Never Stand Still

Social Policy Research Centre

Research Team

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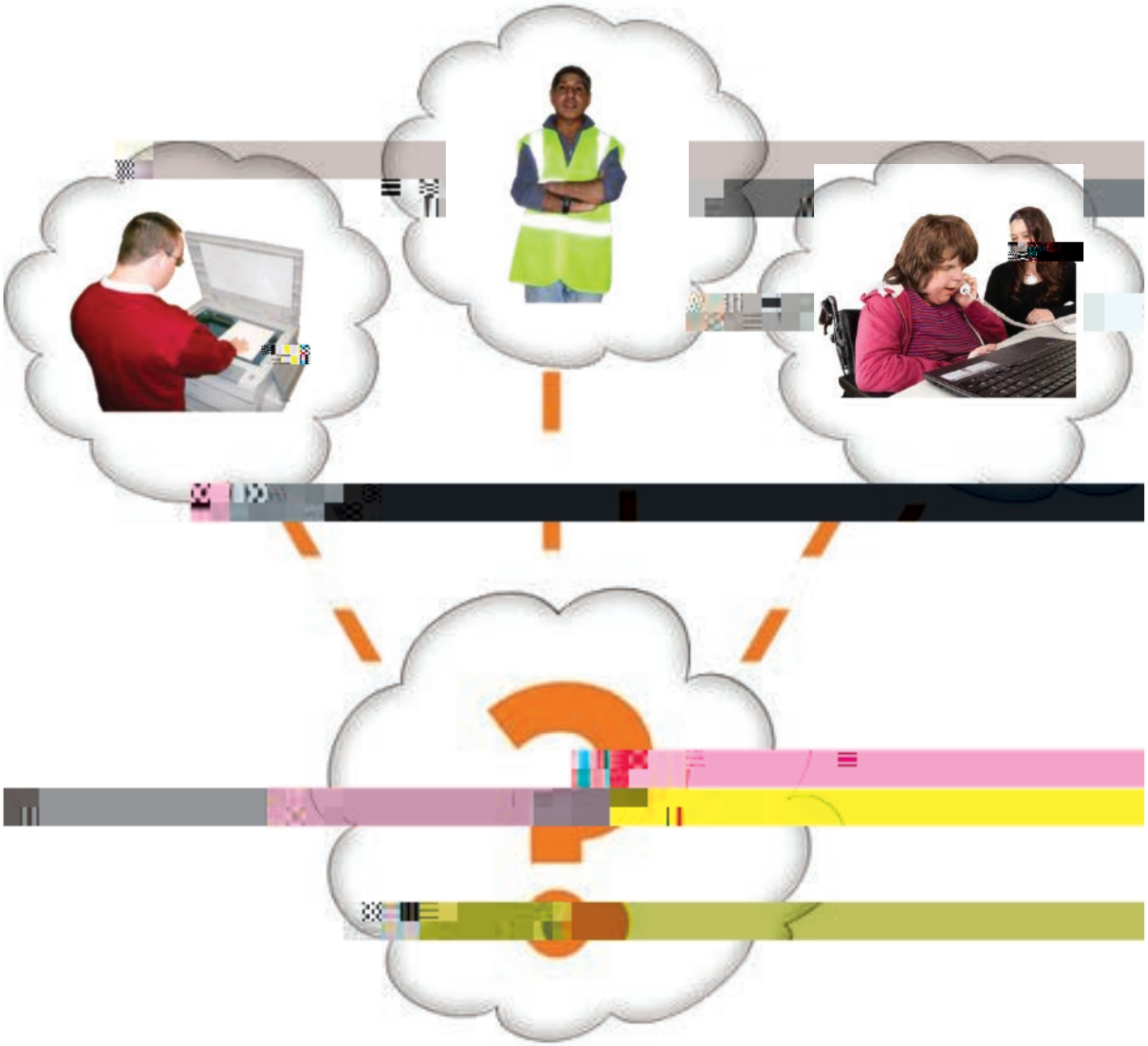
Contents

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

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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

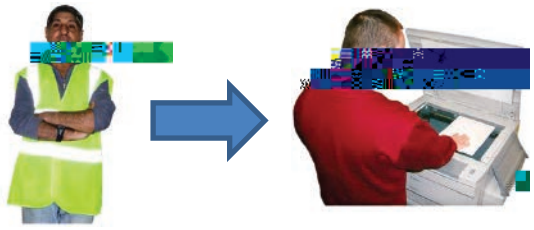
Chances to find out about and try different jobs

Changing jobs

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

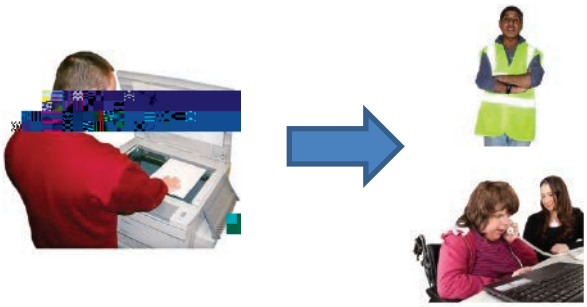
Their workplace closed down
It was a short job and it finished

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.

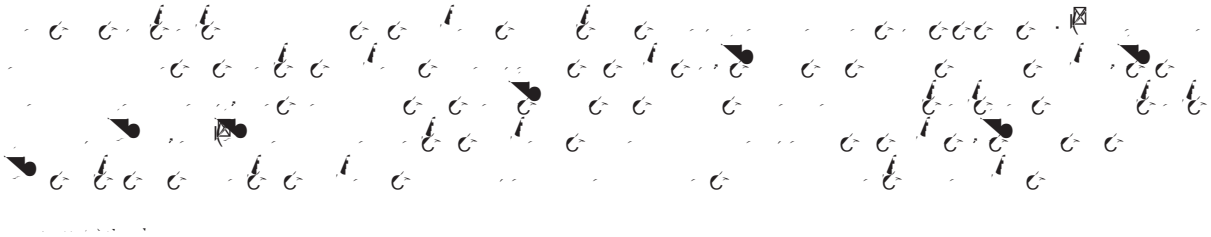
For example, it shows that:

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

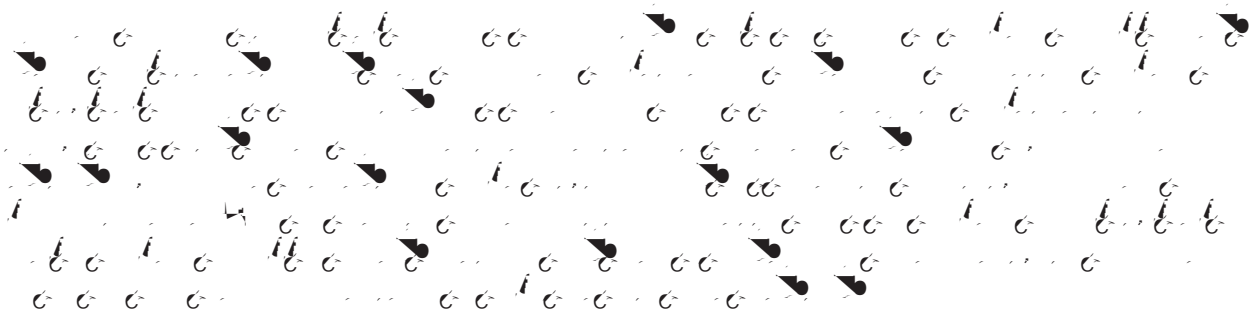
This help should include:

- [illegible]

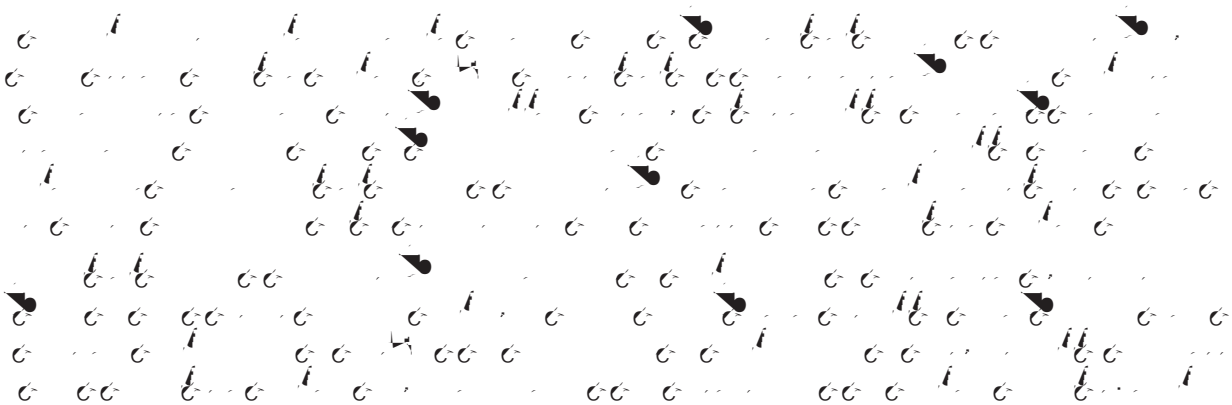
Executive summary



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

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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

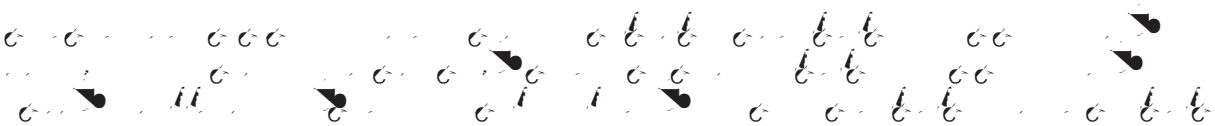
Everyday experiences in supported employment

Experiences in and outcomes from social enterprise employment

Experiences of maintaining open employment

Three-way comparison of open, supported, and social enterprise employment

3. Research methods



3.2 Interviews

3.3 Accessibility

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3.5 Analysis

Table 2 Analysis framework

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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	[illegible]		
	[illegible]		
	[illegible]		
	[illegible]		[illegible]
	[illegible]		
	Total	**51**	**100.0**
[illegible]	[illegible]		[illegible]
	[illegible]		
	Total	**51**	**100.0**
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	[illegible]		
	[illegible]		
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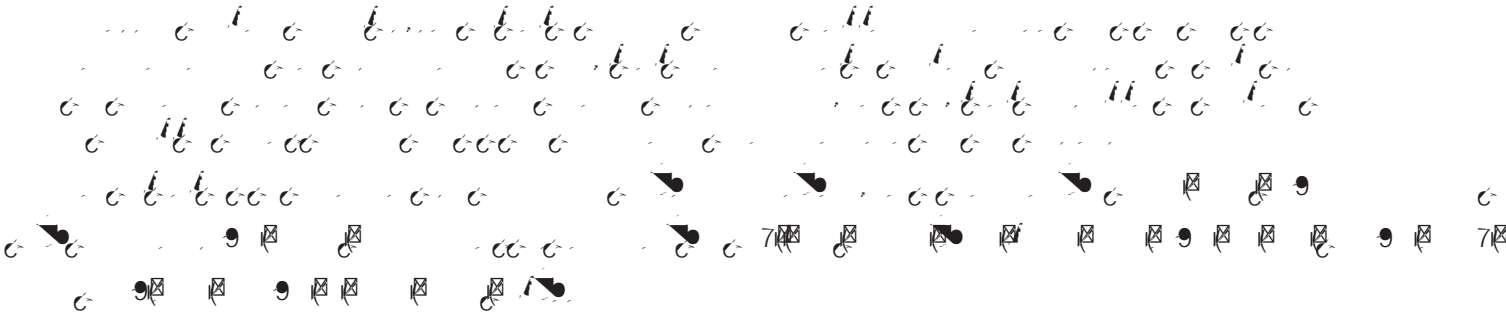
5.

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



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

Ho did o do that?

So o aid ea lie that o d eam i to open a e ta an t and that o [ppo t o ke] i going to t and help o do it?

What' the [ppo t o ke] going to do to t and help?

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

Open employment	Supported employment	Social enterprises
[illegible]	[illegible]	[illegible]

Wha don' o like abo o job?

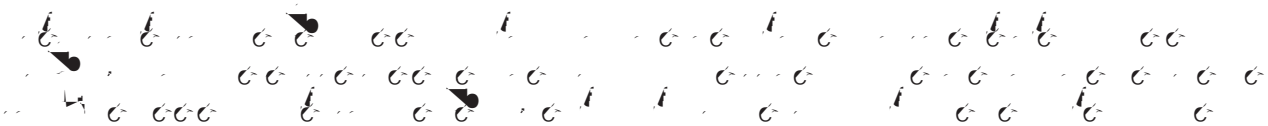
Ha e o been b lied he e?

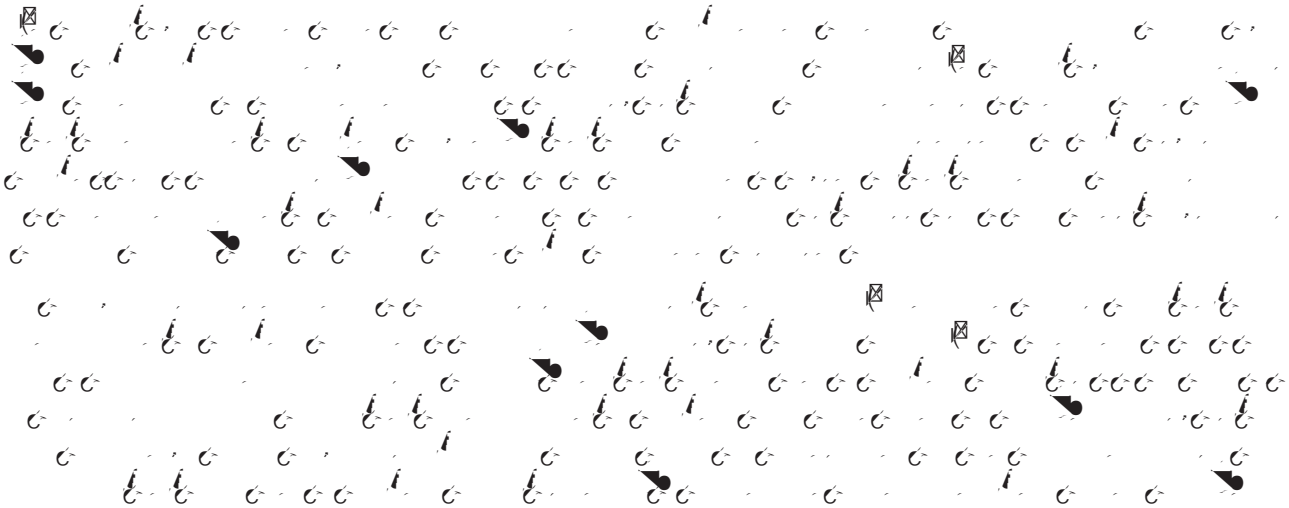
W a a e [ ] d?

Wh a e o happ ?

Wha do o ge o of o king? Wh i i good fo o ?

6.2.5 Personal wellbeing

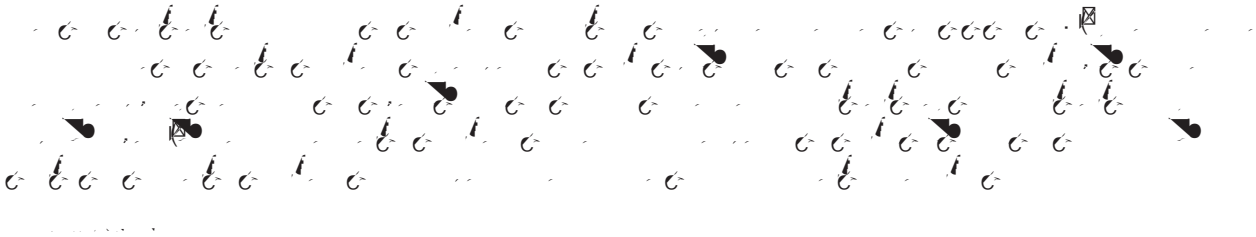




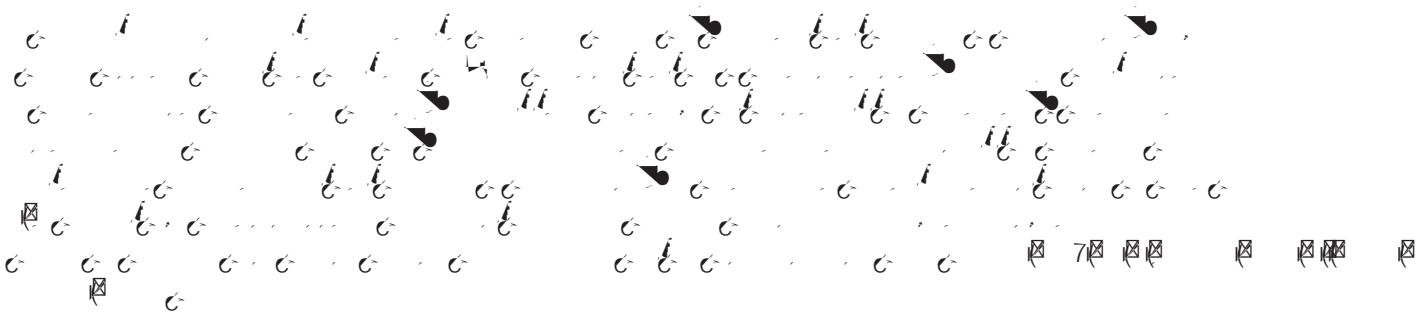
being paid *[potential outcome: material well-being]* **just trying to take care of plants** *[potential outcome: participation enjoyment]* **feel that the supervisor [is] pretty proud of me** *[potential outcome: rights, respect and esteem]*

6.4.2

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



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



References

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Appendix A: Interview questions

Interview questions for people with intellectual disability who are already working

(1) Employment history

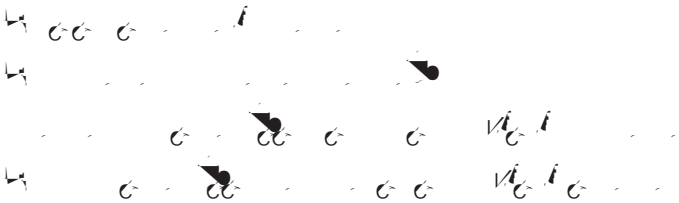
(1a) Current job

Objective details

(2) Ideal employment

Interview quetsions for people with intelectual disability who are transitioning to employment

(1) Objective details



(2) Perceptions

(3) Choice