# Inclusive Pathways to Employment pilot

### The evaluation at a glance

The Inclusive Pathways to Employment (IPE) pilot explored how young people with disability can be supported to progress in their career journeys. It supported young people to explore their interests, set goals and work towards careers. The pilot looked at what is needed to develop youth employment services that work for all young people.

### The IPE pilot

IPE was delivered by four Transition to Work youth employment services in different regions of Australia. The pilot included:

- Stream A: young people with significant disability<sup>1</sup>
- Stream B: young people with disability already enrolled in Transition to Work
- Stream C: career-development activities for young people in school or the community.

The Brotherhood of St. Laurence (BSL) National Collaboration on Employment and Disability (NCED) supported these services to:

- increase their understanding of disability
- provide services that include young people with different needs and are easy for them to use
- team up with local schools and services to provide support that fits together.

#### The evaluation

This evaluation looked at how mainstream employment services provided by Transition to Work were adapted to support young people with disability. It measured:

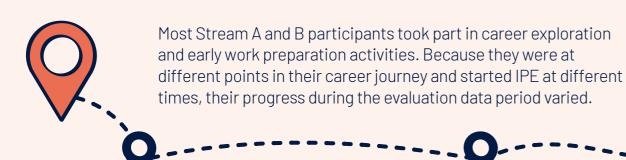
- young people's career progress
- young people's education/training and employment achievements
- · what worked
- what was learnt by the services involved in the pilot
- how employment services can better support young people with disability.

<sup>1 &#</sup>x27;Significant disability', or IPE Stream A, included one or more of the following: participating in the National Disability Insurance Scheme (NDIS); receiving the Disability Support Pension (DSP) or disability funding at school; attending a disability specialist school or class in a mainstream school.



## The findings

Between mid-2023 and the end of 2024, IPE had 149 Stream A participants, 428 Stream B participants and 806 Stream C attendees.



Surveyed Stream A participants said IPE helped them make progress in key areas of their life.

Surveyed Stream A participants said their job service (IPE) had given them enough opportunities and hope for the future.

**Social Connections** Self-knowledge and Networks



84%



83%

**Employability** Skills Lifeskills

Enough opportunities to work towards what they wanted in a job



More hopeful about

reaching education/

training goals in the

next six months

100%

84%

More hopeful about getting a job in the next six months



easy for people with disability to use

This job service is



This job service thinks about what people need and makes things so everyone can join in



Some participants achieved education, training or employment outcomes but many are still on their journey. More may have achieved outcomes after data collection ended.





This job service is easy for young people because they make sure that everyone is included with the activities and make it easy to discover what we want to do in the future as a job.

**IPE** participant

I actually never thought I'd see him go to a job five days a week, due to the whole overwhelming thought of it ... I have struggled for 10 years to get him to go to school five days a week ... What this has given us - and the confidence that it has given this kid – is just mind blowing. Hopefully something may come out of where he's been doing the traineeship, or we can walk forward with something. But that [traineeship] can definitely go on his résumé.

IPE participant family member

### Key features of the IPE approach

The evaluation identified the following:

- IPE created new access to improved youth employment services offering career support pathways for all young people, including those with disability.
- IPE provided accessible and inclusive services.
- IPE supported all young people to talk about and work towards their goals.
- IPE worked together with family members and supporters, employers and community organisations.
- IPE funded staff roles to increase employment services' ability to work with different types of young people.
- IPE offered employment services a model for working, and tools and support to make the change possible. (This support was offered by the NCED.)

### Creating change in youth employment

The evaluation found four ways providers can create more inclusive youth employment services for young people with disability:

- 1. Provide accessible career support that starts early and continues over time. Make sure young people with disability are involved in designing the services that support them.
- 2. Offer flexible, inclusive support like coaching, group activities and accessible services that focus on young people's hopes for the future and values their progress in all areas of life.
- **3.** Bring schools, employment services and other supports together so young people with disability get support early on. Provide guidance, funding and inclusive opportunities across education, work and community life.
- **4.** Appoint an enabling organisation to upskill employment services staff, and fund services in a way that allows them to deliver effective and inclusive career support for young people with disability.

### **More information**

Find out more about the evaluation.



https://www.bsl.org.au/research/publications/ipe-pilot-final-eval/