

# **Centre for Inclusive Employment:** Your New Disability Employment Resource Hub

Dr Jenny Crosbie

*Interim Director, Centre for Inclusive Employment*

# Introducing the Centre for Inclusive Employment

# The purpose of the Centre for Inclusive Employment is to:



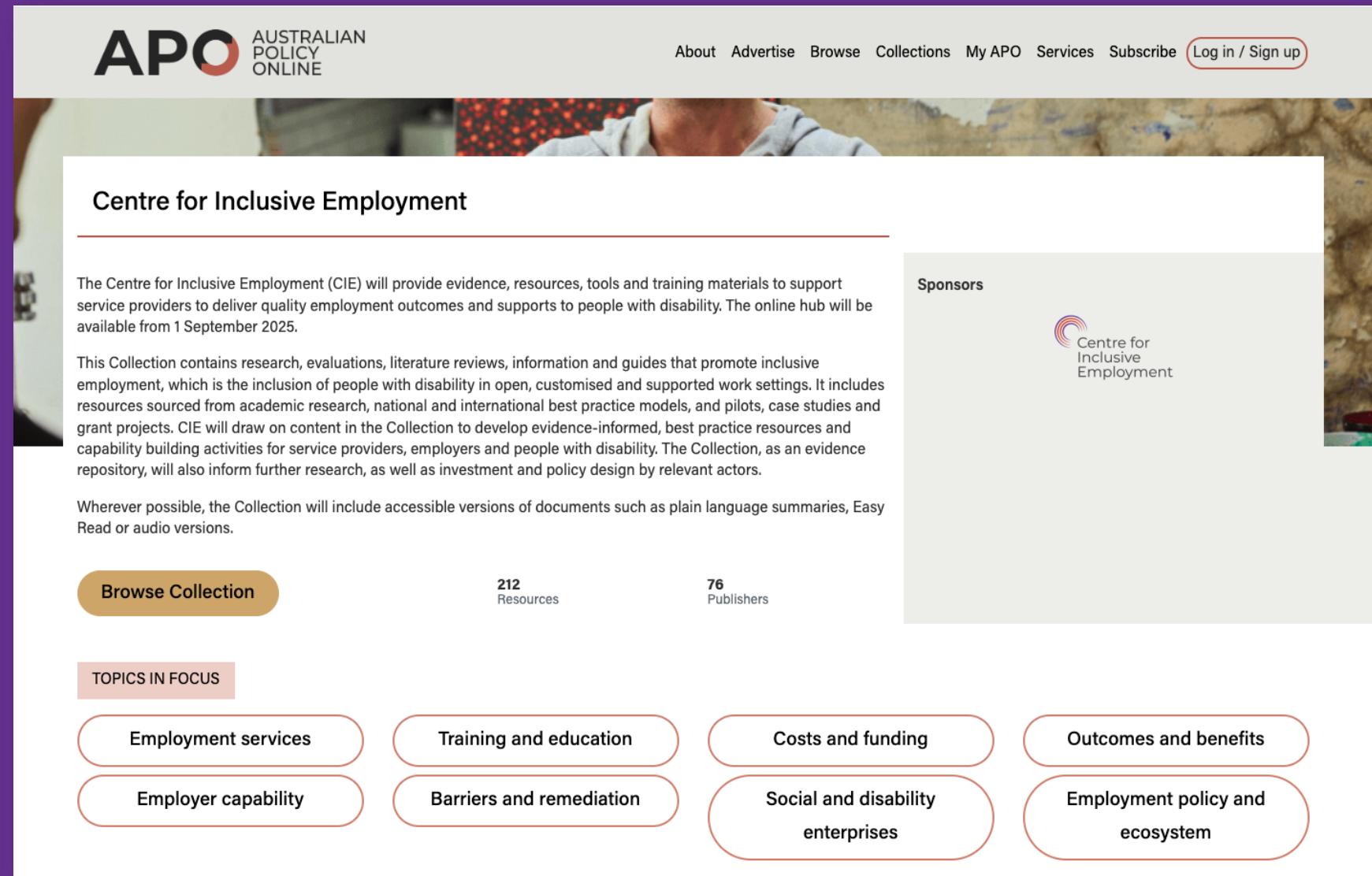
- Collect
- Translate
- Share

Best-practice information about what works in disability employment

## 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!



The screenshot shows the APO Australian Policy Online website. At the top, the APO logo is displayed with the text "AUSTRALIAN POLICY ONLINE". To the right, there are links for "About", "Advertise", "Browse", "Collections", "My APO", "Services", "Subscribe", and a "Log in / Sign up" button. Below the header, a banner image shows a person in a grey hoodie. The main content area is titled "Centre for Inclusive Employment". It includes a paragraph about the Centre for Inclusive Employment (CIE) providing evidence, resources, tools, and training materials to support service providers. It also describes the Collection's content, which includes research, evaluations, literature reviews, and guides that promote inclusive employment. The Collection is described as an evidence repository that will inform further research and investment and policy design. Below this text, there is a "Browse Collection" button, a "212 Resources" section, and a "76 Publishers" section. A "TOPICS IN FOCUS" section lists eight categories: Employment services, Training and education, Costs and funding, Outcomes and benefits, Employer capability, Barriers and remediation, Social and disability enterprises, and Employment policy and ecosystem.

**Centre for Inclusive Employment**

The Centre for Inclusive Employment (CIE) will provide evidence, resources, tools and training materials to support service providers to deliver quality employment outcomes and supports to people with disability. The online hub will be available from 1 September 2025.

This Collection contains research, evaluations, literature reviews, information and guides that promote inclusive employment, which is the inclusion of people with disability in open, customised and supported work settings. It includes resources sourced from academic research, national and international best practice models, and pilots, case studies and grant projects. CIE will draw on content in the Collection to develop evidence-informed, best practice resources and capability building activities for service providers, employers and people with disability. The Collection, as an evidence repository, will also inform further research, as well as investment and policy design by relevant actors.

Wherever possible, the Collection will include accessible versions of documents such as plain language summaries, Easy Read or audio versions.

[Browse Collection](#)

212 Resources

76 Publishers

**TOPICS IN FOCUS**

Employment services

Training and education

Costs and funding

Outcomes and benefits

Employer capability

Barriers and remediation

Social and disability enterprises

Employment policy and ecosystem

Head to  
[www.apo.org.au](http://www.apo.org.au)

## 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.

## 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.



## 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

[About](#) [Contact](#) [Training and Resources](#)



[Understanding disability](#) ▾

[Building blocks to employment](#)

[Search](#) 

[Home](#) > [Understanding disability](#)

# 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.<sup>1</sup>

## 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.<sup>2</sup> 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.<sup>3</sup>

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)**



## **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

Online training

## Introduction to disability awareness

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

Employer capability



Evidence sources



# Types of Disability | Centre for Inclusive Employment

[About](#) [Contact](#) [Training and Resources](#)



[Understanding disability](#) ▾

[Building blocks to employment](#)

Search

[Home](#) > [Types of disability](#)

## Types of disability

By understanding the experiences of people with disability, we can better identify barriers to employment and find effective, common solutions to address them.

Last updated: 2 Oct 2025



# Types of Disability | Centre for Inclusive Employment

Understanding disability ^

Models of disability

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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<sup>1</sup>

## 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



## 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**

Guide

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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

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# Blind and Vision Impaired | Centre for Inclusive Employment



**An Eye To The Future:**  
Unlocking the Potential of  
Employing People who are  
Blind or Vision Impaired

**A Step-by-Step Guide:**  
Want to increase diversity in your workplace? Find out  
where to begin and how to achieve success

Website: [Eye to the Future](#)  
Facebook: [EyeToTheFutureBCA](#)

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

 **AN EYE  
TO THE FUTURE**

 **Blind Citizens Australia**

**An Eye To The Future:**  
Unlocking the Potential of  
Employing People who are  
Blind or Vision Impaired

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**Author**  
Blind Citizens Australia

**Publisher**  
Blind Citizens Australia

**Geographic coverage**  
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**Guide**

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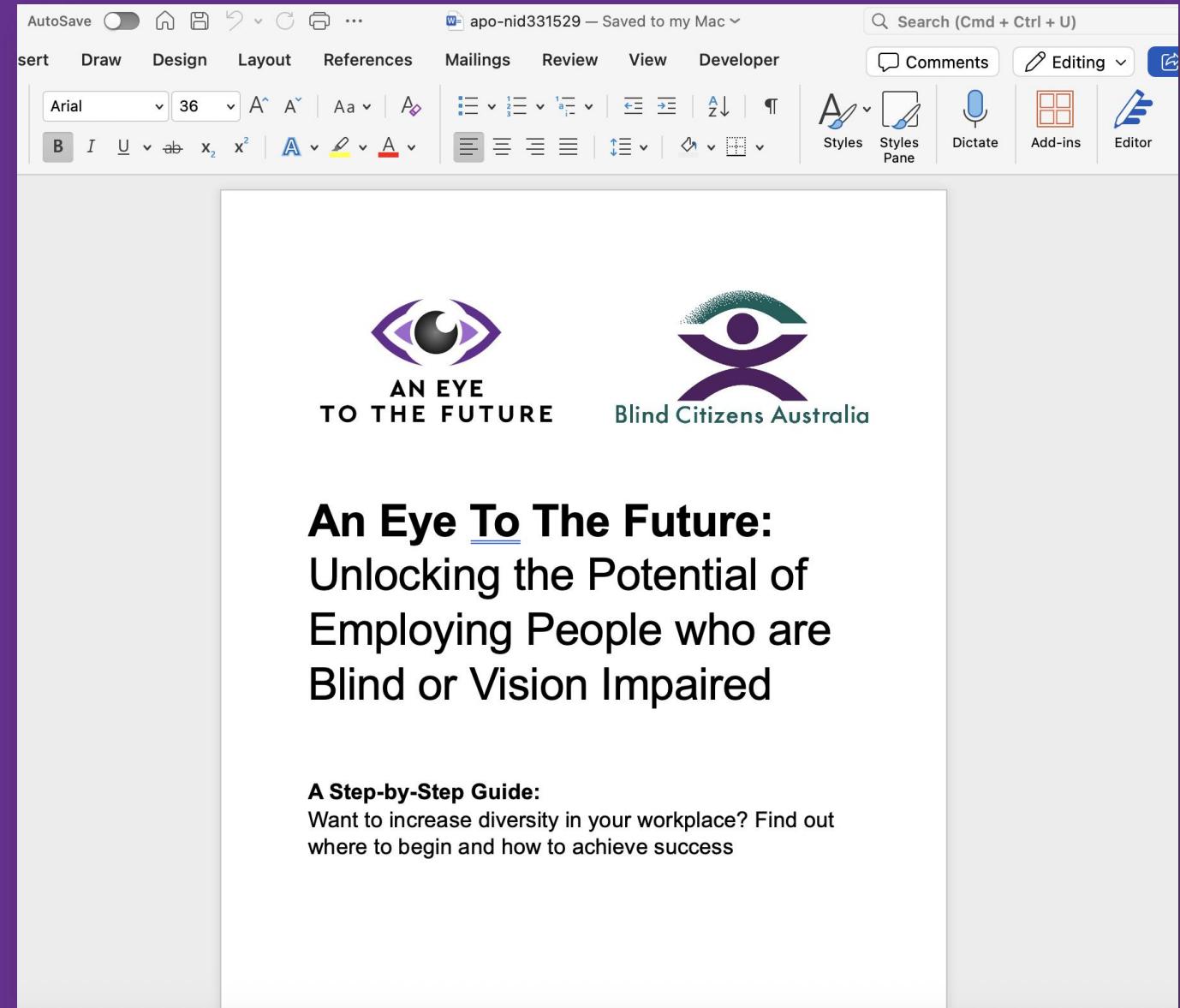
 [An eye to the future \(DOCX, 153.03 KB\)](#)



**Click here**

## 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



The image shows a Microsoft Word document window. The title bar indicates the file is 'apo-nid331529 — Saved to my Mac'. The ribbon menu includes 'Insert', 'Draw', 'Design', 'Layout', 'References', 'Mailings', 'Review', 'View', and 'Developer'. The 'Developer' tab is selected. The font is set to 'Arial' at size 36. The document content features two logos: 'AN EYE TO THE FUTURE' with a stylized eye icon and 'Blind Citizens Australia' with a stylized eye icon. Below the logos is the title 'An Eye To The Future: Unlocking the Potential of Employing People who are Blind or Vision Impaired'. A sub-section 'A Step-by-Step Guide:' is followed by the text 'Want to increase diversity in your workplace? Find out where to begin and how to achieve success'.

AN EYE  
TO THE FUTURE

Blind Citizens Australia

**An Eye To The Future:**  
Unlocking the Potential of  
Employing People who are  
Blind or Vision Impaired

**A Step-by-Step Guide:**  
Want to increase diversity in your workplace? Find out  
where to begin and how to achieve success

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

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# Building Blocks to 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.



**Click here**

[Home](#) > [Building blocks to employment](#)

# **Building blocks to employment**

Bring the elements for successful employment together and draw on the evidence base for 'what works' in preparing for, finding, and keeping a job.

Last updated: 10 Sep 2025



# 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 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 combining these supports helps jobseekers achieve the best outcomes.

# Building Blocks to Employment | Centre for Inclusive Employment



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# 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



Understanding disability

Building blocks to employment ▾

Search Q

[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

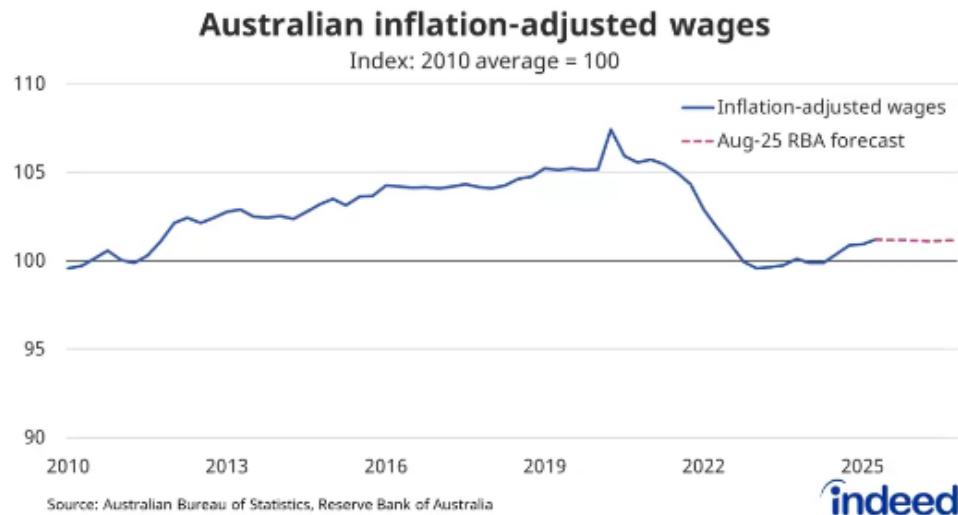
Developing a strong understanding of the local labour market helps guide effective job search efforts. It not only highlights which skills are in demand and what training may be needed but also strengthens conversations with employers. Businesses value engagement from people and organisations who have 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)

And isn't expected to improve much in 2025 or 2026.



# Understanding your local labour market

## Centre for Inclusive Employment

Jobs and Skills Australia

### **Occupation and industry profiles**

Up-to-date trends and insights into Australia's job market by occupation and industry.

Employment policy and ecosystem



Data portal

### **Jobs and skills atlas**

An interactive resource that provides an overview of the Australian labour market at the national, state and regional level by occupation, industry and...

Employment policy and ecosystem



[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](#)

Data portal

# Jobs and skills atlas

16 Apr 2025

Employment

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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

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

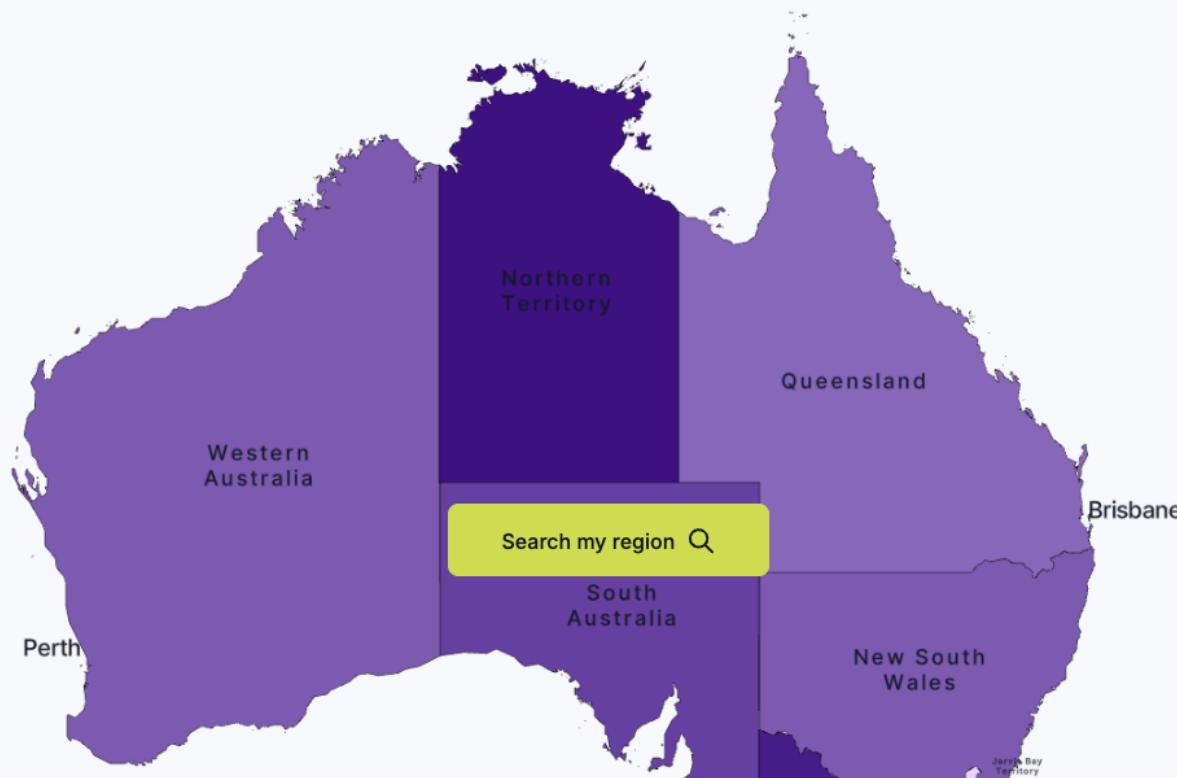
Occupation

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



Centre for  
Inclusive  
Employment

[Understanding disability](#)

[Building blocks to employment](#)

[Search !\[\]\(59a20289897cc4154a78df489f8e9fdd\_img.jpg\)](#)

[Home](#) > [Training and Resources](#)

## Training and Resources

This page provides links to and the ability to search ***all*** kinds of development and information materials.

[Training](#)

[Resources](#)

# Training | Centre for Inclusive Employment

Search

Search

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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](#) 

- **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

# Fundamentals for Inclusive Employment

- 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, 15<sup>th</sup> October 2025**

12.30pm AEDT - 1.15pm | Online

**Join us for next  
week's Lunch &  
Learn!**



**Thank you**