

TICKET TO WORK: Employer's Perspective

The Ticket to Work Networks have worked with over 2,000 employers to provide a range of opportunities for students with disability. This includes career informational interviews, work experience, school based traineeships/apprenticeship and after school work. We commissioned a research paper entitled 'The Employer Experience: hiring young people with intellectual disability' to explore the literature and experiences of employers who offer work opportunities to young people with intellectual disabilities.

The research found that many employers will consider employing someone with intellectual disability, with the right supports in place. The paper made the following recommendations for what employers need to effectively employ young people with disability:

- 1 Employers need more proactive strategies to encourage employment of young people with disability such as work placements and trials; many employers will consider employing a person with disability if they have had previous experience.
- 2 Employment supports must be demand led by the employers. Employers often have different motivations to employ. These need to be identified and considered by employment support organisation. Targeted engagement strategies are required.
- 3 Provide mentor support to employers to build their confidence, processes and skills, which could include a trusted and independent advisory service. Employers are often unsure about employing people with disability and feel they may lack the skills and knowledge.
- 4 Employment consultants need to understand the needs of the business to ensure that the candidate is the right fit for the employer and address those business needs.
- 5 Employers need to have trusted employment support for the long term.

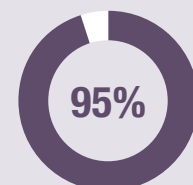
We also commissioned ARTD consulting to complete a stakeholder report exploring the experiences of Ticket to Work employers:



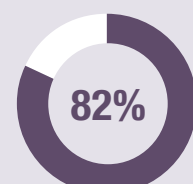
100% employers interviewed stated that they would recommend employers offer Ticket to Work activities to students with disability



100% employers interviewed would employ another student with disability



95% of employers saw strong development of their young workers skills and confidence



82% saw improvement in productivity level of their young workers