

IMPROVING
DISABILITY
EMPLOYMENT
STUDY
PARTICIPANT
REPORT
2018



IDES

Improving Disability
Employment Study



THE UNIVERSITY OF
MELBOURNE

Improving Disability Employment Study 2019

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WHAT IS THE STUDY ABOUT?

Employment for people with disability has been demonstrated to have numerous social, health and economic benefits including greater likelihood of secure housing, reduced poverty, social inclusion as well as better physical and mental health. The Improving Disability Employment Study (IDES) aims to provide evidence about how to improve employment outcomes for people with disability.

We wanted to hear from real jobseekers with disability. We interviewed 369 jobseekers with all different types of backgrounds and experiences looking for work. More specifically, we wanted to know more about the good and bad aspects of looking for a job through a Disability Employment Service Provider (DES)

The Improving Disability Employment Study wants to know more about what helps people with disability find work.

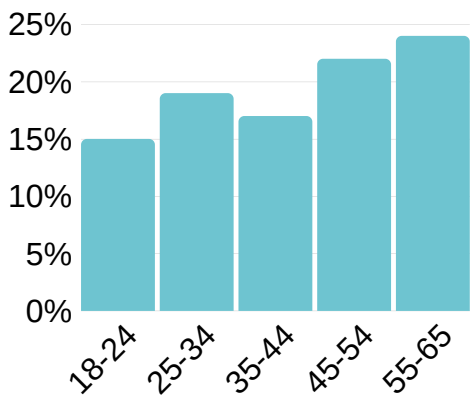
WHO DID WE HEAR FROM



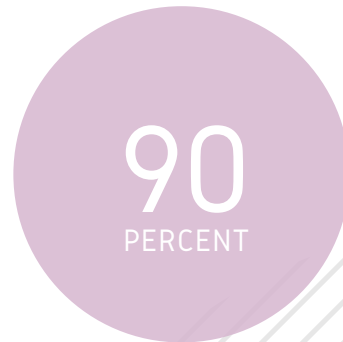
FEMALE



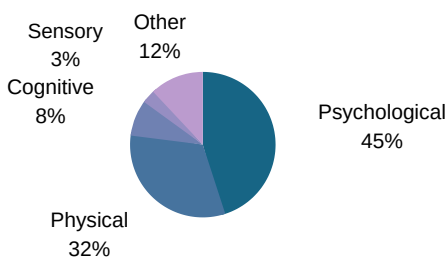
BORN IN AUSTRALIA



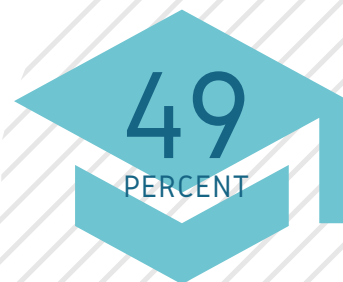
AGE



ATTENDED MAINSTREAM SCHOOL



DISABILITY TYPE



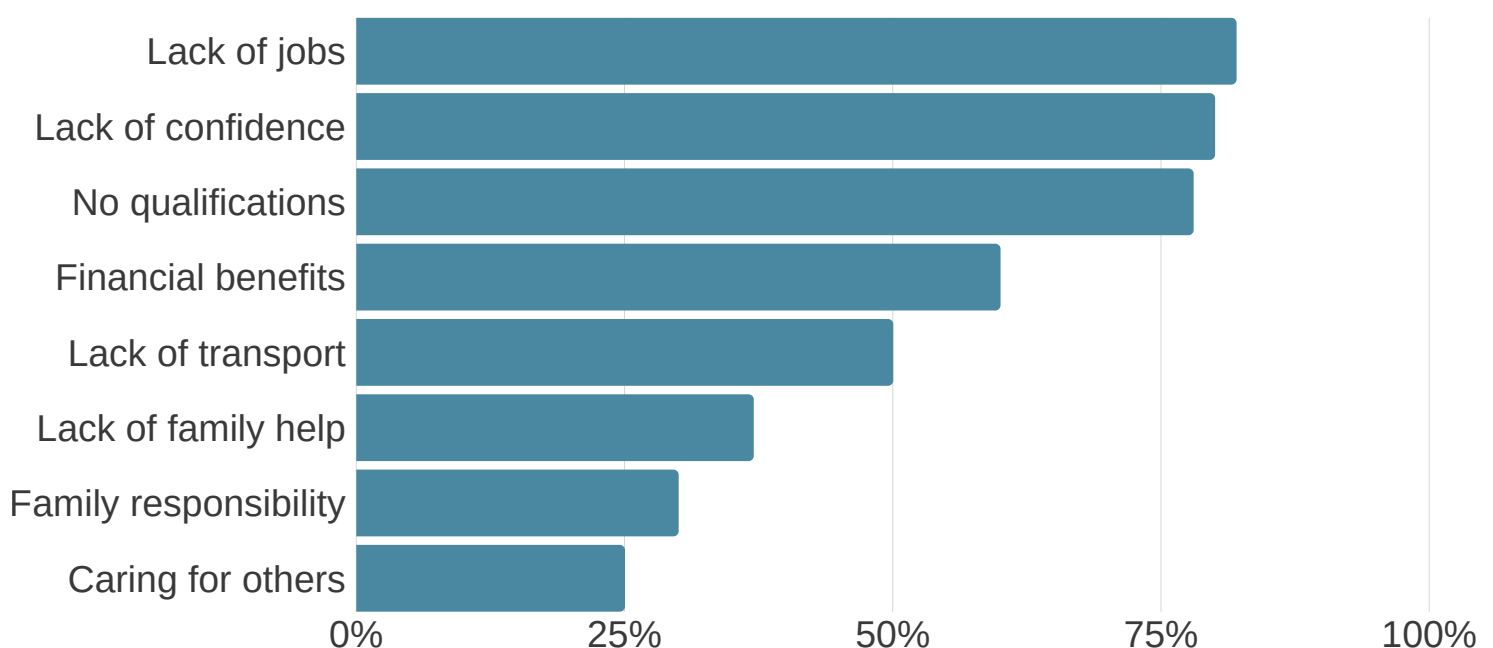
COMPLETED YEAR 12

EMPLOYMENT

We asked participants lots of questions about their experience with work. A third (30%) of participants were currently working and 90% of participants had been previously employed.

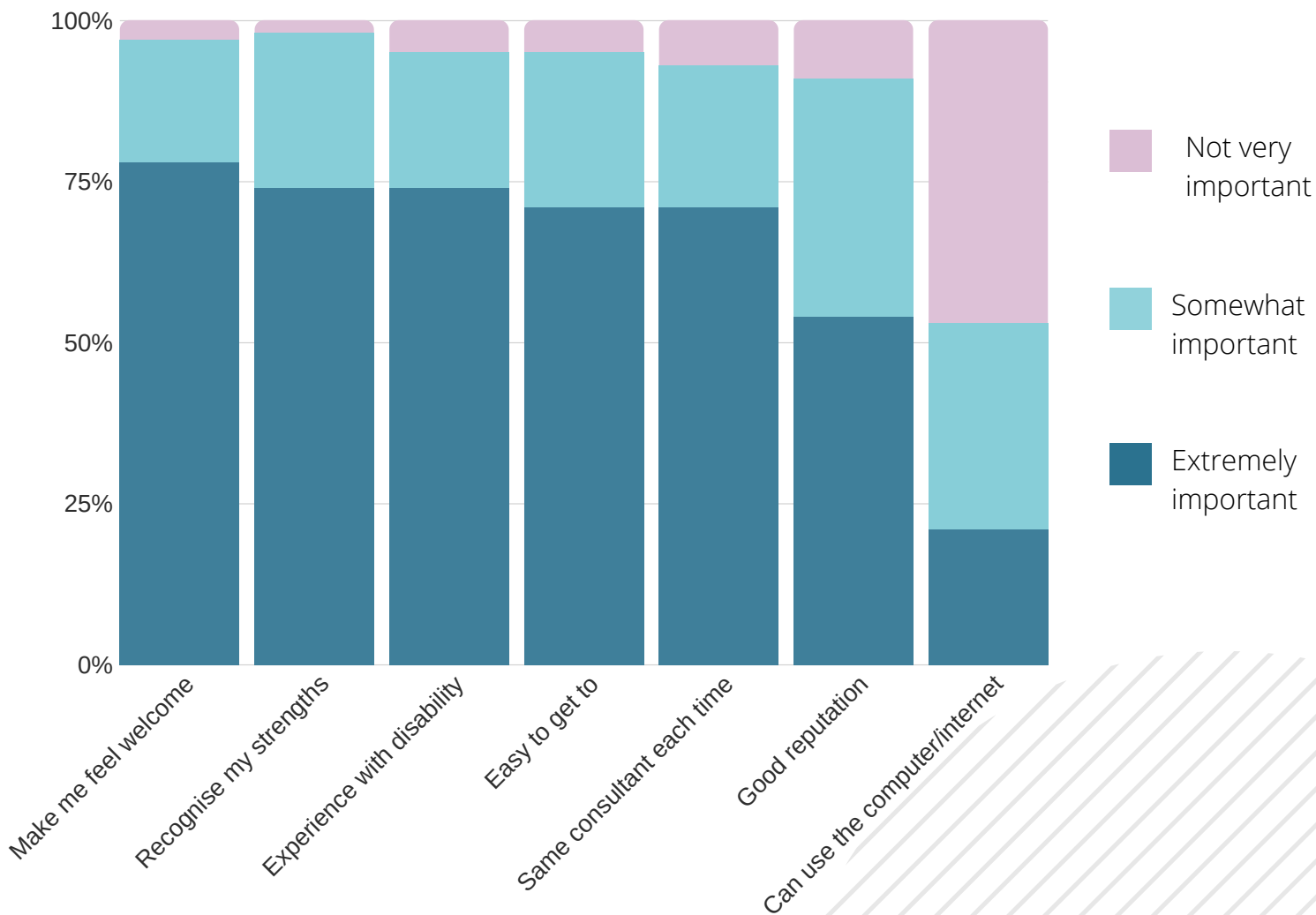
We also asked lots of questions about the things that are barriers to employment for people.

Factors that 'Greatly' or 'Somewhat' influence the work you do



Participants were asked about what the most important reasons were for them to find work. 70% of participants reported that being able to contribute to household costs was extremely important. Just over half reported that being able to make their own decisions about money (53%) was extremely important as was doing something for themselves (55%) and for mental health reasons (52%).

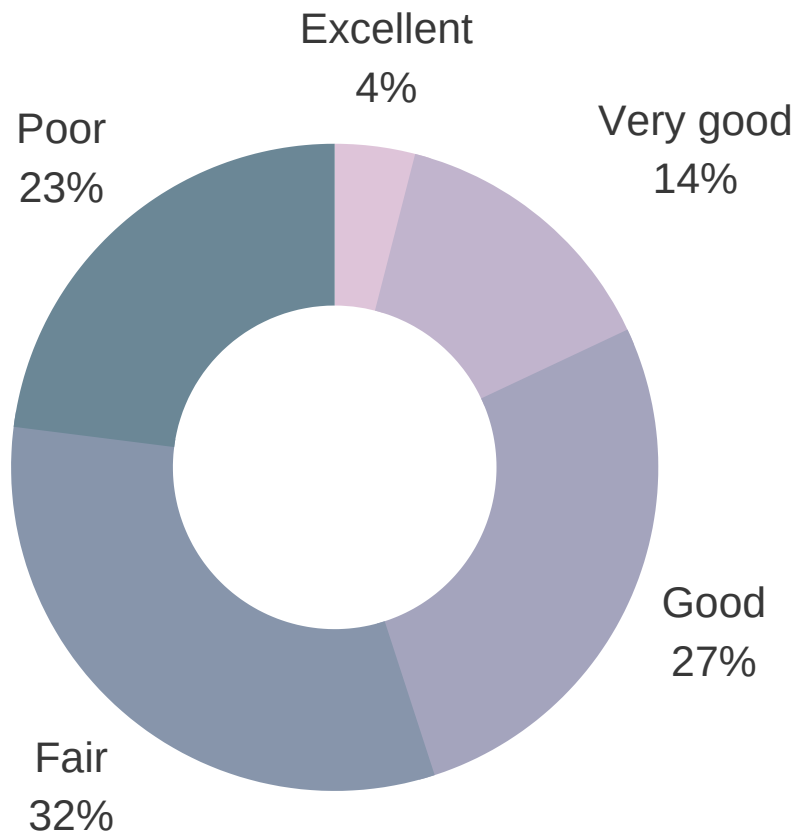
What jobseekers want from their Employment Service Providers



HEALTH & LIFESTYLE

Health & Mental Health

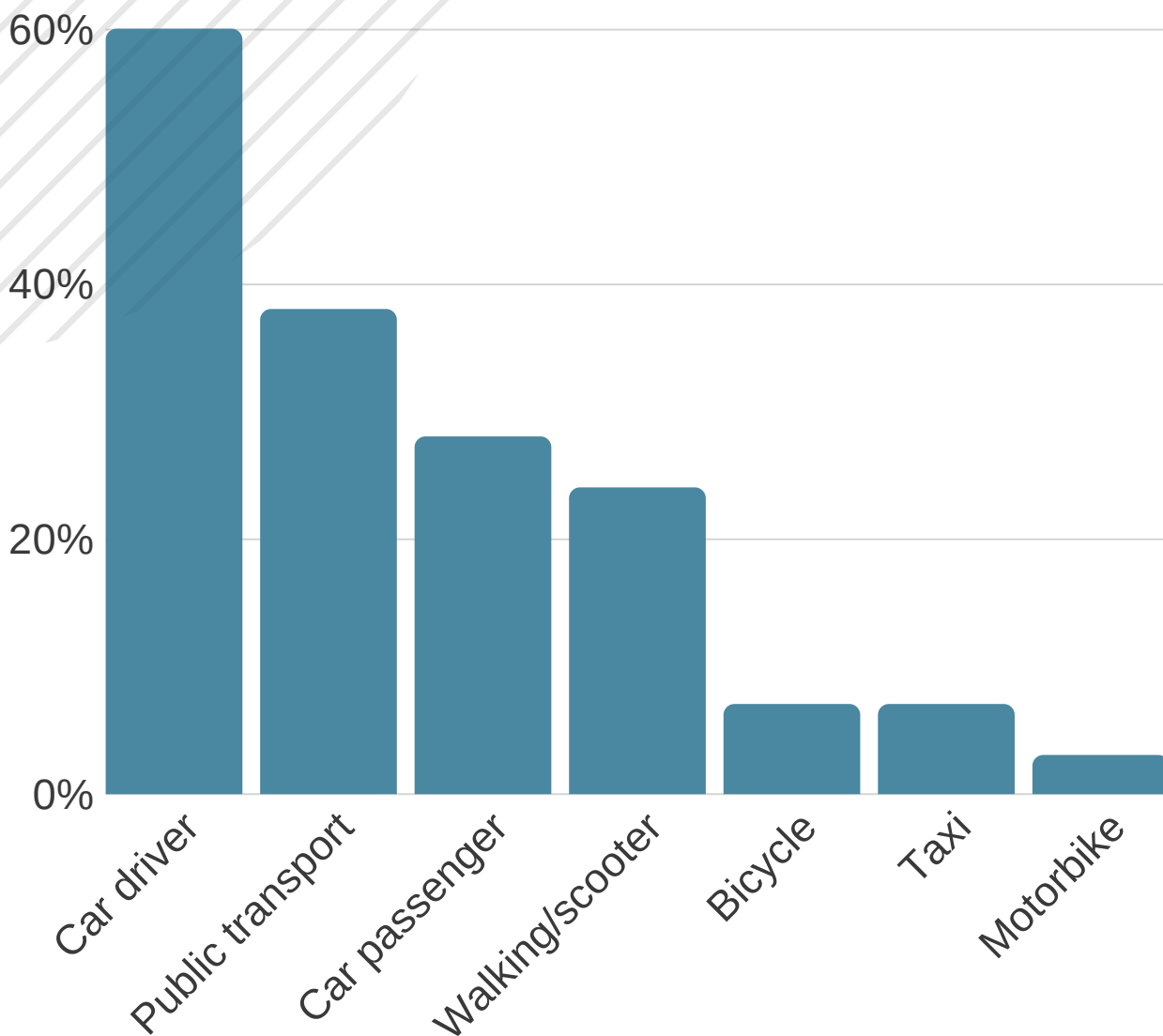
Participants were asked: "How would you rate your health?". The majority of participants, over a third, said their health was 'Fair'. Only 4% of people said they thought their health was 'Excellent' and a fifth said they had 'Poor' health.



Housing

The majority of participants were living in a place that was being rented and was a private residence, and 70% of these said they personally pay money toward the mortgage or rent. Almost 40% had not moved in the last 5 years. 15% had moved residence once, 12% had moved twice and 14% had moved three times in the last 5 years. 12% of participants said that there was a period of time in the last 6-months that they had no place to live or stay.

Types of transport used by jobseekers



Finances

Almost half of all jobseekers (46%) received \$0 in wages or salaries. Almost 80% were on Newstart or unemployment benefits and 20% were receiving the Disability Support Pension. Only 6% were receiving NDIS funding, and of those that were receiving NDIS funding, 72% of these reported that this included goals to gain employment.

CONCLUSION

Findings from the first year of the Improving Disability Employment Study (IDES) highlight the importance of employment for people with disability and remind us that there are various factors that influence the work people can do. These findings underline the importance of properly assisting people with disability into employment.

Based on the findings, IDES has highlighted that Disability Employment Services (DES) would be more beneficial for people seeking employment if they successfully addressed external factors impacting people's search for work.

Acknowledgements

We would like to acknowledge and thank all the jobseekers that participated in this important study. Without your contribution and sharing of your experiences, we wouldn't be able to share these important findings.

We honour the memory of the inimitable Associate Professor Allison Milner who had a passion for building evidence to improve the lives of people with disabilities.

IDES is one of the first quantitative Australian studies that documents DES participants' experiences with employment and their expectations and experiences of DES providers.