

Workforce Concurrent sessions – Vocational

- Should employment policy be taken out of WINZ? To MBIE?
- Centre Right (National) view
- Take MSD back to governance role
- Reduce prescriptive contracts
- Capped MSD funding for Vocational / activities services has become an issue, due to providing more person centred goals.
- Disabled people can no longer be grouped to do Colour Ins or puzzles.
- The Disability Support required is becoming more complex (this is not one size fits all)
- Day Activity Programmes
 - Can offer day work not shifts / weekends / nights therefore easier to attract staff – but getting a lot harder due to less applicants to sector
- Supported Employment (outcome focus contracts)
 - Not funded to compete with other HR fields to attract quality applications
 - Individual targets on staff is not team focused
- MSD Contracts
 - Need consultations with sector because outcome based model – competes directly with MSD Department
- Video marketing of clients in supported employment
- Why do L5 qualification when pay equity goes to L4?
- Need support from NZDSN with potential marketing campaign and linking providers on employment support
- Lack of engagement from MSD (from contract managers – high turnover)
- Providers need support to advocate for the better MSD contracts
 - (ending in June 2024)
 - Need update on timeframe / process (looks like news around this will come out in September / October)
 - MSD is talking about 5 years contract
- Importance of training
- Challenges: finding meaningful training / need more opportunities to develop workforce and maintain skills
- Employment specialists
 - HR knowledge
 - Support employers with legal requirements they should know about
- Need MSD contracts to be looked at – outcomes focus makes it difficult - removing targets and look at holistic approach.
- Gap between public and private sector in terms of wages
- Supported employment only providers
 - More challenging for them than the providers with more than one contract
- Question: Is it time to remove employment policy from Work & Income? (Welfare)
 - Maybe could go to MBIE or Whaikaha?
- Make the definition between – vocational unpaid and paid employment
- Would all employment not be needed to MBIE as opposed be split away
- Individualised placement and support programmes (mental health) working in the community

- What will impact of EGL be on employment support
- Doing videos about clients / disabled people – their story to promote them re jobs / opportunities for potential employers out there
- As a Not for Profit Trust we were unable to pay more but looked at other options. We / the Trust have given staff an extra weeks leave at Christmas, called Trust Leave (HLC)
- Higher education outcomes need to be included in contracts
- Funding not matching wages / salaries
- Competing with other organisations
- No cross funding
- Qualifications
- Education
- Training
- Contracts – too much impact and dictation – needs advocacy
- Barriers – others limiting expectations
- Mentors – mentoring those with similar disabilities
- Welfare employment – push this somewhere else rather than Work & Income
- Employment – how do we educate employers and ensure they have a different outlook on the role and are open to adapt the role for that person with a disability
- Code of education / awareness is in the community to promote enabling good lives e.g.: mainstream first
- More education needed
- More understanding
- Look at positives rather than negatives e.g.: it is (health & safety issues)
- Who will pay for it
- Impact on teachers and teacher aids?
- Are we going to include levels above Level 5? – e.g. Level 5 – SE Diploma and others
- Equivalence, who determines the list? Will it be reviewed?
- When will vocational / SE services be included?
- Front line Manager Claim cover vocational manager (probably not!)
- Are vocational services going to be able to be added to the current claim? Or will there be a separate claim?
- When questioning MSD around higher education outcomes and providing work related needs on the supported employment programme, the answer was that it is a national programme and not regional? Really!
- Give the control to people first. Instance: Tell us what do you want / need? Your in control this is your place in the world, we are contracted to you!
- Leave the S/E to the experts, we are providers not experts in all things to all people
- MSD bulk funded limits number
- Vocational wait list – people needing services for their loved ones once they have left school
- Staffing – growing our own
- SE funding model – SUX
- VHN funded services (Vocational) limited
- ORS basked eligibility is wrong, needs can change

- Growing the local workforce – included in their community, so they can help others do the same
- Pay equity definitions don't value local knowledge and related skills
- Raise income thresholds for benefits so it doesn't disincentivize higher hours of employment

Three different Umbrellas

- Vocational (Sheltered, someone standing helping me work)
- Employment – self advocacy
- Volunteer
- Employer Education – liability (employer worried about taking on staff)
- Ask for forgiveness, not permission
- Contracts usually 3 years etc.
- Providers having to reapply – uncertainty
- We are price takers
- Funding model
- Where is the collective voice of providers?
- New Ministry has a great opportunity to change the narrative of commission
- Determining what the contract will be now
- Bulk funding? Individual Funding? What is more realistic?
- Measurable outcomes
- Consumer voice to be heard more
- We know of the post story but not the after story

Ideas

- Collaboration on collecting national data (from the consumer voice the moment an individual decides they want to work to the day they are employed)
- Collaboration with government on updating / improving SORT
- Better networking, sharing best practice – regionally and internationally
- Officer supported employment support to high school students