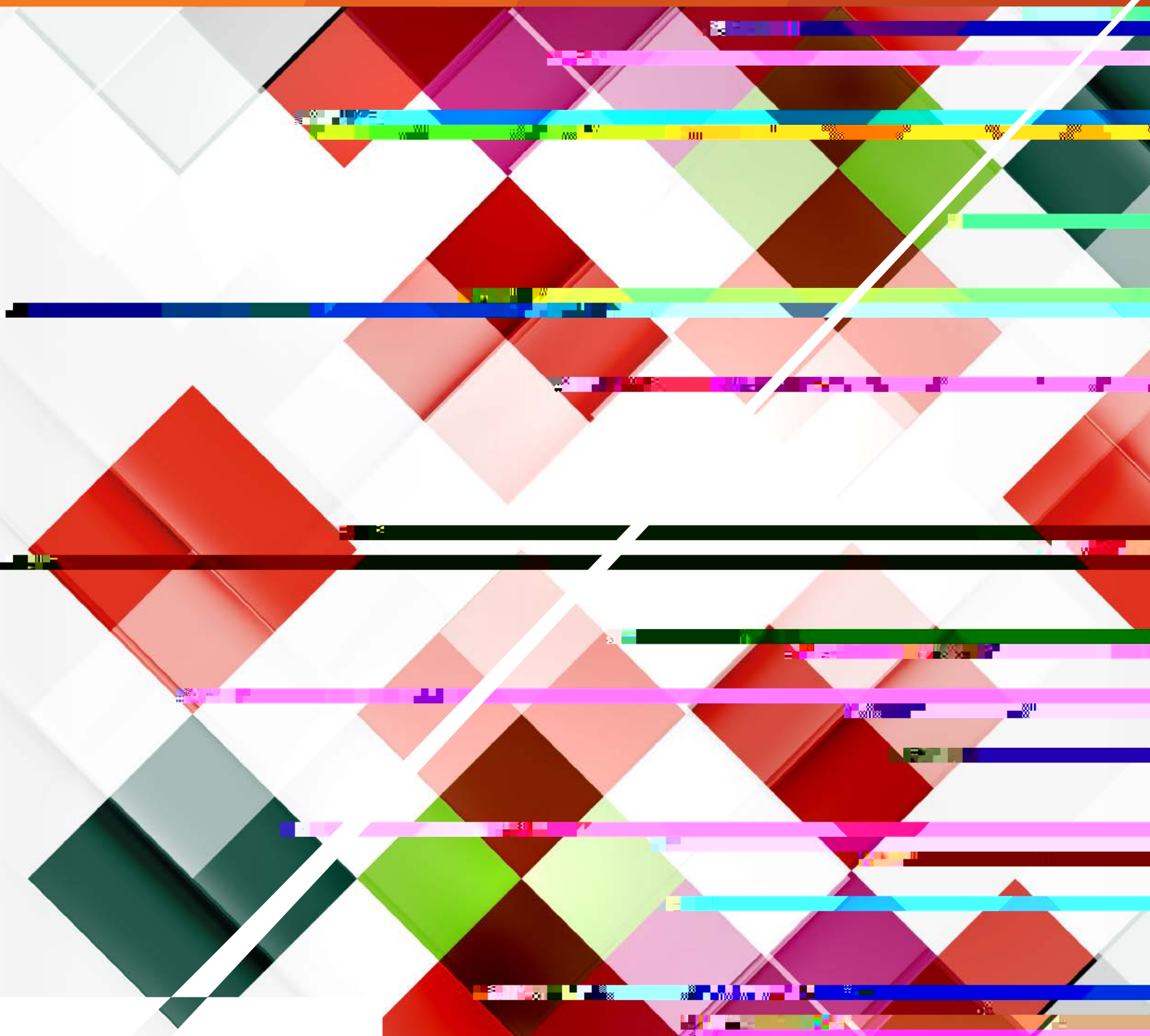




Never Stand Still

Social Policy Research Centre

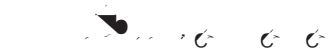


Research Team

Social Policy Research Centre



Centre for Children and Young People, Southern Cross University



Community Researcher



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97	2.92 Employment support models	
98	2.93 Employment outcomes	
99	2.94 Employment support models	
100	2.95 Employment outcomes	



What do people with intellectual disability think about their jobs?



What is this report about?

This report is about what people with intellectual disability think of their jobs. It is about jobs in:



Open employment

This is having a job in any workplace with support.



ADEs

This is working at a workplace only for people with disability.



Social enterprises

This is working in a business set up to make sure people with disability are included.

In the report, people with intellectual disability talk about:

- How they choose a job
- How they find a job
- How they keep their job
- What they do if they want to change jobs
- What was important about working in different jobs
- What they like about different jobs
- What they do not like about different jobs

Who did the research?

The Department of Human Services asked for the research to be done. They are part of the government.

The Social Policy Research Centre and Southern Cross University did the research.

Who took part?

51 people with intellectual disability were in the research. To take part they had to:

Have a job

Live in Sydney or Northern Rivers

da ta08 Td (er)5(eb (4(c

What the research found

Choosing a job



The research found that some people could not choose what job to do, because:

Parents or teachers chose for them
They did not have many options to choose from

Some other people could choose what job to do. They found it easiest to choose when there were:



People who helped them decide



Services that helped them decide



Chances to find out about and try different jobs

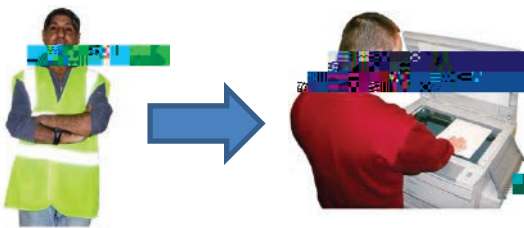
Changing jobs



The research found that lots of people in open employment had changed jobs when they didn't want to, because:

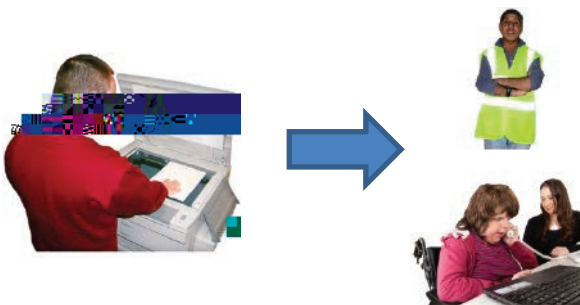
Their workplace closed down
It was a short job and it finished

Some people made their own decision to change jobs:



Sometimes this was moving from an ADE to open employment.

These people wanted better pay or to work with people without disability as well.



Sometimes this was moving from open employment to an ADE or social enterprise.

These people were treated badly in open employment and thought an ADE or social enterprise would feel safer.

What people thought was important about working



People in open employment, ADEs and social enterprises all said that the most important things about working were:

Having friends and getting to know other people at work

Getting paid



The next most important things to most people were:

Learning new skills

Having something to do

Having something to take part in



Some people also said that other things were important to them, including:

Feeling good at work

Having rights at work

Doing what they wanted with their lives



Mostly it was people working in open employment who mentioned feeling good, having rights and doing what they wanted to.

People working in social enterprises said that:

What happens now?

This information can be used to help know how to make working better for people with intellectual disability.

For example, it shows that:

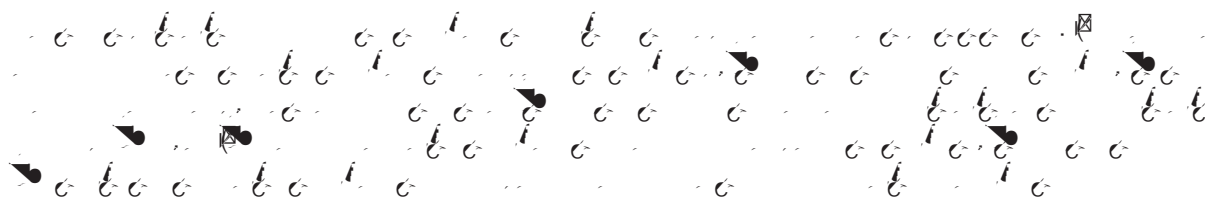
People need more help to choose, find, keep and change jobs, especially in open employment

This help should include:

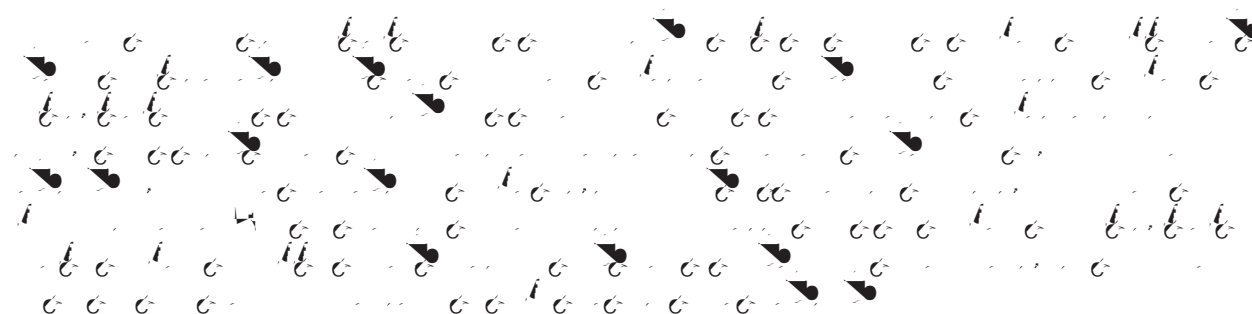
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Executive summary

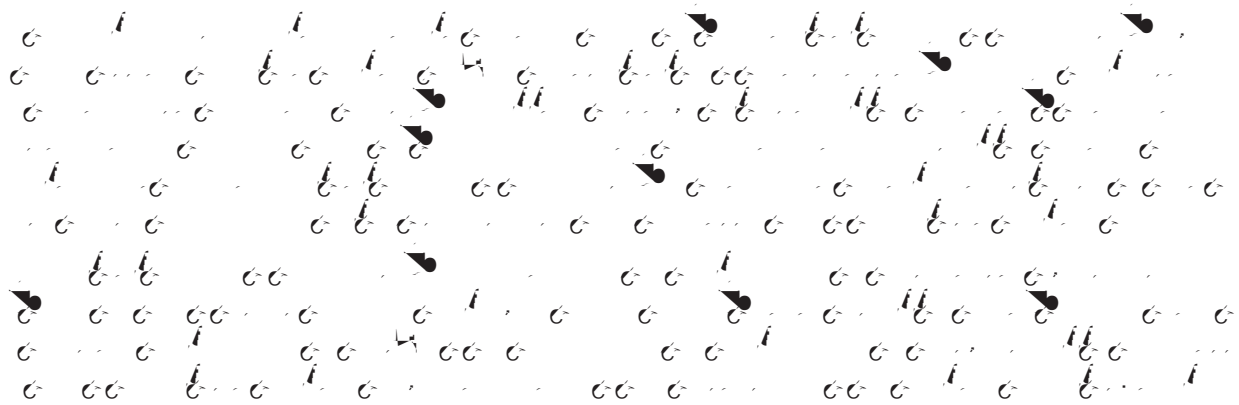




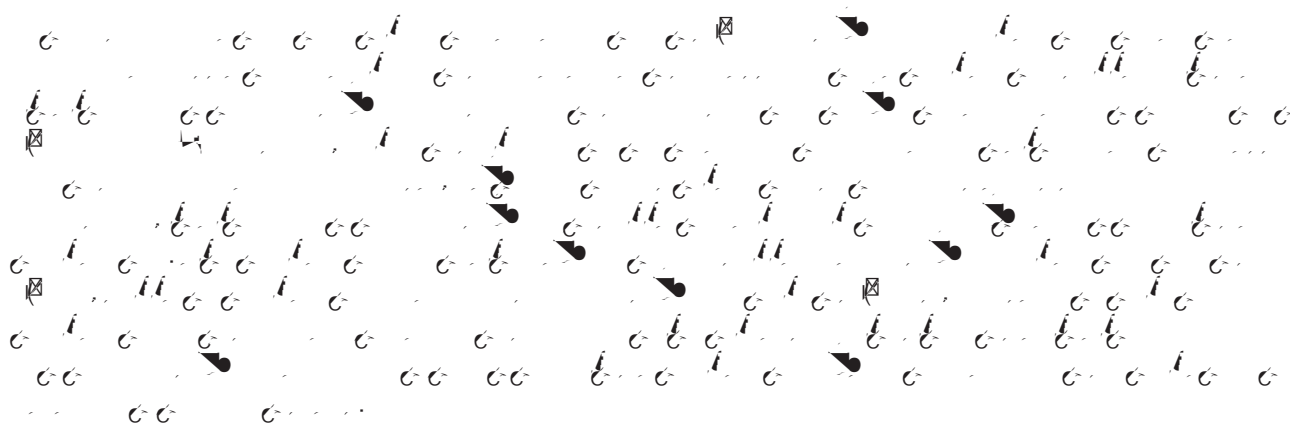
There needs to be support available to ensure that people with intellectual disability are making informed and supported choices about changing their employment type. This includes, but should not be limited to, assisting people who have had difficulty in either finding or maintaining work in open employment to consider staying with this employment type with a new employer or new DES, or to consider returning to open employment if they have already left.



Improving people with intellectual disability's employment outcomes should be considered one of the reasons for and factors in improving conditions in the entry-level and/or low-skilled end of



1. Introduction

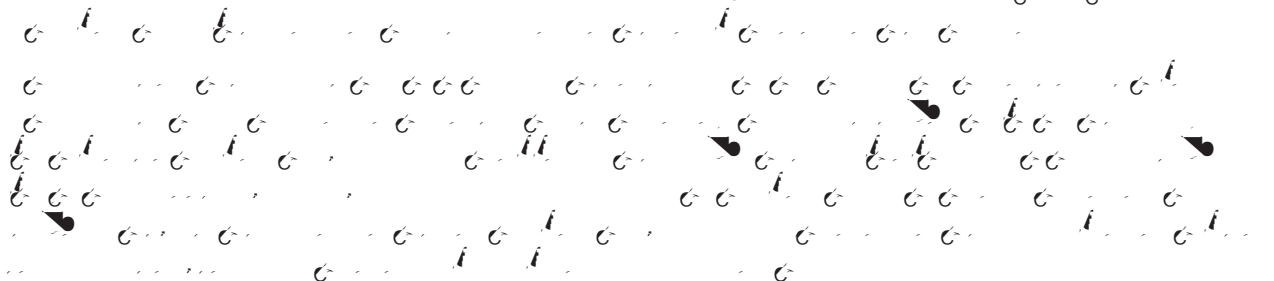


How do people with intellectual disability perceive their employment and what do they value, or not, about their employment?

What are the everyday experiences and perceptions of people with intellectual disability in employment, including of being supported to find, choose and maintain employment?

How, and in what circumstances, are people with intellectual disability supported to change their employment choice?

What are the employment outcomes for people with intellectual disability in relation to social inclusion, social and economic participation and quality of life?



1.1 Terminology

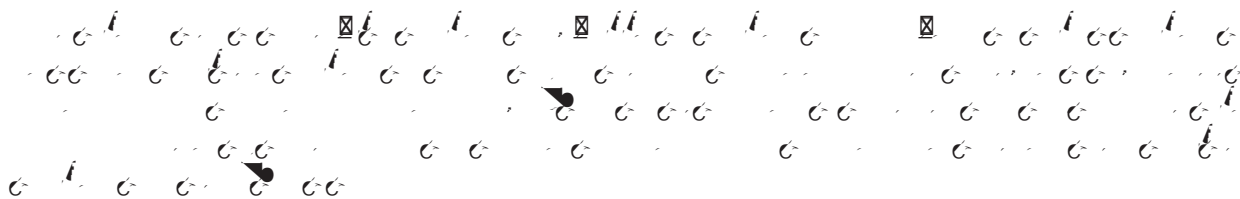
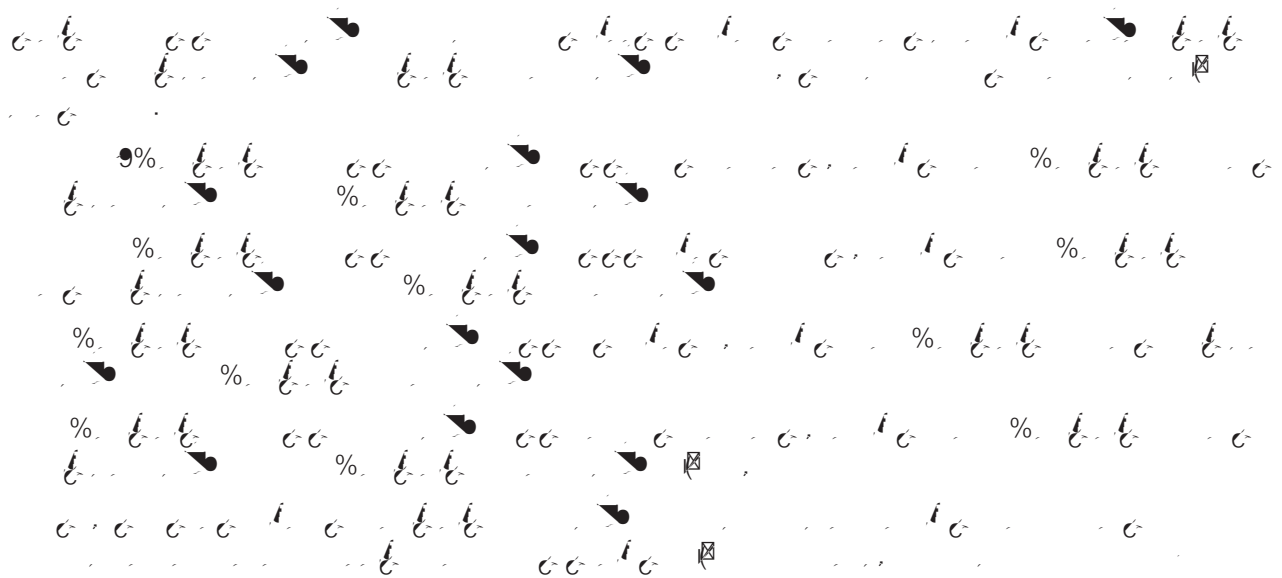


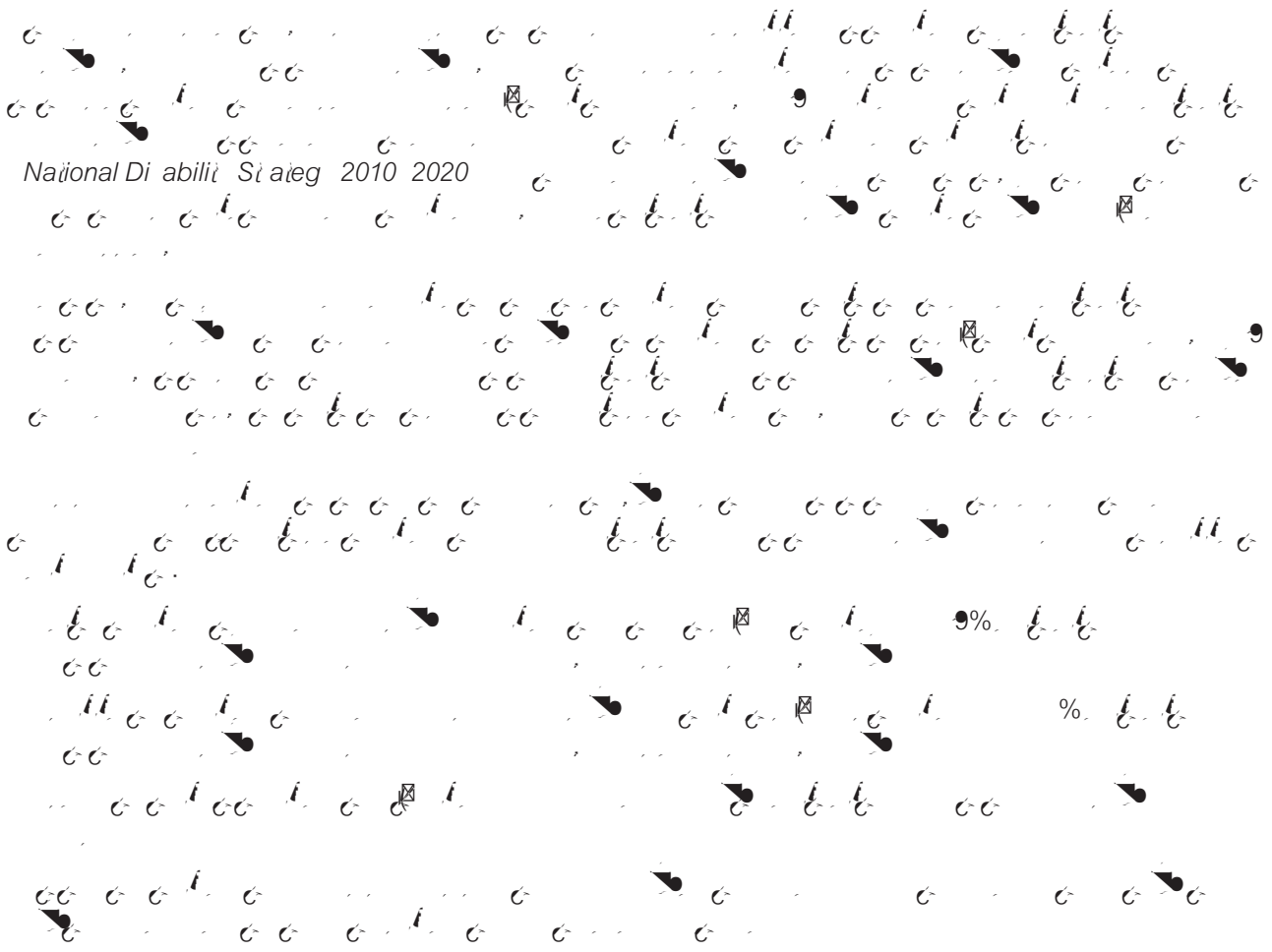
Table 1 Terminology used in this report

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2. Background

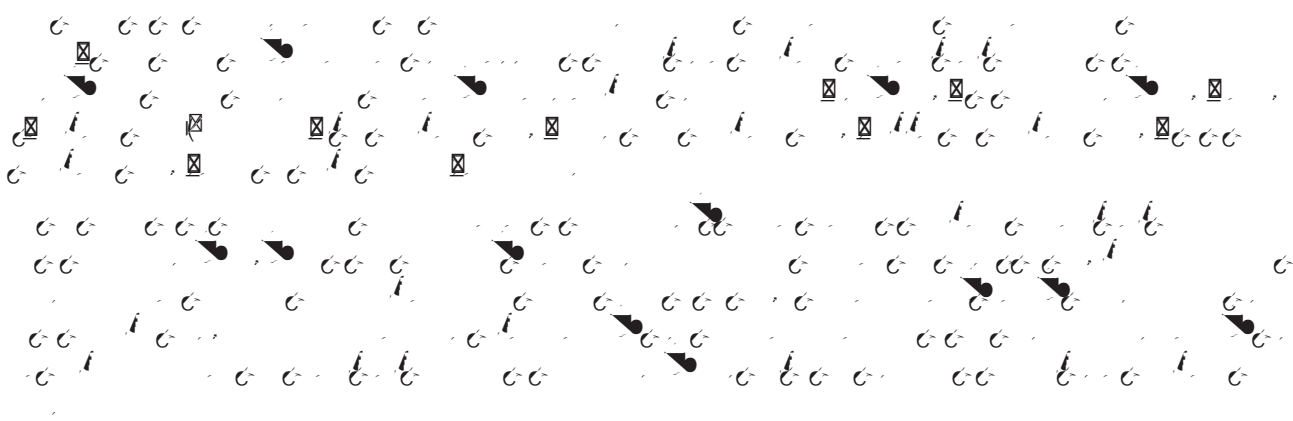
2.1 Policy context





National Disability Strategy 2010-2020

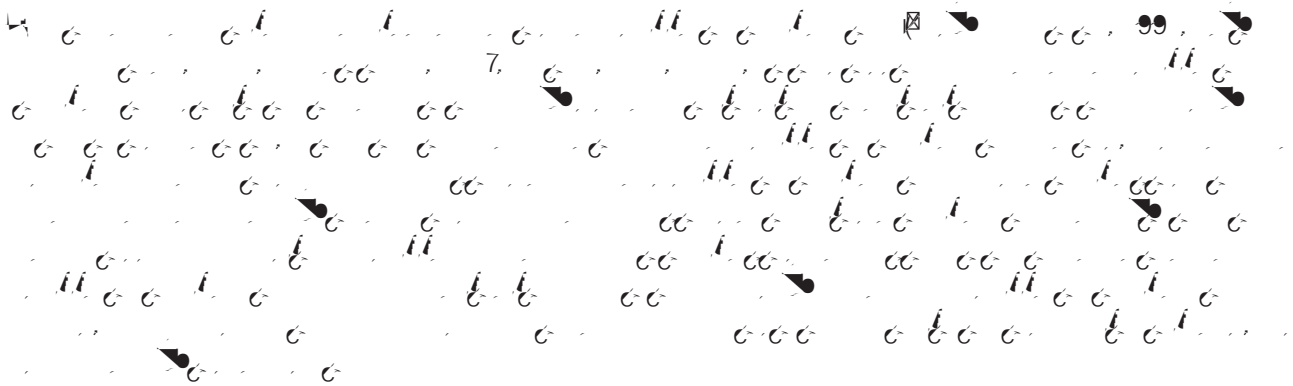
2.2 Literature review



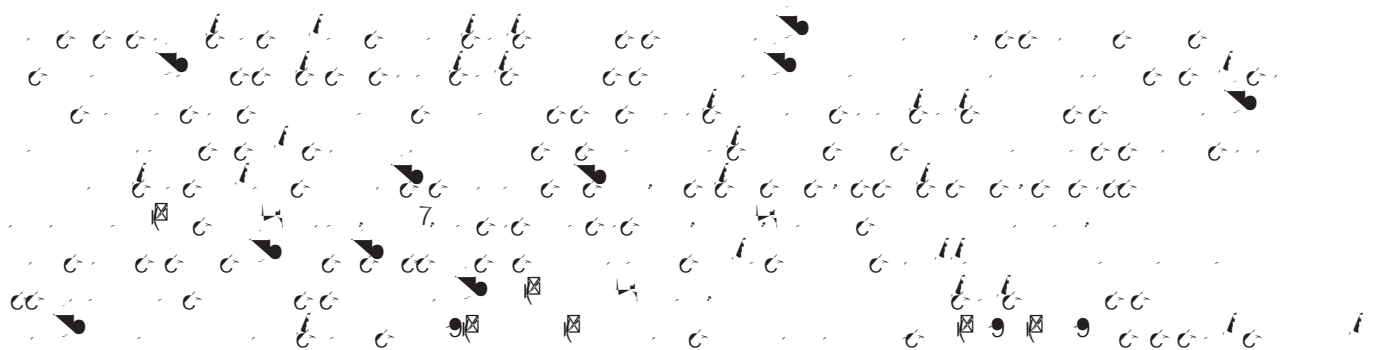
Experiences of people with intellectual disability living in Australia



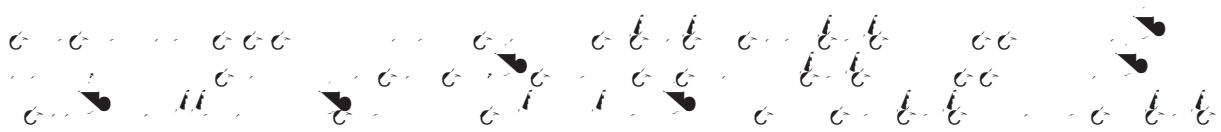
Everyday experiences in supported employment



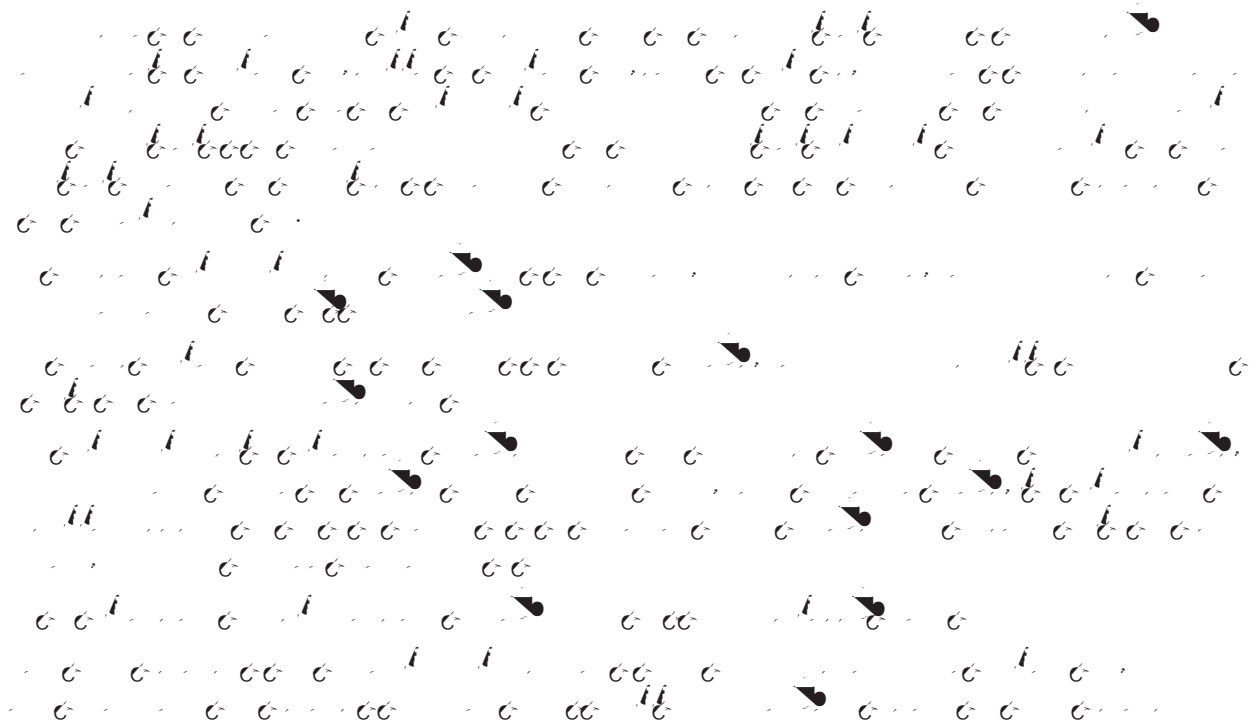
Experiences in and outcomes from social enterprise employment



3. Research methods



3.2 Interviews



3.3 Accessibility

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3.5 Analysis

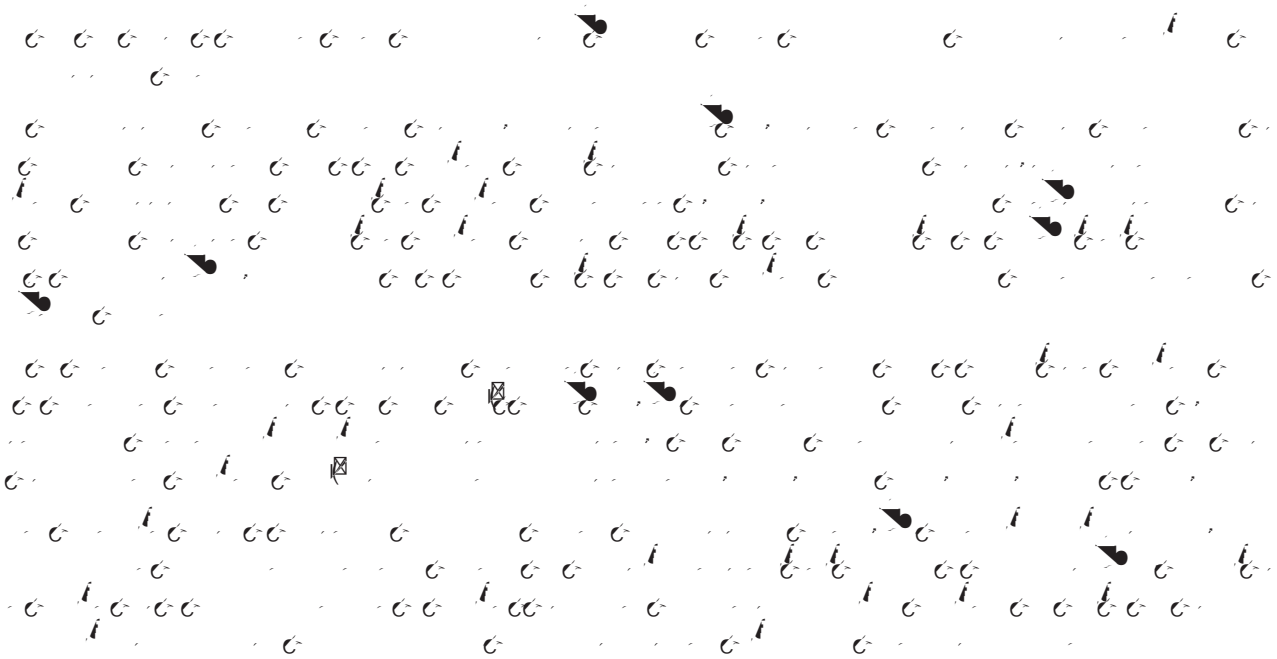


Table 2 Analysis framework

[Redacted]	
[Redacted]	
[Redacted]	

[Redacted]	
[Redacted]	[Redacted]

Outcomes of the employment type			
	Quality of life (Purcal et al., 2014)	Social and economic engagement (McClure et al., 2015)	Social inclusion (Australian Social Inclusion Board, 2012)

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4. Research participants

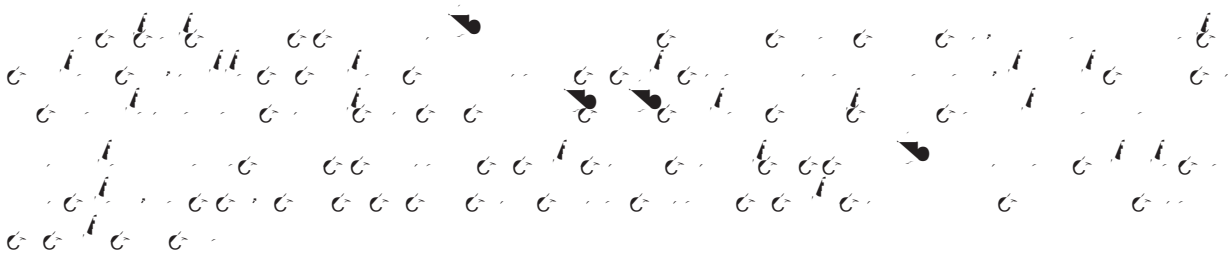






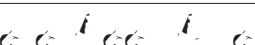







Table 3 Sampling frame

	Total
	9
	
	
Sub-total	14
	
	
	
Sub-total	20
	
	
	
Sub-total	12
	
	
	
Sub-total	5
Overall total	51

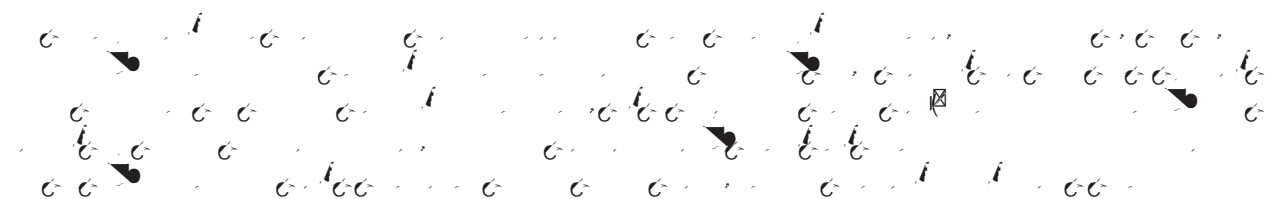


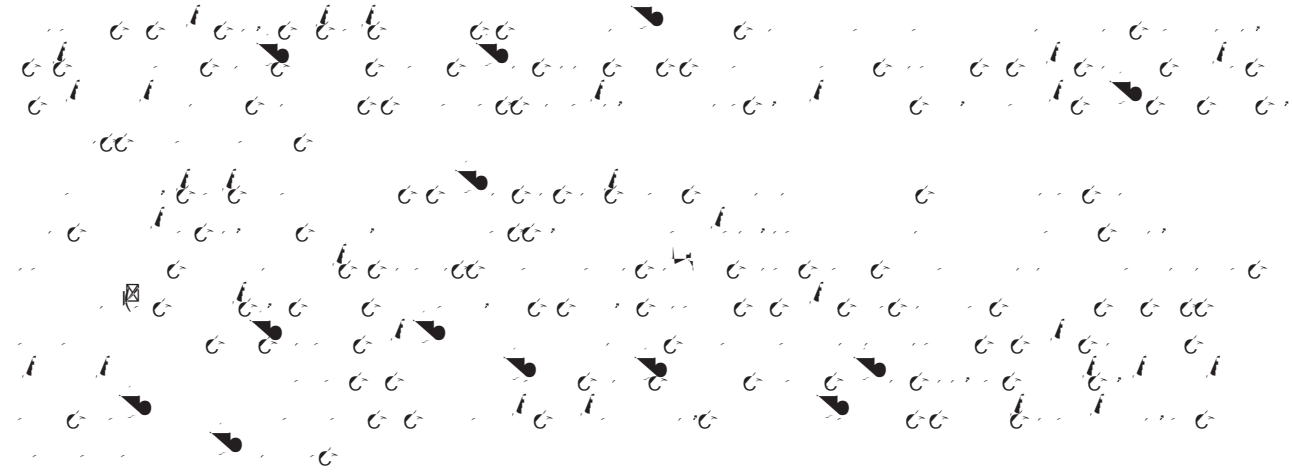
Table 4 Demographic characteristics

		n	%
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	☞		
	☞		
	☞		
	☞		9
Total		51	100.0
☞ ☞	☞ ☞		9
	☞		
Total		51	100.0
☞	☞ ☞	7	

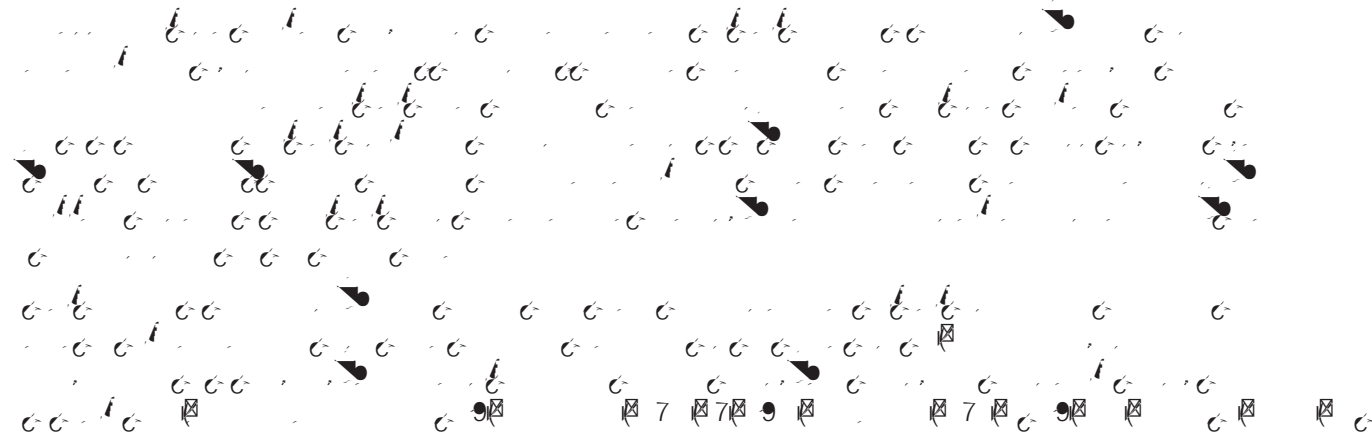
5.



5.1.3 Social enterprise

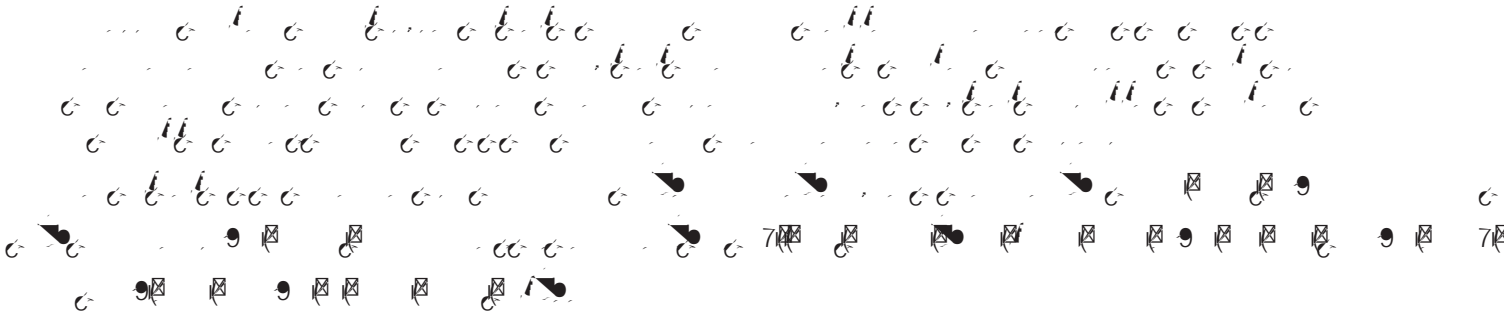


5.1.4 Work days and hours and use of time o

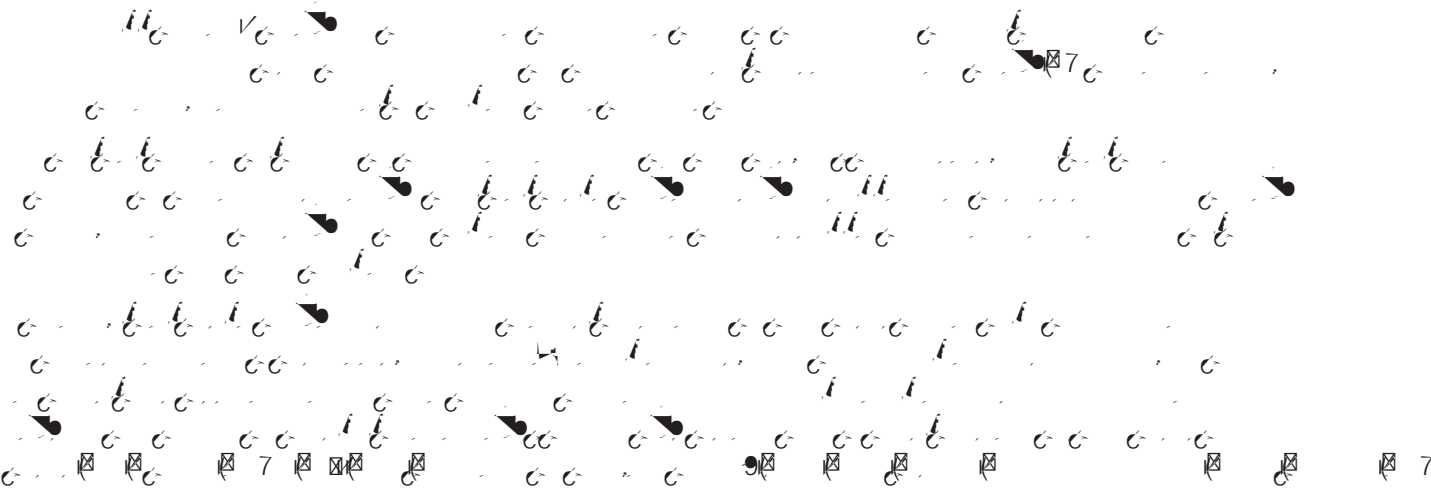


5.2 Choosing employment

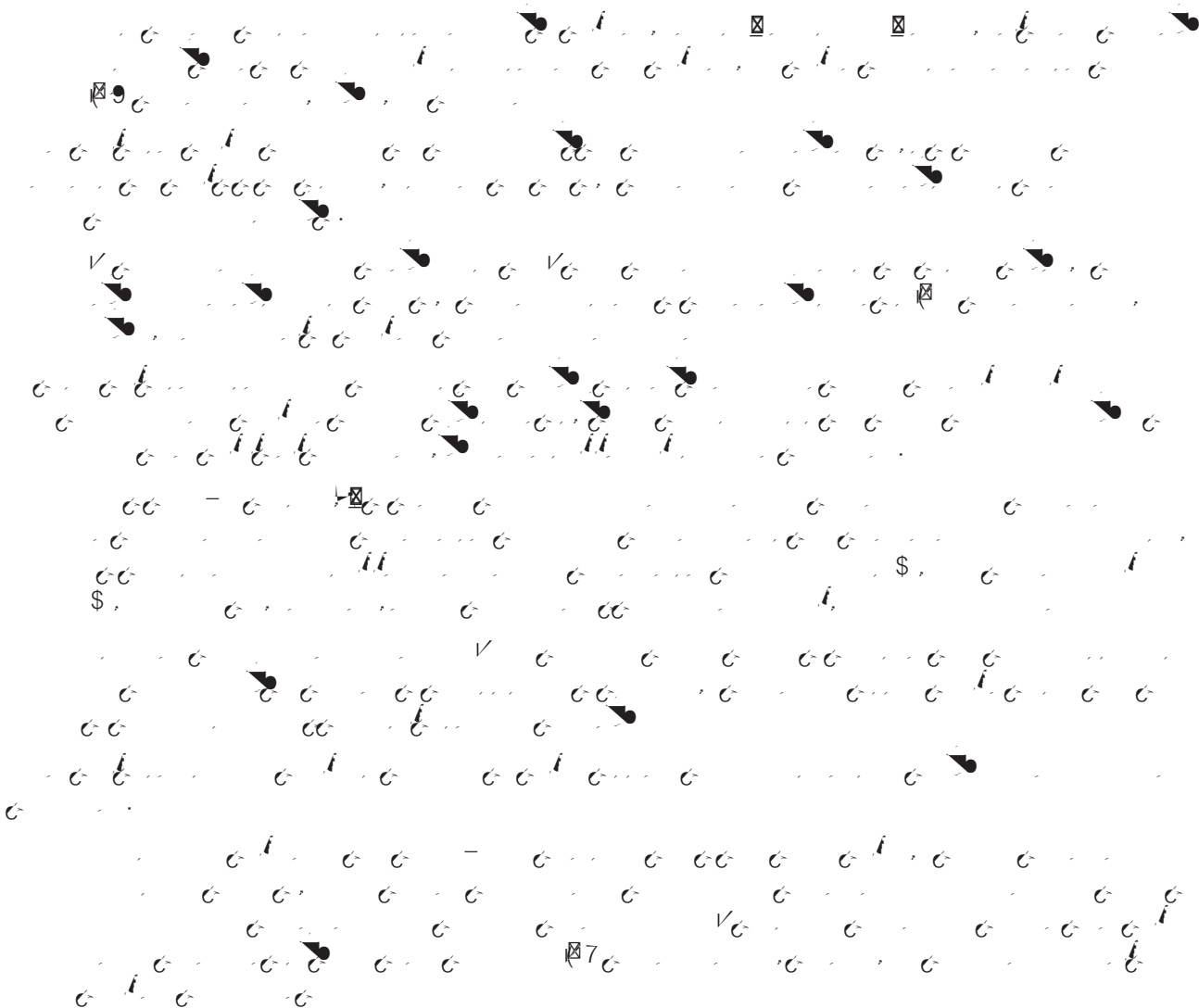
5.2.1 Opportunities for choosing employment











So in the beginning o e en't o happ [at o job]?

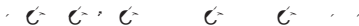
So hat a it in the beginning that made o nhapp ?

Ho did o do that?

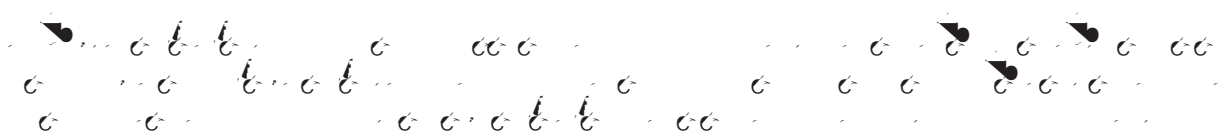
Ho did o do that?

So in the beginning o e en't o happ [at o job]?

So hat a it in the beginning that made o nhapp ?

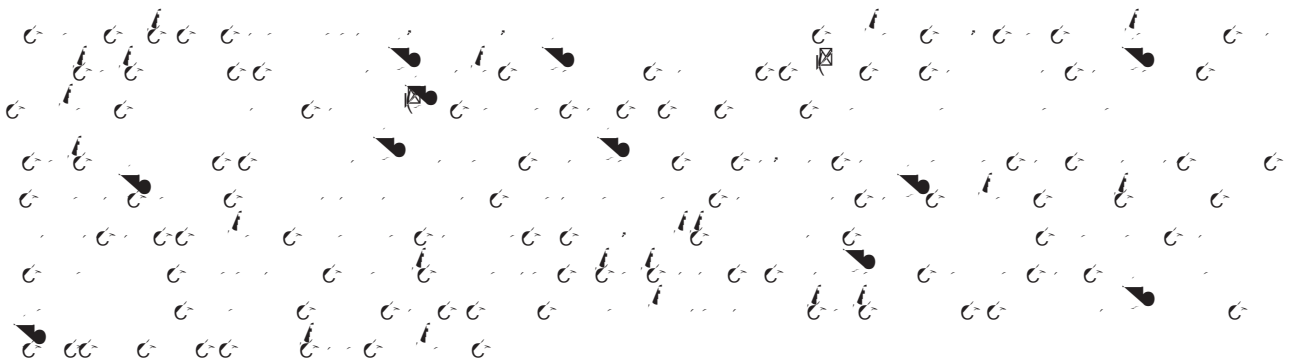








6. Employment likes, dislikes and outcomes



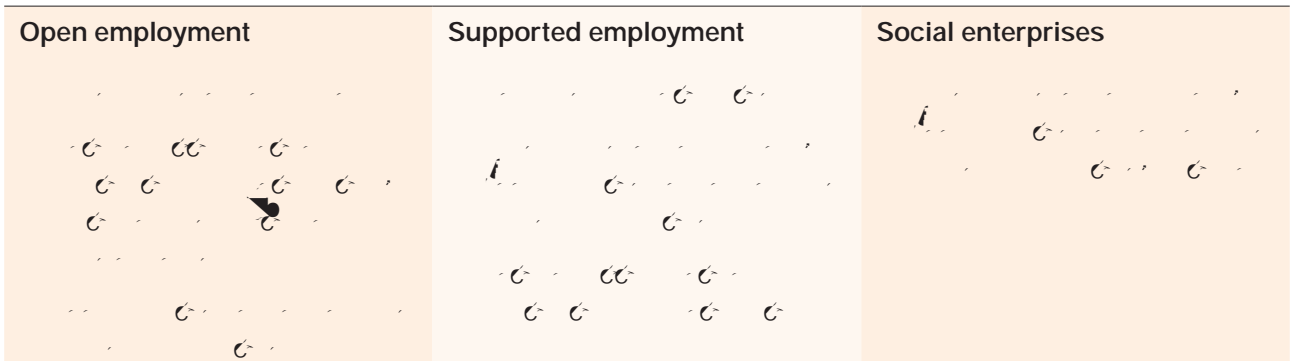
6.1 Likes and dislikes about employment

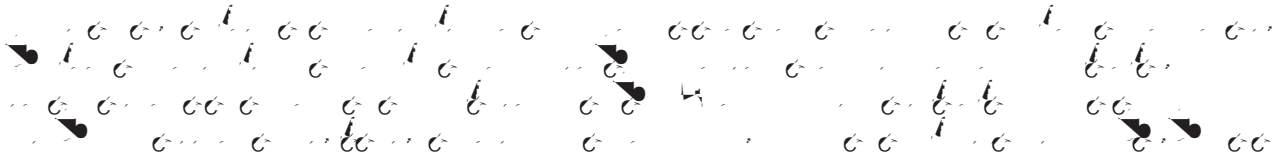


Table 5 Ranked likes about employment by employment type

Open employment	Supported employment	Social enterprises

Table 6 Ranked dislikes about employment by employment type









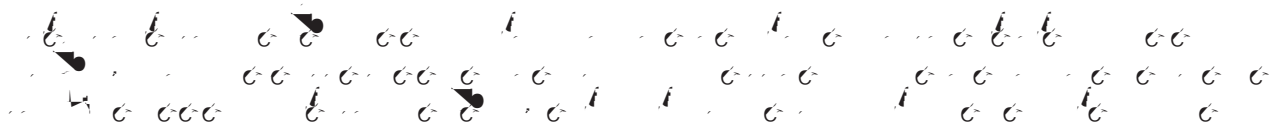
What are the [] d?

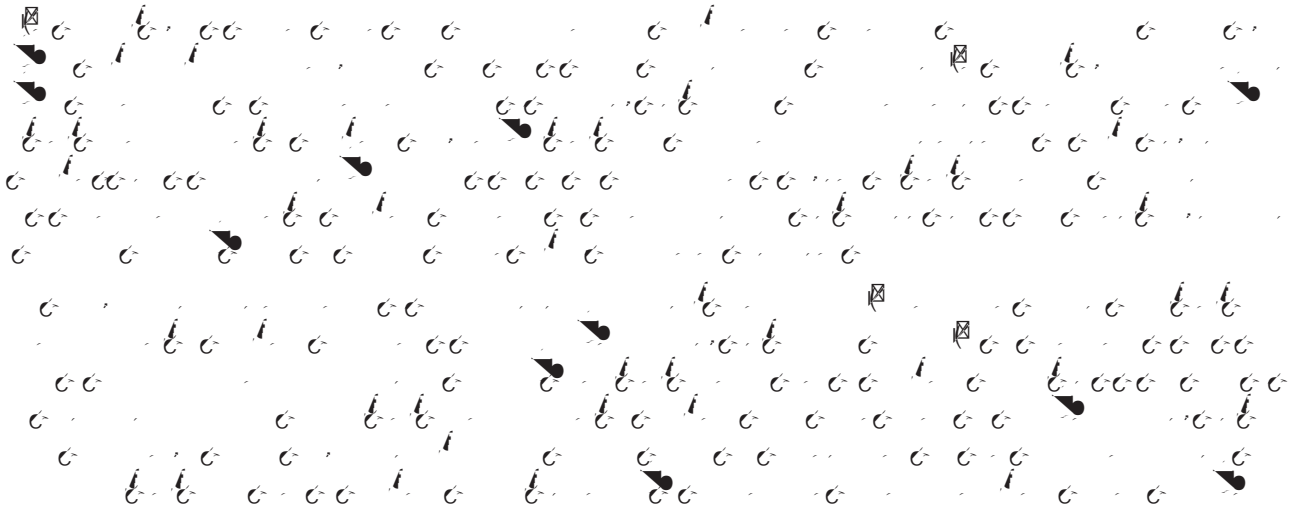
What are the happy?

What do you get out of working? What is it good for you?

[Handwritten notes and diagrams, including a large grid of small circles and arrows, and several small boxes with symbols.]

6.2.5 Personal wellbeing



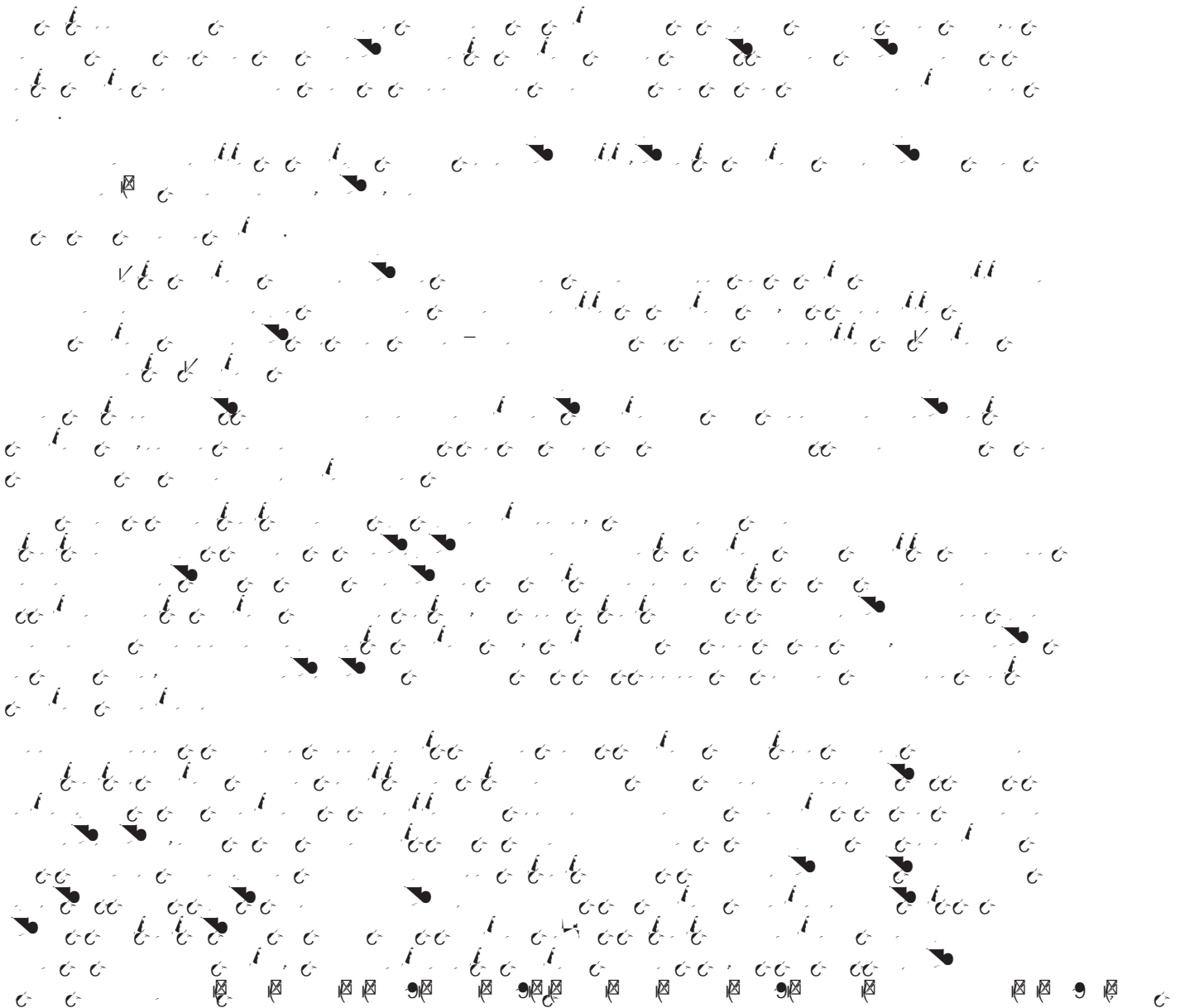


being paid [potential of income: material wellbeing] just trying to take care of plants
[potential of income: participation enjoyment] feel that
the supervisor [is] pretty proud of me [potential of income: dignity, respect and equality]

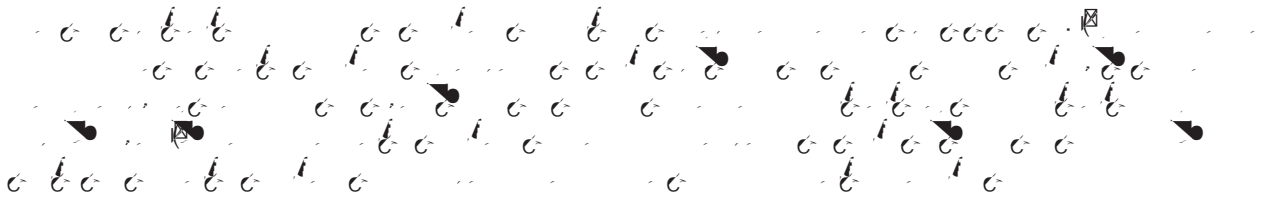
6.4.2



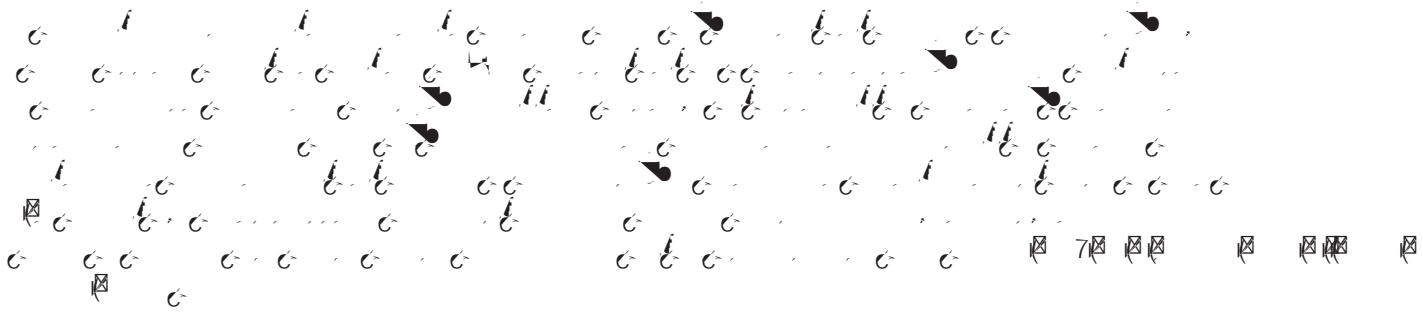
6.6.4 Supported employment was perceived as easier to get into and as offering more job stability than open employment







There needs to be support available to ensure that people with intellectual disability are making



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Appendix A: Interview questions

Interview questions for people with intellectual disability who are already working

(1) Employment history

(1a) Current job

Objective details

1. What are your current employment goals?

(2) Ideal employment

2. What would be your ideal employment situation?

Interview questions for people with intellectual disability who are transitioning to employment

(1) Objective details

3. How long have you been looking for work?

4. How many jobs have you applied for?

5. How many jobs have you been offered?

(2) Perceptions

6. How do you feel about your current situation?

7. How do you feel about the support you receive at work?

(3) Choice

8. What are your reasons for choosing this job?