



# Selection out of work

**People with disability were more likely to leave jobs that did not match their skills, aspirations, and flexibility needs. On-the-job supports and inclusive workplace culture helps people with disability maintain their jobs.**

This fact sheet is the fourth 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 1



After finishing high school, Lola, a young woman with disability, found a traineeship doing administrative work at a community organisation with the help of her disability employment service provider.

**However, when Lola started work she was given no tasks or responsibilities and was criticised by her supervisors for not knowing what to do. This impacted her self-esteem and made her worried about asking questions. Ultimately, Lola decided to quit.**

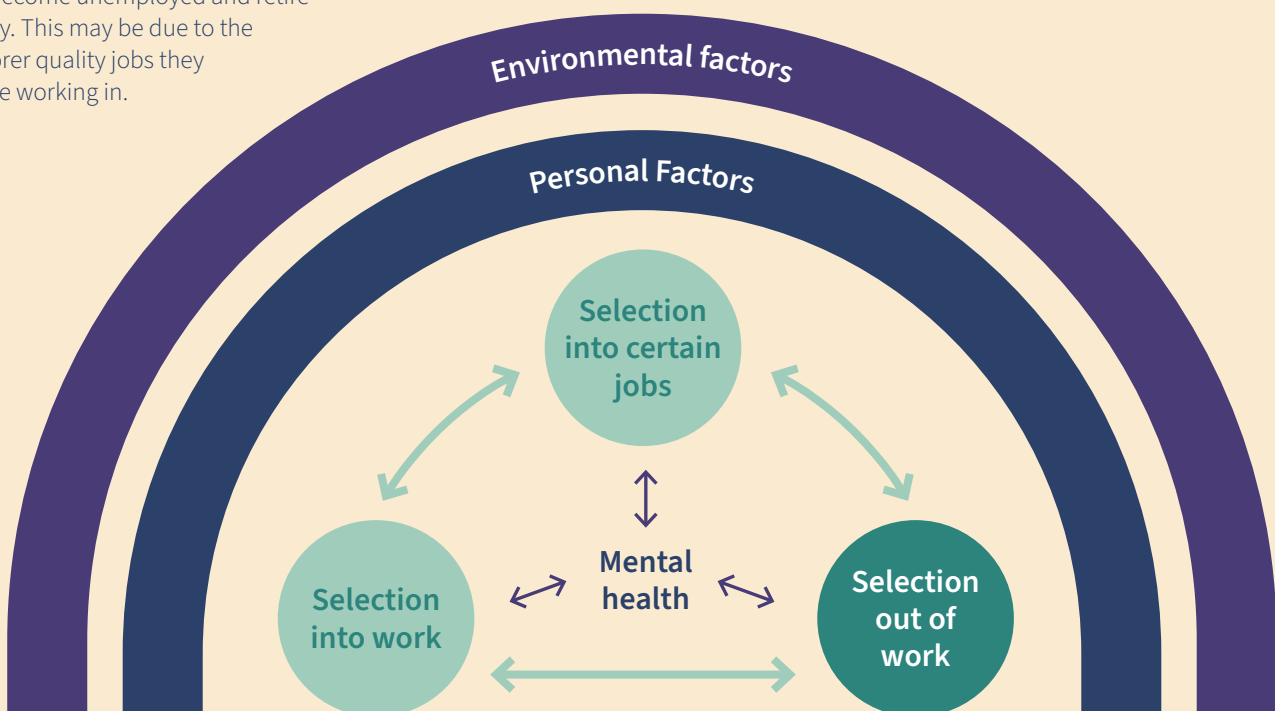
## Case study 2



Gary is in his late fifties and spent thirty years in the Navy, including active deployment. Gary has a physical and psychosocial disability and was well-supported in relation to career transition when he was discharged from the Navy. He easily found work in an area that matched his skill set, but the organisational culture was very different. After raising issues relating to Occupational Health and Safety, Gary was made to feel very isolated in his role.

**This had serious impacts on Gary's mental health and led him to leave the job. He has yet to find a new one.**

**Selection out of work** reflects that people with disability are more likely to become unemployed and retire early. This may be due to the poorer quality jobs they were working in.



## Key findings

While people with disability were more likely to leave their jobs than people without disability, the factors that predicted leaving employment were similar, such as experiencing poor psychosocial job quality. Appropriateness of the job for the individual and workplace culture were particularly important to maintaining work among people with disability.



### Appropriateness of the job

Having a job that matches a person's skills, aspirations, and flexibility to balance their work-life-rest demands helps people with disability maintain their employment. When work requirements and personal needs don't match, people with disability are more likely to leave their jobs or retire early.



### Workplace culture

Positive and inclusive workplace culture combined with support for reasonable accommodations and career development helps people with disability maintain their employment.

## 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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