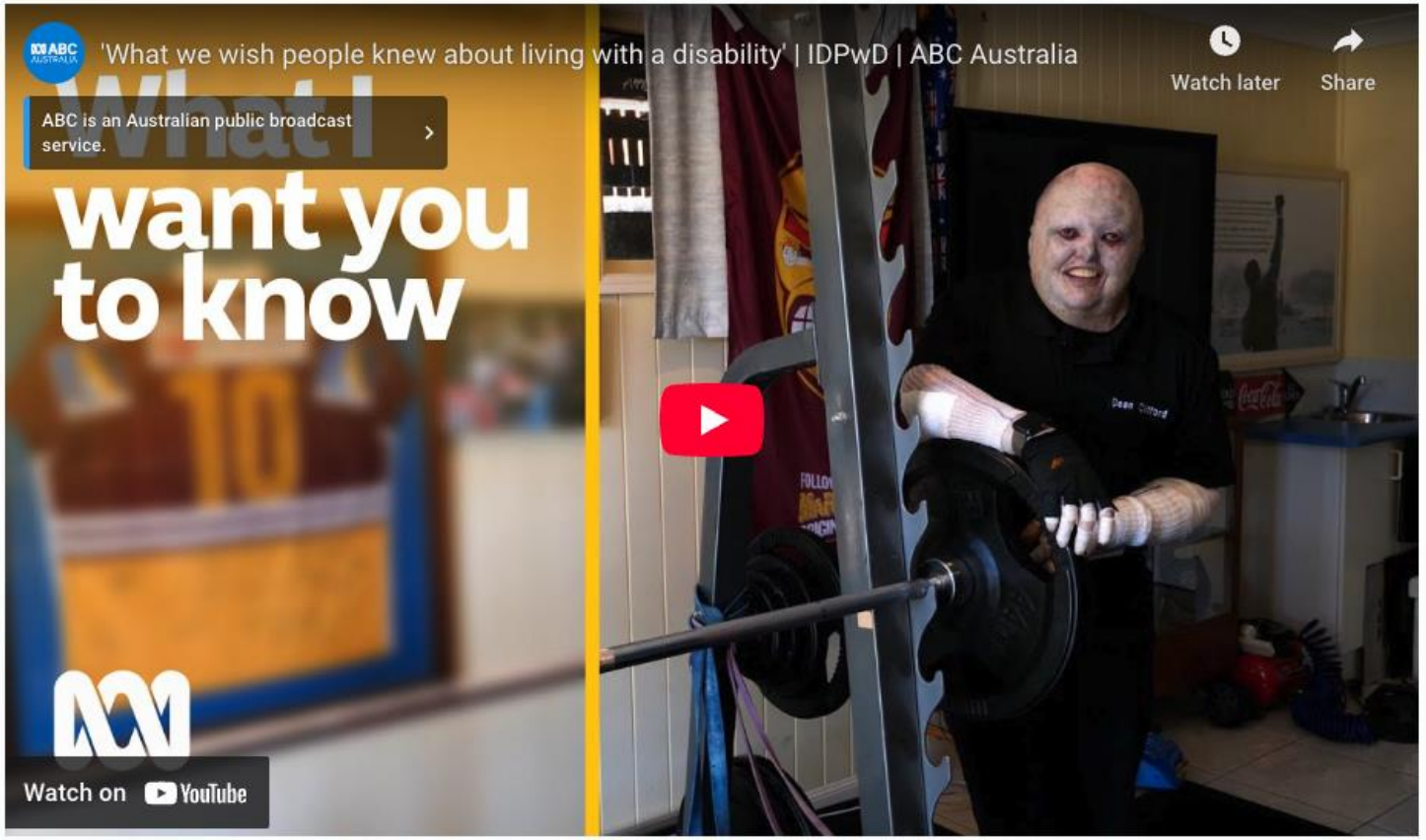
People with disability, like everyone else, have many aspects to their identity. Some of these may intersect with their disability and increase the risk of stigma or discrimination.

> *"Disability is an evolving concept... that results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others."*
>
> United Nations Convention on the Rights of Persons with Disabilities.[3]

People with disability have wide ranging skills, talents and knowledge to bring to the workplace. They work in all sorts of jobs and hold a range of tertiary and vocational qualifications.

Understanding Disability | Centre for Inclusive Employment

What we wish people knew about living with a disability (video)



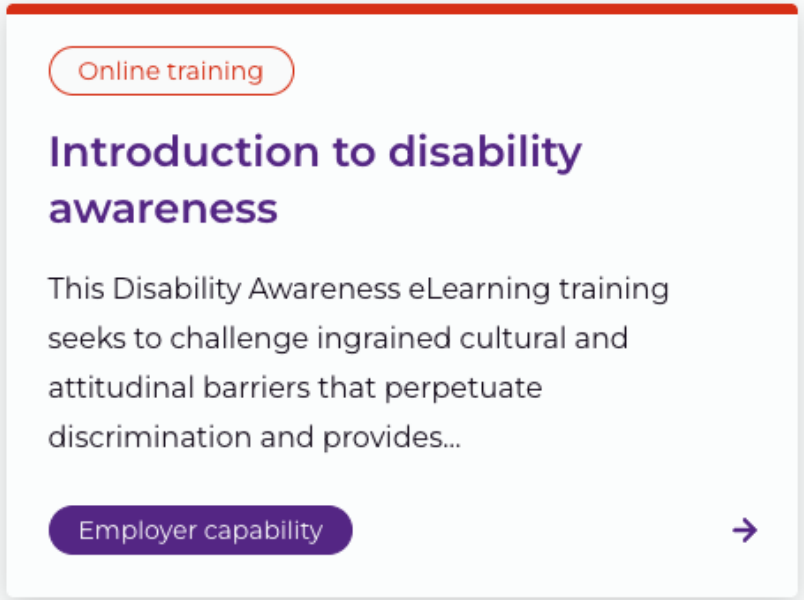
Understanding Disability | Centre for Inclusive Employment

Key strategies for success

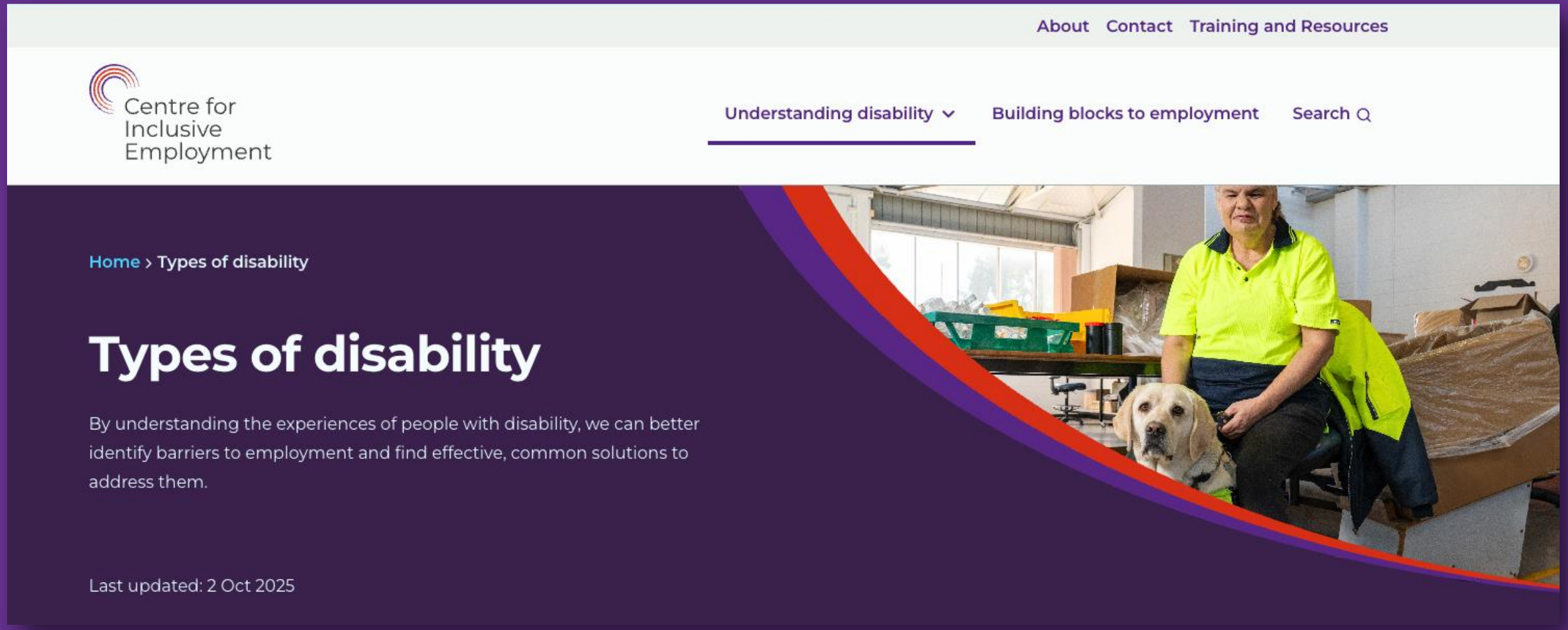
Being inclusive and achieving equal employment opportunities for people with disability requires understanding:

- Different models or concepts of 'disability' →
- Different types of disability →
- Disability awareness →
- The barriers to employment →
- How to set up conditions for success in employment →

Understanding Disability | Centre for Inclusive Employment



Types of Disability | Centre for Inclusive Employment



Types of Disability | Centre for Inclusive Employment

Understanding disability
- Models of disability
- Types of disability
- Building disability awareness
- Identifying barriers to employment
- Setting up conditions for success

Building blocks to employment

> "Every person has a variety of different experiences and perspectives, and we all add a different value to our work – not a different amount of value. I hope we can get to the point where everybody is just viewed as an individual and is appreciated for being unique"
>
> Witness with disability to the Disability Royal Commission [1]

Overview

One way of thinking about disability is by type of disability. However, this does not fully capture the experience of disability for all individuals (see the ***Models of Disability*** page).

To create the right 'conditions for success' in employment, it helps to understand how different types of disability can affect people's lives. The best way to find this out is to ask the person themselves. This understanding can guide the development of inclusive and accessible workplace practices.

There are many diagnoses and conditions that reflect the diverse experiences of people with disability. There is no single way to classify disability 'types' or groups of conditions, and it's important to avoid generalisations or assumptions.

However, gaining insight into the varied experiences of people with disability can be useful. The list of disability types below provides an overview of each, to help inform ways to create the 'conditions for success' at work.

This information is largely drawn from information developed by Disability Representative Organisations and Disabled Peoples Organisations in Australia, where people with disability have been the leaders in describing their own experiences.

Types of Disability | Centre for Inclusive Employment

Autism and neurodivergence (external link)

Guide

How to support a neurodivergent workforce

Overlooking neurodivergent talent is a missed opportunity. This guide is a starting point for those who want to raise awareness about neurodivergence and the...

Barriers and remediation | Employer capability

Blind and vision impaired

Guide

An eye to the future: unlocking the potential of employing people who are blind or vision impaired

A guide to understanding how to confidently recruit, support and retain employees who are blind or vision impaired. It offers practical advice, real-world...

Employer capability | Outcomes and benefits

Types of Disability | Centre for Inclusive Employment

Cognitive and intellectual disability (external link)

Communication disability (external link)

Deaf and hard of hearing

Guide

Building competency: suggested competencies for supporting people with deafness or hearing loss

A practical guide designed to help professionals provide more inclusive, respectful, and effective support to people who are Deaf, deaf, hard of hearing or...

Employer capability

Guide

Everyday communication: tips for supporting people with deafness or hearing loss

A practical, easy-to-follow guide designed to help Australians communicate more inclusively with people who are Deaf, deaf, hard of hearing, or have hearing...

Employer capability

Types of Disability | Centre for Inclusive Employment

Language matters

The way we communicate with people with disability matters. Using inclusive language is essential for ensuring communication is accessible and respectful.

In Australia, the standard is to use 'person-first' language such as, "person with a disability", which puts the individual before their disability. This should be the default approach when you don't know someone's preference.

Some people, however, prefer 'identity-first' language, for example, "disabled person", which positions disability as part of their identity. This is particularly common in Autistic and Deaf communities, where disability is seen as an integral part of identity and culture.

It is also important to recognise that not everyone identifies as part of the disability community. For instance, many D/deaf and hard-of-hearing people see themselves as members of a distinct cultural and linguistic group, using Auslan (Australian Sign Language) as their first language. Similarly, while mental health conditions and neurodivergence fall under the broad definition of disability, not everyone in these groups embraces that label.

Best practice is to default to person-first language, while respecting the words people choose for themselves. Honouring individual preferences acknowledges the diverse ways people view their identity, experience disability, and connect with their community.

Purple orange

Language matters (video and transcript)

→

Blind and Vision Impaired | Centre for Inclusive Employment

Blind and vision impaired

Guide

An eye to the future: unlocking the potential of employing people who are blind or vision impaired

A guide to understanding how to confidently recruit, support and retain employees who are blind or vision impaired. It offers practical advice, real-world...

Employer capability | Outcomes and benefits

→

Blind and Vision Impaired | Centre for Inclusive Employment

Guide

An eye to the future: unlocking the potential of employing people who are blind or vision impaired

23 Jun 2025

Accessibility | Assistive technology | Workplace support | Employers | Employer engagement (disability) | Workforce diversity | Disability employment | Barriers to work | Reasonable adjustment | Vision impairment | Blindness | Employer capability | Outcomes and benefits

Author
Blind Citizens Australia

Publisher
Blind Citizens Australia

Geographic coverage
Australia

An eye to the future (DOCX, 153.03 KB)

Blind and Vision Impaired | Centre for Inclusive Employment

Guide

An eye to the future: unlocking the potential of employing people who are blind or vision impaired

23 Jun 2025

Accessibility | Assistive technology | Workplace support | Employers | Employer engagement (disability) | Workforce diversity | Disability employment | Barriers to work | Reasonable adjustment | Vision impairment | Blindness | Employer capability | Outcomes and benefits

Author
Blind Citizens Australia

Publisher
Blind Citizens Australia

Geographic coverage
Australia

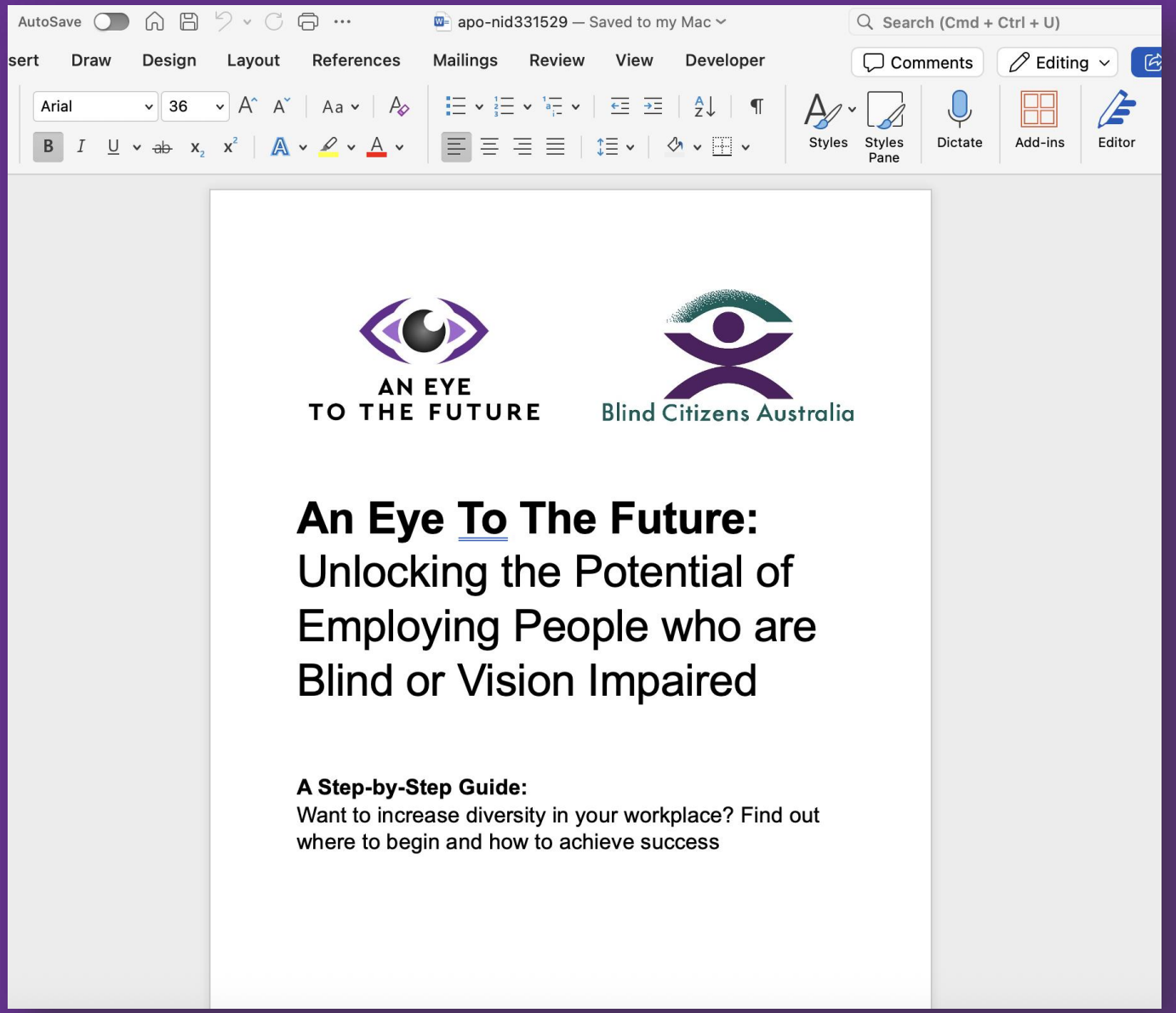
An eye to the future (DOCX, 153.03 KB)

Click here

Blind and Vision Impaired | Centre for Inclusive Employment

Opens to An Eye to the Future:

A 19-page step-by-step guide that contains information about supporting people who are blind or vision impaired into employment



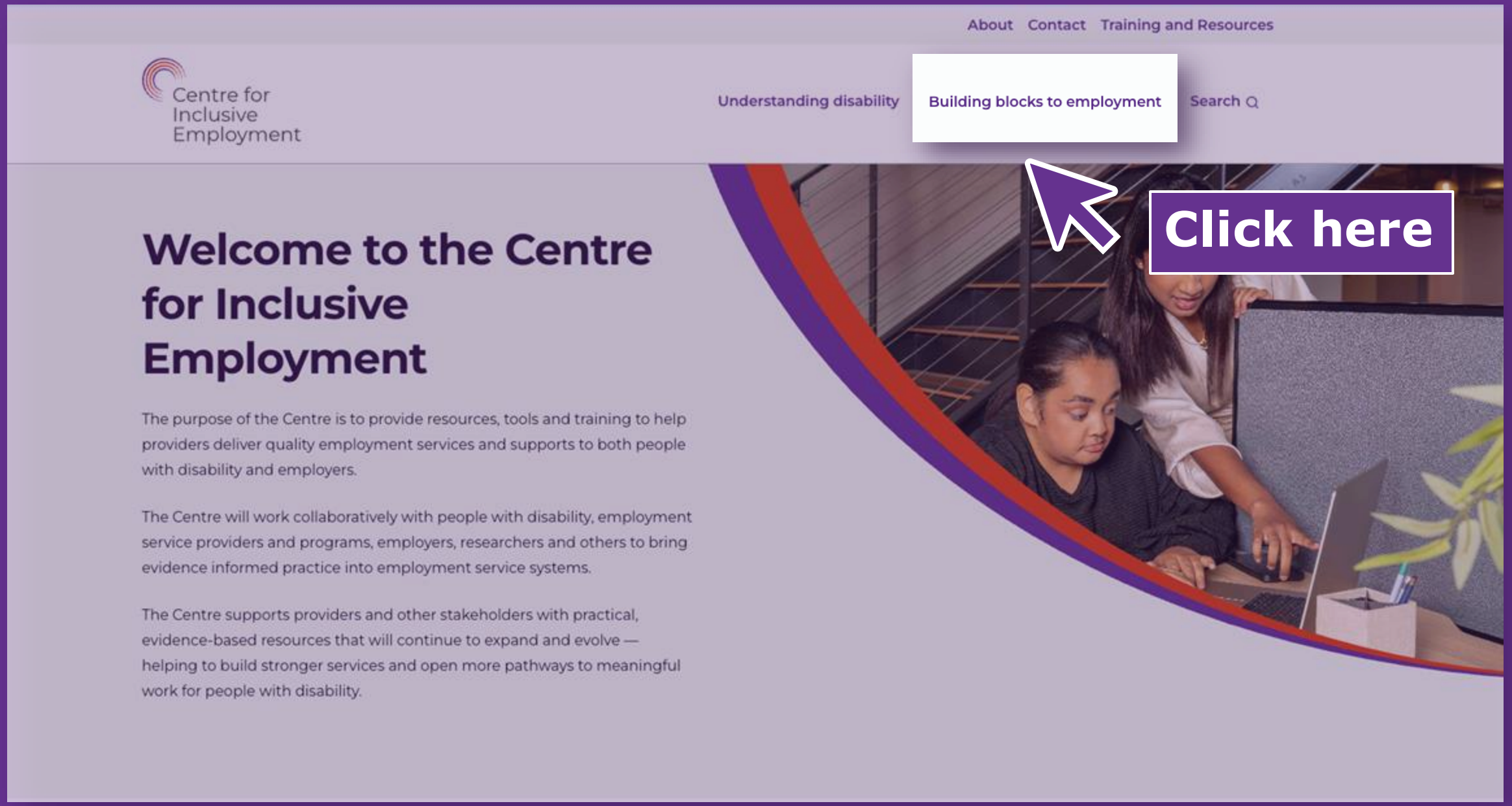
Over time, each of the sections will be built out with information and tools that providers can use day to day.

Centre for Inclusive Employment

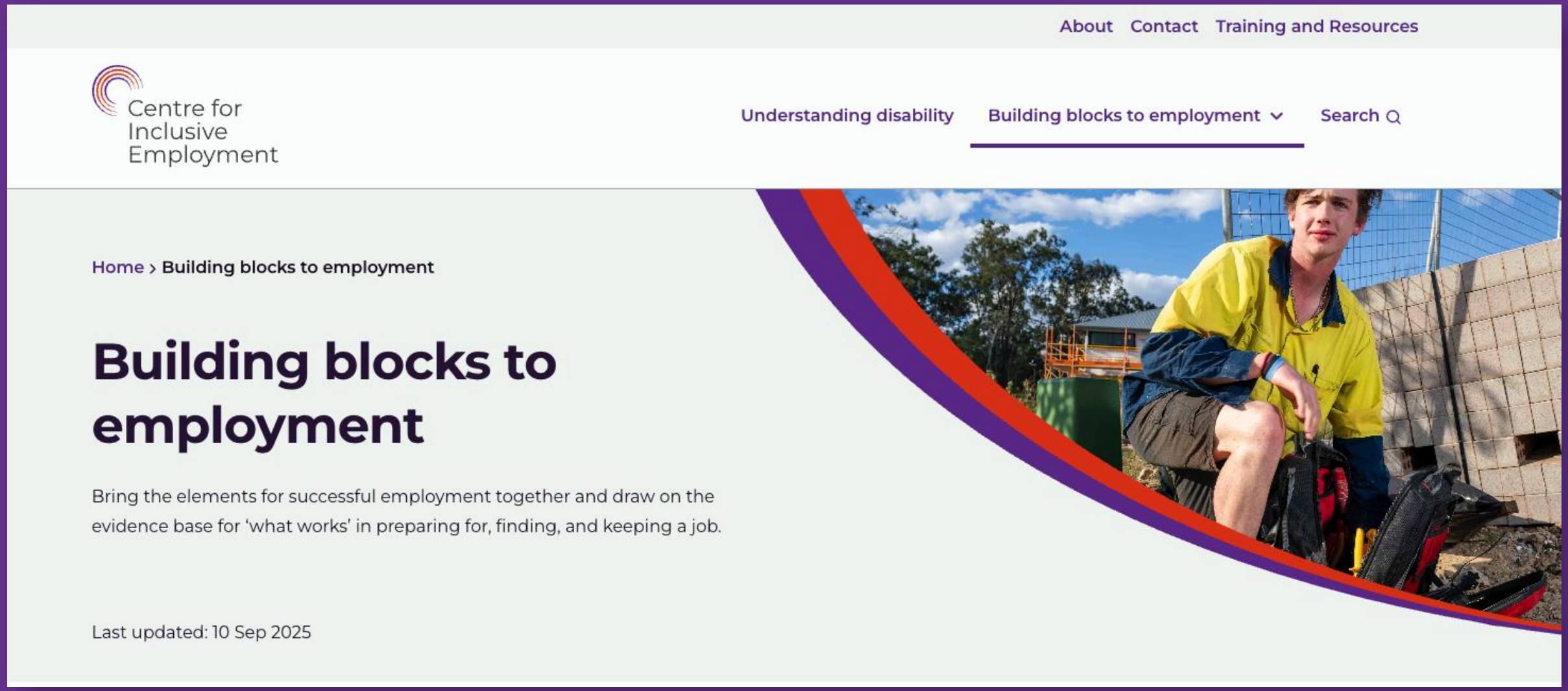
Disability Employment AUSTRALIA

Building Blocks to Employment

Building Blocks to Employment | Centre for Inclusive Employment



Building Blocks to Employment | Centre for Inclusive Employment



Building Blocks to Employment | Centre for Inclusive Employment

Key strategies for success

Draw on the guidance within each building block in the areas of:

Laying foundations for work →

Build expectations and experience about work and plan for what happens after secondary school.

Getting to know the jobseeker →

Identify the jobseeker's strengths, needs, and preferences – their 'conditions for success' (including reasonable adjustments) – and match these to an...

Skills development →

Create continuous opportunities for people to build and grow their skills.

Building Blocks to Employment | Centre for Inclusive Employment

Employer engagement and capability building

Build strong, long-term relationships with employers so their workforce needs can be effectively matched with the skills and aspirations of jobseekers with...

Job development and matching

Use a tailored approach to match the employer's needs with the jobseeker's skills, strengths, and preferences, while shaping roles that that provide the best...

Ongoing support and career progression

Provide tailored assistance to both the employee and employer for as long as needed to ensure job placements are successful and lead to opportunities for...

Different activities suit each person depending on their circumstances. While some appear to be sequential stages of support, they can be delivered in any order and repeated as needed. Evidence shows that that combining these supports helps jobseekers achieve the best outcomes.

Building Blocks to Employment | Centre for Inclusive Employment

Employer engagement and capability building →

Build strong, long-term relationships with employers so their workforce needs can be effectively matched with the skills and aspirations of jobseekers with...

Job development and matching →

Use a tailored approach to match the employer's needs with the jobseeker's skills, strengths, and preferences, while shaping roles that that provide the best...

Ongoing support and career progression →

Provide tailored assistance to both the employee and employer for as long as needed to ensure job placements are successful and lead to opportunities for...

Different activities suit each person depending on their circumstances. While some appear to be sequential stages of support, they can be delivered in any order and repeated as needed. Evidence shows that that combining these supports helps jobseekers achieve the best outcomes.

Employer Engagement & Capacity Building | Centre for Inclusive Employment

- Understanding your local labour market →
- Connecting with employers →
- Building effective relationships with employers →
- Building employer capability to offer inclusive employment opportunities →

Employer Engagement & Capacity Building | Centre for Inclusive Employment

- Understanding your local labour market →
- Connecting with employers →
- Building effective relationships with employers →
- Building employer capability to offer inclusive employment opportunities →

Understanding your local labour market | Centre for Inclusive Employment

Centre for Inclusive Employment

Understanding disability | Building blocks to employment | Search

Home › Understanding your local labour market

Understanding your local labour market

Develop a deep knowledge of local industries and job opportunities in order to offer relevant job matches and support.

Last updated: 26 Sep 2025

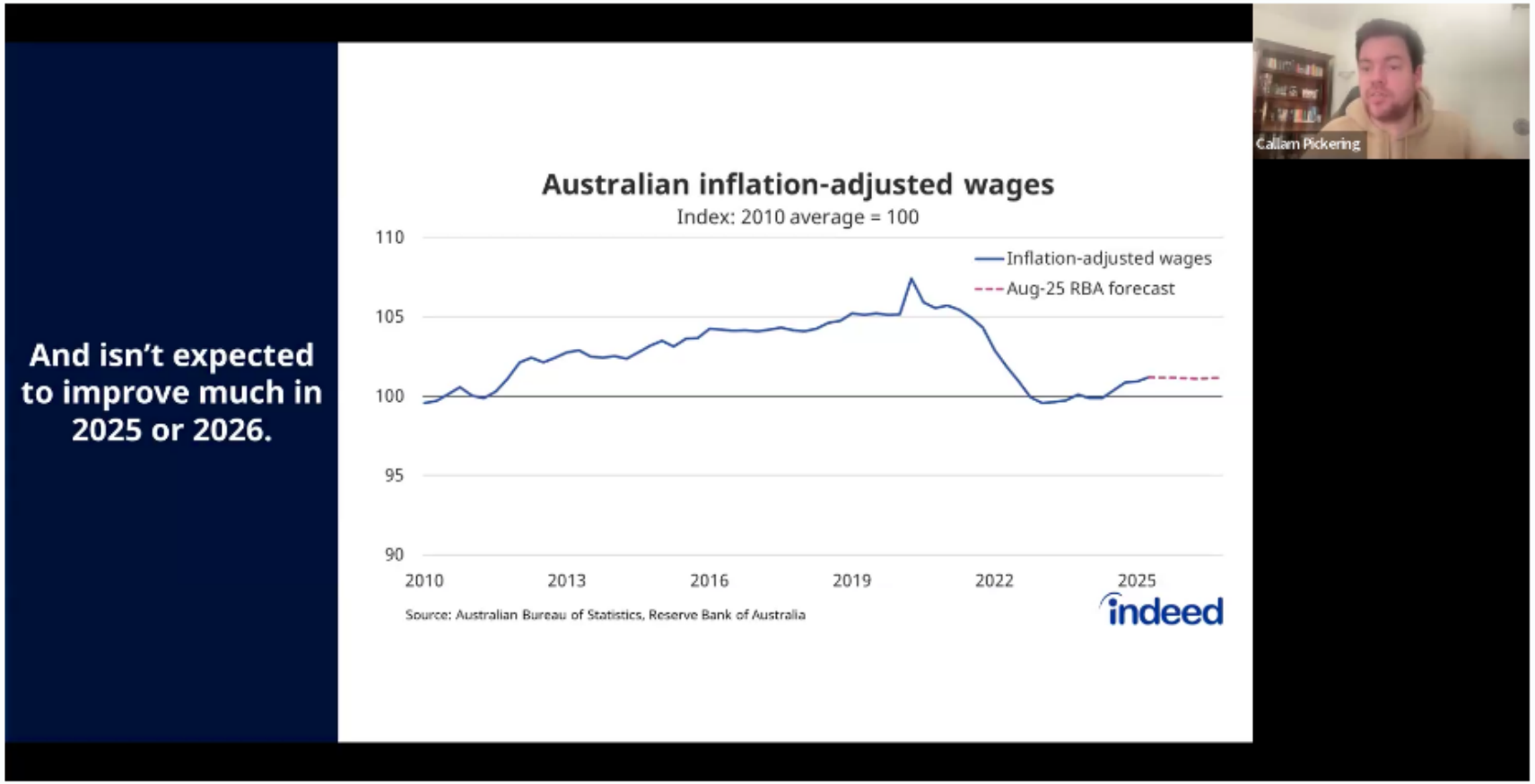
- Understanding disability
- Building blocks to employment
  - Laying foundations for work
  - Getting to know the

Overview

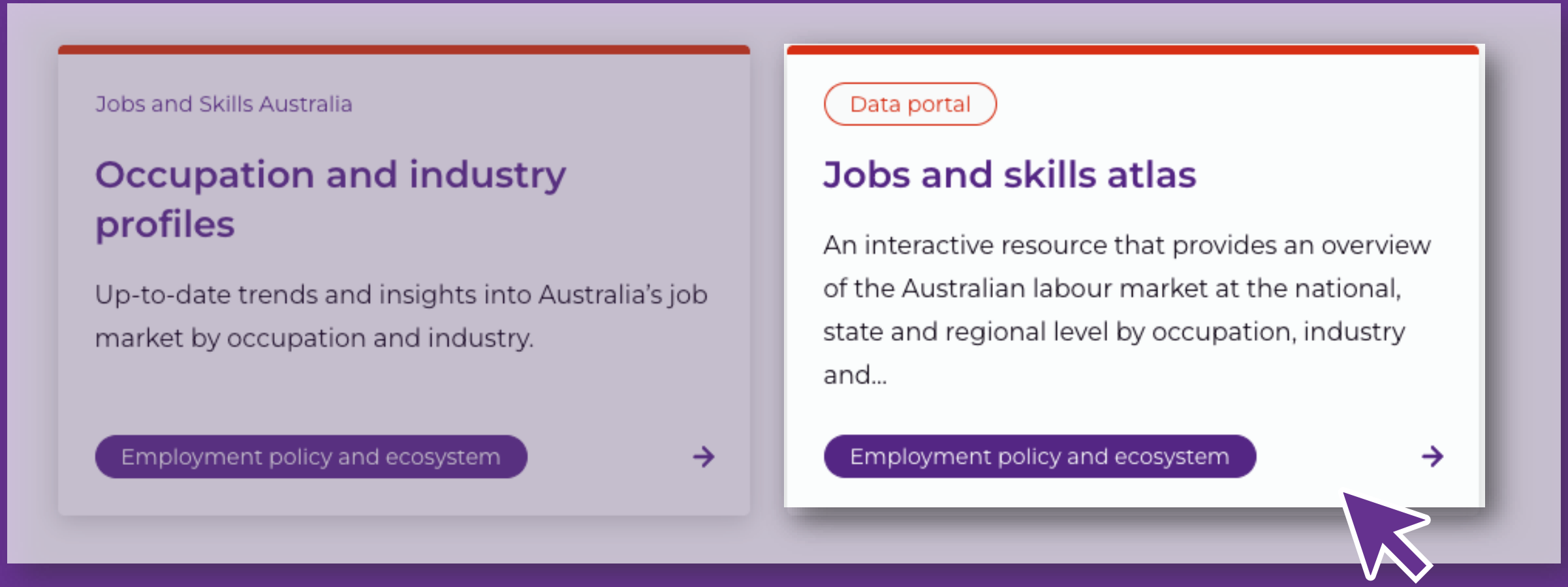
Developing a strong understanding of the local labour market helps guide effective job search efforts. It not only highlights which skills are in demand and what training may be needed but also strengthens conversations with employers. Businesses value engagement from people and organisations who have taken the time to understand their operations before contacting them. For disability employment services, this knowledge also leads to stronger and more sustainable job matches.

Understanding your local labour market | Centre for Inclusive Employment

Australian labour market: Insights from Indeed (video)



Understanding your local labour market | Centre for Inclusive Employment



Jobs and Skills Atlas | Centre for Inclusive Employment

Data portal

Jobs and skills atlas

16 Apr 2025

Employment | Labour supply | Skill shortage | Labour force | Job vacancies | Occupations | Labour market | Vocational education and training | Employment policy and ecosystem

↗ Jobs and skills atlas

Jobs and Skills Atlas | Centre for Inclusive Employment

Jobs and Skills Atlas | Centre for Inclusive Employment

Australian Government | Jobs and Skills Australia

Jobs and Skills Atlas

- Home
- Map
- Compare

Browse by

- Region
  - Labour Market
  - Industries
  - Occupations
  - Higher Education
  - Vocational Ed & Training
- Industry
- Occupation
- Vocational Ed & Training

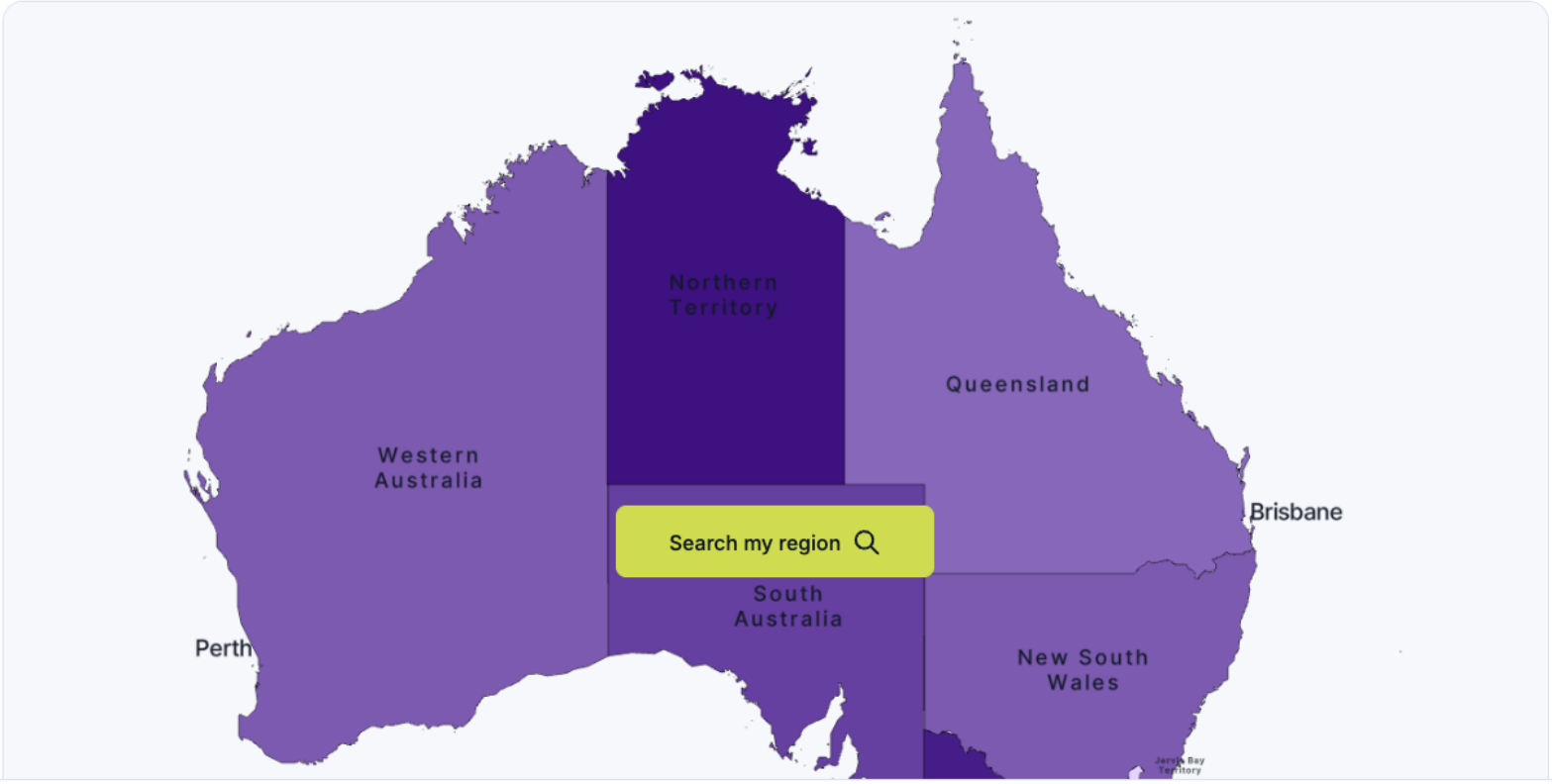
Region
Labour market data at National, State or SA4 level

Industry
Explore industry and sub-industry specific data

Occupation
View profiles for over 300 ANZSCO 4-digit occupations

Vocational Ed & Training
Completions and outcomes for VET qualifications

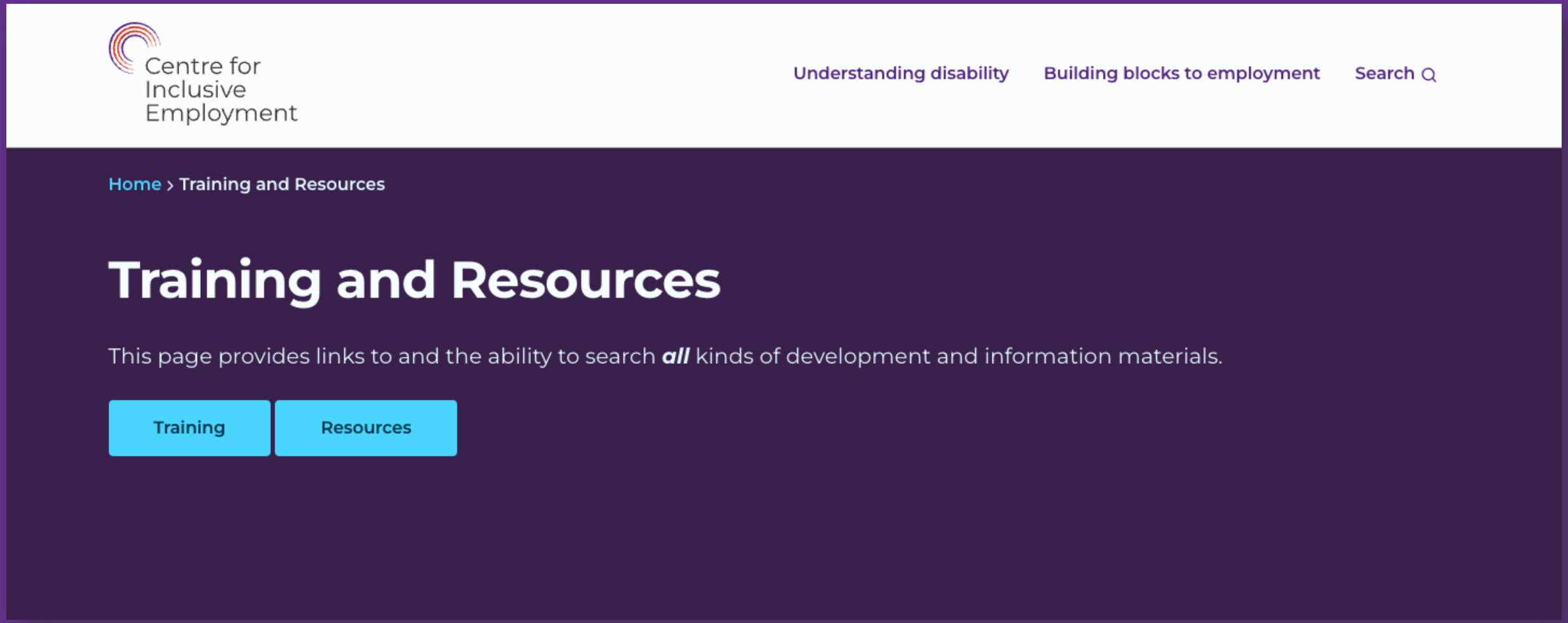
Map view



Quick links

- Labour market data in map view
- National occupations data e.g. electricians
- Employment time series for occupations e.g. registered nurses
- National industry e.g. Agriculture, Forestry and Fishing
- Vacancy rate time series for occupations e.g. child carers
- Median weekly earnings for industry e.g. Construction

Training | Centre for Inclusive Employment



Training | Centre for Inclusive Employment

Search

Search

Filter results by: Topics Event Type

Apply filters

Showing 1 - 3 of 3

Seminar or webinar

Lunch & Learn – Centre for Inclusive Employment: your new disability employment resource hub

8 Oct 2025 - 12:30 — 8 Oct 2025 - 13:30

Join our first Lunch & Learn and take a tour of the Centre for Inclusive Employment's Online Resource Hub.

Employment services

Online training

Building a culture of accessibility and inclusion

Ongoing

This free online learning module is designed for leaders and team members to enhance understanding of disability in the workplace and to identify practical...

Employer capability

Outcomes and benefits

Online training

Introduction to disability awareness

Ongoing

This Disability Awareness eLearning training seeks to challenge ingrained cultural and attitudinal barriers that perpetuate discrimination and provides...

Employer capability

Centre for Inclusive Employment

Disability Employment AUSTRALIA

- **Sign up** for our newsletter (coming soon), follow us on LinkedIn
- **Utilise** the resources created, and support practice change within your organisation
- **Engage** in activities - for example communities of practice
- **Provide feedback** about the resources available and input into resources that will help

Centre for Inclusive Employment

Fundamentals for Inclusive Employment

Disability Employment AUSTRALIA

- Sector led development
- Funded places in the course available shortly
- Support Inclusive Employment Australia staff to deliver employment services aligned with new guidelines
- Micro-credentialed and 50 CPD points on completion via DEA

Disability Employment AUSTRALIA

Centre for Inclusive Employment

Lunch & Learn Session

Workplace Modifications

Wednesday, 15th October 2025

12.30pm AEDT - 1.15pm | Online

Join us for next week's Lunch & Learn!

Centre for Inclusive Employment

Disability Employment AUSTRALIA

Thank you