Improving Disability Employment Study

IDES Wave 1 Findings

Ms Stefanie Dimov
Project Manager
University of Melbourne

Prof Anne Kavanagh, A/Prof Allison Milner, Prof Tony La Montagne, A/Prof Bec Bentley, Dr Cathy Vaughan, Ms Alexandra Devine

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Today’s Presentation

1. Disability and employment research background
2. Improving Disability Employment Study (IDES)
   a) Design
   b) Recruitment
3. Wave 1 findings
4. Next steps for the IDES study
5. YES: Youth Employment Study
Disability, Health and Employment

What we know so far
Disability and Employment: Australia

2.2 million Australians aged 15-64 living with disability

47.3% of all working-age people with disability are not in the labour force

Source(s): Survey of Disability, Ageing and Carers, 2015
Disability, Employment and Health

• Emerging evidence poorer health of people with disability partly due to disadvantaged circumstances ¹, ², ³

• Employment is a key pathway to improving the health and wellbeing of people with disability

• People with disabilities are more vulnerable to job loss⁴ and experience barriers that prevent them from gaining/re-gaining employment⁵


Disability, Employment and Mental Health

- Adverse psychological effects associated with unemployment\(^6\)
- Significant impact of underemployment on mental health\(^7\)
- Reduced job quality impacts on mental health of people with disability\(^8,9\)
- When employed, people with disabilities have better mental health\(^10\)

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\(^7\)Milner A, King TL, LaMontagne AD, Aitken, Z, Petrie D & Kavanagh AM. Underemployment and its impacts on mental health among those with disabilities: evidence from the HILDA cohort. *J Epidemiol Community Health* 2017; 71:1198-1202. 10.1136/jech-2017-209800


The Improving Disability Employment Study

A study on engagement with employment services
Study Aims

Provide evidence on how people with disability obtain and sustain long-term employment

1. What are jobseekers’ aspirations and expectations of employment services and workplaces
2. What are individual and service-related characteristics supporting jobseekers in gaining and maintaining employment
3. What are the characteristics of workplaces, jobs and employment services that contribute to sustained and meaningful employment
Questionnaire Development

- Approx. 30-45 minutes long
- Drawing on existing Australian & international population based surveys (e.g., ABS, HILDA, Washington Group)
- Consultation with partners and cognitive testing
- Pilot: Nov 2017
- Wave 1: Oct 2017-Dec 2018
- N=369
Recruitment procedure

Email link

Online survey

Phone survey

Wave 1 survey

6-months later

Wave 2 survey

6-months later

Wave 3 survey
Findings

Results from Wave 1
Findings: Demographics

Age

Gender

- Male
- Female
- Other
## Findings: Demographics

<table>
<thead>
<tr>
<th>Demographic</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Born in Australia</td>
<td>86</td>
</tr>
<tr>
<td>Aboriginal/Torres Strait Islander</td>
<td>3</td>
</tr>
<tr>
<td>Home language other than English</td>
<td>10</td>
</tr>
<tr>
<td>Mainstream schooling</td>
<td>90</td>
</tr>
<tr>
<td><strong>Highest secondary school attainment</strong></td>
<td></td>
</tr>
<tr>
<td>Year 12</td>
<td>49</td>
</tr>
<tr>
<td>Year 11</td>
<td>22</td>
</tr>
<tr>
<td>Year 10</td>
<td>10</td>
</tr>
<tr>
<td><strong>Highest post-school education</strong></td>
<td></td>
</tr>
<tr>
<td>None</td>
<td>22</td>
</tr>
<tr>
<td>Trade qual/other certificate</td>
<td>48</td>
</tr>
<tr>
<td>Associate degree/diploma</td>
<td>13</td>
</tr>
<tr>
<td>University degree</td>
<td>15</td>
</tr>
</tbody>
</table>
Findings: Disability Type

Almost half of all participants had a psychological disability as their main disability type.
Findings: Employment

Previous paid employment

- 90.5%
- 9.2%
- 0.3%

Acquiring most recent job?

- 29.8% currently employed
- 30% applied through advertisement
- 20% through connections
- 20% Employment Service provider
Findings: Workplace qualities

Most important
• Flexible work hours – 84.2%
• Working from home -73.6%
• Internal support person – 73.6%
• Modified duties – 68.8%
• External support person – 57.9%

Less important
• Changes to work area - 48.6%
• Transport assistance – 41.5%
• Building modification – 22.3%
• Specialist aids – 16%
• Interpreter – 2.1%
• Other:
  • understanding co-workers
  • supportive training
Findings: Difficulties finding work

- The type of job you can do
- The number of hours you can work
- Finding suitable work
- Needing time off work

- A lot of difficulty
- Some difficulty
- No difficulty at all
Findings: Factors impacting on gaining work

- Lack of transport
- Lack of jobs
- Family responsibility
- Caring for others
- Lack of family help
- Lack of confidence
- Not having qualifications
- Financial benefits I receive

In the chart, the factors are represented with bars indicating the extent to which each factor was reported.

- Lack of transport: Greatly
- Lack of jobs: Somewhat
- Family responsibility: Does not
- Caring for others: Greatly
- Lack of family help: Somewhat
- Lack of confidence: Greatly
- Not having qualifications: Somewhat
- Financial benefits I receive: Greatly

Improving Disability Employment Study
Findings: Factors impacting on gaining work

Housing:

- Private residence: 72%
- Public housing: 9%
- Shared house: 10%
- Temporary accommodation: 2.4%
- Sleeping rough: 0.6%
- Had to move housing due to health/disability: 37.6%
- Experienced homelessness in last six months: 12.2%
Findings: Factors impacting on gaining work

“I have permanent nerve damage in my hands from doing hairdressing ... All the things that I love and I’m really good at have to do with my hands. So whilst I had done a lot of work on my depression and prior to this happening I was a pretty functional active member of society ... certainly not been able to use my hands the same way has definitely impacted on my mental health again.”
Findings: Factors impacting on gaining work

Discrimination:

- Disability/health condition: 53%
- Age: 33%
- Gender: 13%
- Ethnicity: 10%

“Because of my age I will be 57 next week it’s really hard to get work, and I’ve heard a couple of other mature women that come in here as clients that say the same thing.”
Findings: Time with DES

<table>
<thead>
<tr>
<th>How long ago did you start seeing ESP</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 3 months ago</td>
<td>19</td>
</tr>
<tr>
<td>Between 3 and 6 months</td>
<td>12</td>
</tr>
<tr>
<td>Between 6 and 12 months</td>
<td>18</td>
</tr>
<tr>
<td>12 months or longer</td>
<td>48</td>
</tr>
</tbody>
</table>
Findings: Experiences with DES providers

- Experience with my kind of disability
- Good reputation
- Easy to get to
- Use computer and internet
- Make me feel welcome
- Same consultant each time
- Recognise my strengths

- Extremely important
- Somewhat important
- Not at all important
Findings: What participants want from DES

<table>
<thead>
<tr>
<th>Quality</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support me to feel confident in my ability</td>
<td>59</td>
</tr>
<tr>
<td>Provide me with support once I have a job</td>
<td>58</td>
</tr>
<tr>
<td>Help me apply for a job</td>
<td>50</td>
</tr>
<tr>
<td>Help me find a training course</td>
<td>45</td>
</tr>
<tr>
<td>Offer suggestions about what sort of work I might be suitable for</td>
<td>44</td>
</tr>
<tr>
<td>Assist me with Centrelink</td>
<td>43</td>
</tr>
<tr>
<td>Help me prepare for a job interview</td>
<td>43</td>
</tr>
<tr>
<td>Help me participate in decisions</td>
<td>31</td>
</tr>
</tbody>
</table>
Findings: Wellbeing

Self-rated health

- Excellent
- Very good
- Good
- Fair
- Poor

Mental health

- Felt so down in the dumbs nothing could cheer you up
- Happy person
- Downhearted and blue
- Calm and peaceful
- Very nervous person

- All of the time
- Most of the time
- A good bit of the time
- Some of the time
- A little of the time
- None of the time
Findings: External factors – Finances

Finances and other supports:

• Newstart or unemployment benefit: 77%
• DSP: 19.3%
• Due to a shortage of money:
  • Could not do social things: 71%
  • Unable to pay a bill: 58%
  • Asked for financial help: 57%
• NDIS package: 6.2% - two thirds of whom have employment as a goal
Findings: External factors - Transport
Next Steps

What's next for the IDES study
IDES: Next Steps

• Finalise Wave 2 Survey
• Wave 2 – Due to be completed December 2019
• Feedback to partners
• Analyses
YES: Youth Employment Study

A study of young people looking for work and engaging with employment programs
Background

- Estimated 140,700 young people (15-24 years) living with disability
- Lowest labour force participation rates
- Participation in the workforce will give young people with disability income, social mobility, and a sense of wellbeing and personal development
- Research suggests employment transition can cause considerable stress for young people
- None of our previous work has specifically focused on the role of employment among young people with disabilities. Based on the evidence above, we believe that the employment status of young Australians with a disability is critical to their later health and social outcomes.
Funding and Partners

• Received $800,000 from the National Health and Medical Research Council (NHMRC) Partnership Project (2018-2021)

• Collaboration between the University of Melbourne, Deakin University and Monash University

• Partner organisations include: The Brotherhood of St Laurence, National Disability Services, VicHealth and Disability Employment Australia
Design

Improving Disability Employment Study
Next Steps

• Collaborating with partners to finalise questionnaire and procedure
• Will begin recruitment and data collection in the coming months
Get in touch

- Website – www.ides-study.org.au
- Newsletter
- Email – ides-study@unimelb.edu.au
Thank you!

Stefanie Dimov
stefanie.Dimov@unimelb.edu.au
www.ides-study.org.au
(03) 9035 4554
@DimovStefanie