



2020/21 Report

An employment initiative for young people with disability



National Manager's Message

After enduring the turbulence of 2020, Ticket to Work stays focused on our mission. We believe that every young person has the right to seek employment. Our aim is to ensure that all students with disability are prepared and have the opportunity to exercise that right.

The effects of the pandemic has significantly affected opportunities and pathways from school, for students with disability. The effect of this is likely to be long term and makes a difficult journey even more difficult. We would like to acknowledge the challenges faced by young people with disability and those that are dedicated to support them.

In order to progress research informed practice in communities, we released a series of interactive guides and resources for parents, young people and employers, designed to assist different cohorts to work collaboratively to improve employment outcomes. We also have new podcasts, practice guides and videos on after school work and collaboration.

This financial year, we have released a number of new research papers including a valuation of the Ticket to work outcomes. COVID-19 asked all of us to think about things differently and change the way we operate. It gave us no other choice, and with that, new opportunities and solutions presented themselves. We are committed to creating systematic change to ensure all students with disability have opportunities. In order for this to happen, we have been working with Social Ventures Australia (SVA) to undertake a review to determine the most effective way we can achieve our mission. We look forward to sharing our developments.



Michelle Wakeford

National Ticket to Work Manager

2020 Achievements

50

jobs created

137

young people with disability engaged with career development activities

*Even throughout the COVID-19 pandemic and various lockdowns, Ticket to Work was able to support young people with disability into employment through a collaborative approach.



2020–2021 research, evaluation and submissions

As a research led initiative with a strong focus on policy change, we continue to research and document the various elements of the Ticket to Work model, as well as the experience of different stakeholders such as parents and employers. Our aim is to look at what works, what needs improving and advocate for all young people with disability to have access to evidence based support, for their transition from school to work.

Our papers over 2020/2021 include:

- Crisp, W (2020) Ticket to Work, Customised Employment (Melbourne)
- Social Ventures Australia (2020) Ticket to Work Valuation of key outcomes (Melbourne)
- Kellock, P (2020) Employer experience of employing young people with Intellectual/ Cognitive disability (Melbourne)
- Wakeford, M (2020) Parent engagement in school to work transition for their child with disability, National Disability Services (Melbourne)
- Bigby C, De Losa L,(2021) Latrobe University, After School Jobs for students with intellectual disabilities (Melbourne)
- Crisp, W, (2021) Ticket to Work, Beneficial for all: The after School Jobs Project (Melbourne)
- Ticket to Work (2021) Inclusive higher education for young people with intellectual disability - an overview of the literature (Melbourne)

All our research papers can be found at tickettowork.org.au/research

In 2020-2021 Ticket to Work sent the following submissions to Government:

- National Disability Employment Strategy Consultation Paper (June 2021)
- The Review of Senior Secondary Pathways into Work, Further Education and Training for students with disability (January 2020)
- Inquiry into access to TAFE for learners with disability (October 2020)
- Select committee on Autism (July 2020)
- Review of Disability Standards for Education (June 2020)
- Skills for Victorian Growing Economy Review (June 2020)

To read the submissions visit tickettowork.org.au/submissions

Major findings and reports

Social Ventures Australia (SVA) collated a report on the social and economic value of Ticket to Work. It investigated the financial value of improving post school outcomes for young people with disability.

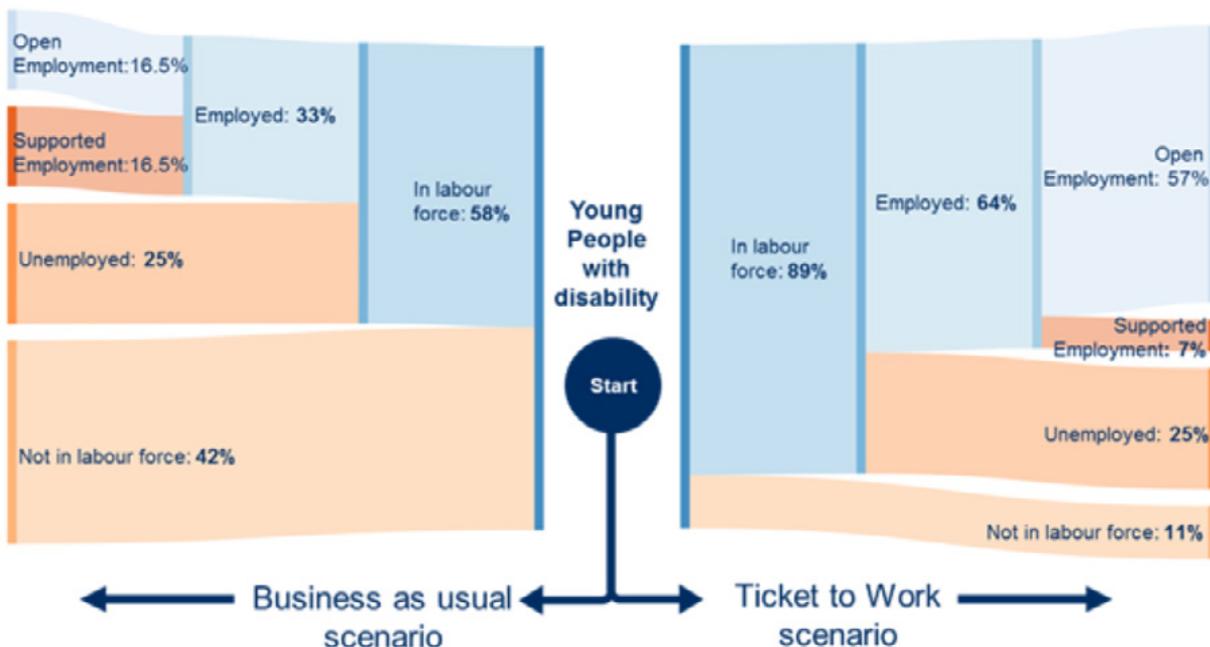
The Ticket to Work Valuation of Key Outcomes report compared students who did not receive support and work opportunities to those who, through Ticket to Work partners, participated in work and career activities. These included after-school work, Australian School-based Apprenticeships and Traineeships, work experience, career development and Vocational Education and Training.

The report found that there are also social and financial benefits for young people and their families.

The report valuating Ticked to Work outcomes has shown:

- A number of social and fiscal benefits for young people engaging with the world of work though a coordinated approach.
- Significant economic benefits to government by taking a proactive approach like the Ticket to Work model.

To access the report visit: tickettowork.org.au/news/ticket-to-work-valuation-of-key-outcomes



The diagram indicates findings of a comparison study. Ticket to Work participants showed improved employment outcomes compared to young people that did not have Ticket to Work support (Business as usual).

Getting students with disability into employment

– evaluations from the After School Jobs Project

An after school job is a rite of passage for most adolescents, today over 60 per cent of secondary students have paid, after-school employment. The strong relationship between the experience of work during secondary school and post school employment for youth with disabilities is well documented. Unfortunately, the majority of students with disability miss out on this important opportunity, putting them at a disadvantage in their journey from school to work.

In response to this, Ticket to Work embarked on a project to support 81 students with disability into after school jobs. We are pleased to celebrate the success of the project, along with the lessons learned and what these findings mean for young people with disability.

We have produced a guide, informed by our findings that is designed to assist anyone who wants to support a young person into an after school job. To access the guide and read the research papers on the project see the [After School Jobs](#) page on our website. We encourage people to utilise these evidence based resources and share them with relevant networks in order to spread the word and support young people with disability to reach their aspirations.



Unlocking the key to long term employment and her first apartment!

Sarah Wardle started working at Fiona Stanley Hospital while completing year 12 at Leeming Senior High school. Six years on, she is a long term employee at the hospital working as a domestic assistant in the Rapid Response team. “I love by job to bits” says Sarah.

Sarah works three half days a week. Her main tasks is to keep the hospital walkways orderly. She enjoys the social aspect of her job and often sees many people from her school and the local community at her work. “I love cleaning and meeting people” says Sarah.

Sarah explains that she has gotten faster at her job and has become more relaxed, and plans to continue progressing in her role at the hospital. She speaks highly of the other hospital staff.

“My coworkers are really good, they are really helpful and they care for people. They are really lovely to people” says Sarah.

Participating in work while at school was key to long term employment for Sarah, it was also the key to owning her first home. Through working in a job she loves, she was able to save to contribute to a house deposit and reach her goal of living independently. She has bought an apartment in Como, Western Australia that she is excited to move into in the New Year. The kitchen is currently being renovated and she plans to lease out the spare room to a student. Now she has achieved her goal to live independently, Sarah is working towards her goal to travel next year.

“Working has been great for Sarah’s independence. Through doing work

experience while at school, she learned the skills to use public transport. She can now get all around Perth via bus or train” says Sarah’s mum Miriam.

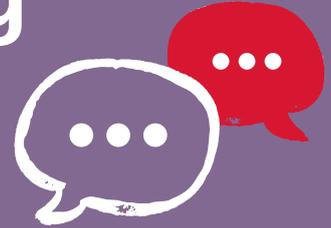
Sarah had a break during lockdown, now having returned to work, she has adapted to the different environment. “There was different things to do, including lots of hand washing” says Sarah.

Sarah is enjoying life after school and leads an active social life. When she is not working, Sarah has been creating art on the footpath to brighten other people’s days. “I enjoy, creating beautiful artwork that makes people happy” says Sarah. Recently, her medium of choice is drawing. Sarah also loves ballroom dancing and going to the gym, which is a two minute walk from her new place.

Sarah has advice for other young people, looking to start working “I want to say, don’t be scared. Just go out and see what it is going to be like” says Sarah.



What people are saying about Ticket to Work



The testimonials below are from parents, young people and employers that took part in Ticket to Work.

“I feel really proud and privileged to have these opportunities to be working, because it gives me the incentive that I am on the right track and doing the right thing in life. I’m working and making a living for myself. I’m slowly starting to take steps in setting myself up for life.”

Nomaan – a young person

“Ticket to Work has definitely benefited me, and helped me to become even more independent, you know, going to work on time, definitely I have been more independent ever since I first started. So it’s given me a lot more confidence in myself, so I’ve got to thank Ticket to Work for that.”

Phillip – a young person

“So Ticket to Work has been incredible. I personally had no idea that such an initiative even existed. It’s been such an amazing experience. It is continuing to be an amazing experience.”

Kirsty – Employer

“I think Ticket to Work, for me, it started off, ‘Ooh, yes, it’d be nice to have a job’ but it’s been so much more than that. It’s been connection with community. It’s been organisation skills. It’s been being brave enough to catch a bus. So much more than just getting a job and getting a little bit of pocket money. I think the employers have gained so much from it as well.”

Dorothy – Grandmother/guardian

Advice for young people: “Do it. Anything is possible. It’s amazing. Step out of your comfort zone, and give it a go. Follow your heart, and if your passion is, as Danielle’s is, skating and surfing and that sort of scene, approach stores and see if they are hiring. Anything’s possible.”

Kirsty – Employer

“Having embarked on the Ticket to Work initiative and having Kyle join us on the team has really benefited the business in some pretty important ways. It’s refocused the way the kitchen interacts with each other, and how leaders in the kitchen look at managing and communicating with staff. It’s helped us right from the get-go with on boarding, to really look at all of our procedures and whether we have all the things in place that we need for any employee joining the business. And it’s given us the confidence to just to look elsewhere for staff, and really analyze people for what their skill set is and how they can become champions in a business and teach you something that you never thought you knew.”

Deb – employer

“Just because a person has a disability or is different, just give them a go, because they want to work. They find a passion, they will show up. If they’ve got the incentive, and a lot of them have the parents’ backing and the school’s backing. Just give them a go and see how they go.”

Lisa – Parent



Our Supporters

Ticket to Work is supported by National Disability Services (NDS) Australia's peak body for non-government disability service organisations.

Ticket to Work is funded through philanthropic partners and government support. We are grateful to these partners for supporting us to achieve our mission.

For more information visit tickettowork.org.au/supporters



To learn more

For more information, visit tickettowork.org.au.
You can also contact the national office via
the website for further information.



Ticket to Work is an initiative of NDS.



tickettowork.org.au