

RESEARCH TO ACTION

>> Bridging the
gap between
what we know
and what we do



Centre for
Applied Disability
Research

An Initiative of National Disability Services

NDS National
Disability
Services

Leaving school and getting a job

A guide for young people
with disability who
want to work



THE CENTRE FOR APPLIED DISABILITY RESEARCH

The Centre for Applied Disability Research (CADR) is an initiative of National Disability Services (NDS). CADR aims to improve the wellbeing of people living with disability by gathering insights, building understanding, and sharing knowledge. CADR's applied research agenda is helping to build the evidence base and support stakeholders to better understand what works, for whom, under what circumstances and at what cost.

RESEARCH TO ACTION GUIDES

Bridging the gap between what we know and what we do. Our objective is to build a comprehensive online collection of disability research and translational resources for the Australian context. Our Research to Action Guides are based on the best available local and international evidence and put together by subject matter experts to support research end users to engage with the evidence. We gather and analyse evidence about what works, and package that information into efficient and practical resources.

ACKNOWLEDGMENTS

This Guide was authored by Associate Professor Loretta Sheppard, Dr. Rosamund Harrington and Kelly Howard from the School of Allied Health, Occupational Therapy, at Australian Catholic University. This resource was developed with support of Australian governments through the Research and Data Working Group.

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ABOUT THIS GUIDE

This Research to Action Guide presents the important things to know for young people looking to make the transition from school to employment in Australia. This Guide includes an evidence based way for students to think about what is right for them, and the "golden rules" for transitioning from school to employment. Some handy websites are also listed. It is important that young people are supported to get the most out of this Guide.

The 'Effective School to Employment Transitions Research to Action Guide' comprises a suite of resources including a rapid review of relevant literature and three practice guidance resources, targeted at service users, service providers and disability employment practice leaders. The Rapid Review provides a full listing of references. The whole Research to Action Guide is available at the CADR Clearing House, www.cadr.org.au.

FEEDBACK

Do you have feedback, or a suggestion for a Research to Action Guide? We welcome your thoughts and ideas. Please contact info@cadr.org.au.

THINGS TO KNOW ABOUT GOING FROM SCHOOL TO WORK

Everybody has the right to work! It can be hard finding a job while you are in school, or when you leave school. This Guide can help. This Guide explores some ideas about getting a job. These ideas have been found through research.

This Guide will help you think about what is important to you and what is right for you.

In this Guide you will find information about:

- Thinking about what is right for you
- The six golden rules for getting a job
- Ways to increase your chances of getting a job
- Who helps with what?
- Useful links
- References

THINKING ABOUT WHAT IS RIGHT FOR YOU

You may not know what job is right for you, or how to get one, but you can start by thinking about what you are good at, what you like to do best and what skills you may need to do the job you want.

Think about these three key questions to get you started:

Who am I?



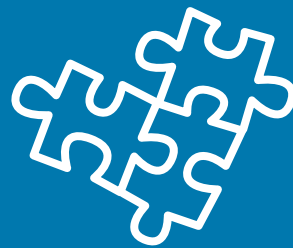
- What am I good at?
- What do I like to do?
- Who would I like to be like?

What sort of jobs are there in my community?



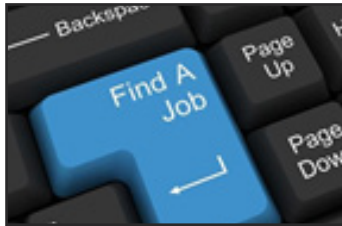
- What sort of jobs are around?
- What sort of organisations are in my local area?
- Where do people I know work?

How will I fit in?



- Where am I comfortable?
- Where can I use my skills?
- What new skills can I learn?

SIX GOLDEN RULES FOR YOU AND YOUR FAMILY



1. Expectation: Expect that you will find a job!



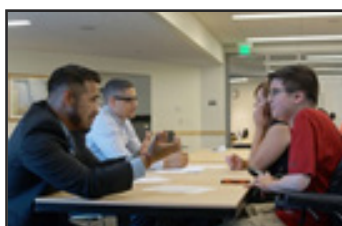
2. Collaboration: Everyone needs to work together



3. Participation: Be a part of all meetings and decisions



4. Skills development: Keep learning new skills



5. Family involvement: Ask your family or supporters to help



6. Early transition planning: Start planning for your career in Year 9 or as soon as you are ready

WAYS TO INCREASE YOUR CHANCES OF GETTING A JOB

You are more likely to get a job if you:

Have had a paid job in the community while at school

Have done work experience while at school

Have responsibilities for household jobs at home

Participate in work preparation activities at school

Are as independent in self-care as you can be

Get on well with other people

Have people around you who believe that you will get a job when you leave school and have big plans for you!

Know people in the community and have good community networks

WHO HELPS WITH WHAT?

FIND SUPPORT AT SCHOOL

Your school teachers should help you explore your job options, try out different types of jobs through work experience programs, and connect you to support services to help you get and keep a job. They can help you develop important skills for work such as:

- being able to talk with other people easily
- managing your time and money
- getting around in the community
- writing a resume and participate in job interviews.

Talk to your teacher about what you would like to do after school and how they can support you.

FIND SUPPORT THROUGH THE NDIS

If you are eligible to access individual support through the NDIS, your NDIS planner or a Local Area Coordination service (LAC) can help you get the right supports to get work experience and find a job. Supports for getting and keeping a job can be included in your NDIS plan, so make sure you talk about this with your NDIS planner or LAC.

More information about the NDIS: www.ndis.gov.au/people-disability

FIND SUPPORT THROUGH DISABILITY EMPLOYMENT SERVICES

If you are in your final year of school, or in Year 11 and wish to do a school-based apprenticeship, Disability Employment Services can help you look for work, get the right education and find a job. Disability Employment Services provide a service guarantee which includes information on what help you can expect from them, what your responsibilities are, and what to do if you're not happy with the services they provide. You may be able to self-register for Disability Employment Services support if you are in your final year of school and have been receiving extra support to help you at school. You can contact a local Disability Employment Services provider directly to ask for help.

More information about Disability Employment Services:

www.jobs.gov.au/jobaccess-help-and-advice-disability-employment

MORE ABOUT GETTING AND KEEPING A JOB

Job Access is the national hub for workplace and employment information for people with disability, employers and service providers. It provides information on available support, rights and responsibilities, video stories, downloadable information sheets, and links to information about medical conditions or disability types.

More information about Job Access: www.jobaccess.gov.au

MORE ABOUT PATHWAYS TO EMPLOYMENT FOR SECONDARY SCHOOL STUDENTS

Ticket to Work is a national program helping young people get jobs. Find out more via the program website:

<http://www.tickettowork.org.au/>

Produced by Ticket to Work, this flow chart illustrating services and processes which can assist students on their pathways to employment:

<http://www.tickettowork.org.au/wp-content/uploads/2017/03/PathwaysA4.pdf>



