

# 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:

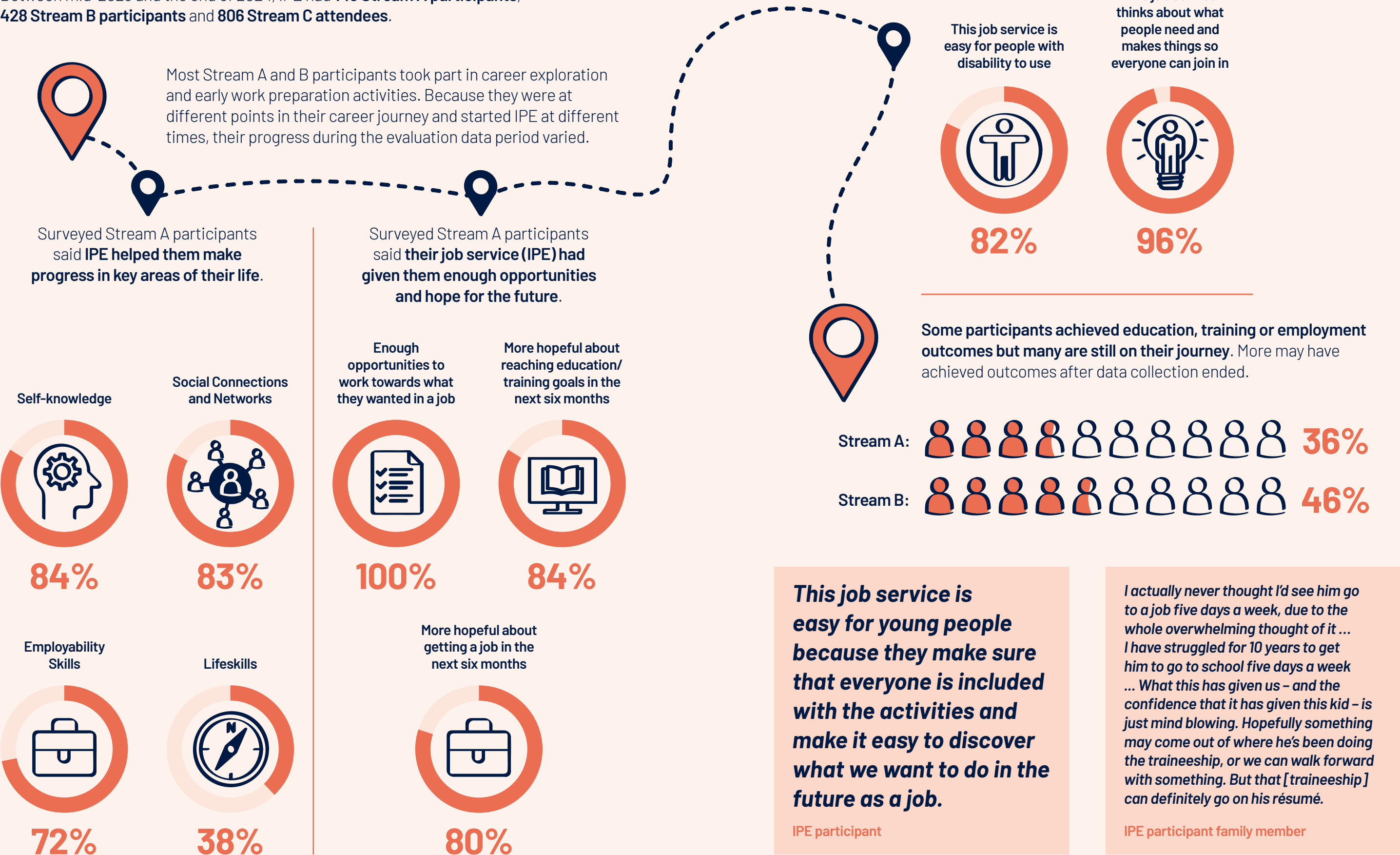
- young people's career progress
- young people's education/training and employment achievements
- what worked
- what was learnt by the services involved in the pilot
- how employment services can better support young people with disability.

<sup>1</sup> '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**.



## 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/>