



# How you can use evidence to make a difference in your work

Simone Casey & Michael Healy  
*Centre for Inclusive Employment*  
Peter Bacon  
*Disability Employment Australia*



# Understanding evidence

What is evidence and why is it important?



# Evidence standards

How should we approach finding good evidence?



## 'Standards' of evidence

- There are many 'standards' of evidence used around the world.
- These standards are not consistent, and they can't be routinely applied across research approaches.
- In the area of disability employment, there has been limited investment in academic research or in routine data capture (e.g. cohort outcomes data).
- Except in some pockets, there is only a small amount of evidence surrounding disability employment.
- As a result, the existing evidence is spread across diverse contexts.
- Research does not always include the knowledge and lived experience of people with disability.

## Evidence 'standards' for the Centre for Inclusive Employment

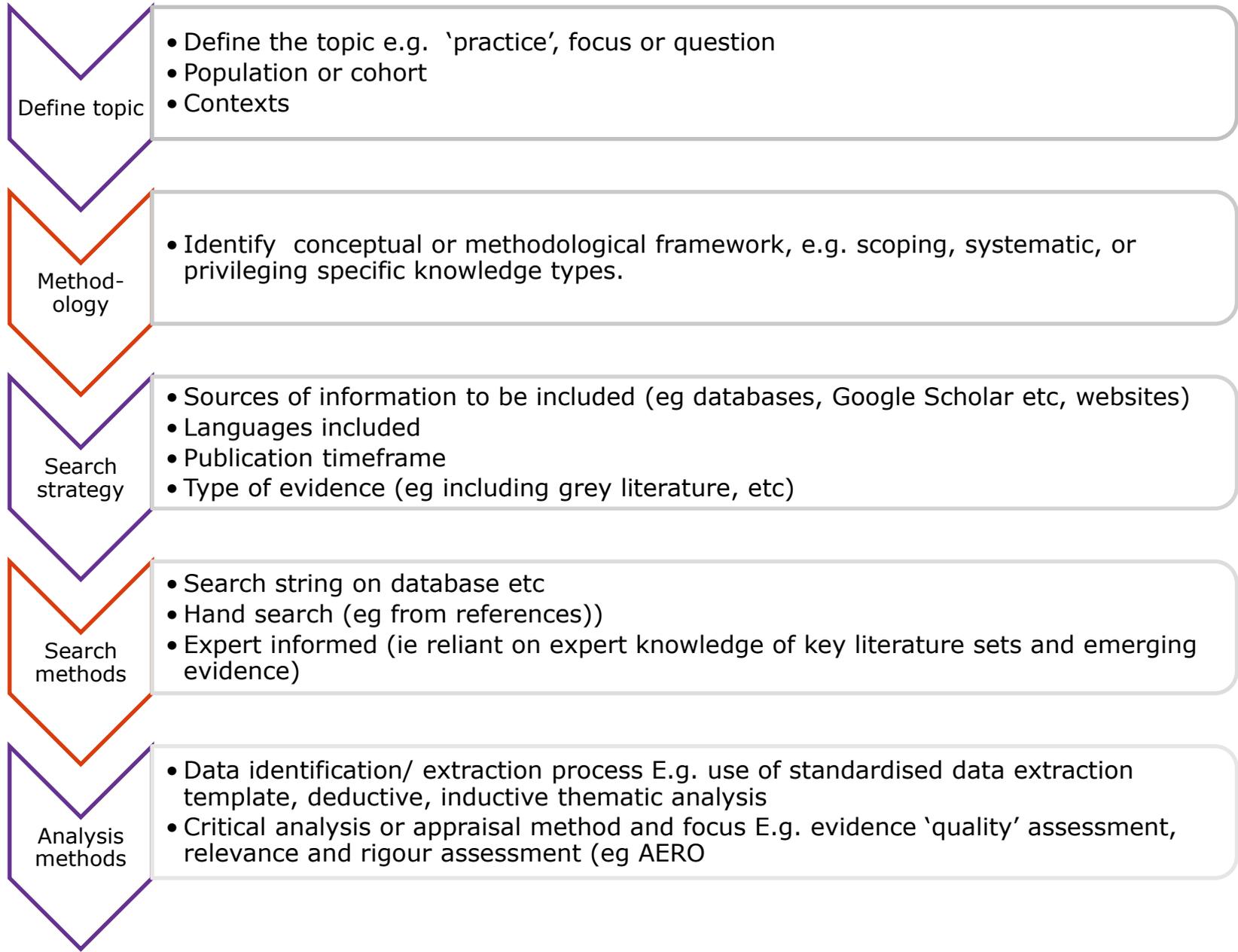
Because our field does not have a history of academic published research and because we are interested in an implementation focus, then we will adopt the following focus...

The CIE will focus on evidence that is **rigorous** and **relevant**.

*'**Rigorous evidence** is defined as evidence produced using research methods (whether qualitative, quantitative or mixed methods) that isolate the specific impact of a particular ... approach.*

***Relevant evidence** is defined as evidence produced in contexts that are similar to one's own. Evidence is also relevant when it is derived from a large number of studies conducted over a wide range of contexts, as this suggests that the ... approach is not dependent on any particular contextual factor' (AERO, 2022, p.1).*

## Basic evidence review process





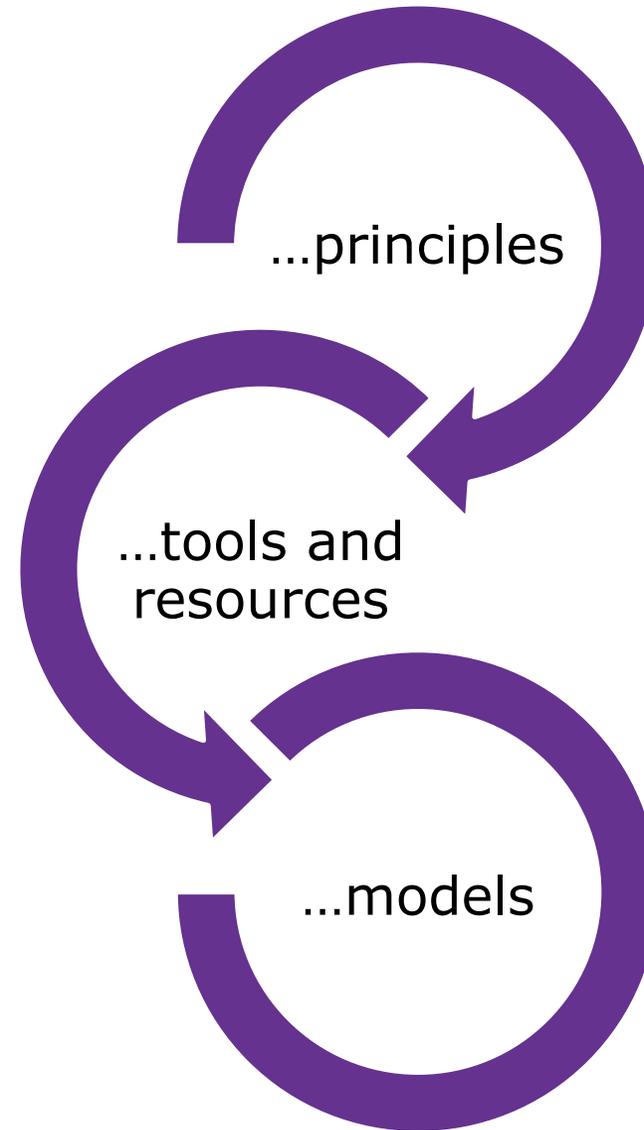
# Why is evidence important in professional practice?



**How do we apply evidence  
in our practice?**



## Evidence based...



## Evidence based principles

- Start and end with unconditional positive regard.
- The client is the expert in their own life.
- Many challenging behaviours are responses to trauma.
- Listen more than you speak.
- Ask open ended rather than closed questions.

## Evidence based tools and resources

National Development Team for  
Inclusion (Wales)

### Preparing for adulthood: person- centered planning

National Disability Authority  
(Ireland)

### Guidelines on Person Centred Planning in the Provision of Services for People with Disabilities in Ireland

Career Development Association  
Australia

### Trauma-Informed Career Conversations

Data portal

### Occupation and industry profiles

This data portal enables exploration of the latest trends and insights into Australia's job market by occupation (which categorises workers by the job they do)...

Employment policy and ecosystem

Employment services



Data portal

### Jobs and skills atlas

An interactive resource that provides an overview of the Australian labour market at the national, state and regional level by occupation, industry and...

Employment policy and ecosystem



TransCen

### The Positive Personal Profile: what is it?

This guide from TransCen provides an overview of the Positive Personal Profile process and tips on how to complete one.



TransCen

### Positive Personal Profile template

This tool from TransCen can be used to record an individual's interests and strengths, and to identify the things that are important to them and what they...



Council for Intellectual Disability

### More than just a job workshop facilitator's guide and workbook

The activities in this guide from the Council for Intellectual Disability are designed to support jobseekers with intellectual disability to understand their...





## Evidence based models

- Individual placement support
- WISE Ability
- Customised employment



# Thank you

Simone Casey – [sjcasey@swin.edu.au](mailto:sjcasey@swin.edu.au)

Michael Healy – [michael.healy@swin.edu.au](mailto:michael.healy@swin.edu.au)

Peter Bacon – [peter.bacon@disabilityemployment.org.au](mailto:peter.bacon@disabilityemployment.org.au)