



Australian Government
Department of Social Services

Economic and Community Participation (ECP) Program

**Building Employer Confidence and Inclusion
in Disability Grant Opportunity 2021–22**

Feedback for applicants

Easy Read version



How to use this feedback



The Australian Government Department of Social Services (the department) wrote this feedback. When you see the word 'we', it means the department.



We wrote this feedback in an easy to read way.

We use pictures to explain some ideas.

Bold
Not bold

We wrote some important words in **bold**.

This means the letters are thicker and darker.



We explain what these bold words mean.

There is a list of these words on page 27.



This Easy Read document is a summary of another feedback document. This means it only includes the most important ideas.



You can find more information on the **Community Grants Hub website**.



You can ask for help to read this feedback. A friend, family member or support person may be able to help you.

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About this grant opportunity

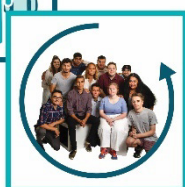


A **grant** is money from the government to pay for important work that can help others.



The Information Linkages and Capacity building program gives grants to organisations that support people with disability.

We usually call it ILC.



ILC grants helps make our community:

- **accessible** – everyone can use it
- **inclusive** – everyone can take part.



Your **capacity** is:

- your ability to do something
- the skills you have
- knowing the right people who can help you.



ILC also helps all people with disability to live an ordinary life.



An important part of the ILC program is building employer confidence and inclusion in disability.



An **employer** is a person who hires other people to work for them.



We want to build employer **confidence** so they hire more people with disability.



When you have confidence, you:

- believe in yourself
- know what you can do
- can try new things.



We also want employers to hire more people with disability.

We sometimes call this inclusion.



We know there are things that stop people with disability:

- finding and keeping jobs
- taking part in the community.



Many employers want to hire more people with disability.

But they might need support to do that.



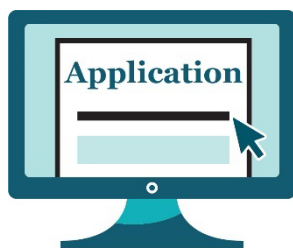
We know more people with disability can find and keep jobs if employers get support to:

- build their confidence



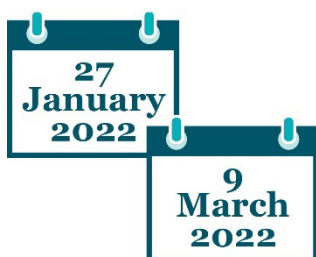
- include more people with disability.

About this round of grants



Organisations had to send a form in to apply for this round of grants.

We call this an **application**.



Applications for this round of grants:

- opened on 27 January 2022
- closed on 9 March 2022.



Organisations could apply for grants between \$400,000 and \$800,000.



We will choose another organisation to check all grant projects and tell us what they did.

That organisation will only check projects.
They won't be part of this round of grants.



We will give organisations who get a grant an extra \$15,000 to pay for this.



Organisations will use the money from this grant to pay for activities they deliver over 2 years.

We call this **funding**.



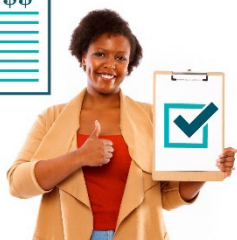
The activities from this round of grants help more:

- employers hire more people with disability
- people with disability get jobs.



The Economic Participation grant had 3 **objectives**.

Objectives are important results we want to achieve.



We gave grants to projects that met our objectives.



The first objective is to teach people with disability work and job skills.

This includes new skills for jobs that have changed because of COVID-19.



Our first objective is for organisations to:

- hire more people with disability
- keep more people with disability in their job.



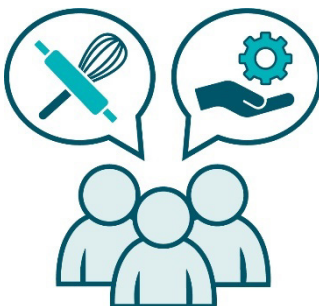
Our second objective is for organisations to be:

- accessible
- inclusive.



We really want to include smaller organisations in both of these objectives.

We call them Small to Medium Enterprises (SME).



We have an **industry** when a lot of businesses:

- do the same work
- offer the same services.

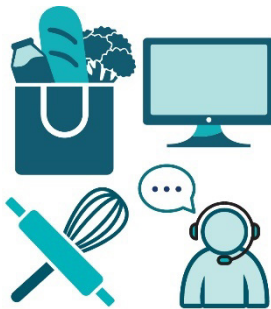
Our third objective is for industries to have good:



- information



- training.



It should focus on the work they do in their industry.

Organisations in the same industry should:



- share good information and training



- help more people with disability find and keep jobs in their industry.

What is this feedback about?



We received 284 applications for this round of grants.



We gave funding to 29 applications.



Overall we gave almost \$20 million of funding.

In this feedback we explain:

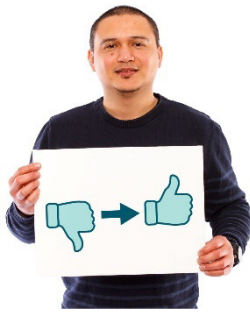


- how we chose who we gave funding to



- what applications did well.

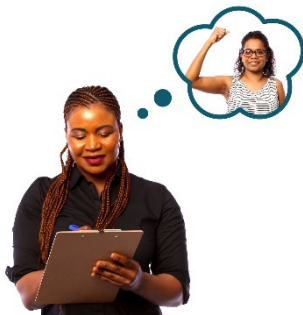
We also explain:



- what applications could do better



- the important parts of the application.

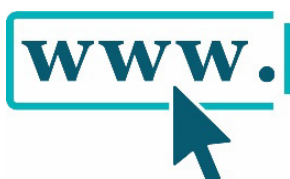


We wrote this feedback to help organisations know how to make their applications stronger in the future.



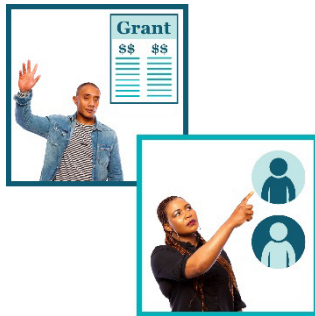
We won't give feedback on individual applications.

You can find out about new grant opportunities on the:



- **GrantConnect website**
- **Community Grants Hub website.**

How we chose who to give grants to



There are rules about:

- who could apply for this round of grants
- how we choose who gets a grant.



There is a set of guidelines about the Building Employer Confidence and Inclusion in Disability grants.

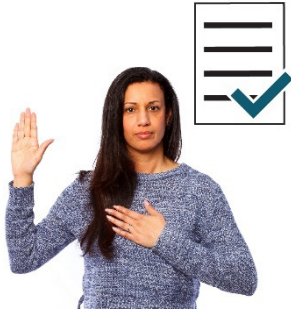


They explain the types of organisations that could apply.



The guidelines also explain what:

- organisations need to tell us in their application
- **evidence** organisations need to give us.



Evidence is proof that something is true.



You can find an Easy Read version of these guidelines on the **Community Grants Hub website**.



When we get an application, people from the department read it carefully.



After this, another group of people read the applications.



This group is called the Selection Advisory Panel.

They think about:



- how the activities met the objectives of the grant



- if organisations showed why their project was important



- if organisations can do what they say they will do in the application



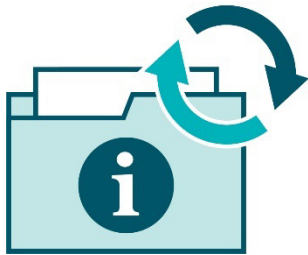
- if any other organisations already offer the activities



- what people who work for state and territory governments have said.

What strong applications were like

Strong applications showed how:



- they could change training tools and resources to suit different people's needs



- employers will use these training tools and resources to hire more people with disability.

Strong applications also showed:

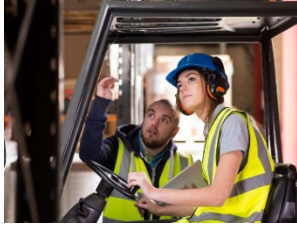


- strong relationships they have with employers now



- how these relationships will help employers hire more people with disability.

And they showed how this project will:



- help employers be more confident to hire people with disability



- work in different areas around Australia.

Strong applications also told us if the project would support:

NDIS



- participants – people with disability who take part in the NDIS

NDIS X



- people with disability who don't take part in the NDIS



- both groups.

What some applications could do better



Some organisations didn't explain how new training tools and resources can be changed to suit different people's needs.



Some organisations asked for more funding for the projects they have now.



But this grant round was for new projects.



They should have showed they understood:

- the grant program
- what it wants to do.



Some organisations explained how they would build the skills of people looking for jobs.



But this grant round was about building the confidence of employers.



Some organisations also explained how they would build their own capacity to hire more people with disability.



But this grant round was about building the confidence of other employers.

Important parts of the application



There were 3 **Assessment Criterion** in the application form.



An Assessment Criterion is a question that you need to answer.



If you applied for a grant, you had to answer all the Assessment Criterion.



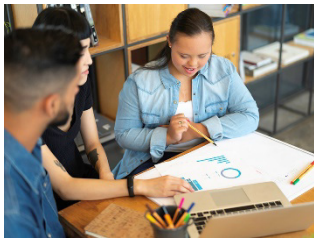
You can find the Assessment Criterion in the Grant Opportunity Guidelines on the **Community Grants Hub website**.

Assessment Criterion 1

Strong applications talked about:



- who the activities will support



- what types of support they might need



- why the project is important for these people



- how the project will help these people.



And strong applications also had good evidence.

Strong applications talked about:



- how they will deliver the project



- when they will deliver the project



- each activity in the project.

And strong applications also explained:



- how the project would meet the objectives of the grant



- that they understood the objectives.

Assessment Criterion 2



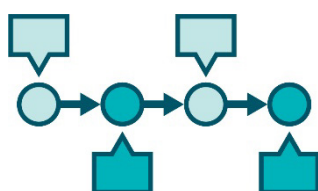
Strong applications talked about how people with disability will be involved in the project.

This included any evidence to show how people with disability will be involved in the project.

And strong applications explained the:



- objectives



- stages of the project.



They also talked about how the organisation had capacity to:

- reach the objectives
- keep track of their objectives.



Strong applications also talked about how the project can work:

- in each state and territory
- across Australia.

Assessment Criterion 3



Strong applications talked about how they had strong relationships with employers.



They also explained how experience with employers will make the project work well.

Strong applications talked about how they:



- will include more people with disability at work

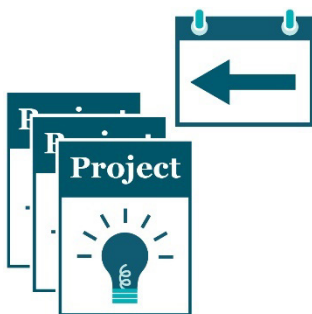


- understand what employers need.

Strong applications also explained:



- how the organisation will reach the objectives for the project



- what projects the organisation has done before.



Strong applications worked out who will be involved in the project.

This includes how they will build relationships with new people for the project.

Strong applications also talked about:



- how employers will take part in the project



- what employers need



- how the project can support employers to hire more people with disability.

Word list

This list explains what the **bold** words in the document mean.



Accessible

When something is accessible, everyone can use it.



Application

A form you send in to try to get a grant.



Assessment Criterion

An Assessment Criterion is a question you need to answer in an application.



Capacity

Your capacity is:

- your ability to do something
- the skills you have
- knowing the right people who can help you.

Confidence



When you have confidence, you:

- believe in yourself
- know what you can do
- can try new things.



Employer

An employer is a person who hires other people to work for them.



Evidence

Evidence is proof that something is true.



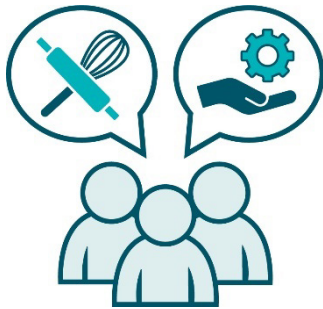
Funding

Funding is the money in a grant.



Grant

A grant is money from the government for important work that can help others.



Industry

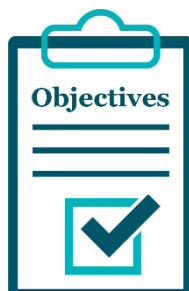
We have an industry when a lot of businesses:

- do the same work
- offer the same services.



Inclusive

When something is inclusive, everyone can take part.



Objectives

Objectives are important results we want to achieve.

Contact us

If you have any questions about this feedback you can contact the department by:



- calling **1800 020 283** and choosing Option 1



- emailing support@communitygrants.gov.au



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