



Australian Government

**Community
Grants Hub**
Improving your grant experience



Information, Linkages and Capacity Building (ILC): Economic and Community Participation Program Building Employer Confidence and Inclusion in Disability

Feedback for applicants

The Department of Social Services (the department) has provided the following general feedback for applicants of the Information, Linkages and Capacity Building (ILC): Economic and Community Participation Program Building Employer Confidence and Inclusion in Disability grant opportunity.

Overview

The ILC program provides information and capacity building supports for all people with disability, regardless of whether they are eligible for the National Disability Insurance Scheme (NDIS). ILC also helps people with disability who are not eligible for an individual NDIS plan benefit from a more inclusive, accessible and connected Australia.

The objective of the ILC program is to increase social and community participation for people with disability. The ILC program seeks to do this by:

- building the capacity of people with disability to participate in their community
- creating opportunities for people with disability to participate by creating more inclusive services and communities.

The grant opportunity application period opened on Thursday 27 January 2022 and closed on Wednesday 9 March 2022.

The grant opportunity received 284 eligible applications. Following the decision maker's decision, 29 applications were selected for funding, to a value of \$19.998 million (GST exclusive).

There was strong interest in the program and successful applications were of a very high standard. Applications were assessed according to the procedure detailed in the Grant Opportunity Guidelines (GOGs) and outlined in the selection process below.

This feedback is provided to assist grant applicants to understand what generally comprised a strong application and the content of quality responses to the assessment criteria for this grant opportunity.

Selection process

The Community Grants Hub (the Hub) undertook the screening for organisation eligibility and compliance against the requirements outlined in the GOGs. This information was then provided to the department, who then provided the final decision on whether an application did not meet the eligibility and/or compliance criteria. The Hub undertook the preliminary assessment of all eligible and compliant applications using an open competitive selection process.

Following preliminary assessment, all assessed applications were referred to the Department of Social Services ILC Policy Team for consideration by their Selection Advisory Panel (SAP).

For applications that did not meet the requirements within the GOGs, applicants were notified of this outcome in writing.

Each application was assessed by the SAP on merit, based on:

- how well it met the criteria
- how it compared to other applications
- whether it provided value with relevant money.

Each applicant was required to address the following selection criteria:

- Criterion 1: Describe the proposed activities to be delivered over the life of the grant and why these are needed.
- Criterion 2: Provide details of how people with disability will be involved in the grant activity, the expected outcomes and evidence of why it is needed.
- Criterion 3: Demonstrate your organisation's capability and capacity to successfully deliver the grant.

Preferred applicants were identified based on the strength of their responses to the selection criterion and their demonstrated ability to meet the grant requirements outlined in the GOGs.

Selection results

Twenty-nine organisations were selected to deliver the ILC Economic and Community Participation Program Building Employer Confidence and Inclusion in Disability grant opportunity.

The selected organisations provided strong responses to the selection criteria and demonstrated their ability to meet the eligibility requirements outlined in the GOGs. Further detail about what constituted a strong response to each criterion is provided below.

General comments

The general strengths of the applications were noted by the SAP, with the following themes highlighted for general feedback:

- A large number of applications focussed on the development and delivery of new training and resources. The SAP noted that given there are currently a number of tools and resources readily available to employers and employees, when considering the large number of applications that were focussed on tools and resources, a one-size fits all approach was not considered as favourably as approaches that focussed on customisation of resources.
- More detail and/or evidence was required to detail how employers would be engaged with these training opportunities and resources and how this would lead to increased employment. Additionally, although many applications focussed on training, resources and engagement of employees, many did not clearly link this with the need to engage employers.
- Stronger applications identified existing relationships, or detailed in their project plans the steps involved in ensuring adequate employer engagement, and how this would result in increased employment for people with disability. An identified area of weakness in endeavouring to address employer attitudes was an assumption that employers are able to release large numbers of staff for long periods of time to attend workshops and training.
- The SAP noted that innovation was not a requirement of the GOGs, however some applicants presented projects that were new and innovative. Although these are generally encouraged, caution should be adhered to when looking to innovate employment practices for people with disability to also ensure they adhere to the Social Model of Disability.
- Applications that were considered to be aligned to the Social Model of Disability¹ were well regarded by the SAP.
- Applications seeking additional funding to continue their current ILC projects were not in scope for this round as it is considered a duplication of current funding.
- Applications that focused primarily on building job seeker skills and job readiness were not well regarded by the SAP, as the purpose of the grant opportunity is to build the confidence of employers to address barriers to employment for people with disability.
- Applications which sought to improve their own ability to employ people with disability were not considered to be in line with the grant opportunity.

¹ Definition of the Social Model of Disability, taken from [Australia's Disability Strategy 2021-2031](#). The Social Model of Disability recognises attitudes, practices and structures can be disabling and act as barriers preventing people from fulfilling their potential and exercising their rights as equal members of the community.

Further, the United Nations Convention on the Rights of Persons with Disabilities provides disability results from the 'interaction between persons with impairments and attitudinal and environmental barriers hindering full and effective participation in society on an equal basis with others'.

- Expert advice sought from state and territory governments as part of the selection process noted not all projects identified as 'National' had the capacity to have a national reach. Stronger applications allocated appropriate funding and outlined on-the-ground contacts in all jurisdictions proposed for delivery. The ability to provide face-to-face services and demonstration of a presence in or connection to nominated jurisdictions was also looked upon favourably by the SAP.

Criterion responses

Criterion 1

Describe the proposed activities to be delivered over the life of the grant and why these are needed.

When describing the need for the project, it was important to link the project activities to the identified need and describe how the project would address the need. In detailing the need, or the identified gap, applicants who provided detailed evidence to support their claims were looked upon more favourably. Lack of detail or clarity made it difficult to make a determination on the need of a project.

Additionally, the project plan, which was an attachment to this criterion, provided applicants with the opportunity to demonstrate their understanding of the project and timeframes involved. Project plans that were well filled out and aligned with the grant activity, showed applicants' understanding of project management provided assurance they had the ability to manage the project.

A number of proposed projects focussed on strengthening the capacity of people with disability, which is an important aspect of this grant, however the linkages to employers were not as well defined or not provided. As this grant opportunity was designed to improve employer attitudes towards employing people with disability, applications that did not clearly address this aspect were not successful.

| Strength | Example |
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| Strong applications clearly described the problem/need the project will address as part of the grant opportunity | Strong responses clearly: <ul style="list-style-type: none"> ▪ identified the specific demographic their project would target ▪ described the problem/need the target demographic requires support in ▪ provided strong and relevant supporting evidence. |



| Strength | Example |
|--|---|
| Strong applications clearly described the activities to address the problem/need | Strong responses clearly: <ul style="list-style-type: none">▪ described in detail what the activities would be and how they would be delivered in a clear and logical manner▪ described the timeframes and milestones for when the activities will be completed within the 24 month duration in a completed and detailed project plan▪ explained the importance of each activity in the implementation and delivery of the project▪ described the impact each activity would have on the employment of people with disability. |
| Strong applications clearly demonstrated the importance of the project and why they are needed by the target group | Strong responses clearly: <ul style="list-style-type: none">▪ explained why the project is important for the target group▪ addressed the benefits of the project to the target group. |
| Strong applications clearly described how the project addresses the grant opportunity objectives | Strong responses clearly: <ul style="list-style-type: none">▪ identified a clear linkage between the project and the grant opportunity objectives▪ indicated a clear understanding of the grant opportunity objectives. |



Criterion 2

Provide details of how people with disability will be involved in the grant activity, the expected outcomes and evidence of why it is needed.

Co-design of activities and materials is an important aspect of the ILC program. This aims to ensure products and services delivered under an ILC grant are accessible and fit for purpose.

Adequate detail on how people with disability have/will be involved and or engaged in the design was an important aspect of the application process.

An understanding of the Social Model of Disability is important in this regard, to ensure activities/projects are appropriate for the target group and priority cohorts. A clear understanding of the Social Model of Disability can be seen in high performing applications through this criterion response.

| Strength | Example |
|---|--|
| Strong applications clearly demonstrated the involvement and collaboration of people with disability in the project | Strong responses clearly: <ul style="list-style-type: none">▪ described how people with disability will be involved through employment, in the co-designing and delivery of the project▪ provided evidence to demonstrate the inclusion of people with disability in the project in a meaningful way. |
| Strong applications clearly described the outcomes the project would expect to achieve, and how they would achieve them | Strong responses clearly: <ul style="list-style-type: none">▪ described the outcomes in a clear and methodical way▪ provided specific details in project milestones▪ ensured the organisation had the capacity and capability to achieve the outcomes▪ identified specific approaches to measure the outcomes▪ described outcomes and outcome measures where possible, not just outputs. |
| Strong applications clearly described the scalability and sustainability of the project beyond the grant period | Strong responses clearly: <ul style="list-style-type: none">▪ demonstrated the organisation's intention and capability to both continue and expand the project state-wide or nationally after the grant period. |

Criterion 3

Demonstrate your organisation's capability and capacity to successfully deliver the grant.

Established relationships with employers was an important aspect of this grant opportunity. At times, limited information was provided on the status of relationships, or in the case of consortia, the capacity of organisations listed to undertake the role assigned to them.

Additionally, the stakeholder engagement plan, which was an attachment to this criterion, provided applicants with the ability to demonstrate their understanding of the disability and employment sectors and the status of their relationships with employers. Stakeholder plans that were well filled out and aligned with the grant opportunity showed applicant understanding of the sector and provided assurance they had the knowledge and capacity to execute the activity.

| Strength | Example |
|---|--|
| Strong applications clearly demonstrated the evidence of organisation's experience and capability to work with employers to improve disability inclusion and diversity | Strong responses clearly: <ul style="list-style-type: none">provided strong and relevant evidence of established relationships with employersdemonstrated how previous experience with employers would be significant to the success of the projectindicated the employers' intention to improve disability inclusion and diversity in the workforcedemonstrated understanding of employers needs and constraints. |
| Strong applications clearly described the organisation's existing partnerships with key stakeholders, and their capacity and capability to successfully deliver the project | Strong responses clearly: <ul style="list-style-type: none">described how the organisation would use its existing partnerships to achieve the project outcomesprovided strong and relevant evidence of the organisation's previous projects with the respective stakeholder. |
| Strong applications clearly described the state of the relationships with key stakeholders required to successfully deliver the project | Strong responses clearly: <ul style="list-style-type: none">identified both existing and potential stakeholders involved in the project, including explaining the steps needed to establish new relationships with potential stakeholdersexplained why each stakeholder is important for the projectoutlined the role of each stakeholder in the projectprovided a complete and detailed stakeholder engagement plan. |



| Strength | Example |
|---|--|
| Strong applications clearly described how employers would be involved in the project and how it would increase employment of people with disability | Strong responses clearly: <ul style="list-style-type: none">▪ described how employers would be involved or participate in the project.▪ demonstrated understanding of employers needs and constraints▪ described how the project could create a change for employers in increasing employment of people with disability. |