

# Policy implications: Disability, employment, and mental health in Australia



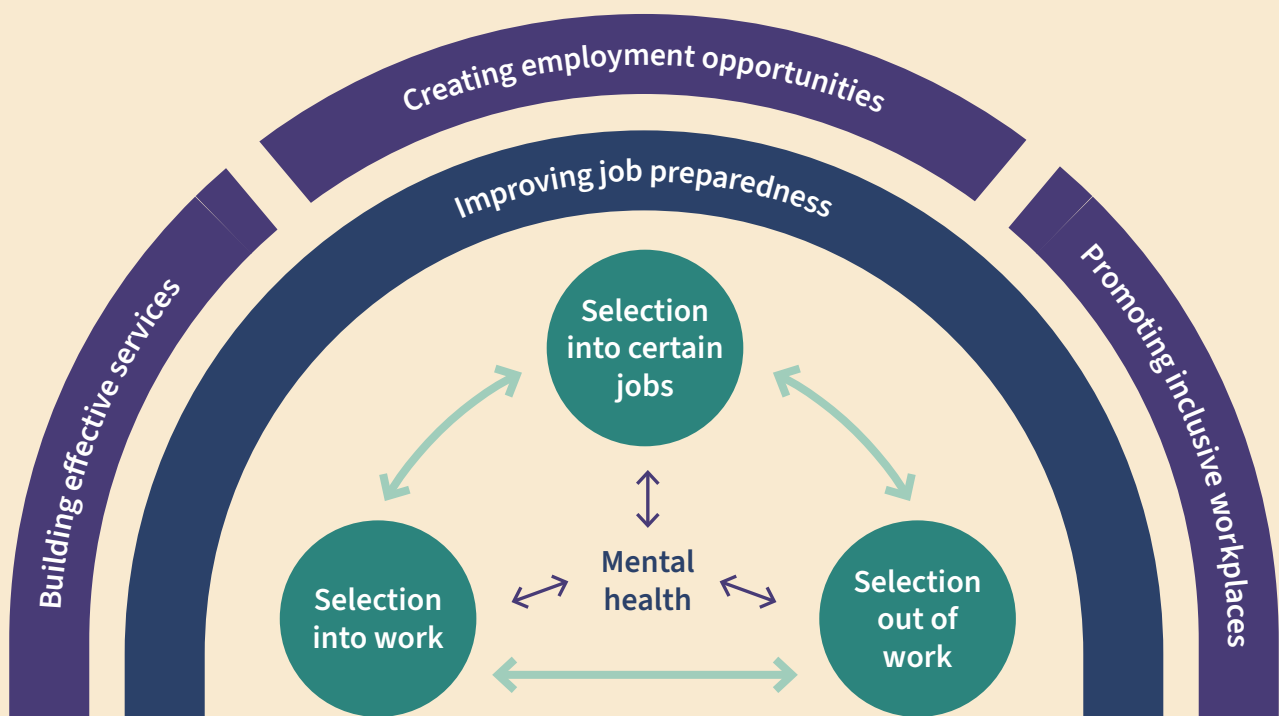
**Employment is important for protecting and promoting the mental health of people with disability. Policy action focused on improving job preparedness, building effective services, promoting inclusive workplaces, and creating employment opportunities is needed to address inequalities in employment and improve mental health.**

This fact sheet is the last in a series of five reporting on policy implications from a research review of the Centre of Research Excellence in Disability and Health research program on employment and mental health among people with disability.

This review summarised the findings of our research program and generated a series of policy recommendations. A range of research methods including qualitative methods, quantitative methods, and reviews were used to conduct our research and a variety of Australian data sources were used in the analyses. We recognise that not all people with disability are represented.

Our research used the **Disabling Working Environments** framework to investigate the experiences people with disability have when looking for work, when in employment, and when leaving employment, and how these experiences impact mental health.

We found that policies and interventions that target different aspects of the employment cycle are needed to increase ongoing labour force engagement and support positive mental health outcomes for people with disability.





## Improving job preparedness

- ▶ Improving opportunities for young people with disability to receive education, training, and job preparedness activities
- ▶ Providing better supports for school career and job preparedness programs to meaningfully include young people with disability
- ▶ Supporting positive expectations for employment of people with disability from families and communities
- ▶ Establishing job preparedness programs beyond formal education settings



## Building effective services

- ▶ Providing individualised supports to jobseekers with disability
- ▶ Upskilling the employment service workforce to provide more individualised models of employment support and facilitate better job matching
- ▶ Building collaborations across government programs and services, including employment, disability, and health services



## Promoting inclusive workplaces

- ▶ Strengthening the Disability Discrimination Act 1992 and creating a Disability Rights Act to protect and promote the rights of people with disability
- ▶ Providing resources and training opportunities to employers to help them hire and support people with disability
- ▶ Pilot testing, implementing, and evaluating co-designed interventions to address attitude change in the workplace and more broadly



## Creating employment opportunities

- ▶ Creating employment opportunities in open employment for people with disability through national strategies and local, place-based networks
- ▶ Considering multiple strategies to increase opportunities for people with disability, such as employment targets, hiring schemes, and financial incentives for employers

## Further information

The CRE-DH generates evidence to guide social and health policy reform with the aim of improving the health of Australians with disability aged 15-64 years and reducing inequitable, avoidable health and wellbeing disparities between Australians with and without disability.

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