



OPENING THE DOORS TO OPEN EMPLOYMENT: The Ticket to Work Model

An Introduction to Ticket to Work

Ticket to Work was established in response to poor and falling school to work transition for young Australian with disability; unsuccessful transition from school has been shown to cause lifelong economic and social implications for the individual, their families and our society.

While not under-estimating the challenges, Ticket To Work has demonstrated in significant numbers, that young people can thrive in open employment when prepared and supported whilst at school through a coordinated approach.

The Model developed from scoping 'what works' in other countries. It was found that connecting a student with disability to the world of work before they leave school through a coordinated approach, greatly improves likelihood of securing ongoing open employment and creates better economic and social outcomes.

Ticket to Work's connected approach (31 local networks; 116 schools; 247 local organisations; 2,313 employers) has delivered 1,482 jobs for young people with significant disability, the majority with an Intellectual Disability and from a special school.

A recent independent evaluation shows Ticket to Work participants are significantly more likely to be employed post school (64%) compared to other young Victorians from special school where less than 7% are employed in open market. This is a significant difference that has been achieved on a modest budget. Ticket to Work participants are also much more likely to have completed secondary school, be in further study post school and be more independent.

Ticket to Work is a national initiative of National Disability Services (NDS) funded mainly through philanthropic support. The role NDS plays is to oversee, train and support the implementation of evidence-based practice in communities.

Ticket to Work does not provide direct services; it sets up networks that leverage the power of cross-sectoral partnerships to provide individualised support, blending existing resources, coordinating, scaffolding all relevant supports for young people with significant disability.

The networks are coordinated by an intermediary, which supports the development of a local community partnership, including schools, employment services, post school providers and employers.

Ticket to Work gives practical effect to Australia's international obligations under the UN Convention on the Rights of Persons with Disabilities (article 27) as well as its commitments under other relevant national and state strategies.



It provides a key foundation for delivering longer-term outcomes derived from improving school to work transition:

- A stronger Victorian economy due to the increased participation in the labour force by people with disability
- People with disability along with their families/carers can have economic security enabling them to plan for the future and exercise choice and control over their lives.

Characteristics of the Ticket to Work Model

The Ticket to Work model is based on extensive research into what works.

Specifically, Ticket to Work:

- brings together disability-specific and mainstream representatives from a variety of sectors to work strategically and collaboratively;
- supports young people to gain access to early experiences that positively influence their views of themselves as workers;
- prepares young people with disability for the workplace and gives them an employment pathway that is typical of other young adults;
- meet the employment needs of employers.

Ticket to Work invests in a work first approach where employment is the expected outcome for all young people regardless of disability.

The Freeway to Open Employment

The Ticket to Work model is tested and its success verified. It represents a relatively simple and highly cost-effective means for significantly increasing the numbers of young Australians with disability in open employment. In unlocking its potential, it is critical to understand Ticket to Work is a collective impact model for supporting the transition from school to open employment it is *not* a program.

Ticket to Work is built upon a defined set of principles and an accompanying series of 'elements' that give practical effect to those principles. The benefit of this approach is the Ticket to Work model can be applied in a range of circumstances; for example:

- A stand-alone initiative;
- A discrete offering within a broader range of services;
- Integration into an existing education and/or employment service.

The adaptability this provides is highly advantageous to expanding its reach. It does not require establishing new organisations, additional red tape nor vast new expenditure. Indeed, it is rare case in which limited investment will deliver significant returns.



What is required:

1. Recognition that young people with a disability are able to thrive in open employment when prepared and supported while at school.
2. Federal and State Ministerial agreement – and related commitments - embodied in the National Disability Strategy should give priority to increasing expectations and access to open employment for students with disability based on the personal benefits and public value.

The recent Commonwealth inquiry into how students are supported from school to work recommended COAG draft model legislation to ensure students with disability can access a person-centred post-school transition process, beginning as early as Year 9 and recommended support to deliver Ticket to Work model.

The Australian Human Right Commission, 'Willing to Work' report recommended collaboration between State and Commonwealth authorities to support students with disability to successfully transition from school to work.

3. A champion for young people with disability.
4. Government support the Ticket to Work model as one empirical method of lifting the employment participation of young people with disability. This support includes:
 - a. Recognition that community-based coordination is a requirement for creating employment opportunities for individual young people.

Employment opportunities for these young people will not happen serendipitously; instead they require individual support, preparation and mediation of relationships with employers at a local level.
 - b. Modest funding for a central unit to champion the model, train and support Ticket to Work networks, promote innovation and best practice, develop resources and ensure quality through self-assessment and collect and analysis data to ensure continuing improvements.

This role is currently performed by the Ticket to Work team at NDS. However, NDS's *only* interest is to ensure this work continues to be supported regardless of who performs the role.



The cost of rolling out the Ticket to Work model across Victoria

An indicative budget of **\$5,810,000** per annum comprising”

- Local networks: providing coordination in 31 Victorian Ticket to Work networks @ \$160,000 per network: \$4,960,000
- Central unit: \$850,000

Supporting Documentation.

We have commissioned and conducted a significant amount of research exploring the effectiveness of the Ticket to work Model and the literature around effective school to work transition for students with disability. We can provide our research and independent evaluations.

Atkinson, G., Christian, F., Cassidy, J., Rutherford, J., & Hawkins, A. (2019). *Ticket to Work Post School Outcomes Report for National Disability Services Final Report* Sydney.

SVA (2019) *Cost Benefit Analysis of Ticket to Work* (draft) SVA (Melbourne)

Kellock, P (2019) *Employer Experience of employing young people with Intellectual/Cognitive disability* (draft) The Asquith group (Melbourne)

Wakeford, M (2019) *Parent engagement in school to work transition for their child with disability* (draft). National Disability Services (Melbourne)

Meadows, D., (2019) *Collaboration in school to work transition (in draft)*, National Disability Services (Melbourne)

Living with Disability Research Centre (2018) *After-school jobs for students with disability: Literature review*. Latrobe University (Melbourne)

Sheppard, L., Harrington, R. & Howard, K. (2017). *Leaving School and Getting a Job. Research to Action Guide, A guide for young people with disability who want to work*. NDS Centre for Applied Disability Research. Available at www.cadr.org.au

ARTD Consultants. (2017). *Ticket to Work Network Analysis*. Sydney.

Hawkins, A., & Rasheed, E. (2016). *Ticket to Work pilot outcomes study: a quasi-experimental evaluation of pathways from school to economic and social inclusion*. Sydney.

Wakeford, M, Waugh, F (2014), *Transitions to employment of Australian young people with disability and the Ticket to Work initiative*, Ticket to Work, (Melbourne),

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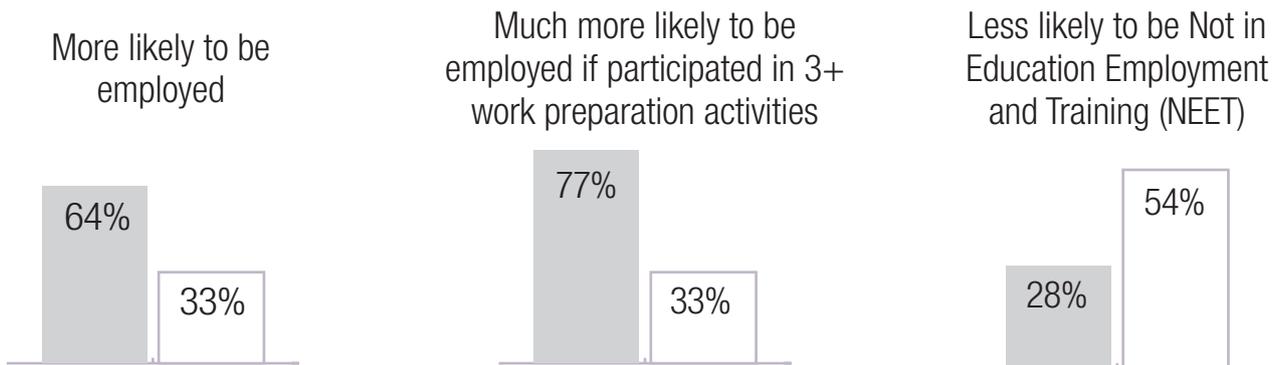
TICKET TO WORK

Summary of the post school outcomes

Ticket to Work prepares high school students with disability for the world of work. An evaluation found that Ticket to Work participants have higher labour market participation, school completion, post-school studying, social participation and independence compared to other young people with similar disability (the comparison group).¹

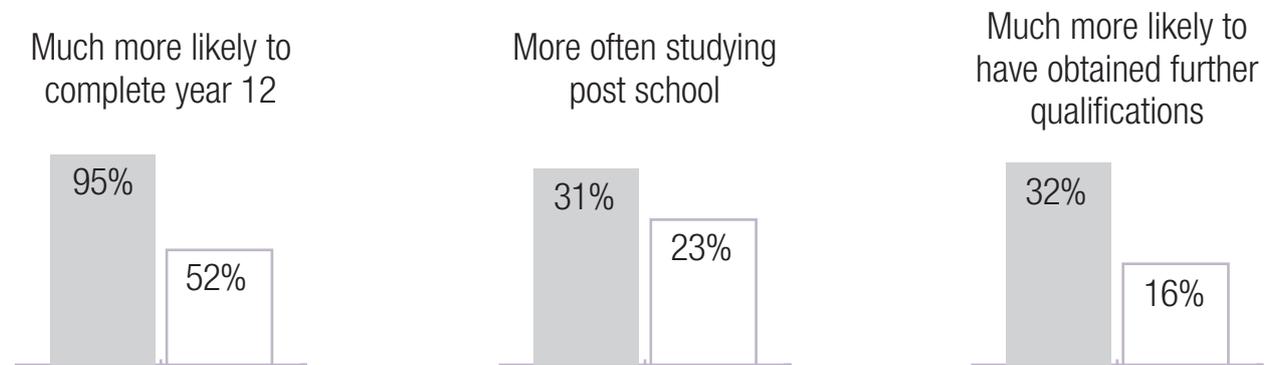
EMPLOYMENT

Ticket to Work participants are:



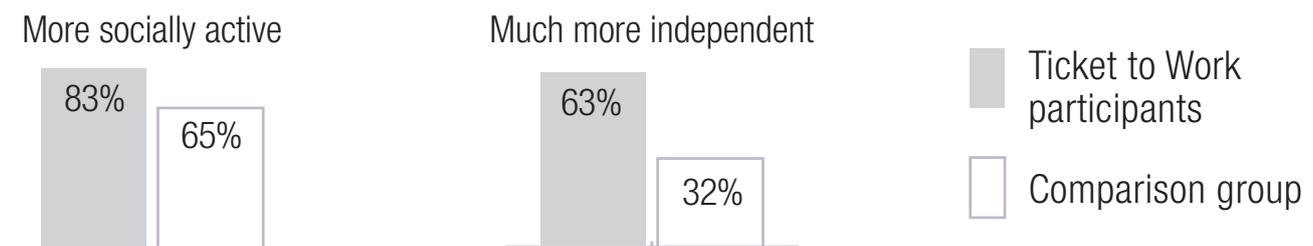
EDUCATION & TRAINING

Ticket to Work participants are:



SOCIAL INCLUSION

Ticket to Work participants are:



Ticket to Work participants
 Comparison group

¹ Atkinson, G; Christian, F; Cassidy, J; Rutherford, J & Hawkins, A. (2019) Ticket to Work, Post school Outcomes Report. Sydney: ARTD.