



## Outcome 2 - Employment and economic security



“We have security in our economic situation and can achieve our full potential.”

New Zealand Disability Strategy, 2016-2026

Having a job isn't just about money. Work gives people confidence and social and economic independence. It helps them build a better future for themselves and their family, and connects them with their community.

### Strategy In Action

#### Autism NZ's Employment Programme

With the support of funding from the Ministry of Social Development, Autism NZ is supporting jobseekers on the autism spectrum in all parts of the employment process: identifying career options, writing CVs, practising interview skills, accompanying clients to job interviews and post-placement support. This service is currently limited to the Auckland region.

A young man with autism talks about the success he's had using this service.

“The first organisation I went to for help with getting a job didn't understand, so I just had to ditch them.

“I was terrified after that experience and felt like I couldn't approach any other organisation. I gave up hope of finding a good job.”

He then heard about the Autism NZ's Employment Programme.

“I was scared of putting myself out there again. But I knew I had to try.”

The employment facilitator spent time getting to know him and practising with him for the interview, which was important for his confidence.

“The employment facilitator saw potential in me and had faith. It's like she could see my vision and just wanted to help me make it come true. When you find someone fighting for you, it gives you the strength to fight for yourself as well.”

The young man was accompanied by his facilitator for the first few days of work and she assisted him with his training, which helped him settle into the job successfully. The young man now helps with the training of new staff.

“I want to see other people like me thrive, all around New Zealand. Some of us feel neglected and put down once we've turned 18. We still need a lot of help after leaving school, and services like Autism NZ's Employment Programme can help.”

## Resources

Below are some resources and initiatives available to support in the employment of disabled people.

### Autism NZ

Autism NZ provides support, training, advocacy, resources and information on Autism Spectrum disorders. Visit their website for more information, including about their Employment Programme in Auckland.

→ [autismnz.org.nz](http://autismnz.org.nz)

### Work and Income

Work and Income have a range of services and initiatives to help when employing disabled people.

They will work closely with you to get to know your business and what you're looking for, and provide you with a shortlist of candidates.

If you want to get in touch with Work and Income about their services and assistance you can either:

→ talk to a work broker at your local Work and Income service centre

→ call the Employer Line on **0800 778 008**

→ [workandincome.govt.nz](http://workandincome.govt.nz)

### Disability Confident toolkit for employers

The Disability Confident campaign provides range of practical information and resources for business owners, leadership teams, managers and human resources teams to help when hiring and retaining disabled people and can be downloaded at:

→ [msd.govt.nz/disabilityconfidentnz](http://msd.govt.nz/disabilityconfidentnz)

### Workbridge

Workbridge is a specialist employment service that works with people with all types of disability, injury or illness. It also administers support funds, a government fund which provides a range of supports to disabled people in training or employment and to employers. This may include paying for special equipment, transport costs and New Zealand Sign Language interpreters. They can also help you with finding disabled employees and follow-up support after hiring.

→ [workbridgeincorporated.virtuozzo.co.nz](http://workbridgeincorporated.virtuozzo.co.nz)

### ACC

ACC can help with modifications and provide advice about how to assist employees who have acquired a disability, through injury, return to work.

→ [acc.co.nz](http://acc.co.nz)

### Employment NZ

Employment NZ provides a range of resources, including a section on employment for disabled people.

→ [employment.govt.nz](http://employment.govt.nz)

### Employer networks

Employer networks such as Be. Accessible can help you connect with other employers who share the vision of improving the use of the talents offered by disabled people.

→ [beaccessible.org.nz/be-employed](http://beaccessible.org.nz/be-employed)