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New Zealand Disability Strategy

2026 to 2030:

Employment Roadmap



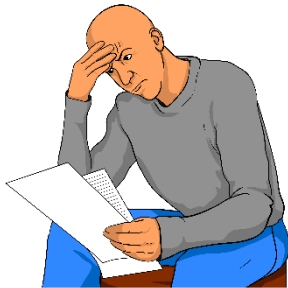
Published: June 2026

Before you start



This is a long document.

It can be hard for some people to read a document this long.



Some things you can do to make it easier are:



- read it a few pages at a time
- set aside some quiet time to look at it
- have someone read it with you to support you to understand it.

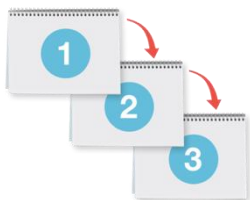


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What this Easy Read is about



This Easy Read is about the **New Zealand Disability Strategy 2026 to 2030.**



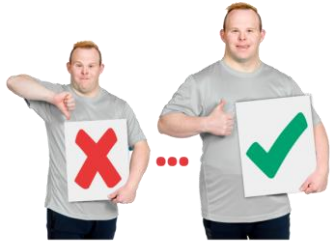
The **New Zealand Disability Strategy** says what the Government will do to make things better for disabled people in Aotearoa New Zealand.



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



The **Ministry of Disabled People – Whaikaha** was in charge of writing the strategy.



The **Ministry of Disabled**

People – Whaikaha works to make things better for disabled people by working with:

- the Government
- the community which includes:
 - disabled people
 - tāngata whaikaha Māori / Māori disabled people
- businesses.

In this Easy Read when we say **Whaikaha** this means the Ministry of Disabled People – Whaikaha.

Where it says **we** this means Whaikaha.



The strategy has 5 **priority outcome areas**.



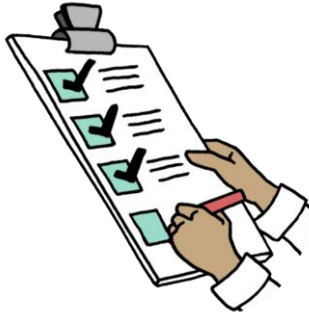
Priority outcome areas are the most important things the strategy will work on.



The priority outcome areas are:

- education / learning
- employment / jobs
- health
- housing
- justice which means things to do with the law.





Each priority outcome area has:

- a **goal**
- **actions**.



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



Here **actions** are things we will do to work towards meeting a goal.



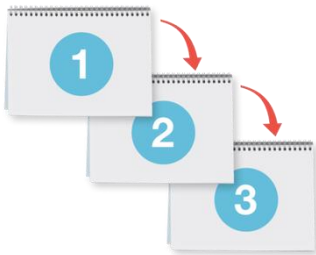
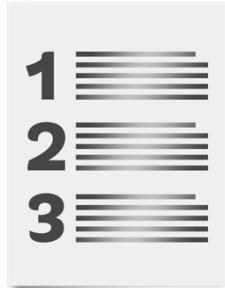
This Easy Read is the **Roadmap** for the employment priority outcome area.



Here the **roadmap** says when the work for each action will be done.

It shows what will happen in the next 5 years.

About the Employment Roadmap

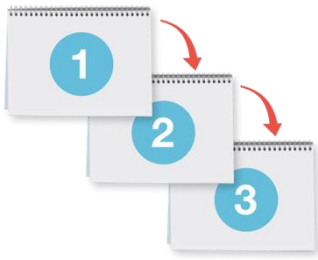


For each action the Roadmap says:

- what the action is
- the **agencies** that will:
 - lead the action
 - support / work on the action
- what **stage** the action will be at in each year.

Here **agencies** means organisations like:

- Government ministries / departments
- service providers
- non-government organisations.

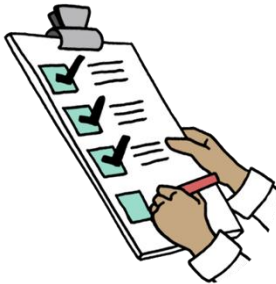


Here **stages** are the steps each action needs to go through to get the work done.



The work for each action has 3 stages:

1. **scoping**
2. **developing**
3. **implementing.**



Here **scoping** means finding out:

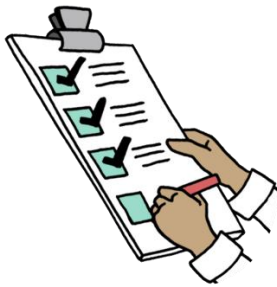
- what work needs to be done for the action
- what information we need before we can do the work.



Here **developing** means making a detailed plan for how we will do the work.



Here **implementing** means doing the work for the action.



Across all the priority outcome areas 13 actions will be implemented in 2026 which could mean:

- the work is started

or

- all the work is done.



6 actions will be developed in 2026.



12 actions will be scoped in 2026.



The work on 3 more actions will start in later years.

In this Easy Read the **actions** are in boxes like this.

Employment actions

Employment Action 1



Make a place where disabled people can find information about:

- jobs they might:
 - be good at
 - want to do
- things they need to get a job like training.



The scoping stage of this action will be led by Whaikaha.



We will decide which agency will lead the other stages later.



In **2026** there is no work to be done on this action.



Scoping for this action will start in **2027**.



The work on this action for **2028** to **2030** has not been decided yet.

Employment Action 2



The Government will look at the support disabled people get when they are trying to find work.

This will show if disabled people can get the support they need when they are looking for work.



This action will be led by the **Ministry of Social Development**.



The **Ministry of Social Development** is the part of the that:

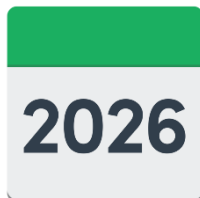
- pays benefits / money for people who do not have enough money to live on
- supports people to find jobs.



The Ministry of Social Development is also called **MSD**.

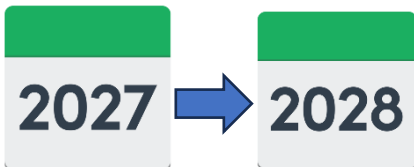


This action will be supported by Whaikaha.



In **2026** this action will be:

- developed
- implemented.



More work on implementing this action will happen in **2027** to **2028**.



We have not decided if there will be more work on this action in **2029** to **2030**.

Employment Action 3



Create **mentor** programmes so disabled people can support each other at work.



A **mentor** is a person who supports someone at work with advice / information.



Mentors often have experience that is useful to share.



This action will be led by Whaikaha.

This action will be supported by:



- **BusinessNZ**
- the **New Zealand Disability Employers' Network**.



BusinessNZ speaks up for businesses in Aotearoa New Zealand.



The **New Zealand Disability Employers' Network** is a group of employers who want to make jobs more:

- **inclusive** of disabled people
- **accessible** for disabled people.



Here **inclusive** means that everyone can easily be part of their workplace.



Here **accessible** means disabled people have what they need to easily:

- use things
- do things.



In **2026** this action will be:

- scoped
- developed.



A **pilot** mentor programme will also be started in **2026**.



Here **pilot** means the mentor programme will be tried out with a small group of people.

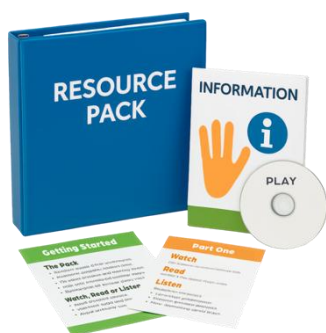


This action will be implemented in **2027**.



We have not decided if there will be more work on this action in **2028 to 2030**.

Employment Action 4



Make a place with resources about how employers can support disabled people.



This action will be led by Whaikaha.



This action will be supported by:

- the New Zealand Disability Employers' Network
- **All is for All.**



All is for All supports businesses to be:

- inclusive
- accessible.



In **2026** we are implementing this action.



We have started the OneinSix website which has information for employers about hiring disabled people.



The link for the OneinSix **website** is:

<https://oneinsix.nz>



The OneinSix website is **not** in Easy Read.



We have not decided if there will be more work on this action in **2028 to 2030**.

Employment Action 5



Make jobs better for disabled people by making sure:

- workplaces are:
 - inclusive
 - accessible
- people can have:
 - **flexible working arrangements**
 - **reasonable accommodations.**



Flexible working arrangements

means you can do your job in the way that works best for you.

Some examples of flexible working arrangements are:

- working from home
- finishing early.



Here **reasonable accommodations**

are when an employer makes changes so a disabled person can do their job.



An example of a reasonable accommodation is writing instructions in Easy Read for a person with learning disability.

This action will be led by Whaikaha.



This action will be supported by the **Public Service Commission**.



The **Public Service Commission** is the part of the Government in charge of the **public service**.

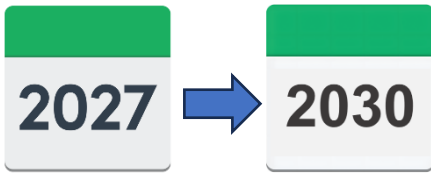


The **public service** means organisations that are part of the Government like:

- Whaikaha
- MSD.



Scoping for this action will start in **2026**.



The work on this action for **2027** to **2030** has not been decided yet.

Employment Action 6



Create an **awareness campaign** to:

- share information about employing disabled people
- show that disabled people can do good work
- tell employers how to be:
 - inclusive
 - accessible.

An **awareness campaign** is a way of advertising a good idea.

This action will be led by Whaikaha.



This action will be supported by:

- the New Zealand Disability Employers' Network
- All is for All.



In **2026** this action will be:

- developed
- implemented.



More work on implementing this action will be done in **2027**.



We will keep the awareness campaign running in **2028**.



We have not decided if there will be more work on this action in **2029 to 2030**.

More information



You can find more information about the employment priority outcome area in the Easy Read:

New Zealand Disability Strategy 2026 to 2030 Employment Change Story at:

<https://shorturl.at/FJghF>



You can find Easy Read Roadmaps for other priority outcome areas at:

<https://tinyurl.com/3xn2rsdm>





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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