

New Zealand Disability Strategy

2026 to 2030:

Goal and actions for employment



Published: December 2025

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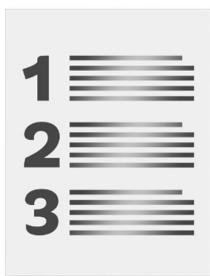
About this Easy Read



This Easy Read is a **summary** of the **goal** and **actions** for **employment** from the **New Zealand Disability Strategy 2026 to 2030**.



The **New Zealand Disability Strategy** tells the Government how to make things better for disabled people in Aotearoa New Zealand.



A **summary** is:

- shorter than the full document
- tells you the main ideas.

In this Easy Read where it says **we / our** this means the New Zealand Government.



Here a **goal** means how we want things to be.



Actions are things we will do as part of meeting a goal.



The New Zealand Disability Strategy
2026 to 2030:

- is the third disability strategy made for New Zealand
- will go for 5 years.

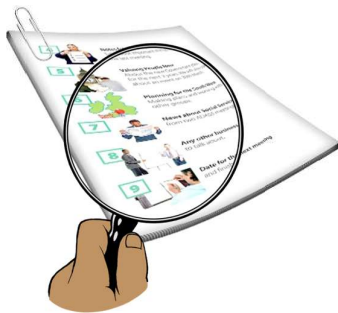


In this Easy Read the New Zealand Disability Strategy 2026 to 2030 will be called the **strategy**.



The strategy has:

- a **vision** and **principles** that will show the Government what to do
- 5 **priority outcome areas**:
 - education
 - employment
 - health
 - housing
 - justice
- a monitoring approach which is the ways the Government will check how well the strategy is being done.



Here **vision** means ideas about what things should be like.



Here **principles** are ideas / beliefs that tell us:

- what we should do
- how we should do things.



Here **priority outcome areas** are the things that are most important to work on in the strategy.



You can read the full strategy at our **website**:

<https://shorturl.at/CCvma>



There are 6 Easy Read summaries of the strategy which are:

- Vision, principles, and other key information
- Goal and actions for education
- Goal and actions for employment
- Goal and actions for health
- Goal and actions for housing
- Goal and actions for justice.



You can find all the Easy Read summaries of the strategy at this **website**:

<https://shorturl.at/VDFhw>



Employment goal



Employment means:

- working for money
- having a job.



Disabled people will have the chance to get important employment in the same way as non-disabled people.



Disabled employees / workers will be **valued** as much as non-disabled employees.



Here **valued** means being seen as an important part of the workplace.



Employers will create workplaces that are:

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



Employers are people who pay other people to work for them.



Here **accessible** means disabled people having what they need to be able to:

- use something
- do something.



Here **inclusive** is where everyone feels welcome.

What success in employment means



1. Success in employment means disabled people will have the same chances as non-disabled people for **meaningful work**.



Meaningful work is work that does something important like:

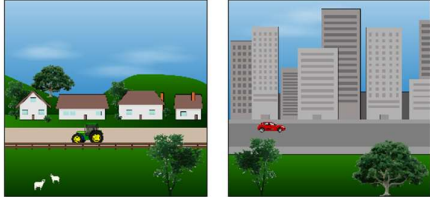
- making new things
- supporting people
- making our communities better.



Disabled people working in the same jobs as non-disabled people will be an everyday thing.



2. Success in employment means disabled people will do well in all kinds of jobs / roles.



Disabled people who live in different kinds of places will still do well in their work.



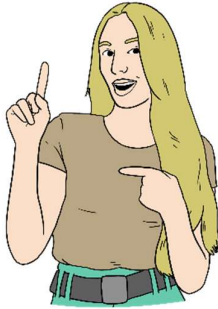
3. Success in employment means disabled people will have access to:

- supports
- things that work for them.



Disabled people will believe that their employers:

- can meet their needs
- know they can do good work.



4. Success in employment means disabled people will have more:

- money
- **dignity**
- **self-determination**
- choice.

Dignity means the right to be treated well by other people.

Self-determination means that disabled people have control over their own lives.



Better work for disabled people
will mean they do better in other
areas like:



- health
- housing.



5. Success in employment means
disabled young people will have
what they need to start jobs after
they leave school / training like:



- support
- information.

Employment actions



1. Support disabled people to find jobs that match their:

- interests
- strengths / things they are good at.



To do this we will make information about **job pathways** that is:

- accessible
- easy to find.





Job pathways are:

- the things you need to do to get the job you want – like training
- the jobs you can do with the experience you have.

We also need information about job pathways that is for young people when they leave school / education.



2. **Make sure specialist employment supports are working to make employment better for disabled people.**



Specialist employment supports are supports for disabled people to make it easier for them to work.



To do this we need to talk to disabled people to find out what is working for them.



3. Create mentorship programmes.

Mentorship programmes will mean disabled people get support from:

- disabled people doing well at work
- employers.



To create these mentorship programmes we will work with:

- disabled people
- employers
- **employer networks.**



Employer networks are groups of employers that work together towards a goal they share.

Actions 4 to 6 are about:



What we need to work with businesses / employers to make sure they:

- feel confident about working with disabled people
- can do the things they need to be a good place for disabled people to work
- are inclusive.



4. Gather together resources so employers can get information / support to employ disabled people.



Here **resources** are things like:

- information
- advice.



To do this we will create resources for employers about:

- employing disabled people
- success stories about disabled people doing well at work
- other information on disability.



We will create these resources by working with:

- disabled people
- support providers.





5. Make employment more accessible / inclusive.

We need to make sure jobs / workplaces are designed to:

- include disabled people
- have **flexible working arrangements**
- offer **reasonable accommodations.**

Flexible working arrangements are when someone can work when / how is best for them like:

- starting work later in the morning
- working some days from home.



A reasonable accommodation is making changes to something so disabled people can do things like:

- work
- get information
- use services.

Reasonable accommodations might include:

- having a different kind of chair at work
- being allowed to wear headphones to block out noise.



We will design jobs to be more accessible / inclusive by working with:

- disabled people
- whānau / family
- supporters
- employers
- employer networks.



We also need to be able to check that workplaces are accessible.

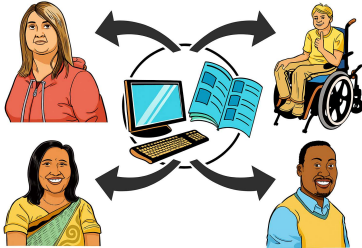


Government agencies should lead by example in the employment of disabled people.



6. Start an awareness campaign about employing disabled people.

We need an awareness campaign which is when we tell everyone about:



- information about accessibility for:
 - employers
 - employees / workers
- reports / things we have found out
- the good things that have happened because of disabled people working.





This information has been written by the Ministry of Disabled People – Whaikaha.



It has been translated into Easy Read by the Make it Easy Kia Māmā Mai service of People First New Zealand Ngā Tāngata Tuatahi.



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