



Australian Government

 Your  
Career™  
National Careers Institute



# Support for young people with disability

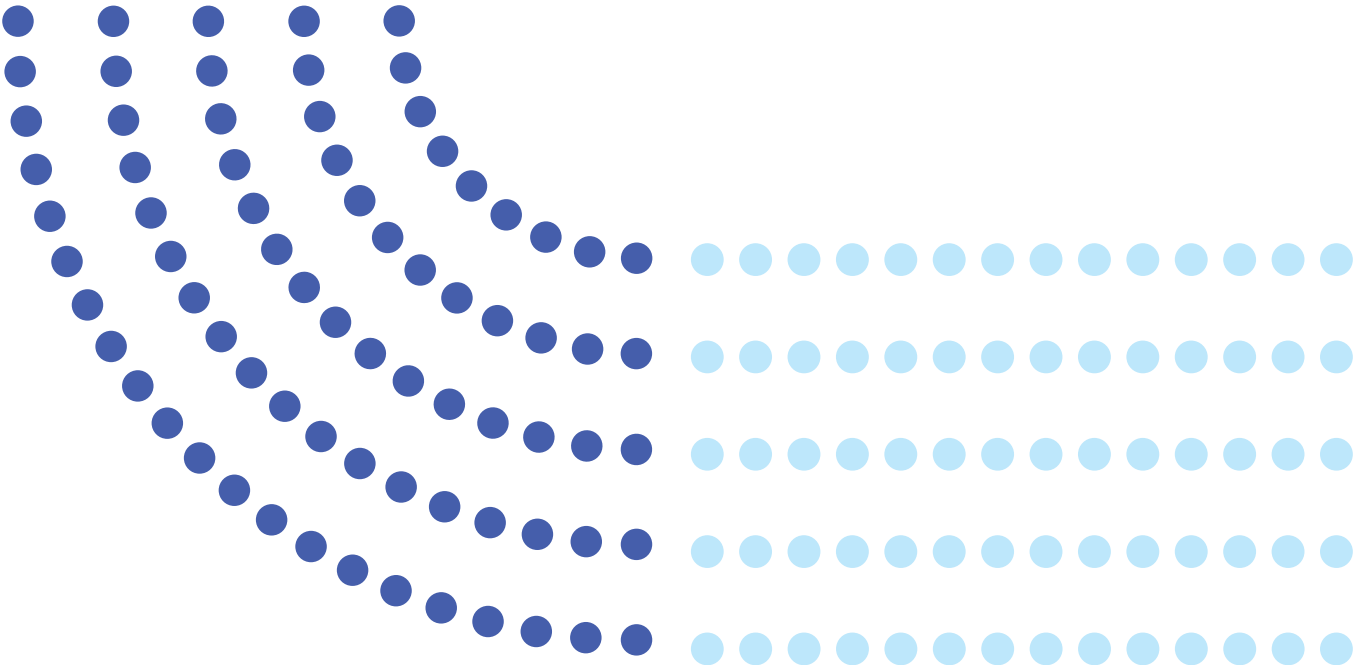


Your guide to education, training and work

[yourcareer.gov.au/schoolleaver](https://yourcareer.gov.au/schoolleaver)

# What's in this document?

Introduction	1
Deciding on next steps?	2
Disability in the workplace	3
Top tips to help you with study or work	5
Support to help you achieve your goals	7
Support for young carers and parents	10
Support for your wellbeing	11



# Introduction



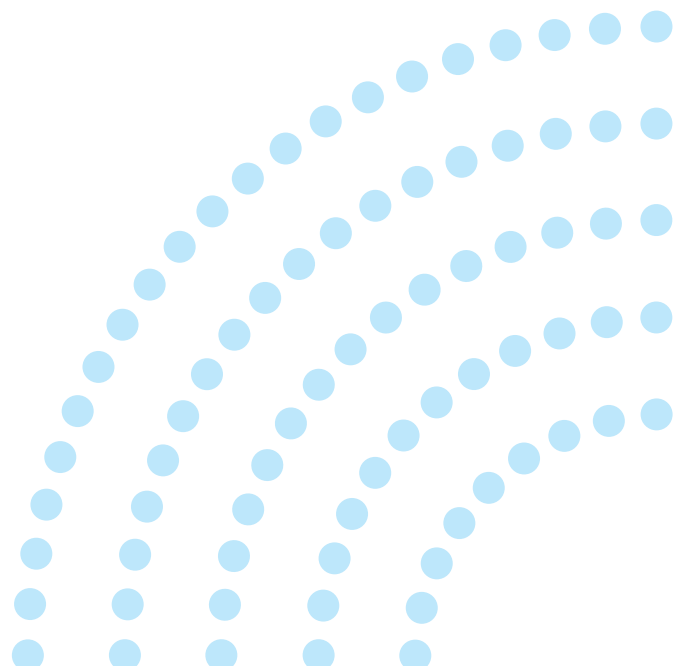
## Finishing school and starting the next part of your life is an exciting time full of possibilities and opportunities.

Disability may mean that you (or your young person if you're a parent or guardian) may need extra support in the years following school.

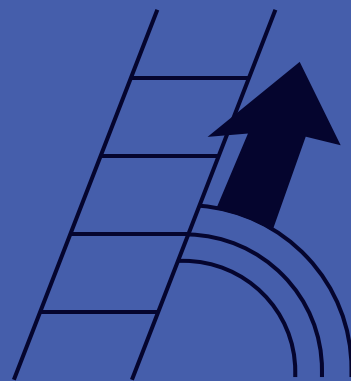
The **National Careers Institute (NCI)** [dewr.gov.au/nci](http://dewr.gov.au/nci) has developed this resource for young people with disability and their support networks. It explains some of the support and information available to young people with disability about work, study and training options after school.

This guide sits alongside the more detailed **School Leavers Information Kit (SLIK)** for young people aged 15 to 24 [yourcareer.gov.au/school-leavers-support/school-leavers-information-kit](http://yourcareer.gov.au/school-leavers-support/school-leavers-information-kit). The SLIK explains the different paths you can take through education, training and work.

In addition, you may find extra information in our **Support for regional, rural and remote young people** booklet and the **Aboriginal and Torres Strait Islander School Leavers Information Kit**. These can be found on the **Your Career** website [yourcareer.gov.au/school-leavers-support](http://yourcareer.gov.au/school-leavers-support).



# 1 Deciding on next steps?



## We know it can sometimes be hard making decisions about your next steps.

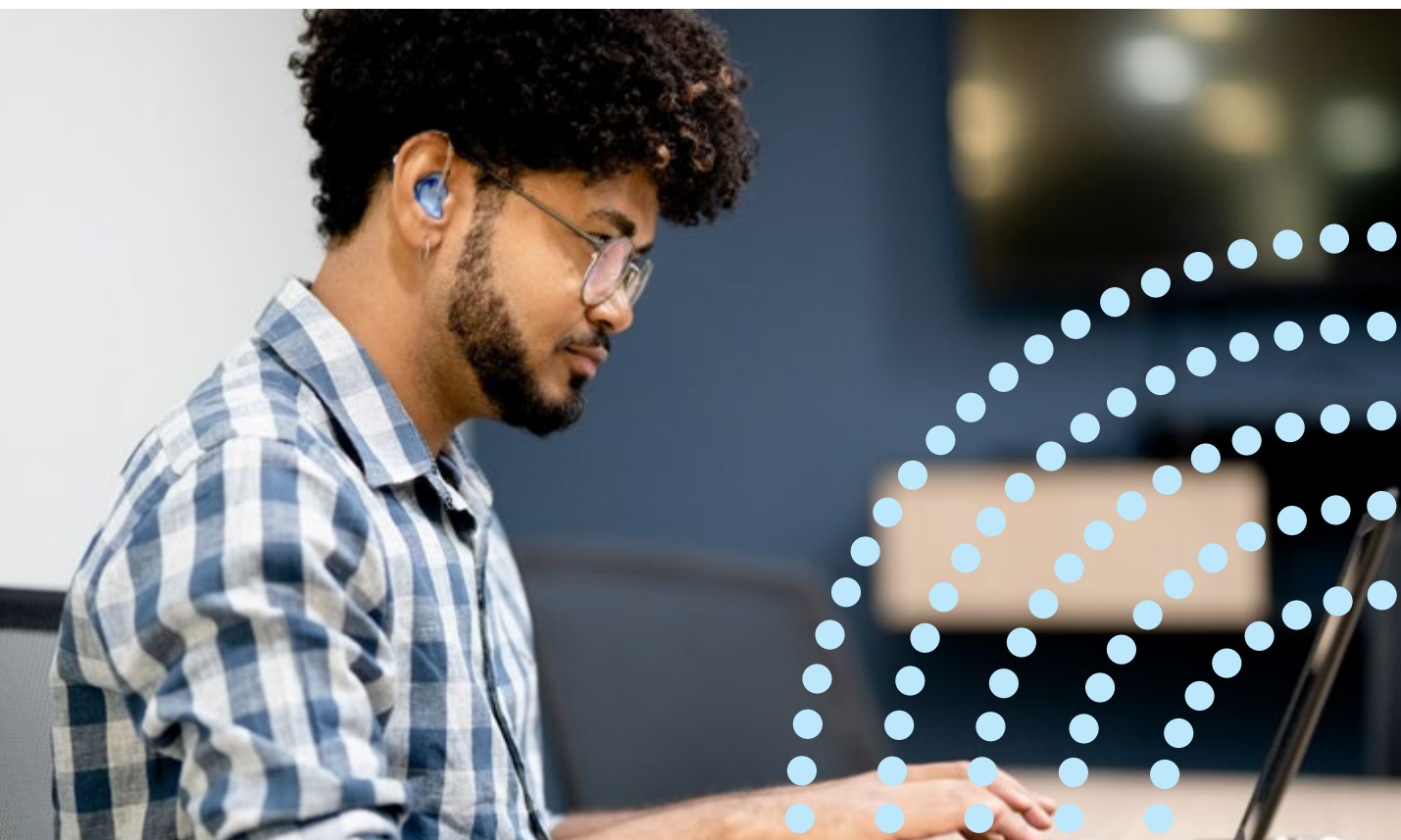
You might be deciding whether you will undertake further study, work, or move away for work or study, on top of weighing up options like:

- doing a VET qualification
- continuing onto higher education
- earning while you learn with an apprenticeship or traineeship
- taking a gap year
- getting your first job or securing a new job.

A great place to start looking at your options after school is the **Your Career** website [yourcareer.gov.au](https://yourcareer.gov.au).

It has up-to-date and easy to understand information about real-world job pathways and options for training and studying.

You can also find out about the latest labour market trends in Australia and in your state or territory in the latest version of the **Australian Jobs 2023** [yourcareer.gov.au/resources/australian-jobs-report](https://yourcareer.gov.au/resources/australian-jobs-report).



# 2 Disability in the workplace



## Do I have to disclose my disability to an employer?

You might be wondering whether to share information about your disability with a current or future employer.

When it comes to a job, this decision will depend on whether your disability is likely to affect your ability to do your role.

If your disability isn't going to affect your performance in a role, it's totally up to you whether you share this or not. However, if your disability is going to affect your ability to properly do your job, by law you may have to disclose this to your employer.

Sharing information about your disability might feel empowering and help you set expectations about how you'll perform in the role.

It can also help you to be open about your disability and people will better understand how they can support you.

Your employer generally needs to keep all information about your disability confidential unless you give them permission to share it.

You also don't have to answer any general questions about your disability that don't relate to doing the job or working safely.

Employers aren't allowed to treat you any differently than a person without disability would be treated in the same or a similar situation. It's up to them to provide you and your colleagues with a safe and supportive work environment.

To learn more about disclosing your disability and rights as a young person with disability, visit the **IncludeAbility** website [includeability.gov.au/resources-people-disability/identifying-person-disability-workplace](https://includeability.gov.au/resources-people-disability/identifying-person-disability-workplace).





## Financial assistance for workplace supports

The **Employment Assistance Fund (EAF)** provides financial help to eligible people with disability and mental health conditions (and their employers) to buy work related modifications, equipment, Auslan services and other supports. Find out more at [jobaccess.gov.au/employment-assistance-fund-eaf](http://jobaccess.gov.au/employment-assistance-fund-eaf).

## What are workplace reasonable adjustments?

Workplace reasonable adjustments are changes made to the work environment by your employer to make sure the conditions allow people with disability to work safely and productively.

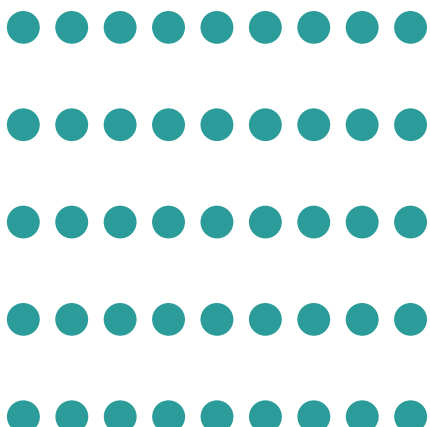
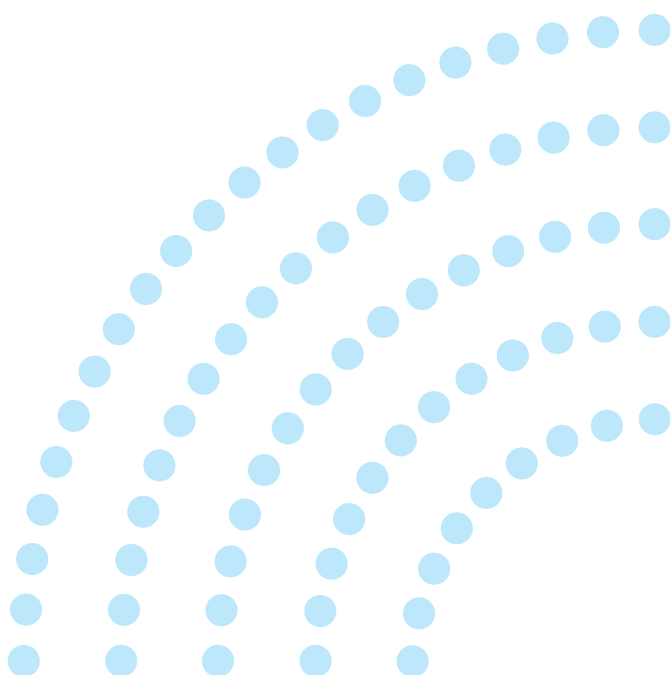
Your current or future employer may need to make some of these workplace changes so that you can do your best in the job, like allowing for flexible work hours, providing an enlarged computer screen, or installing ramps.

You can ask for workplace changes at any time, including:

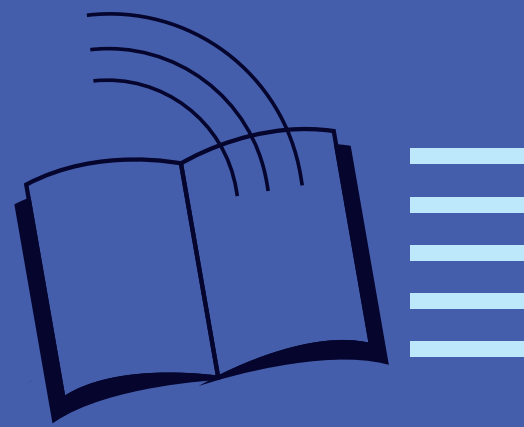
- at the start of or during the recruitment process
- when you're starting a new job
- after you've been in a job for a while
- if you develop disability while you're already in a job.

The **IncludeAbility** [includeability.gov.au/resources-people-disability](http://includeability.gov.au/resources-people-disability) and **DREAM Employment Network** websites [cyda.org.au/youth-hub/dream-employment-network/dream-resources](http://cyda.org.au/youth-hub/dream-employment-network/dream-resources) have a range of resources available to help you think about your needs and support conversations with your employer.

Remember, making reasonable workplace adjustments to accommodate disability (and all sorts of other life circumstances) is a normal part of employing people. Beyond your employer's legal obligations, they want you to succeed in your work.



# 3 Top tips to help you with study or work



## It can take time to figure out the right path to education, training or a job.

Here are some top tips to help you start thinking about your plans after school. You might want to discuss these with your family, school or other trusted people in your life.

### 1. Prepare early

Start working with your support team on what you want to do after school as early as possible.

Your support team could include teachers, friends, NDIS workers or professionals familiar with your disability like counsellors, parents or guardians, or anyone you trust and can confide in.

Think about your skills and interests when discussing your needs for career support and guidance. If your needs and interests change, your career goals can too!

Planning can help you, your family and school gather information on your goals, pathways and support needs.

### 2. Reach out and connect with others

Talk with people who can support you with your goals and interests. It could be your friends or other people with disabilities. Learning how others with disability achieved their study or work goals may help you too. You may also work closely with your NDIS support team if you have one.

### 3. Understand your options

Using the assistance of your support network, research your options. What job do you want to work towards? Does it require specific training or skills? What are you interested in? What are your hobbies?

You can find lots of information about your options, including personalised advice based on your experience and likes and dislikes, on the **Your Career** website [yourcareer.gov.au](https://yourcareer.gov.au).





#### 4. Find support

Have a think about the kind of support you will need and where you can find it. Get to know the types of work support or study assistance you might need to enquire about, so you can make the most of your study or work journey.

#### 5. Know your rights

Your support team can assist you to know about your rights and responsibilities in a study or work environment. The **IncludeAbility** website can also help [includeability.gov.au/resources-people-disability/your-rights-employee-under-disability-discrimination-act-1992-cth](https://includeability.gov.au/resources-people-disability/your-rights-employee-under-disability-discrimination-act-1992-cth).

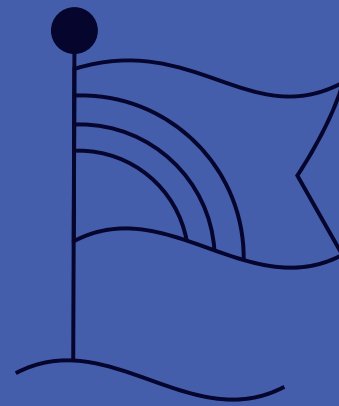
#### 6. Get excited

There are lots of great options for you after school. Be confident in yourself, your abilities, and the strengths you will bring to new experiences and environments.

It's also OK if you aren't sure what you want to do yet – these decisions take time and it's normal to ask for help, when you need it.



# 4 Support to help you achieve your goals



There's lots of support available and people to help you reach your full potential, whatever you decide to do.

A number of useful resources are included below to help you with your planning and decisions after school.

## General information and support

The **Disability Gateway** has a wide range of information and services for all areas of life, including support with income and finance, housing and transport, education and employment, rights and legal services, and much more. Visit their website to find out more [disabilitygateway.gov.au](https://disabilitygateway.gov.au).

The **Better Health Channel** has lots of helpful information about post-school options for people with disability, including further study, working, and government supports. Visit [betterhealth.vic.gov.au/health/servicesandsupport/postschool-options-for-people-with-a-disability](https://betterhealth.vic.gov.au/health/servicesandsupport/postschool-options-for-people-with-a-disability).

The **Individual Placement and Support Program** helps people aged up to 25 with mental illness challenges achieve their work or study goals through one-on-one support. You can find out more on the **Department of Social Services** website [dss.gov.au/disability-and-carers-programs-services-for-people-with-disability/individual-placement-and-support-program-and-the-digital-work-and-study-service](https://dss.gov.au/disability-and-carers-programs-services-for-people-with-disability/individual-placement-and-support-program-and-the-digital-work-and-study-service).

**Disability Standards for Education guide** is a resource for students with disability and their parents and carers to understand their rights, and help support them in conversations with teachers and staff members [education.gov.au/disability-standards-education-2005/students](https://education.gov.au/disability-standards-education-2005/students).





## Education and training support

### Australian Disability Clearinghouse on Education and Training (ADCET)

The **ADCET** provides information, resources, and practical worksheets for students with disability who want to go on to further education. Visit their website [adcet.edu.au/students-with-disability](https://adcet.edu.au/students-with-disability).

The **ADCET** also lists various scholarships that could support your studies. Visit [adcet.edu.au/students-with-disability/current-students/scholarships-awards](https://adcet.edu.au/students-with-disability/current-students/scholarships-awards).

Students with disability who aspire to teach can apply for a **Commonwealth Teaching Scholarship** to support them while they study. New undergraduate teaching students can receive up to \$40,000 and new postgraduate teaching students can receive up to \$20,000. To see if you're eligible and check the applications dates, visit the **Department of Education** website [education.gov.au/teaching-scholarships](https://education.gov.au/teaching-scholarships).

To find other available scholarships, you can also search on your chosen provider's website or do an online search.



## Employment support

### Disability Employment Services (DES)

DES providers can help young people with disability, injury or health condition to find a job. You can register through Services Australia or through a DES provider. To find out more or to register, visit the **Services Australia** website [servicesaustralia.gov.au/disability-employment-services](https://servicesaustralia.gov.au/disability-employment-services) or call **132 850**.

### Disability Australian Apprentice Wage Support (DAAWS)

The DAAWS supports people with disability wanting to do a traineeship or apprenticeship. An Australian Apprentice (apprentice or trainee) may be able to receive mentoring and tutorial services, while their employer may be eligible for the DAAWS payments. The mentoring and tutorial services aim to help Australian Apprentices with disability reach their full potential and ensure they can fully participate in their apprenticeship. The Tutorial Support services are designed to support Australian Apprentices with disability who are experiencing difficulty with the off-the-job component of their Australian Apprenticeship. To find out more visit [apprenticeships.gov.au/support-and-resources/support-priority-cohorts](https://apprenticeships.gov.au/support-and-resources/support-priority-cohorts) or talk to an **Australian Apprenticeship Support Network (AASN)** provider in your area [apprenticeships.gov.au/who-to-contact/search-for-an-australian-apprenticeship-support-network-provider](https://apprenticeships.gov.au/who-to-contact/search-for-an-australian-apprenticeship-support-network-provider).

### JobAccess

JobAccess can help you with advice and information on looking for work or changing your career. It can also help you access DES providers and workplace adjustments. These supports can help you find a job or maintain your current job.

To learn more or to speak with someone, call 1800 464 800. You can also visit [jobaccess.gov.au/people-with-disability](https://jobaccess.gov.au/people-with-disability).

### School Leaver Employment Supports (SLES)

SLES helps young people move from school to work and are available in the final years of school and directly after leaving school. Each school leaver's employment support will be different and can be provided for up to 2 years after finishing school to help you get ready for work. To learn more, call **1800 800 110** or visit the **National Disability Insurance Scheme (NDIS)** website [ndis.gov.au/participants/finding-keeping-and-changing-jobs/leaving-school](https://ndis.gov.au/participants/finding-keeping-and-changing-jobs/leaving-school).

### National Disability Insurance Scheme (NDIS)

The NDIS has plenty of resources and information about ways to make the move from school to employment. You can read about others who have taken the same step and their journey. Take a look at the **NDIS** website [ndis.gov.au/participants/finding-keeping-and-changing-jobs](https://ndis.gov.au/participants/finding-keeping-and-changing-jobs).

### DREAM Employment Network

The DREAM Employment Network (Disability Representation Employment & Accessibility Mission) provides information and useful resources for young people with disability looking to get a job. Learn more on the **Children and Young People with Disability Australia (CYDA)** website [cyda.org.au/youth-hub/dream-employment-network](https://cyda.org.au/youth-hub/dream-employment-network).

### myWAY Employability

myWAY Employability helps young people with autism spectrum disorder plan and prepare for work. There's lots of information and resources available for you on their website [mywayemployability.au](https://mywayemployability.au).

# 5 Support for young carers and parents

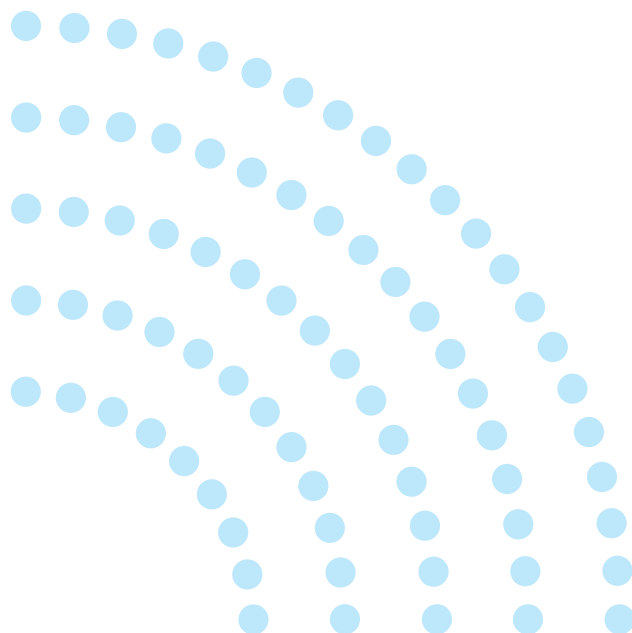


If you are a parent or young carer for someone with disability, there are services available to support you too.

**Carer Gateway** [carergateway.gov.au](https://carergateway.gov.au) provides free services in person, online and over the phone for young people and students who are carers.

Services available include coaching, counselling, respite care, peer support, online skills courses and financial support. You can access the service by calling **1800 422 737**.

The **Milestones and transitions guide** [education.gov.au/disability-standards-education-2005/students/english/milestones](https://education.gov.au/disability-standards-education-2005/students/english/milestones) provides support for parents and caregivers to help support their young person through times of change in education.



# 6 Support for your wellbeing



Figuring out what to do next can sometimes be challenging. There are plenty of people you can talk to if you need support.

## Reach out for help if you need it

Around 18% of Australians are living with disability, which is almost 1 in 6.

The Australian Government works alongside state, territory and local governments to support you, your family and your community in various ways, including the support services outlined in this booklet.

These services exist to help you fulfil your potential – take advantage of them and reach out for help if you need it.

## Disability Gateway

In addition to the range of general support available, the **Disability Gateway** also provides information to support your mental health and wellbeing, such as personal care, healthcare services, respite and more.

- Website: [disabilitygateway.gov.au/health-wellbeing](https://disabilitygateway.gov.au/health-wellbeing)
- Phone: 1800 643 787

## Headspace

Learn about ways to look after your mental health, or if you need support, get in touch with someone who can help. Headspace offers a dedicated service for young people aged 12–25 years.

- Website: [headspace.org.au](https://headspace.org.au)
- Phone: 1800 650 890

## Beyond Blue

Beyond Blue is an independent, not-for-profit organisation working to reduce the impact of anxiety, depression and suicide in Australia.

- Website: [beyondblue.org.au](https://beyondblue.org.au)
- Phone: 1300 22 4636







## Lifeline

Lifeline provides confidential crisis support that is accessible 24 hours a day.

- Website: [lifeline.org.au/gethelp](https://lifeline.org.au/gethelp) for Lifeline Chat Service (24/7)
- Phone: 13 11 14
- Text: 0477 13 11 14

## Kids Helpline

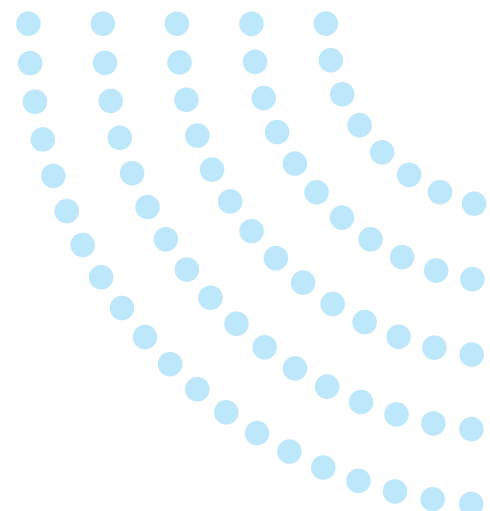
A free, private and confidential 24/7 phone and online counselling service for young people aged 5–25 years.

- Website: [kidshelpline.com.au](https://kidshelpline.com.au)
- Phone: 1800 55 1800

## Head to Health

Free and low-cost, trusted online and phone mental health resource.

- Website: [headtohealth.gov.au](https://headtohealth.gov.au) for mental health guidance and advice.
- Phone: 1800 595 212



## Acknowledgment of Country

The Department of Employment and Workplace Relations acknowledges the Traditional Owners and Custodians of Country throughout Australia and acknowledges their continuing connection to land, water, and community. We pay our respects to the people, the cultures, and the Elders past and present.

The Department of Employment and Workplace Relations acknowledges diversity and respectfully uses the term 'Aboriginal and Torres Strait Islander peoples' throughout this document.

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The document must be attributed as the **Support for young people with disability. Your guide to education, training and work.**

The Department of Employment and Workplace Relations (department) takes reasonable care to ensure that the information and advice provided is accurate and up to date. However, it is your responsibility to give us correct and complete information about your circumstances and to decide if you wish to take any action or decision based on any information or advice provided by our information officers. Before doing so you should exercise your own independent skill and judgement and make your own further enquiries relevant to your particular circumstances. The department is not liable for any loss resulting from any action taken or reliance made by you on any information or advice provided to you.

July 2024.



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