



National Disability Services

Collect impact approach to school to work transition

Youth with Disability Statistics



- Approximately 26,000 young people with significant disability leave school annually.
- Year 12 completion rates among people with a disability are 36%
- 42 per cent of young people (15 -24) with disability neither work nor study
- If a person with intellectual disability does not experience paid employment by 21 unlikely they ever will.

What is 'Ticket to Work'?



- Ticket to Work was first piloted in 2012 to improve school to work pathways for young people with intellectual disability
- We went national in 2014
- Developed after considerable scoping research
- Underpinned by a Partnership Network working together
- Program philosophy embraced by partners - every young person with disability is entitled to take an employment pathway and should be prepared and support to do so.

Ticket to Work Approach



- We brings together disability-specific and mainstream representatives from a variety of sectors to work strategically.
- An intermediary to bring all collaborators together
- Strategically blend expertise, skills and resources of the network to create individual pathways.
- Supports young people to gain access to early experiences and to support networks that positively influence their views of themselves as workers.
- Provide individualised support of ‘good transition’ activities

'Good Transition' Activities



- Authentic work experience
- Completion of secondary schooling
- Career development and workplace preparation
- Transition based curriculum
- Vocational education and training
- Australian School-based Apprenticeships and Traineeships
- After school job

Local Ticket to Work Network



Local Ticket to Work Networks (place based collaboration) are supported by the National Ticket to Work.

Local Networks are comprised of representatives from different sectors; the education, training, employment and youth sectors working together to support young people to take an employment pathways.

The National Ticket to Work supports Local networks and provides research, policy development and information on evidence based practise to the networks.

National Outcomes



- 30 networks Australia wide
- 1 500 x young people in work experience/preparation activities.
- 700 x young people have started an Australian School-based Apprenticeship or Traineeship.
- 592 x employers across a diverse range of sectors.
- 169 schools are offering Ticket to Work activities

Participants and post school



70% have an Intellectual disability and/or Autism

Almost **50%** more likely to complete Year 12

Higher levels of social participation, quality of life and wellbeing.

79% attend a special school

Four times more likely to be in employment

86% on **Award or above Award** rates of pay

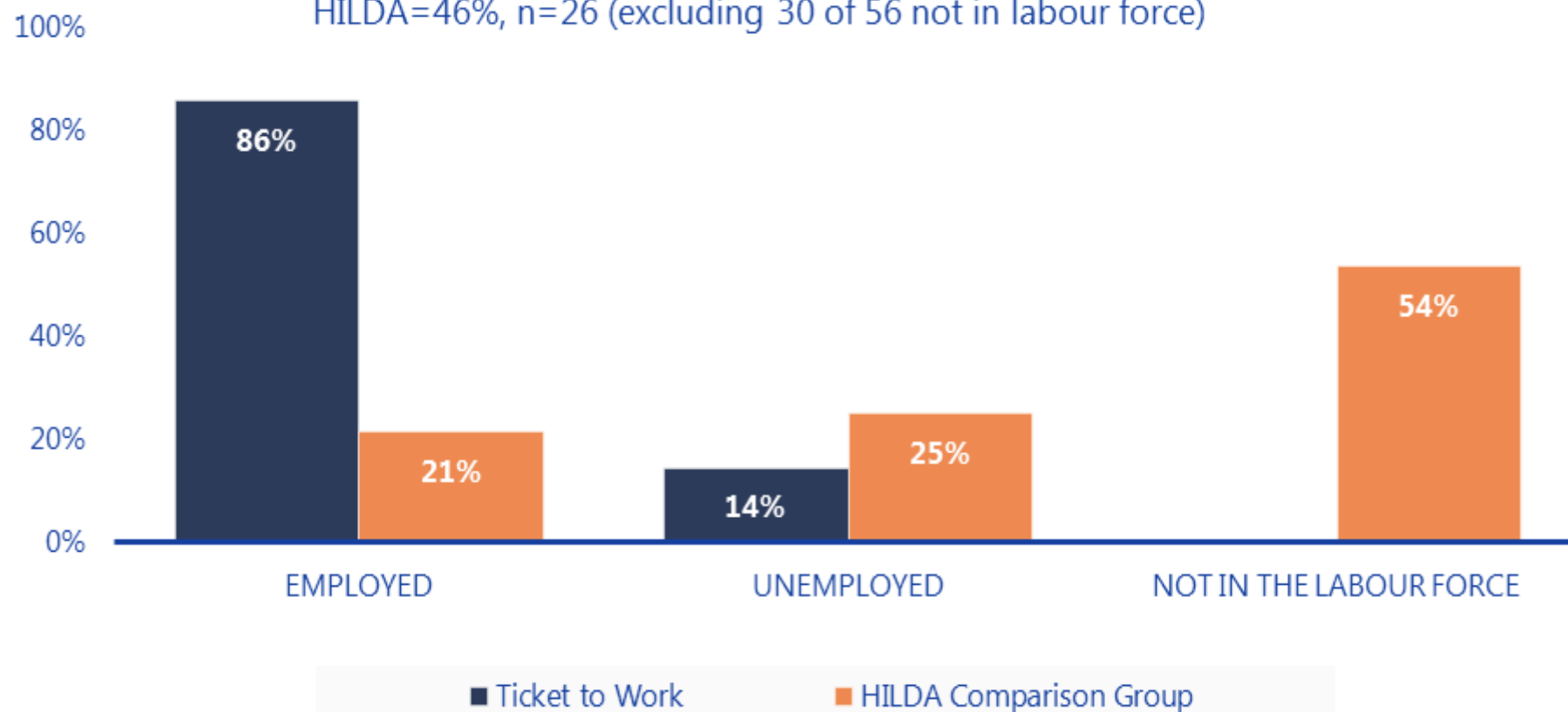
Current Employment status



Current Employment Status Employment Rate

Ticket to Work=86%, n=7

HILDA=46%, n=26 (excluding 30 of 56 not in labour force)



Evaluation



95 per cent of students involved believed that Ticket to Work would assist them to complete their schooling and source employment post-school

100 per cent of parents believed that Ticket to Work was improving the likelihood of their child moving into paid employment post-school

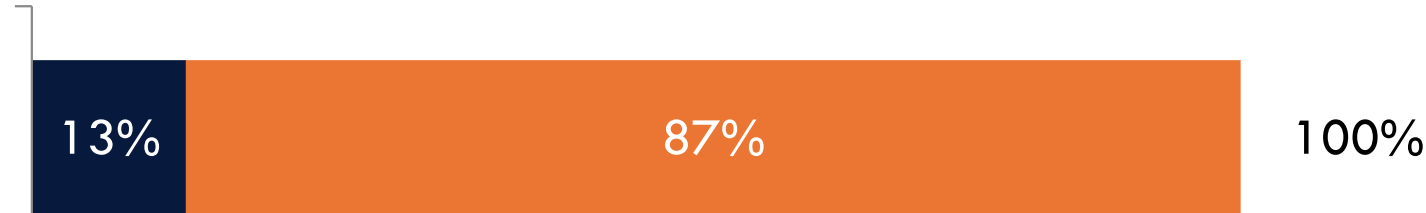
100 per cent of employers involved attested to the business and workplace productivity benefits that employing a young person with disability can deliver.

“Ticket to Work meant I was able to employ an enthusiastic and reliable worker.”

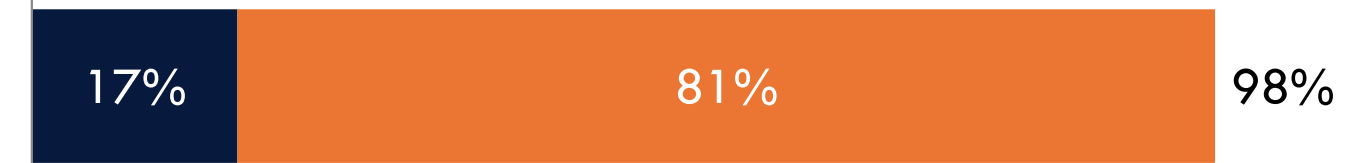
Impact of the Ticket to Work Partnership



Working together will help us improve the way we deliver employment experience to young people with disability



Working together has contributed to improving the transition to employment of young people with disability



Working together has enhanced our capacity for creativity and innovation in providing services to young people with disability

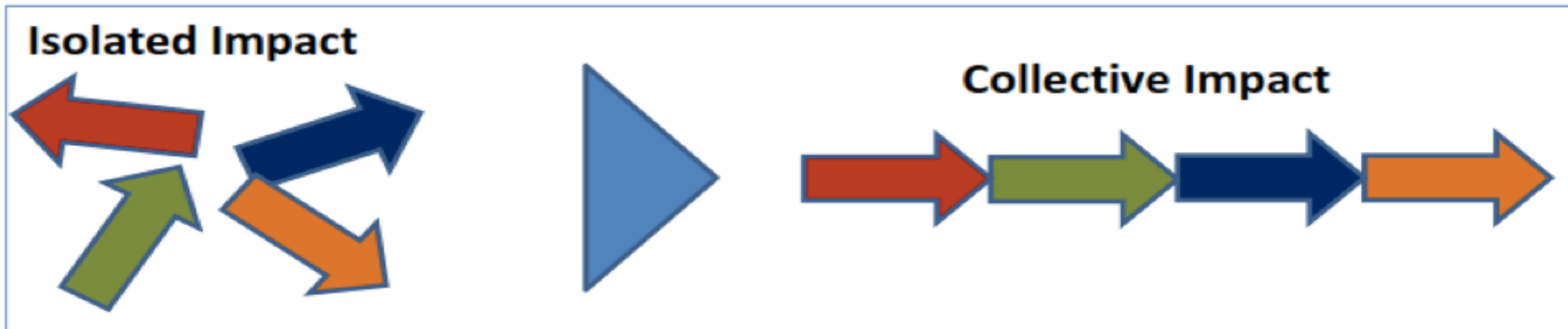


■ Tend to Agree ■ Agree

Collective Impact



Collective Impact is the commitment of a group of important actors/stakeholders from different sectors to a common agenda for solving a specific social problem





The Commitment:

To Agree on a Common Agenda

- Which keeps all parties moving towards the same goal

That you can Commit to shared progress measures

- Measures that indicate outcomes

That you provide Mutually Reinforcing Activities

- Each expertise is leveraged as part of the overall impact

Determine and commit to open communication between members

- This allows a culture of collaboration

Intermediary

- Ideal Placements taking on the role of supporting and managing the collaboration (not delivering all the supports).

Ticket to Work Network



Intermediary must balance the tension between coordinating and maintaining accountability, while staying behind the scenes to establish collective ownership.



Quote



If I think about where I am today, I don't think I could have done it without Ticket to Work. If I compare myself from 18 to 21, I've got so much more independence. I've even gone on holidays with friends. I've got my own personal car and finances. I couldn't ask for a lot more at the moment.


Ticket to Work Contacts



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- 
- Reflect on the mindsets and skillsets required to do this work
 - Share stories – what's worked and what hasn't in your experience •
 - How can you bring this learning into your day to day work?

Case Study Francis



EMPLOYER

National
disabilityinsurance
Scheme



Group Training Australia

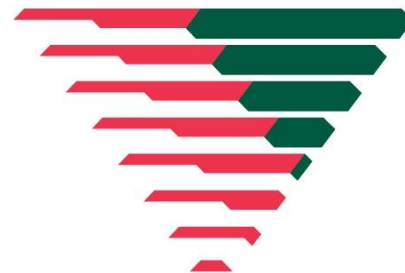


Parents



Education &
Communities

A U S T R A L I A N
A P P R E N T I C E S H I P
S U P P O R T N E T W O R K
An Australian Government Initiative



NATIONALLY RECOGNISED
TRAINING



National Disability Coordination Officer Programme
AN AUSTRALIAN GOVERNMENT INITIATIVE

Francis outcome

- Francis referred to Ticket to Work network.
- School works with parents and provided interview skills
- Ticket to work network members(DES and GTO) interview Frances
- School provides additional career development activities, linked to curriculum
- NDIS plan provide support for job coach for additional work experience
- NDIS plan provides for travel training
- Ticket to Work network (Australian Apprenticeship Support Network) organises the traineeship including funding.
- Modify the training to suit Frances learning style and arranges mentor support available though DAAWS.
- DES provides on-the-job support in the School Based Traineeship and ongoing support post school

“Transition from school to employment”



Have we learned enough to expect that the culmination of secondary education for young people with disabilities should be a job and a clear career path?

Can we reasonably expect youth to experience employment in authentic workplaces where they earn a commensurate wage working alongside of co-workers without disabilities?

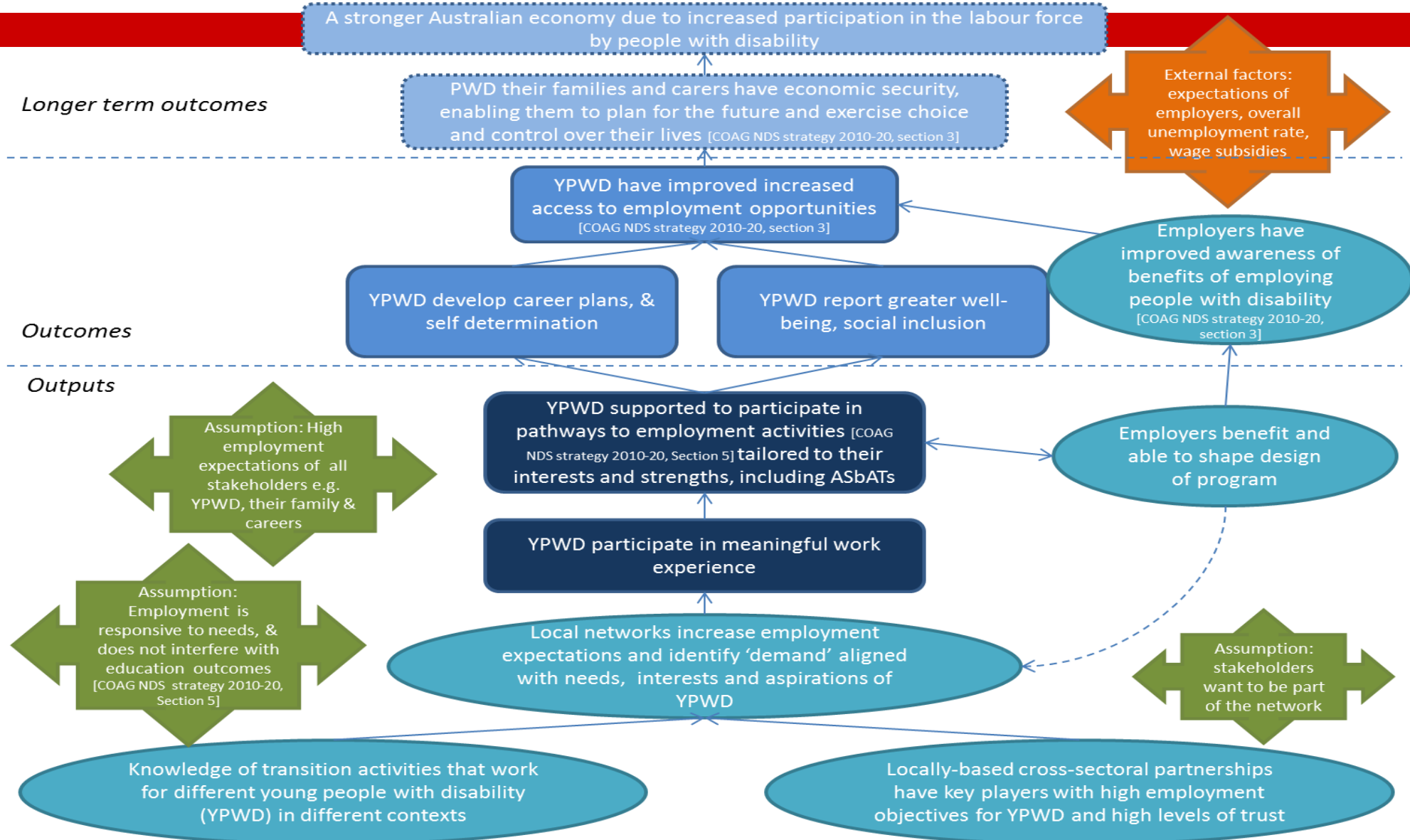
Can we elevate everyone's expectations accordingly?

Can we craft educational services and curricula that set the stage for such expectations?

Based on what the research has shown us and what we know, the answer to all these questions is a resounding yes!”

Dr Richard Luecking TransCen, Inc. www.transcen.org

Program Logic



Potential Benefit for planners



- Seamless transition
- A coordinated planning approach:
- Access to Expertise
- Increased knowledge and skills by become part of the network.
- Developing tools to explore interface between NDIS, Education and employment sectors.

National Ticket to Work Outcomes



Target Group	January 2014 – June 2016 Outcomes
Young people with disability	<ul style="list-style-type: none">• 1395 young people in work experience/work preparation activities.• 661 young people have started a school based traineeship or apprenticeship.• 92 percent of the trainees are still undertaking or have completed their Australian School-based Apprenticeship or Traineeship.
Employers	<ul style="list-style-type: none">• 587 employers across a diverse range of sectors have supported young people in their workplaces
Schools	<ul style="list-style-type: none">• 169 schools are offering Ticket to Work activities to their students with disability.
Local Ticket to Work Networks	<ul style="list-style-type: none">• 29 Local Networks are operational and offering Ticket to Work activities to students, schools and employers.• 281 organisations, schools and agencies are now part of a Local Ticket to Work Network.

Collective Impact



Q1: What type of social problem are you trying to solve?



Collective Impact



Q1: What is your purpose?

- Do we aim to effect **significant change** (i.e., 10% or more) **on a community-wide metric?**
- Do we believe that a **long-term investment** (i.e., three to five- plus years) by stakeholders is necessary to achieve success?
- Do we believe that **cross-sector engagement** is essential for community-wide change?
- Are we committed to using **measurable data to set the agenda and improve** over time?
- Are we committed to having **community members as partners and producers of impact?**

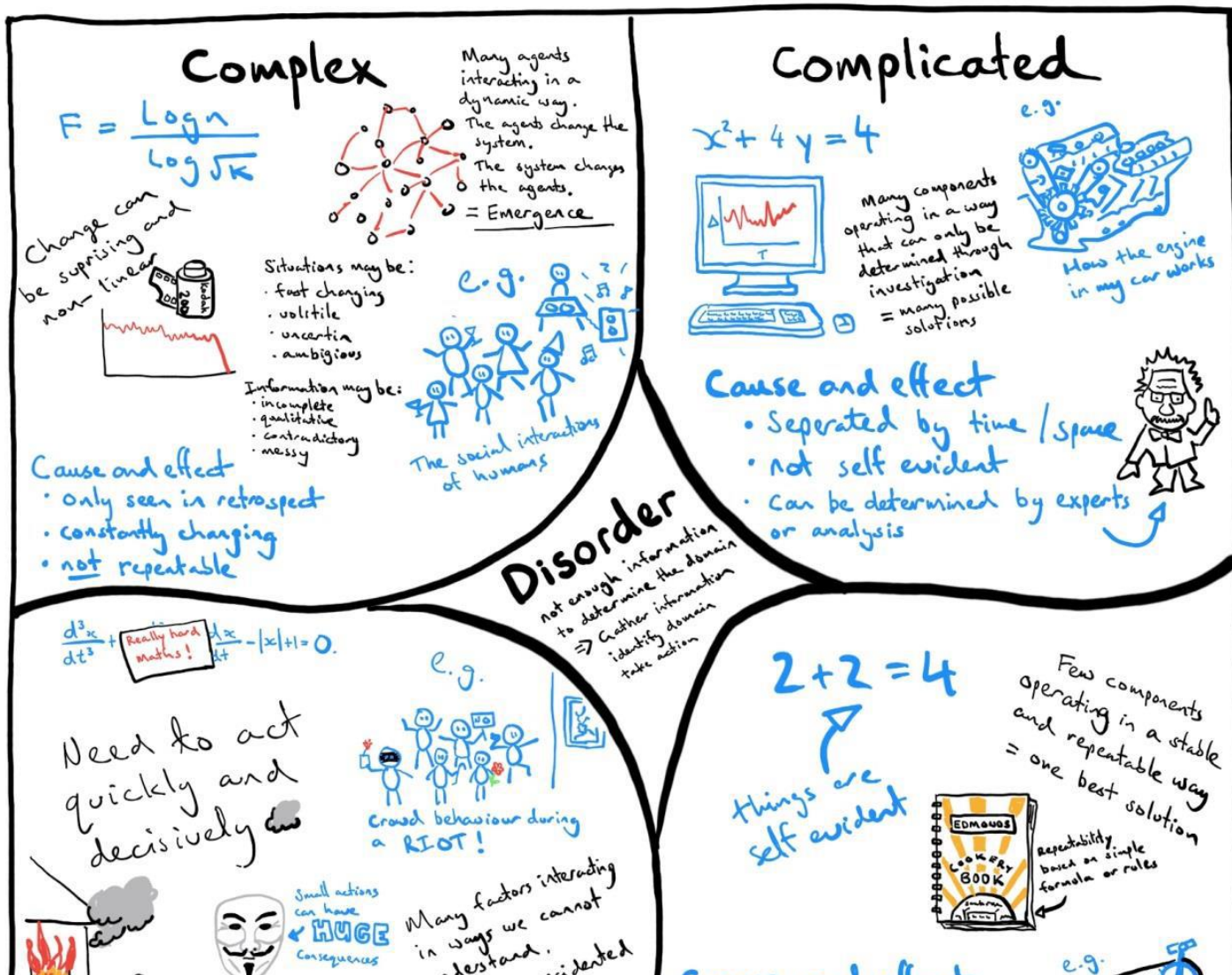
Cynefin - Recognising Domains

Unknown

Known

We cannot know the outcome until we act

We can know the outcome before we take action



The outcome is known and obvious