**Ticket to Work**

**Our 2018 results**

**An employment initiative for young people with disability**

National Manager’s Message

Ticket to Work is committed to providing a pathway to employment for young people with disability. Using collaborative partnerships, schools, employment services, NDIS providers, apprenticeship services and employers work together to ensure students with disability have the opportunity to achieve their aspirations working.

Since 2014, Ticket to Work networks have supported over 3,200 young people to commence in career development activities and has help create 1,400 first jobs. This could not have been achieved without the support of over 2,300 employers and our partners and funders.

We recently completed an outcome evaluation of Ticket to Work and found that Ticket to Work participants have higher labour market participation after they finish school. They also are much more likely to complete secondary school, be in further study and have higher rates of social participation and independence compared to other young people with similar disability.

Our team’s focus is now on securing a sustainable funding model while continuing to influence policy and practice to create an employment-first approach in Australia.

Michelle Wakeford

National Ticket to Work Manager

**2018 ACHIEVEMENTS**

* 396 young people with disability engaged in career development activities
* 250 first jobs created
* 353 employers supported young people in their workplace
* 116 schools engaged
* 247 organisations and agencies engaged

**Summary of Post School Outcomes**

Ticket to Work prepares high school students with disability for the world of work. An evaluation found that Ticket to Work participants have higher labour market participation, school completion, post-school studying, social participation and independence compared to other young people with similar disability (the comparison group) Reference- Atkinson, G, Christian, F Cassidy, J Rutherford, J & Hawkins, A (2019) Ticket to Work, Post school Outcomes Report. Sydney ARTD

**Ticket to Work participants are:**

Employment

* 64% more likely to be employed than the comparison group of 33%
* 77% much more likely to be employed if participated in 3+ work preparation activities than the comparison group 33%
* 28% less likely to be not in education employment and training than 54% in the comparison group

Education and Training

* 95% much more likely to complete year 12 than the 52% in the comparison group
* 31% more often studying post school than the 23% in the comparison group
* 32% much more likely to have obtained further qualifications than 16% in the comparison group

Social inclusion

* 83% more socially active than 65% in the comparison group
* 63% are much more independent than 32% in the comparison group

**Industry Engagement**

In 2018, 353 new employers across a range of sectors supported young people with disability in their workplaces. Here is a breakdown of the industries that have engaged with Ticket to Work.

3% Childcare

3% Trades

3% Information Technology

5% other

5% Automotive

9% Business Administration

15% in Horticulture

18% Hospitality

39% Retail

**What Employers told us:**

100% of employers would recommend Ticket to Work to other employers

93% of employers saw an improvement in young workers’ abilities to adhere to workplace practices and policies.

**Quote from an employer:**

It has benefited the business because with the Ticket to Work trainees have been so productive. They are so enthusiastic about their training and the work they do so it brings a level of productivity to the whole team.

80% of Ticket to Work apprentices and trainees complete their apprenticeship or traineeship. This is significantly higher than traineeship completion rates - which sit at 57% (NCVER 2019)

**What parents told us:**

94% of parents/carers saw an increase in confidence in their child after participation in Ticket to Work

93% of parents/carers thought that involvement in Ticket to Work improved their child’s employment opportunities in the future

100% of parents/carers felt more positive about their child finishing school

**Our participants:**

86% of participants attend special schools or special education units

88% of participants have an intellectual disability and/or autism

**What young people have said about Ticket to Work**

“Meeting people has been a highlight of my school bases traineeship and at work I’ve met a lot of different and friendly people who work with me and are customers”

“My family were happy and proud about me getting the bus to my work. At first they wanted me to call when I got to work but they don’t need me to do that now. Mum says I’m confident.”

“Yes I’m really pumped about finishing school, school has been great but I’m ready to move on. I’m confident about finishing my traineeship and excited. It could lead to really big things.”

“I would like to tell students and parents that work can be really fun and interesting and they shouldn’t be nervous about them. If I could get to all schools and tell them about Ticket to Work I would.”

“I feel I am on track, as the skills I am learning at my current job will make me more employable in the future.”

“I was sad about leaving school but now I feel positive about the future because I am sure I will get a job after I leave school because I know what working means.”

**What parents, employers and schools have said about Ticket to Work:**

“Going through this (Ticket to Work) means she now wants a proper job and she is very proud and is quite strong now, a job is important. She continues to develop this awareness of people need jobs” Parent

“All Charlotte wants is to have the opportunity to have a normal life and we could offer that... I think any business can do it and making sure they are doing it for the right reasons and they have an ability to make an environment for the student to progress. It’s definitely been worth it.” Employer

“I would say just to see him evolve, from a little kid into a young adult. A shy boy to not so shy young man”. Employer

“Ticket to Work has successfully broken down barriers with employers and parents concerned about the employment of students with disability and the success of Ticket to Work is generating a lot of community interest.” Teacher

“Thank you for working with our son. It has given us hope for his future.” Parent

“He really knows he wants to do and this has helped with his confidence… He now thinks ‘I can do this” Parent

“It just lets people know we are inclusive. We look at people’s ability and not at their disability and they can support us to do our work. It was a good experience for us.” Employer

“I am so proud of Kyal. This has finally made him feel worthwhile and shows he can achieve something with his disability ... Kyal’s confidence has gone through the roof.” - Kyal’s mum, Amanda-Jane

**Julian’s Story**

Julian loves basketball and with the support of Ticket to Work has scored himself a job at Nunawading Basketball Stadium – a dream of his.

As a year 11 student with Down syndrome, Julian wanted the same rite of passage as his peers – the chance to have an after-school job. Thanks to philanthropic funding and the Victorian Government, Julian is just one of 40 Victorian students with disability who will have the opportunity to participate in after-school work. Julian now works casually after school in the basketball stadium canteen. Julian is supported to learn all of the tasks like preparing food and making coffees. Julian says “I have learnt to fry hot chips, dim sims, potato cakes and chicken chips” and “I like making coffee…my customers tell me how happy they are with my coffee”. He thinks “the people I work with are very nice, we are the canteen team”.

Julian and his girlfriend want to get married in 2026 and he is saving for his future to buy a house and a car. Julian says “when I am grown up I want a job during the week, like my mum and dad…I want a job so I can get my own money and put it in the bank”. Since Julian has started his job he’s gone from strength to strength. Manager at the Nunawading Basketball Stadium’s canteen, Catriona Vargas, calls him an asset to their business. “Julian is great, he is eager, enthusiastic and gives his full attention to any task he is asked to do. I have enjoyed seeing his progress over the time he has worked for us and am especially pleased with his mastery of coffee.” She said. “I hope you come and see me, I will serve you with a big smile” Julian says.

**To learn more**

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

Ticket to Work is an initiative of NDS