

Breaking Out Of Silos





Onemda

Established in 1969, providing unique learning, connection and therapy for people living with intellectual disabilities.



Background

- Employment rates for people with disabilities remain shamefully low in Australia
- 46.6% of people with disability of working age are currently not in the labour force
- Employment rate are even lower for people with intellectual disability
- Only 29% of people with intellectual disability are in paid employment according to a 2021 NDIS Employment Outcome Report

The Challenge

- Research tells us that working together and having early access to employment is fundamental to achieving post-school employment for young people with intellectual disabilities.
- Yet little is known about how to do this effectively

Breaking out of Silos

This project is about:

Working together to create **early access** to employment opportunities for young people with intellectual disabilities **whilst they are at school.**



It is being delivered in partnership with Onemda and Australian Catholic University.

The Silos model of support was informed by:

- Research
- Best practice
- Information obtained from our Subject Matter Expert Groups who provided lived experience, expertise and perspective

Subject Matter Expert Groups

What they told us was important

1. Young person and their family must be valued and placed at the centre
2. A neutral person was needed to play an independent role to help link everyone together and help build capacity
3. Needs to be a commitment to working together

What we learnt from the literature

Key elements of effective service provision for transition from education to employment (Sheppard, L., Harrington, R. & Howard, K. 2017)

1. **Expectation** and belief that the young person can get and keep a job
2. **Working together** is essential
3. **Student participation** in planning activities for their future
4. **Skill development** is needed for both students and service providers
5. **Families** must be supported to be involved
6. **Early transition planning** and a focus on the future is important

The Silos Model of Support

Getting Jobs

Creating opportunities for young people to participate in work whilst at school

- Participants are school students in their final 3 years at Special Schools

Working Together

Build capacity of the local community to better collaborate and work together to support young people in area of employment.

- Participants are from local regional community networks
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The Silos model is being implemented in 9 schools across metro & regional Victoria

Our aim is to recruiting 6-10 students per school

Getting Jobs

Three key roles were developed to help students link into the world of work and get work opportunities in their local community

- Neutral Independent Person
- Employment Consultants
- Job Buddy

Working together is critical for success



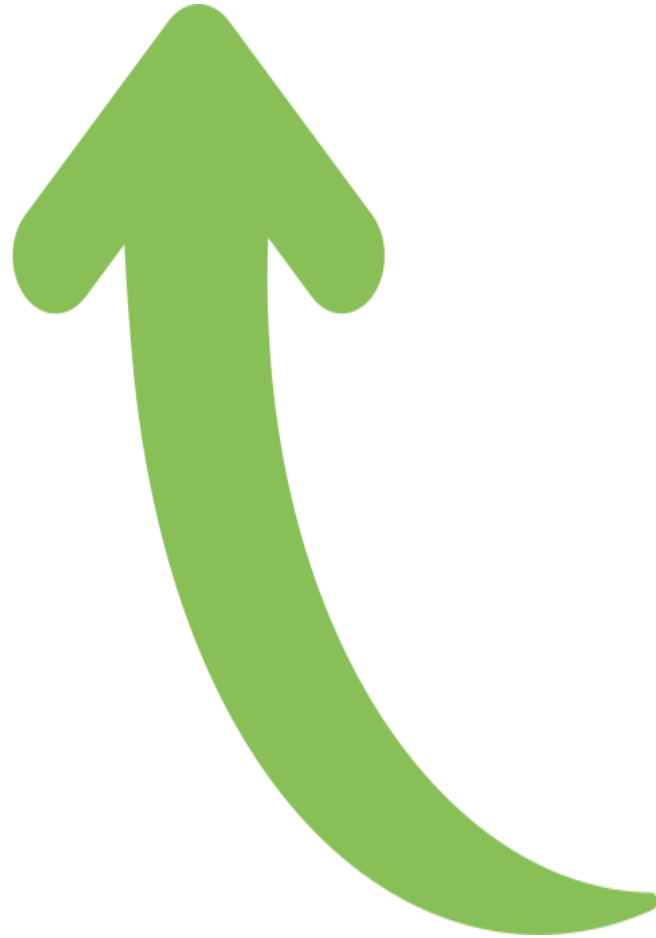
Trial of the Model

What have we learnt so far

Data from the 2022 trial in Melbourne's North:

- 63% of students achieved an employment outcome
- An independent neutral person was seen as essential for achieving employment outcomes
- Schools highly value work tours and tailored work experience opportunities
- Two of the students we worked with weren't linked into services or supports like NDIS or Disability Support Pension.

Student Outcomes



Skill Development

- Job Skills
- Work Ethic
- Social Skills
- Competency to gain employment

Personal Development

- Improved confidence
- Increased autonomy in choice-making
- Increased sense of purpose

Case Study – Meet Dayde



Evaluating the project

What we want to know

- How much participants know about what other service providers do and how well they think the system works
- How much participants believe they can support young people to find and keep a job.
- The number of young people that get a job
- How often young people with intellectual disability go to work and how much they do when they are there
- Whether there are things that make a difference to whether the programs works or not

Results from evaluating the co-designed process on designing the model

- High levels of participant engagement in the model development process
- People felt they could express their views
- They valued the diversity of the group in giving a broad range of perspectives
- Understood the purpose of the group and their role in it
- Felt the group was achieving its purpose
- Were satisfied with the engagement initiative

Next stages of project

- Continuing to trial the Silos model of support into 2024
- Evaluation activities continue

Contact us for more information

If you are keen to learn more about this Project or to get involved in our future work in this space, contact:

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