



Australian Government

Australian Public Service

Disability Employment Strategy 2020–25

Easy Read version



How to use this strategy



The Australian Public Service wrote this **strategy**.
When you see the word 'we', it means the Australian Public Service.



A strategy is a plan for how we will do things in the future.



We wrote this strategy in an easy to read way.
We use pictures to explain some ideas.

Bold

We have written some words in **bold**.

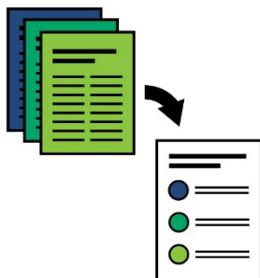
Not bold

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page 21.



This Easy Read strategy is a summary of another strategy. This means it only includes the most important ideas.



You can find the other strategy on our website at <https://www.apsc.gov.au/australian-public-service-disability-employment-strategy-2020-25>



You can ask for help to read this strategy.
A friend, family member or support person may be able to help you.



We recognise Aboriginal and Torres Strait Islander peoples as the traditional owners of our land – Australia.



They were the first people to live on and use the:

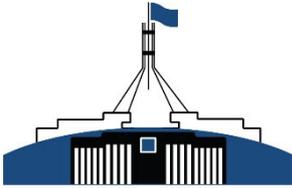
- land
- rivers
- seas.

What's in this strategy?

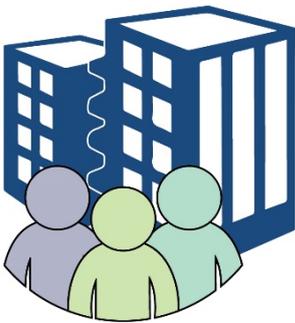
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About us

The Australian Public Service is:



- part of the Australian Government



- made up of different organisations.

We look after a wide range of areas, including:



- employment
- education
- the environment
- health and aged care
- keeping the community safe.

150,000



We have over 150,000 people who work for us.

4%



4% of our employees are people with disability.

6,004



This is around 6,004 people.



+ 4,500



By 2025, we want to have at least another 4,500 people with disability working for us.

Our vision



Our **vision** is what we want the Australian Public Service to be.

We want to make working for the Australian Public Service:



- **accessible**
- **inclusive.**

When something is accessible, everyone can use it.

This might be:



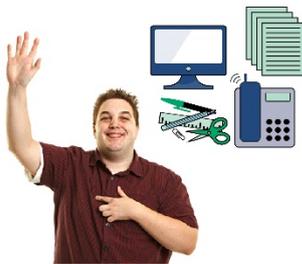
- a place or a building
- equipment
- a service
- information
- a website.



When something is inclusive, everyone can take part.



We have 2 goals.



1. To encourage more people with disability to work with us.



2. To make our workplaces more accessible and inclusive.

A workplace is any place you might work, such as:



- an office
- outdoors
- from your own home.



We have a list of things we must do to reach our goals.



We talk about each goal in more detail on the following pages.

What is this strategy about?

Our strategy talks about what we will do over the next 5 years to make working for the Australian Public Service more:



- accessible



- inclusive.



When we made this strategy, we asked people to share their ideas on how we can do this.

These people included:



- disability organisations



- people who work for the Australian Public Service



- young people with disability



- the **Australian Human Rights Commission.**

The Australian Human Rights Commission is an organisation that makes sure people are treated:



- fairly
- equally.

They told us that:



- many people with disability would like to work for the Australian Public Service



- there are **barriers** that stop them from applying



- we need to make our workplaces more:
 - accessible
 - inclusive.



A barrier is something that stops you from doing something you:

- need to do
- want to do.



We included their ideas in our strategy.

1. Working together

When people with disability work, they can:



- earn their own money



- connect with other people



- take part in the community



- feel like they belong



- do more for themselves and on their own.



We want more people with disability to work for the Australian Public Service.



We will do this by changing how we hire people with disability.



We want to work with people with disability who have different:

- skills
- talents.



We will look at how we hire people with disability to make sure it is:

- accessible
- inclusive.

2. Accessible and inclusive workplaces

We can make sure we include people with disability if our workplaces are:



- accessible
- inclusive.



This means we will work with people with disability to take away any barriers that might stop them from working.

We will make sure everyone gets training so:



- our leaders know how to support people with disability



- everyone knows how to work with people with disability.



We will support our employees with disability while they work for us.



We will all work together to make our workplaces:

- accessible
- inclusive.



We will help people with disability find how they can grow or change in their **career**.



Your career is the path you take in your chosen area of work during your life.



We will make sure our products and services are more accessible.



We will look at the buildings we work in to make sure they are more accessible.



We will try to share **assistive technology** across the Australian Public Service.



Assistive technology can:

- make it easier to do things
- keep you safe.



Assistive technology might be:

- an aid or piece of equipment
- a system to use.



We want to work with businesses that offer accessible:

- products
- services.



This can include:

- computers
- computer programs
- other equipment.

Making sure our strategy works



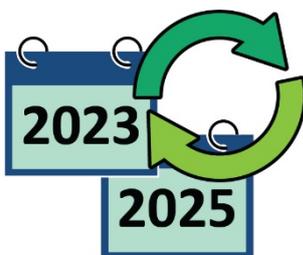
We will keep track of how well our strategy is going.



We will make sure it:

- includes what we need to do to reach our goals
- stays up to date
- meets the needs of people with disability.

We will look at the strategy and change things we need to change in the years:



- 2023
- 2025.

We will also work with the Australian Human Rights Commission to make sure we continue to:



- hire people with disability



- have accessible workplaces



- be inclusive.



Our strategy will last 5 years.

Word list

This list explains what the **bold** words in this document mean.



Accessible

When something is accessible, everyone can use it.

This might be:

- a place or a building
- equipment
- a service
- information
- a website.

Assistive technology

Assistive technology can:

- make it easier to do things
- keep you safe.

Assistive technology might be:

- an aid or piece of equipment
- a system to use.



Australian Human Rights Commission

The Australian Human Rights Commission is an organisation that makes sure people are treated:

- fairly
- equally.





Barriers

A barrier is something that stops you from doing something you:

- need to do
- want to do.



Career

Your career is the path you take in your chosen area of work during your life.



Inclusive

When something is inclusive, everyone can take part.



Strategy

A strategy is a plan for how we will do things in the future.



Vision

Our vision is what we want the Australian Public Service to be.

Contact us



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Australian Public Service Commission

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