



# Selection into work

**Our research showed that gaining work was more difficult for people with disability due to the multifaceted, compounding barriers to employment they experience.**

This fact sheet is the second in a series of five reporting on 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 fact sheet summarises findings from our research program, which used diverse methods and data sources. We recognise that not all people with disability are represented in these surveys and data collection methods.

## Case study

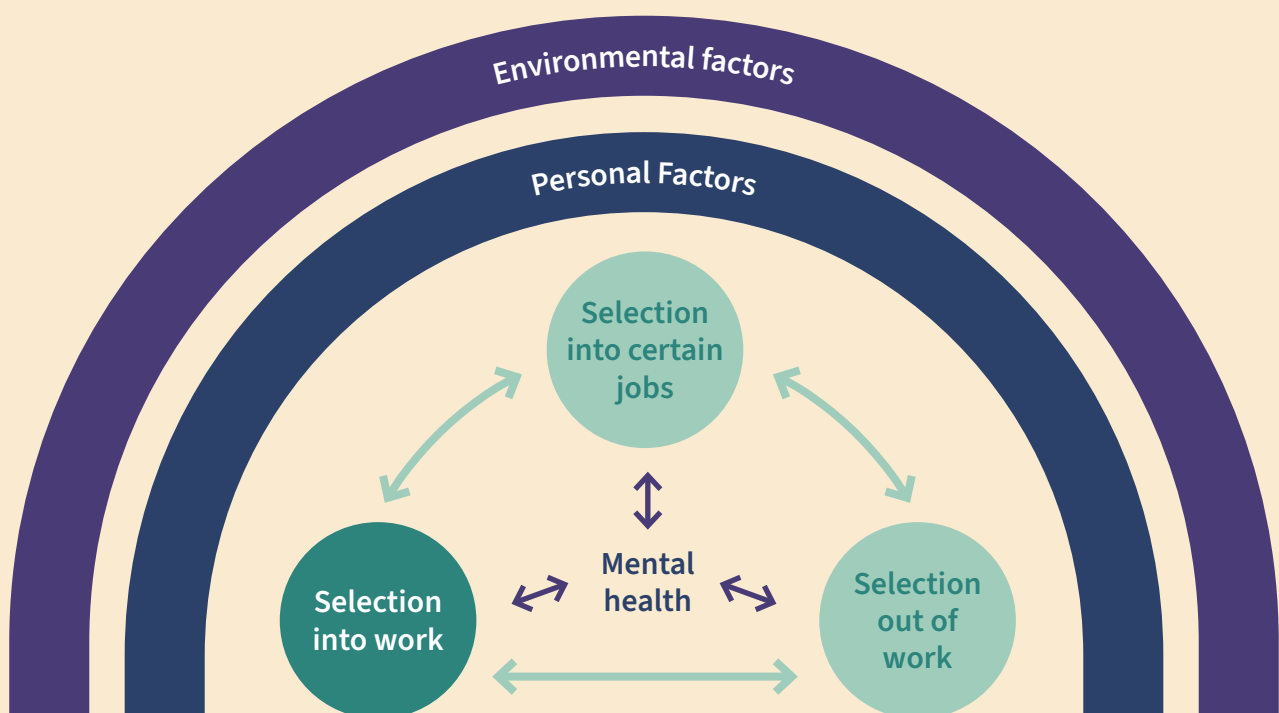


Taraneer is a young person with cerebral palsy and epilepsy living in a regional town in New South Wales. Working in his family's business, Taraneer developed communication and customer service skills. After his family sold their business, Taraneer began looking for work on Seek. This was difficult, due to the lack of jobs, the very limited public transportation, and Taraneer's need for a casual job with limited time looking at a screen. Job seeking was on Taraneer's mind a

lot and looking at lots of jobs that did not suit him felt annoying. Taraneer asked his NDIS plan manager to help him find a job. After a few weeks, his plan manager told him about a university job.

**Taraneer got the job and is able to do it remotely, meaning he does not have to worry about transportation and can work flexible hours that meet his needs.**

**Selection into work** reflects the barriers people with disability may encounter when looking for work. People with disability may be less likely to get jobs than their peers who don't have disability.





### Barriers to gaining work

People with disability experience complex barriers to gaining work. This includes personal-level barriers, such as inadequate education or training, insecure housing and finances, and poor availability of on-the-job supports; and environmental factors, like discrimination, low expectations from others, and a short of suitable, high-quality, stable jobs.



### Employment services

Well-designed employment services and individualised employment support models help people with disability to gain employment and led to better employment outcomes. However, engaging with an employment service provider can be difficult due to the many barriers to gaining work people with disability experience. The mental health of employment service users can deteriorate if they are pressured into jobs and training that don't match their skills and needs.

### 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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