

# Innovation in Disability Employment

*Australia-Korea Cross-Cultural  
Conference*

Hosted by the Centre for Social Impact Flinders  
*3 – 4 August 2022*



Korea Employment Agency  
for Persons with Disabilities



## **CENTRE FOR SOCIAL IMPACT FLINDERS**

The Centre for Social Impact at Flinders University sits within the national CSI network and shares a vision and capacity with CSI UWA, CSI UNSW and CSI Swinburne within the University of Western Australia, the University of New South Wales and Swinburne University respectively. Our common vision is for a better world where people have the opportunity to achieve their goals free of discrimination and social inequality, where complex social problems are addressed, communities are diverse and thriving, and where organisations across sectors work together to grow positive social impact. CSI Flinders is part of the College of Business, Government and Law (CBGL) at Flinders University. Our activities are integral to achieving College mission: to embrace innovative knowledge and practice to tackle the challenges of our time, with a strategic focus on technology, health and social impact. education and leadership development.

## CONFERENCE FACILITATORS

### **Professor Ian Goodwin-Smith /**

Director of the Centre for Social Impact (CSI) Flinders

Ian is a researcher in the fields of social policy and social service with extensive experience in research and evaluation relating to social service improvement, systems reform and social policy. He is a research leader experienced in managing research centres and concentrations in collaboration and partnership with industry and community stakeholders. Ian has a history of working collaboratively with government and non-government organisations, communities and people who have been marginalised, and a long track record of research partnerships, both internationally and in all Australian states and territories, in the metropolitan, country and remote settings. He has experience in co-designing and administering large scale research and evaluation projects and in working across sectors and disciplines with a range of stakeholder groups.

## **Ms Jung Yoon /**

Research Associate at the Centre for Social Impact (CSI) Flinders

Jung supports cross-cultural research projects between Australia and South Korea by building project concepts and connecting to project relevant bodies in South Korea. Currently, she is working on research projects around disability employment and free school lunch programs in Australia and South Korea. Jung has focused on building accessible, inclusive and innovative working environments to enable socio-economic inclusion for people with cognitive disability, such as Autism Spectrum Disorder (ASD) and intellectual and mental disabilities. Jung's research interests include disability employment, social enterprise management, inclusive corporate culture, and social and disability-related policies under the jurisdiction of other countries.

## **PARTNER IN KOREA**

### **Korea Employment Agency for Persons with Disabilities (KEAD)**

As an affiliated organisation under the Ministry of Employment and Labour, Korea Employment Agency for Persons with Disabilities (KEAD) was established in 1990 with the mission of becoming the leading agency to employ persons with disabilities. KEAD has more than 1,300 full-time workers at six regional headquarters, 14 branch offices, five vocational competency development institutes, 27 training centres, and an assistive technology centre. Its business expands across multiple services for persons with disabilities, including job placement, vocational training, assistive technology device support and personal assistance. For employers, KEAD provides employment subsidies and extends support for establishing a standard workplace and funds for the work environment improvement. By providing various employment services, KEAD continues to strive to create a society where persons with disabilities can work together.

## CONFERENCE SUMMARY

The conference aims to exchange knowledge and experiences of disability employment in Australia and South Korea to explore innovation in disability employment. It is hosted by the Centre for Social Impact Flinders at Flinders University, partnering with the Korean Employment Agency for Persons with Disabilities (KEAD) and funded by a range of partners, including the Australia-Korea Foundation with the Australian Department of Foreign Affairs and Trade. The conference will be on the following topics:

- Disability employment policies under different jurisdictions
- Accessible and inclusive working environments for workers with disability
- Innovative and creative models for disability employment initiatives

## **Backgrounds about disability employment in Australia and South Korea**

The Australian disability policy, the National Disability Insurance Scheme (NDIS), introduced a three-year plan for Employment Strategy for People with Disability 2019-2022 to improve the socio-economic participation of people with disability in Australia. The Strategy aims to diversify the mainstream workforce by extending employment opportunities, including supported employment, social enterprise, micro-enterprise, and family businesses. The disability employment rate in Australia has not increased in the past decades because disability employment is optional for Australia's business owners. It is essential to develop innovative and inclusive strategies of customised support and accommodations tailored to various individual strengths and needs of people with disability in Australia. At the same time, it is more important to raise disability awareness and increase interest in working with people with disability within the mainstream business industries because business owners are the ones who will decide to take



action or not for disability employment in Australia.

The Korean disability policy is based on the mandatory quota system with applying levy, which focuses on how all businesses have a social responsibility to create disability employment opportunities for people with disability. The disability employment rate had significantly increased from 0.43% in 1991 to 2.29% in 2019. The Korean Employment Agency for the Persons with Disabilities (KEAD, 2020) reported that SAMSUNG, LG and other large corporations have established over 100 subsidiary type standard workplaces to employ people with disability. The mandatory system has encouraged public and private companies to design diverse employment opportunities for people with disability. The KEAD provide various training for skills and professional development using customised strategies tailored to individual strengths and disability conditions of people with disability. This project aims to introduce diverse business cases working with people with disability between Australia and South Korea. It will offer opportunities to develop people-to-people relationships between Australian and



Korean organisations relating to disability employment and potential employers of businesses at the individual, organisational, and societal levels.

## **KEY SPEAKERS**

### **Australian speakers**

- **Caroline Ellison** is the Crossing the Horizon Professor of Ageing and Disability at UniSA and a Developmental Educator. Caroline has an extensive multidisciplinary professional practice, teaching and research experience across disability and human services in Australia and SE Asia. Key to Caroline's approach is engaging with people living with disability as co-researchers and collaborators as well as academic researchers, mainstream society, the NDIS and global disability organisations to create increased inclusion of all people. Approx 20-25% of the population lives with impairment. It is an economical, not just human rights issue that we consider full inclusion and employment of diverse populations in all societal systems. She is interested in systemic, societal and individual issues across sectors such

as disability-inclusive development, employment, urban planning, housing, end of life choice and planning, arts, sports and leisure, access to spiritual activities, positive behaviour support, protective behaviours and sexual health, family leadership, social role valorisation and workforce development.

- **Claire Hutchinson** is a Senior Research Fellow in the Health and Social Care Economics Group at Flinders University. Her research focuses on consumers' service preferences, outcome measurement - especially quality of life, and social return on investment. Given her previous experience as an occupational psychologist working in vocational rehabilitation with disadvantaged job seekers, Dr Hutchinson has a particular research interest in the economic participation of people with disabilities. Over the last few years, she has completed several studies on this topic, including examining the lived experiences of microenterprise business owners with intellectual disability, and the open employment experiences of young people with autism spectrum disorder (ASD). She is currently conducting a mixed-methods evaluation of a transition program for students with a range of disabilities seeking

opportunities in the mainstream labour market.

- **June Alexander** is a lecturer in the Disability and Community Inclusion Department in the College of Nursing and Health Sciences. She has over 30 years' experience as a Developmental Educator and her previous experience includes CO of a best practice SA rural disability service. June specialises in training for both disability staff and people with intellectual disability. Specifically, her research focuses on adult outcomes in employment for those with intellectual disability.
- **Robbi Williams** has over 30 years of experience working in disability, health and other human services in several countries. A psychologist, Robbi, is the author of the Model of Citizenship Support, a framework for people and agencies to think about the nature of helpfulness toward good inclusive lives. Robbi is CEO of the Julia Farr group, a trio of social profit agencies working in systemic advocacy, social housing, assistive technology, and philanthropy, anchored on the values of Personhood and Citizenship. This includes JFA

## Purple Orange, whose body of work comprises:

- more than 1500 researched policy submissions to the government, anchored on the experiences of people living with disability and their families
  - community consultation and system design projects for the commonwealth, state, territory, and local governments
  - capacity-building work for human service providers
  - storytelling (video and podcast)
  - hosting several peer-governed organisations offering peer networks, capacity-building, and policy and practice input, to government and community.
- **Lisa Gorman** is the founder of Gorman fashion. She grew up in the Victorian coastal town of Warrnambool, the eldest of 4 daughters, spending many teenage hours on the sewing machine making herself wild and wonderful outfits inspired by what she found in Vogue and Elle magazines. After moving to Melbourne at 18 to study nursing, Lisa continued to work on and off at the Royal Melbourne Hospital over the next eight years, dotted with a bunch of

other studies, travel and jobs that eventuated in her founding of the Gorman brand in 1999. Over the last 23 years, the Gorman brand has grown to become a 52 store womenswear, kids, and lifestyle label that is distinctly recognisable through its print and colour. Gorman has collaborated with over 100 artists, designers and institutions over the last decade, most notably her collection with Australian artist Mirka Mora, the Mangkaja collection, which has set a benchmark in Indigenous collaboration, as well as her work with Arts Project Australia in which she created a 52 piece collection with artists with disability. After a long and fruitful career with the Gorman brand, Lisa has moved on to take up other creative passions while the Gorman team continues her legacy.

- **Sim Luttin** is a Melbourne-based curator and has run the gallery and exhibition program at Arts Project Australia (APA) since 2008. As well as fostering innovative curatorial projects, she brokers collaborations between artists, commercial galleries, and arts institutions and has grown APA's publications, artwork leasing, and image licensing programs. She is a founding

curator of the international platform Art et al. and was a member of the Supported Studio Network in Australia. She has travelled worldwide, having curated, written, and presented extensively on APA and its artists at international conferences. Sim has a passion for supporting neurodiverse artists to be seen, represented, and connected in contemporary art and culture sectors.

- **Sue Roff** has had a broad career in arts management. She has held the role of Executive Director at Arts Project Australia since 2009. During this time, Sue has driven a strong increase in profile for the organisation, its artists and unique studio practice and innovative programs. Prior to this, Sue has held roles as National Manager, Cultural Development at the Australia Business Arts Foundation, Community Relations Manager at RACV, Sponsorship Manager at Melbourne Theatre Company, and kick-started her arts management career as National Administrator with the Australian Girls Choir. Sue is experienced in project development, fundraising, sponsorship, and marketing and has chaired the boards of Strange Fruit and the Victorian



Actor's Benevolent Trust. She is the former President of the Public Galleries Association of Victoria.

- **Michael Mooney** is an enterprising businessman with a knack for connecting his business with his local community and the kind of customers who most appreciate freshly-picked, locally-grown, organic, seasonal produce. Michael lives with hearing impairment, speech and learning difficulties. He had previously studied horticulture, loves being outdoors and had a large north-facing front yard—the ideal place to grow produce. Michael has NDIS-funded support through Community Living Project's Micro Enterprise Project and has an Enterprise Management Group set up to support him, his personal assistant and the business. Michael has built up a solid customer base who he speaks with regularly. He enjoys doing work he is passionate about and loves the flexibility of working for himself – choosing his own hours and being his own boss. But most rewarding of all is seeing the positive response of his customers when he turns up with his home-grown, freshly-picked produce.



## Korean speakers

- **Jung Hun Cha** is an Executive Director at the Korea Employment Agency for Persons with Disabilities (KEAD) under the Ministry of Employment and Labor. He has been serving at KEAD for over 28 years and has contributed to advancing disability employment policies, including job placement operations, vocational training, and various employers support systems. Selected as part of the UNDP-KEAD project in 1996, Jung Hun Cha experienced German training systems and tried to adopt lessons learned in a Korean context. He has an M.A in Rehabilitation and is now in the PhD Program majoring in Social Economy.
- **Eun Ju Yoo** is a Research Fellow at the Korea Employment Agency for Persons with Disabilities (KEAD). Her research focuses especially on disability policy, policy evaluation and international comparative studies. Currently, Dr Eun Ju Yoo and her research colleagues are working on an article, 'Comparison of sheltered workshop policies in Japan, Taiwan and South Korea', which is a part of 'Elgar Handbook on Disability Policy'. She

and her colleagues will develop the research to the next stage, 'An international comparative study on the East Asian employment policy model for the disabled'.

- **Jinhee Lee** is currently the co-founder and CEO of BearBetter company. After finishing her Bachelor's and Master's degree in Economics at Seoul National University, Jinhee worked as a researcher at the Dong Yang Economic Research Institute, HR consultant and then HR executive in NHN. Raising her son, who has autism, she learned about autistic people and their struggles. It became her aspiring dream to contribute to making positive change in society to support people with autism. Founding BearBetter in 2012, Jinhee Lee started to make her dream come true. BearBetter is a social venture that provides employment opportunities specifically for people with developmental disabilities. With ten years of experience in BearBetter, she started to extend the employment project to create stable jobs for people with developmental disabilities across South Korea.

- **Min Yang Kim** (Alice Kim) is the founder and CEO of Grape Lab Design, and she was a UX designer with over ten years of experience in the IT area and one of the initial members of Kakao, a popular mobile service in Korea. Her creation, Kakao's emoticon service, generated a high profit, for the company and local cartoonists. After concluding her Master's in Sustainable Design at Kingston University in the UK, she changed her path, deciding to solve the world's problems from a designer's point of view. She is keen to build a sustainable circular economic system, focusing on wasted materials, upcycling, marginalised artists and minorities.
- **Eui Young Ham** is the founder and CEO of Peach Market, a content developing company for accessible information for those who need accessible texts and information to understand than general books according to age as 'slow learners', including children and young adults with borderline intelligence and developmental disabilities and anyone with a lack of literacy. Peach Market develops an accessible reading environment for people in such

need, just like the way blind people need Braille to understand a text. Eui Young Ham graduated with a Master of Applied Economics from Korea University. He worked at the United Nations Environment Programmes in Korea as a team leader in planning cooperation for five years. Peach Market develops over 300 publications in accessible reading versions every year, including magazines and news for people who lack the literacy to subscribe.

## CONFERENCE SCHEDULE

### Day 1

9.00 am – 9.30 am: Opening ceremony

- Welcome to Country
- **Jacinta Thompson** / SA Board at the Australia-Korea Foundation

9.30 am – 10.30 am:

**Caroline Ellison** / Associate Professor at UniSA Justice & Society

**Jung Hun Cha** / Executive Director of KEAD

11.00 am – 12.30 pm:

**Robbi Williams** / CEO of Purple Orange

**Eun Ju Yoo** / Research Fellow at KEAD

**Eui-Young Ham** / CEO of the Peach market

2.00 pm – 3.30 pm:

**Lisa Gorman** / Founder of Gorman fashion

**Sim Luttin** / Gallery Manager at Arts Project Australia

**Jin Hee Lee** / CEO of BearBetter

## Day 2

11.30 am – 1.00 pm:

**Min Yang Kim** / CEO of GrapeLab

**Sue Roff** / CEO of Arts Project Australia

**Michael Mooney** / Entrepreneur at Greens2U Microenterprise

**Claire Hutchinson** / Senior Research Fellow at Flinders University

**June Alexander** / Lecturer at Flinders University