



Open employment and people with intellectual and developmental disabilities

An easy-read research summary

Dr June Alexander and Dr Angela Rong Yang Zhang

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We did a Review on **open employment** research for people intellectual and developmental disabilities.



People with disabilities sometimes experience problems finding and keeping a job.

Some of the problems experienced are:



"I had to try find work myself."



"My school had no training in job support."



"They told me I can't work in a normal job."



"I got no help in the job."



"There was no-one to ask when I got stuck."



“Nobody at work talked to me much.”

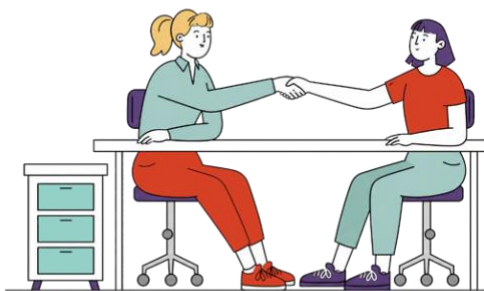


“My job ended and I don’t know why.”



Employment for people with disability can be better by making some changes.

Changes are needed in:



- Employment Supports



- Workplaces

The Review talked about:



What works



What does not work



And how to use the results

What works:



- Help finding a job



- Start with the person, then shape the job



- On-the-job training



- Ongoing job support



- **Inclusive** work environments



- Positive working relationships



An **inclusive** work environment helps you keep your job.

Good work environments have:



- Clear instructions



- Clear expectations



- Regular routines



- **Inclusive** workspaces



- Support when needed



“People do best when they get all the help they need.”



Planning for work should start with families and schools.



“Early work experience is a great helping hand.”



Things work best when families, schools, employment services, employers and disability providers work together.

What does not work:



- Work experience with no plan for a job



- Little or no understanding of disabilities



- Little or no understanding of the person with disability



- Not enough support on the job.

Changes should involve the following people:

- Employment services and job coaches
- Employers
- Families
- Schools
- NDIS funded disability supports



What these people should do:



- Start to plan early before students leave school



- Work at building strong relationships with everyone involved



- Design jobs to be clear and easy to understand



- Provide regular and ongoing support

What people with disability should do:



- Think Big
- Stay positive Do your best.

Hard words

Open employment

= jobs in regular workplaces.

Inclusive

= making sure everyone is able to take part and is valued.

This easy read document was prepared by:



Mary



Kane



Amilia



Ruby



Collette