



Participants changing their type of employment

What we found out

Easy Read version



ndis

[ndis.gov.au](https://www.ndis.gov.au)

How to use this report



The National Disability Insurance Agency (NDIA) wrote this report.

When you see the word 'we', it means the NDIA.



We wrote this report in an easy to read way.

We use pictures to explain some ideas.



We wrote some important words in **bold**.

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page [17](#).



This is an Easy Read summary of another report.
This means it only includes the most important ideas.



You can find the other report on our website.
www.ndis.gov.au



You can ask for help to read this report.
A friend, family member or support person
might be able to help you.

What's in this report?

About this report 5

Who we heard from 7

How we heard from people 8

What people told us 9

What we learned 12

What we will do next 14

More information 15

Word list 17

About this report



Participants are people with disability who take part in the NDIS.



We asked participants about their experiences of changing their type of employment.



Employment means you:

- have a job
- go to work
- get paid.



Some participants work in **Australian Disability Enterprises (ADEs)**.

ADEs are businesses that train and employ people with disability.



Participants who work in ADEs might want to work in **open employment** instead.



Open employment is when anyone can have a job in an organisation, not just people with disability.



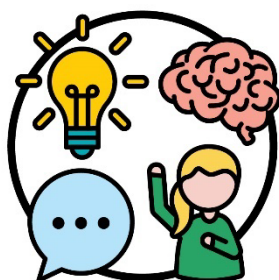
This report explains what participants told us about their experiences of changing their type of employment.

Who we heard from



We heard from people with **intellectual disability**.

An intellectual disability affects how you:



- learn new things
- solve problems
- communicate
- do things on your own.



We also heard from people with **Down syndrome**.

Down syndrome affects how you grow and think.

How we heard from people



Some participants took part in an **interview**.

An interview is when someone:

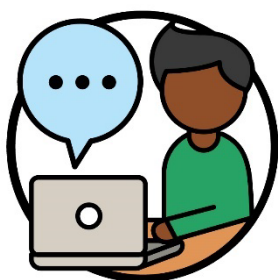
- asks you questions about your experience
- listens to your answers.



Other participants took part in **focus groups**.

A focus group is a group of people who meet to talk about their:

- ideas
- opinions.



Participants also shared their experiences:

- by filling out our survey
- sending us their answers.



We also looked at what people with disability have already told the **National Disability Insurance Agency (NDIA)** about their experiences.

The NDIA runs the NDIS.

What people told us



Many young people with disability told us they are ready to move from ADEs to open employment.

They also told us they are worried about:



- leaving their friends



- things changing, like starting work at a different time



- telling their **employer** they are leaving.



An employer is a person who hires other people to work for them.



Some participants told us they need support to learn new things.

And if they had this support, they would be more likely to move to open employment.



Family support also helps participants find new jobs.

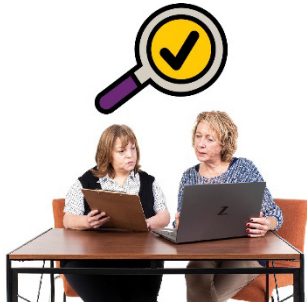
Participants shared with us that family can help them:



- choose what type of work they do



- find jobs through people they know.



Some ADEs will support participants to find a job in open employment.



Some ADEs will also support new employers to understand people with disability.

What we learned



We learned that participants want to get ready to work.

They do this by:



- learning about work at school and at home



- finding out what they like to do



- finding out what they are good at.

We also learned that participants are able to work when:



- ADEs help them learn new things



- employers understand how to hire and support people with disability



- families support them.

What we will do next

We will support more participants to:



- choose where they work



- choose a job that is right for them



- get support to work in open employment.



We will also support more participants who want to find a new job.

More information

For more information about this report, please contact us.



You can visit our website.

[dataresearch.ndis.gov.au/
research-and-evaluation](https://dataresearch.ndis.gov.au/research-and-evaluation)



You can call us.

1800 800 110



You can send us an email.

research@ndis.gov.au



Follow us on Facebook.

www.facebook.com/NDISAus



Follow us on X.

@NDIS

X used to be called Twitter.

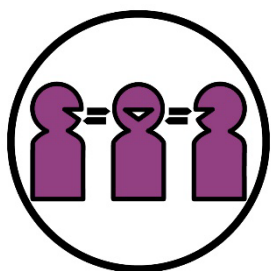
Support to talk to us



You can talk to us online using our webchat feature at the top of our website.

www.ndis.gov.au

If you speak a language other than English, you can call:



Translating and Interpreting Service (TIS)

131 450

If you have a speech or hearing impairment, you can call:



TTY

1800 555 677



Voice Relay

1800 555 727



National Relay Service

133 677

www.accesshub.gov.au

Word list

This list explains what the **bold** words in this document mean.



Australian Disability Enterprise (ADE)

ADEs are businesses that train and employ people with disability.



Down syndrome

Down syndrome affects how you grow and think.



Employer

An employer is a person who hires other people to work for them.

Employment



Employment means you:

- have a job
- go to work
- get paid.

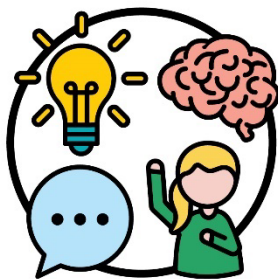
Focus group



A focus group is a group of people who meet to talk about their:

- ideas
- opinions.

Intellectual disability



An intellectual disability affects how you:

- learn new things
- solve problems
- communicate
- do things on your own.



Interview

An interview is when someone:

- asks you questions about your experience
- listens to your answer.



National Disability Insurance Agency (NDIA)

The NDIA runs the NDIS.



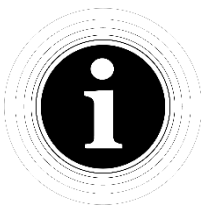
Open employment

Open employment is when anyone can have a job in an organisation, not just people with disability.



Participants

Participants are people with disability who take part in the NDIS.



The Information Access Group created this Easy Read document using stock photography and custom images.

The images may not be reused without permission.

For any enquiries about the images, please visit

www.informationaccessgroup.com. Quote job number 5840.

ndis

[ndis.gov.au](https://www.ndis.gov.au)

Participants changing their type of employment