

# Environmental Scan (Part 1)

*Current research and  
interventions to promote  
economic participation of people  
with a disability*

---



Brotherhood  
of St Laurence

The **Economic Participation and Employment project** is funded by the National Disability Insurance Agency. The program aims to better understand the best available evidence regarding the effectiveness of different disability employment interventions and also provide insight into the best current evidence and practice relating to these programs. The research is a collaborative project between researchers at the Disability and Health Unit within the Melbourne School of Population and Global Health at the University of Melbourne, the Brotherhood of St Laurence and the University of New South Wales Public Service Research Group. This component of the project was a desktop scan of current and recent Australian research; and current models, practices, and innovations within Australia and internationally (2015-2021 inclusive). Environmental Scan Part 1 was conducted by the Brotherhood of St Laurence.

**Disability and Health Unit (DHU), Melbourne School of Population and Global Health, The University of Melbourne**

DHU aims to improve the health of people with disabilities, their families and communities through rigorous research and knowledge exchange. DHU brings expertise in complex data analysis, mental health, employment, gender studies, and public health. They lead a range of large interdisciplinary projects on employment programs for people with disability with a focus on youth. Other projects focus on violence, abuse and neglect; experiences of NDIS participants and utilisation of NDIS plans; young people with disability and young carers; monitoring disability-related health inequalities; and simulations of policy interventions to improve health outcomes for people with disability. DHU works collaboratively with governments, advocacy groups, services and other stakeholders to generate evidence about how to enhance the health and wellbeing of people with disability. The Unit hosts the NHMRC Centre of Research Excellence in Disability and Health.

**Public Service Research Group (PSRG), The University of New South Wales**

PSRG was established to partner with organisational clients to produce new insights into effective public service implementation and evaluation. They perform timely, high-quality and reliable research into public policy implementation. PSRG takes an inter-disciplinary and inter-methodological approach that recognises the complexity of contexts and plurality of interests involved in any policy implementation. The research projects build local practice while advancing global knowledge. PSRG takes a systems-based approach, engage with partners to build mutually beneficial relationships, adopting an assets-based approach. The Group's thought-leadership and quality research contributes to both local practice and global knowledge of public service delivery, implementation and evaluation.

**Brotherhood of St Laurence (BSL)**

BSL has a long history of research and evaluation in the thematic areas of inclusive employment, economic security and labour market disadvantage, including mature age workers, women, refugees and new migrants, young jobseekers, employer engagement, people with disability and the VET/TAFE sector and transitions from education to employment. The BSL's deep understanding of the supports and conditions that enable people to transition to employment is drawn from our unique position at the nexus of research, policy and practice. The BSL have long experience in developing, delivering and evaluating innovative employment support models to those who, for both structural and individual reasons, struggle to adjust to significant social and economic change. It also convenes and enables the national Transitions to Work Community of Practice and the National Youth Employment Body.

**Authors:**

Diane Brown and Professor Shelley Mallett,  
Brotherhood of St Laurence

**Suggested citation:**

Brown D, Mallett S (2021). Environmental Scan Part 1: Current research and evaluation to promote economic participation of people with disability. Brotherhood of St Laurence, Melbourne.

# Contents

<b>Executive Summary</b> .....	<b>1</b>
Scope of the Environmental Scan Part 1 .....	1
Key findings .....	1
Structure and presentation of this report.....	3
<b>Section 1: Methods</b> .....	<b>5</b>
1.1. Inclusion and exclusion criteria .....	5
1.2. Search methods .....	5
1.3. Analysis.....	6
1.4. Limitations .....	7
<b>Section 2: Current and recent Australian research</b> .....	<b>8</b>
2.1. Research by typology .....	8
2.2. Characteristics of the research field for each target population .....	11
2.3. Current research projects .....	14
<b>Section 3: Current models, practices, innovations delivered within Australia and internationally</b> .....	<b>21</b>
3.1. Disability employment interventions in Australia – a complex landscape .....	21
3.2. Current Australian interventions identified in the environmental scan.....	21
3.3. Current International interventions identified in the environmental scan.....	38
<b>3.3.1. Types of interventions being delivered</b> .....	<b>38</b>
<b>Section 4: Discussion and conclusion</b> .....	<b>45</b>
<b>References</b> .....	<b>48</b>
<b>Appendix A: Methods</b> .....	<b>53</b>
Inclusion and exclusion criteria .....	53
Search methods .....	53
Data entry and analysis.....	63
<b>Appendix B: Intervention Typology</b> .....	<b>64</b>
Development of typology.....	64
Refinement of typology .....	67
<b>Appendix C: Organisations carrying out research</b> .....	<b>71</b>
<b>Appendix D: Identified Australian and international interventions</b> .....	<b>72</b>
<b>Appendix E: Government funded interventions</b> .....	<b>101</b>
<b>Further information</b> .....	<b>103</b>

# Executive Summary

This report details findings from Part 1 of a two-part Environmental Scan of current practice of employment interventions and research for people with autism, intellectual disability and/or psychosocial disability. The Environmental Scan includes:

1. A desktop scan of current and recent Australian research; and current models, practices, and innovations within Australia and internationally (2015-2021 inclusive)
2. Interviews and focus groups with experts in the disability employment policy and program field (presented in a second report, *Environmental Scan Part 2: Views of experts in the field on effective employment interventions for people with a disability*).

This *Environmental Scan* is one component of a broader project commissioned by the National Disability Insurance Agency (NDIA) designed to examine the scope and evidence for different interventions that improve the economic participation and employment of people with autism, intellectual disability and/or psychosocial disabilities. The project will help provide the NDIA with the best available evidence regarding the effectiveness of different employment interventions. Alongside the Environmental Scan, the full project also includes a Systematic Review, including a review of the theoretical evidence (see Systematic Review Technical Report, and Summary Report).

## Scope of the Environmental Scan Part 1

Part 1 of the Environmental Scan set out to map the current landscape of research and interventions aimed at promoting economic participation of people with a disability (with a focus on the three target populations) and identify promising areas of practice or innovation. This report addresses two of the three questions proposed by the NDIA for the Environmental Scan:

1. What research aimed at improving employment participation of people with

either autism, intellectual disability or psychosocial disability is currently underway?

2. What are the applicable current models, practices, and innovations within Australia and internationally?

Part 1 of the Environmental Scan is primarily descriptive with some limited analysis of the quality of intervention (using meta-evaluation) and identification of gaps and indicators of innovation.

## Key findings

The scan identified 135 relevant research projects/publications (24 current and 111 completed since 2015); 129 current interventions being delivered in Australia; and 71 international interventions. Interventions were categorised using the supply, demand, bridging typology developed for this project (see Appendix B). The identified international interventions came from 18 countries, primarily in North America (48%) and Western Europe (27%). A small number of interventions were identified in Nordic countries, as well as East Asia, Western Asia, Africa, the Balkans and Australasia. Three interventions available across multiple countries were also identified.

## Types of interventions being delivered and researched

The interventions identified in Australia and overseas fall along a continuum of supply, demand and bridging approaches, often combining elements from more than one category. Interventions in both Australia and overseas were heavily weighted towards supply side approaches (60% and 63% respectively). Demand side interventions were limited in Australia (12%) and internationally (17%). A further 17 per cent of the identified interventions combined elements of supply, demand and/or bridging approaches.

The most common types of interventions being delivered and/or researched were:

- Vocational programs (35% in Australia; 31% internationally). Twenty-two per cent of the Australian research also focused on vocational programs, primarily through program evaluations and literature reviews of factors that enable employment outcomes for people with a disability.

- Employer engagement, education and capacity building interventions (13% in Australia; 18% internationally), becoming more common if combined with interventions that deliver employer capacity building alongside jobseeker recruitment and/or training (rising to 23% in Australia and 31% internationally). These types of interventions also made up 17 per cent of the research.
- Demand side interventions in Australia primarily consisted of micro-enterprise initiatives (12 of 15 initiatives), while internationally we predominantly found subsidies or workplace quota schemes.
- In both Australia and internationally, bridging interventions were all disability-focused recruitment and placement initiatives that matched 'job-ready' candidates, including tertiary graduates, with employment opportunities. The Australian research on these demand and bridging interventions was very limited (6%).

### Interventions and research by target population

Half the identified Australian interventions targeted one of the priority groups for this project (with the remainder focused on all people with a disability), compared with 31 per cent of the identified international interventions. Seventy-five percent of the Australian research projects/publications focused on one or more of the priority groups.

Early intervention initiatives (i.e., targeting young people while still at school or in the transition from school to work) featured prominently in both the research and interventions, with 26 per cent of Australian interventions, 18 per cent of international interventions and 25 per cent of Australian research focusing on young people.

In Australia, interventions and research were both fairly evenly spread between the groups, with 19 per cent of interventions and 23 per cent of research focused on people with intellectual disability, 16 per cent of interventions and 23 per cent of research focused on people with autism and 13 per cent of interventions and 20 per cent of research focused on people with psychosocial disability. Another 2 per cent of interventions and

research were targeted at all three groups. Internationally, 17 per cent of interventions focused on people with intellectual disability, 14 per cent on people with autism and 1 per cent on people with psychosocial disability; however, the limited number of psychosocial interventions is a result of the research team focusing on interventions for people with autism and intellectual disability as the Systematic Review was heavily skewed towards this population.

Initiatives and research targeting people with autism commonly focused on employer capacity building, usually alongside jobseeker recruitment and/or training. Compared to the other groups, interventions and research were very workplace focused – adapting workplace processes and conditions to be able to accommodate and leverage the skills of autistic employees and job candidates. Seven of eight broad research reviews of factors enabling employment of people with autism focused on workplace factors, the perspective of employers, or the perspectives of employees with autism. Research and interventions were also more specialised and associated with large corporations, with many of the interventions narrowly focused on skills for the ICT industry (commonly software testing), and in the case of Australia, on data management in the banking industry or the public service.

Initiatives and research focused on people with intellectual disability tended to be more generalised than for the other two groups. Research and interventions were heavily concentrated on vocational programs that provided skill development, work experience and work placements, often with ongoing support in the workplace. Compared to the autism field, these programs and research were more concerned with the jobseeker – their skills and experiences (or lack thereof), rather than the workplace or employers. Two notable approaches were identified within the vocational programs area (both in Australia and internationally): customised employment and work integrated learning programs. These models tended to be more structured and intentional in their approach, with more codified practices than other vocational programs.

For people with psychosocial disability, the research and intervention field is also narrow, with the majority focused on recovery-led vocational models that integrate vocational program components (job coaching, skill development, work experience, training, placement and support) with mental health interventions. In Australia, vocational interventions for this group are commonly (76%) delivered by mental health providers, such as headspace or Orygen, leading to a greater focus on the specialised skills, expertise and qualifications of the delivery staff compared to other groups. The Australian research is particularly focused on IPS models, with 42 per cent linked to current IPS programs or reviews of the overseas evidence base and its applicability to the Australian context.

### State of the evidence base

The project also revealed the need to invest in the development of a sound evidence base. There were 30 published evaluations from 19 Australian interventions, primarily formative or process evaluations. Formative and process evaluations are important in the design and testing phases of employment interventions and may take several years. When the intervention has been robustly developed and there is good reason to believe it may be effective then it is important to invest in outcome and impact evaluations.

Fifteen of the identified evaluations were impact or outcome evaluations of which only five we rated as good or very good quality (on five-point scale: poor, fair, good, very good, excellent). Like the Systematic Review component of the overall project, three evaluations provided some evidence for supply side vocational programs, of which two were IPS. One evaluation demonstrated weak evidence for JobAccess – a supply side universal employment and engagement program.

However, the evidence base for all three groups – and the disability population more widely – is patchy. This is reflective of the fragmented and complex nature of the disability employment interventions landscape. Key challenges in developing an evidence base include the sheer number of stakeholders involved in the delivery of

interventions and in the wider ecosystem of supports; the small scale of many of the interventions; the size of the agencies involved in the implementation who do not have the resources for vigorous evaluation when funding is not included in grants or contracts. There are limited examples of interventions or research being delivered at scale, poor connections between different systems, and limited evaluation of outcomes and impact across the sector. For these reasons, the scan did not find that it is possible to extract with confidence definitive best practice for the target populations.

Nevertheless, the scan did highlight that some approaches and interventions are better documented (if not evaluated), with emerging practice bases and considerable investment from stakeholders in both the academic and service delivery sectors in establishing program models, codifying quality and practice, and testing different ways of working. These include IPS, customised employment, work integrated vocational programs and innovative work integrated social enterprises.

### Structure of this report

The report comprises 3 sections:

- Section 1 outlines the Methods. A more detailed descriptions of the methods used, including all organisations reviewed and contacted, is provided in Appendix A.
- Section 2 outlines the state of the research field in Australia for disability employment, followed by the Australian interventions landscape and the international context. Comparisons and cross-references are made throughout.
- Section 3 includes a meta-evaluation of current Australian intervention research which classifies the types of interventions and their quality.

For published research, numbered references are used, however the scan identified a number of current research projects that do not have an available reference, as well as many interventions that do not have available literature connected to them. For these projects and interventions, a code system has been used with corresponds to information in tables throughout and in Appendix D, and to the data spreadsheet which underpins this

report. For current research projects, this includes a code for Australia, followed by year and number (e.g. AU\_2021\_1); for

interventions this includes a designation for Australia or international, followed by a number (e.g. AU\_1, INT\_1).

## Section 1: Methods

### 1.1. Inclusion and exclusion criteria

The Environmental Scan covered current and recently completed Australian<sup>1</sup> non-randomised control trial academic literature and grey literature focused on improving economic participation of people with a disability, especially people with autism, intellectual disability and/or psychosocial disability. It included work published or commenced in English between 2015-2021. Research that focused on specific, active disability employment interventions was prioritised.

The scan of Australian research excluded the following materials:

- Research included in the systematic review (see Systematic Review technical report).
- Research that does not describe at least one specific intervention or factors that enable economic participation of people with a disability, for example:
  - Focused on barriers to employment; understanding reasons for/dynamics of low employment rates; or the costs/benefits of employing people with disability.
  - Understanding the experiences of people with disability in the workplace – unless specifically talking about a particular program, intervention or enablers.

The Australian and international intervention scan covered initiatives that are:

- Currently being delivered.
- Targeted at people between 15-64 years of age.
- Targeted at one or more of the three target populations.
- Universally targeted at people with a disability (i.e. eligibility for intervention not disability type specific).

The Australian scan also included some limited non-disability specific employment initiatives that include people with disability.

The international search was not exhaustive; it was largely limited to OECD countries to enable comparison with the Australian context.

### 1.2. Search methods

Literature and interventions were identified through a multi-faceted search strategy including:

- the University of Melbourne Discovery search function, a platform connecting data bases including Academic Search Complete, Business Source Complete, SocINDEX, EBSCO, and ProQuest;
- an online search of 81 Australian organisation websites from the academic, consultancy, government and non-profit sector, including the online research repositories of every Australian university;
- a desktop search of a further 44 organisations from the public, community/provider, and philanthropic sectors; online searches of intergovernmental organisations (e.g. the Organisation for Economic Co-operation and Development (OECD), the International Labour Organisation (ILO)) and multi-national disability specific networks (e.g. European Association of Service Providers for Persons with Disabilities);
- through expert consultations detailed in the second technical report (Environmental Scan Part 2);
- government documents including lists of grant recipients for relevant Information Linkages and Capacity Building (ILC) Grant and Jobs Victoria Innovation Fund rounds; reports of, and submissions to, major government inquiries; and State and Territory Disability Employment Plans;
- twenty-two organisations who were contacted via email for further details on interventions;
- one hundred and three research centres, institutes and schools and academic departments, contacted via email.

---

<sup>1</sup> Defined as by research by researchers working at an Australian organisation and concerned with the Australian context, and/or the applicability of international learnings to the Australian context.



### 1.3. Analysis

Identified research and interventions were reviewed and compiled into a spreadsheet that inventoried key characteristics, including the target population, research/intervention design, evaluation/findings, location/organisation and funding source. Interventions were categorised according to the typology developed for the project and detailed in the Theoretical Review, which was iteratively refined through the process of the Environmental Scan.

#### 1.3.1. Intervention typology

As part of the broader project, we reviewed the theoretical evidence for employment interventions for people with a disability and developed a two-level typology. The typology is informed by understandings of supply and demand-side labour market dynamics and adapted from work done by the International Labour Organisation (ILO) (1). This supply-demand taxonomy is widely used by academics, a range of relevant international and national agencies (e.g., World Bank, OECD) and governments to categorise employment interventions. This distinction recognises the importance of labour market contexts and dynamics in shaping the employment outcomes of jobseekers.

The typology distinguished three broad approaches to employment interventions/strategies to increase labour market participation:

3. *Supply-side* – interventions seek to build the capacity of individuals to be (more) ready and able to find and engage in work and/or build the capacity of employers to employ people with disability.
4. *Demand-side* – interventions create work opportunities for people with disability
5. *Bridging interventions* – match people with disability to appropriate work opportunities and provide support to both employers and jobseekers to enable positive employment outcomes.

The typology serves several important functions for the Environmental Scan. It provides an organising frame to understand the locus of intervention or where effort is being targeted (e.g., jobseeker or employer) as well as the scope of intervention. It also enables approaches or interventions to be grouped from a wide field of interventions facilitating the identification of obvious patterns and gaps. We use this typology to organise findings throughout this report.

The second level of the typology specifies types of interventions that fall under one of these three categories or approaches (supply, demand, bridging). An initial list of intervention types was compiled from the research team's familiarity with the employment intervention literature. This list was then expanded upon and refined through the literature review process of the Systematic Review, and particularly, the identification of research and interventions as part of the Environmental Scan. The main types of interventions with their descriptions and the full typology are summarised in Appendix B.

#### 1.3.2. Meta-evaluation

A meta-evaluation was also conducted on the evaluations of Australian programs in order to determine the approaches adopted and the quality of evidence produced. Evaluations were classified into five types.

- **Formative evaluation:** Assesses whether program feasible, appropriate and acceptable
- **Process evaluation:** Determines whether program activities have been implemented as intended
- **Output evaluation:** Assesses progress in short-term outputs
- **Outcome/performance evaluation:** Evaluation which assesses program effects in the target population
- **Impact evaluation:** An evaluation that considers 'positive and negative, primary and secondary long-term effects produced by a development intervention, directly or indirectly, intended or unintended.'

Outcome and impact evaluations were further assessed using the TAXUD quality assessment tool to assess quality of design, reliability of data, quality of analysis, credibility of findings and validity of

conclusions [1]. These were assessed as: 0=poor, 1=fair, 2=satisfactory, 3=good, 4=very good, 5=excellent which were summed and divided by 5 to calculate the mean and assign a rating from poor to excellent. We decided a-priori that we would report the findings of outcome and impact evaluations that were rated as very good or excellent.

## 1.4. Limitations

While the research for the Environmental Scan was extensive, there were a number of limitations to this research that impact on any conclusions that can be drawn from this work that impact on the conclusions that might be generated from this Environmental Scan.

- **The applicability of the identified research and interventions to the NDIS participant population is unclear.** Most of the research and interventions did not describe their cohorts in terms of severity or permanence of disability, the primary eligibility criteria for individualised funding under the NDIS. This was particularly the case for the psychosocial disability group. Although psychosocial disability is an internationally recognised term under the United Nations Convention on the Rights of Persons with Disabilities, the Environmental Scan demonstrated a high degree of variation in the use of the term in service settings both in Australia and internationally (with many programs and policies referring instead to people with a mental illness). For the purpose of the Environmental Scan, research and interventions which refer to people with mental illness have been included under the psychosocial disability population.
- **The scan of international interventions was necessarily limited in scope.** There is a vast number of disability employment interventions around the world, with uneven availability of information online. Full details of the search methods used for this part of the project are provided in the Methods section in Appendix A.
- **The Environmental Scan was also limited by the availability of information online for the Australian context.** Detailed information on *what* and *how* service providers are delivering interventions is very limited. Information online about current research projects was also limited, with few universities and research institutes providing up to date and consistent information on the full range of current projects underway. We sought to address this by reaching out to providers and to 103 research departments, centres and institutes via email, with a response rate of 43 per cent. However, the timing of the project (spanning the pre-Christmas, Christmas and New Year period when people are busy or on leave) likely impacted on the response rate for these emails.
- **The availability of outcomes data was also extremely limited for many interventions (excluding Disability Employment Services (DES)).** Availability of outcomes data for organisations delivering employment supports (including School Leavers Employment Supports (SLES)) or Information, Linkages and Capacity Building (ILC) grants was particularly limited.
- **Online availability of completed evaluations of interventions of current interventions was limited.** Much of the information about evaluations was sourced through or volunteered by organisations contacted by the research team in an effort to mitigate this limitation. It is likely that there are some evaluations not published online which were not captured in this scan. This limited the research team's capacity to make assertions about the quality and effectiveness of certain models and approaches.

## Section 2: Current and recent Australian research

**Research question 1: what research aimed at improving employment participation of people with autism, intellectual disability and/or psychosocial disability is underway in Australia?**

The scan identified 135 research projects for the time period 2015-2021 (24 current and 111 completed/published). Most of the identified research was published in 2019 and 2020. Findings from this research are detailed in Tables 2.1 and 2.2 below.

In this section, we describe the state of the research field (combined current and completed research) by the following factors:

- Type of intervention (if concerned with an intervention), using the typology developed through the Theoretical Review.
- Cohort – autism, intellectual disability and/or psychosocial disability; universal (open to all people with disability); young people (15-25 years).
- Research projects currently underway.

### 2.1. Research by typology

Eighty-three per cent (n=103) of the identified research projects and publications focused on or linked to a specific approach or type of intervention to improve employment for people with a disability; seventy-one per cent (n=73) of which are currently being used in Australia. Thirty-one per cent (n=30) of this intervention-based research were program evaluations (see Section 3.2.5 for further information on the identified evaluations). The remaining intervention-based research consisted of case studies or more general research. Research on supply side vocational programs was the most common (44% of research on specific interventions), followed by employer engagement, education and capacity building initiatives (15%).

The remaining 18 per cent (n=24) of identified research projects and publications were broad reviews of factors that enable employment for people with a disability, or reviews and comparisons of various different approaches to promoting employment for people with a disability. These were mostly focused on people with autism (n=8), people with intellectual disability (n=7) and the wider disability population (n=8).

Table 2.1: Completed research by intervention typology – Supply side interventions

Supply/ demand/ bridging	Common intervention types and combinations	Sub-groups	Frequency	Target population	Based on intervention currently delivered in Australia?
<b>Supply</b>	Vocational programs	General	16	Primarily universal, 2 intellectual, 2 autism, 1 psychosocial	14 based on 8 current interventions
		Individual placement and support (IPS)	13	Psychosocial disability	7 based on 5 current interventions
		Customised employment	5	Universal and intellectual disability	4 based on 4 current interventions
		Work integrated training programs	2	Intellectual disability	1 based on 1 current intervention
		Active labour market programs (e.g. DES)	9	Mixed	All based on 1 current intervention (DES)
	Employer engagement, education, capacity building		15	Primarily universal, followed by autism	8 based on 5 current interventions
	Career guidance/ transition planning		6	Autism	4 based on 1 intervention
	Work experience programs		1	Intellectual	No
	Mentoring programs		3	Intellectual disability	1 based on 1 current intervention
	Assistive technology		2	Intellectual disability	No
	Inter-agency networks		1	Universal	1 based on 1 current intervention
	Skill development		2	Universal	No
	Peer support		1	Universal	No
	Workplace adjustment		2	Universal	No

Table 2.1: Completed research by intervention typology: Demand, bridging and combined interventions

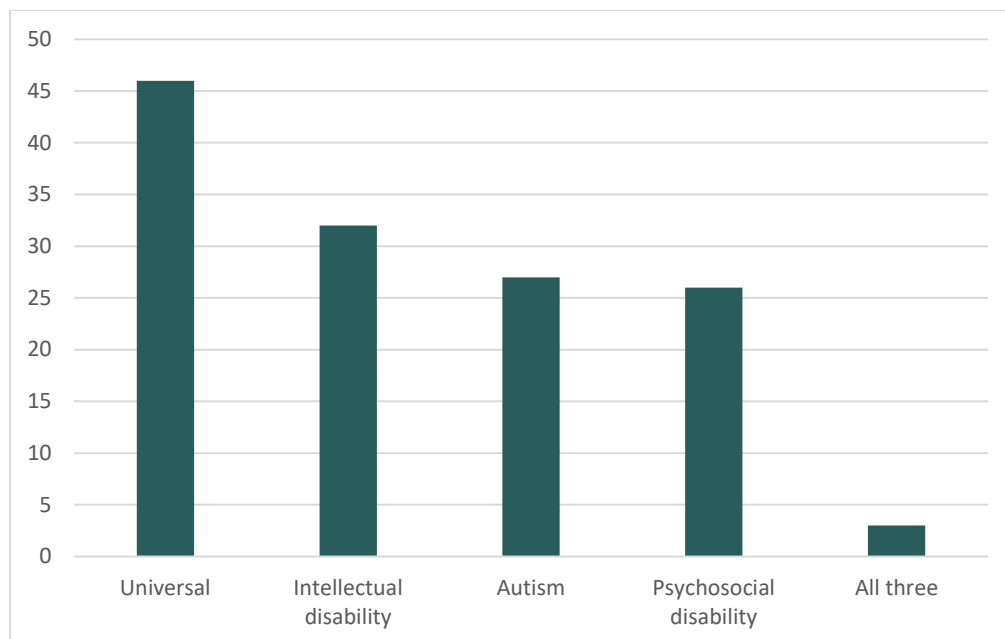
Supply/ demand/ bridging	Common intervention types and combinations	Sub-groups	Frequency	Target population	Based on intervention currently delivered in Australia?
<b>Demand</b>	Micro-enterprise initiatives		6	Universal and intellectual disability	2 based on 2 current interventions
	Subsidies		1	Universal	1 based on 1 current intervention
	Targets/quotas		0	N/A	N/A
	Social procurement		1	Universal	No
<b>Bridging</b>	Recruitment/work placement programs (for job-ready candidates)		3	Autism	3 based on 2 current interventions
<b>Supply and bridging elements</b>	Recruitment/ brokerage/ capacity building programs	General	4	Universal	4 based on 3 current interventions
		Industry specific recruitment/ brokerage/ capacity building programs	4	Autism	4 based on 3 current interventions
<b>Supply and demand elements</b>	Apprenticeships		1	Universal	No
	Work integrated social enterprise (including supported employment)		9	Intellectual	7 based on 2 current interventions
<b>Supply, demand and bridging elements</b>	Work integrated social enterprises with an explicit transition function		5	Psychosocial disability and autism	5 based on 2 interventions

## 2.2. Characteristics of the research field for each target population

Two thirds of the research (66%) is focused on one of the target populations. Of the identified research projects/publications 24 percent is focused on people with intellectual disability (AU\_2021\_1; 10; 16; 17; 22; 23; [2-27]), 20 percent respectively on people with autism (AU\_2021\_18; 19; [28-52]) and people with psychosocial disability (AU\_2021\_12; 14; 15; 24; [53-74]). Only two percent focused on all three populations (AU\_2021\_3; [75, 76]). The remaining research focused on the disability population as a whole (34%) (AU\_2021\_2; 4; 5; 6; 7; 8; 9; 11; 13; 20; 21; [77-111]).

Young people with disability are the focus of a quarter (n=33) of all of the identified research projects. Eight of these focused on young people with psychosocial disability, predominantly on Individual Placement and Support (IPS) approaches; seven focused on young people with intellectual disability, mainly vocational programs and broad barriers and enablers of school to work transition; and six focused on young people with autism, mainly on career guidance and initiatives that build specific skills.

Figure 2.1: Number of identified research projects/publications by target population.



### 2.2.1. Characteristics of the research field for people with autism

Intervention research (that is, research linked to a specific intervention) was the most common type of research focused on people with autism, with two thirds of autism specific research projects/publications (i.e. nineteen of the twenty-seven) linked to a current intervention being delivered in Australia. The remaining eight were broad reviews of enabling factors.

Both the broad reviews and the intervention research on people with autism were very focused on the workplace context (as opposed to the jobseeker in a pre-workplace context). Six of the eight reviews of enabling factors were exploring the impact of organisational factors of workplaces, often from the perspective of the employer and/or the perspective of employees in the workplace [28, 29, 34, 37, 39, 51]. In identifying actions and interventions to promote the employment of people with autism, these reviews focused heavily on changes to key settings and processes (including recruitment, professional development, physical environment and supervision/management) that were deemed essential to achieve successful employment outcomes.

The intervention research was similarly weighted towards workplace interventions, particularly employer capacity building, usually alongside jobseeker recruitment and/or training (almost 60%). These interventions sought to adapt existing workplace settings and processes (particularly

recruitment and job tasks) to be able to accommodate and leverage the skills of autistic employees and job candidates, or to create new pathways into specific roles.

Most of this research was narrowly focused, falling into the following two categories:

- Case studies on, and very limited evaluation of, recruitment and training initiatives that formed a pipeline into technology-based jobs (cybersecurity, data analytics, software testing) in ICT companies, government agencies or the banking sector [33, 35, 36, 38, 40, 42, 45, 47]. These programs more closely resemble traditional graduate programs and recruitment agencies, than vocational programs such as DES.
- Research driven development of tools aimed at promoting employment of people with autism (AU\_2021\_18; AU\_2021\_19; [31, 32, 43, 44, 46, 48, 49]).

There were also two evaluations of a vocational program [41, 52].

Most of the research on technology-based recruitment programs was based on iterations and implementations of the same approach – the Specialisterne model (commonly called the Dandelion Program). In Australia, the Dandelion program began in 2014 through a partnership with DXC Technology (formerly Hewlett Packard) and the Australian Department of Human Services. The model has since been implemented in a number of organisations and public sector agencies, and generally involves a competitive recruitment and assessment process tailored to the abilities of people with autism; training and skill development (primarily on the job) for successful candidates; and specialist support in the workplace (including training for managers). The iterations of the Dandelion program covered in the research are:

- The DXC Dandelion Program, which recruits candidates into DXC's program as well as establishing version of the Dandelion program in other corporations [40, 47].
- The Neurodiversity Hub, a partnership between DXC and several Australian and US based universities, which supports tertiary students with autism through training and work experience placements, primarily in the technology and banking industries [40].
- RISE@DHHS, a recruitment program at the Victorian Department of Health and Human Services, developed and delivered in partnership with Specialisterne Australia [35, 36, 42].

However, only one of the articles was an evaluation – of the initial implementation of the RISE@DHHS program, which employed 8 people with autism [36]. The remaining articles were primarily small-scale case studies or narratives of the way the Specialisterne model of recruitment works and has been iterated within Australia. No other Australian evaluations of the DXC Dandelion program or the Specialisterne model were identified, although the 2019 DXC Dandelion annual report references research partnerships with Cornell University and the Olga Tennison Autism Research Centre (OTARC) at La Trobe University.

The remaining two articles which fit within the category of research interventions linked to the technology industry were case studies of The Autism Academy for Software Quality Assurance (AASQA), based at Curtin University, which provides tertiary students with training in software testing, employment opportunities in a software testing enterprise hosted at AASQA, and opportunities for work experience and internships in the software testing industry [38, 45]. No evaluations of the AASQA were identified.

## **Research driven tool development**

Research driven tools or interventions – that is, research for the primary purpose of testing and developing a tool or intervention for use with people with autism – also featured. Nine research projects and publications linked to four tool-based interventions were identified.

An ILC funded project currently underway at the University of Sydney was identified, which is seeking to produce the first documented research evidence in Australia for implementing Workplace Change, Implementation and Evaluation Plans (WCIEP) to support people with autism in employment (AU\_2021\_18). In partnership with Toll Group, Macquarie University and ASPECT, the project will work with employers build capacity for inclusive workplace practices; and work with 15 individuals with



autism to match them to appropriate roles. To date, the research team have carried out an assessment of employee attitudes and stigma relating to autism across the company; developed training tools to improve workplace inclusive practices in the company and are placing the candidates in paid placements and roles. Evaluation of the placement component of the project is ongoing, and several scoping papers are forthcoming.

The 'Partnership for employment outcomes for autistic people in society (PEAS)' project at La Trobe University took place between September 2019 and September 2020 and explored the experiences of DES staff in working with autistic people and autistic people in DES (AU\_2021\_19). The project produced a training package designed to increase awareness and understanding of autism within DES. The training package was co-developed with autistic people and DES staff, and has not yet been released publicly.<sup>2</sup>

The Better Outcomes and Successful Transitions for Autism (BOOST-A) was developed by researchers from the Cooperative Research Centre for Living with Autism (Autism CRC) (primary researchers based at Curtin University) [32, 43, 46, 48, 49]. Over six years the researchers developed BOOST-A, an online transition planning protocol for use by young people on the spectrum without intellectual disability to assist them with them in planning their future goals. A clinical trial of the BOOST-A involving high school students on the spectrum in Western Australia, Victoria, New South Wales and Queensland, was carried out between 2016 and 2017, finding that the tool increased self-determination among young people to plan for their future life after school ([43]. BOOST-A has now been launched as an online platform called myWAY Employability.

The Integrated Employment Success Tool (IEST™), also developed at Curtin University, is an autism-specific workplace tool to assist employers in modifying the work environment to be inclusive of employees with autism. The IEST™ is a manual consisting of eight modules each containing autism-specific information, checklists and goal setting activities, workplace modification strategies and additional work-related resources. A randomised control trial (RCT) [44] and a process evaluation [31] of the use of IEST in the workplace was carried out. When compared to employment supports as usual, the RCT showed that IEST™ did not significantly improve employers' self-efficacy and attitudes towards autism in the workplace; however, the researchers note this may be explained by the issue of compliance in the study.

## **Concentration of autism specific research in Australia**

The Environmental Scan highlighted clear centres of technical research expertise about employment for people with autism at Curtin University and La Trobe University (particularly the OTARC). Over three-quarters (21 out of 27) of the autism specific projects (current and completed) involved researchers from one or both of these universities.

### **2.2.2. Characteristics of the research field for people with intellectual disability**

Intervention research was also the most common type of research about people with intellectual disability, accounting for almost 80 per cent of identified research. Compared to the autism field, the number and type of interventions focused on in the research was more diverse, however it was also less linked to current interventions. Roughly half of the intervention research for people with intellectual disability was linked to current interventions (AU\_2021\_15; 16; 21; 22; [7, 8, 13, 15, 18, 23, 27, 112]), with the remaining intervention research examining the efficacy and potential use of specific types of approaches [3, 4, 6, 11]. As with the autism research, the remaining work consisted of broad reviews of effective approaches (AU\_2021\_1; [2, 5, 9, 10, 12, 16]).

Where research on employment of people with autism was very focused on the workplace, the research on people with intellectual disability was more focused on building the skills and work experience of the jobseeker. Exceptions to this include papers on inclusive employment practices of businesses, including approaches to engaging employers to become more inclusive [2, 20, 24, 25];

---

<sup>2</sup> Information provided via email from the University of Sydney.



another four focused on supported employment (ADEs) for people with intellectual disability [17, 18, 23, 112]; and a further three papers were focused on micro-enterprise initiatives for people with intellectual disability [7, 19, 22].

Compared to the other target groups, several research projects had reviewed and synthesised the evidence base for a wide range of interventions and approaches for people with intellectual disability and identified common elements and practices including: early intervention while still at school (including building expectations with families); customised employment approaches; work integrated learning; and local collaboration between different sectors [5, 6, 8, 9, 12, 16]. There are several interventions currently delivered in Australia which combine some or all of these elements:

- Jobsupport's suite of services which use job customisation, a 'place and train' rather than 'train and place' approach (work integrated learning) and a focus on early outreach to young people still at school through a current ILC grant (AU\_123). Together, their services form an integrated pathway between the ILC grant, SLES and DES [8].
- The Discovering Personal Genius customised employment services and workforce development (AU\_115; 116; 119) being led by the Centre for Disability Employment Research and Practice in collaboration with the University of Melbourne and a number of service providers<sup>3</sup> [98].
- The Homes Glen TAFE Integrated Practice Placement program (AU\_18), delivered in partnership with WISE Employment (DES) and large employers (City of Monash (Active Monash), The Royal Children's Hospital and The Royal Melbourne Hospital) [15].
- Ticket to Work (AU\_1), which uses a combination of early intervention at school, job customisation and a local networked collaboration approach<sup>4</sup> (AU\_2021\_2; [84, 86, 94, 107, 113]).

Unlike the autism field, there was no concentration of intellectual disability research at a particular University or institution.

### **2.2.3. Characteristics of the research field for people with psychosocial disability**

The research on interventions for people with psychosocial disability was heavily skewed towards the Individual Placement and Support (IPS) model, with half of the identified articles focused on IPS (AU\_2021\_11; 13; 14; [55-58, 61, 62, 66, 71, 73]). The most recent research consisted of evaluations of current headspace initiatives in Australia (the headspace IPS trial (AU\_10) and the WorkWell program run by Neami (AU\_6) – see Section 3.2.5, Meta-evaluation, for further information); research from 2016-18 explored the evidence for IPS overseas and the applicability of the model to the Australian context.

The remaining publications were primarily evaluations of interventions: the online vocational and mentoring services delivered through headspace [59, 68], and the Vanguard Laundry Service [63, 64, 67] (see Section 3.2.5).

Research on employment for people with mental illness or psychosocial disability was quite concentrated at the University of Melbourne, with the partnership between Orygen and the Centre for Youth Mental Health at the University of Melbourne accounting for five of nine projects at the University and focused on IPS related approaches; and the University of Sydney, which had six publications, four of which focused on IPS. Fifteen out of twenty-six current and completed projects were through these Universities.

## **2.3. Current research projects**

The Environmental Scan identified 24 research projects aimed at improving employment participation of people with a disability currently underway in Australia.

Of the current projects, 6 are focused on people with intellectual disability, 4 are focused on people with psychosocial disability and 2 are focused on people with autism. One project is concerned with

---

<sup>3</sup> Note – not limited to people with intellectual disability

<sup>4</sup> Note – not limited to people with intellectual disability

Australian Disability Enterprises, which has been taken to include all three population groups.<sup>5</sup> The remaining 11 are focused on people with a disability in general.

Fourteen of the current projects are evaluations of mostly small-scale programs being delivered in the community (AU\_2021\_2, 7, 9, 11, 12, 13, 14, 15, 16, 20, 21, 22, 23, 24) and 1 project is developing an outcome measurement framework for a customised employment approach (AU\_2021\_20).

---

<sup>5</sup> NDIA employment outcome data shows that 72 per cent of people with intellectual disability who have a job are employed in an ADE; 65 per cent of people with autism who have a job are employed in an ADE; and 57 per cent of people with psychosocial disability who have a job are employed in an ADE 114. National Disability Insurance Agency, *Employment Outcomes 30 June 2018: NDIS participants, their families and carers*. 2018, NDIA: Canberra..

Table 2.2: Identified research projects currently underway in Australia

ID	Project title and scope	Purpose	Institution/organisation	Population of interest
<b>AU_2021_1</b>	An examination of the factors that promote economic participation of young people with intellectual disability.	PhD project to identify enablers and barriers across employment ecosystem to economic participation of young people with intellectual disability and propose grounded solutions.	Centre for Social Impact, Swinburne; Uniting	Intellectual
<b>AU_2021_2</b>	Data analysis for Ticket to Work.	Analyse employment and training outcomes data for Ticket to Work cohort over time (young school leavers with a disability) to establish outcomes for different cohorts.	Centre for Social Impact, Swinburne; National Disability Services	Universal
<b>AU_2021_3</b>	AbilityWorks - robots for social good.	Develop and test technology, robotics and AI supports for employees with disability in an ADE to support their employment.	Centre for Social Impact, Swinburne	All three
<b>AU_2021_4</b>	Employer disability confidence: progressing the theory and the practice.	Academic journal article exploring the meaning of 'disability employer confidence' and exploring Theory of Planned Behaviour as a mechanism to further theorise and measure disability employer confidence.	Centre for Social Impact, Swinburne; Deakin University	Universal
<b>AU_2021_5</b>	Disability Entrepreneurship: Entrepreneurial Ecosystem.	A qualitative and quantitative study of entrepreneurs with disability in Australia across all disability types/levels of support needs. This is the second of two reports and will include an overview of entrepreneurship programs in Australia and a detailed case study of Settlement Services International's IgniteAbility disability accelerator program.	University of Technology Sydney	Universal
<b>AU_2021_6</b>	Disability, Disadvantage and Vocational Education and Training, NSW	This study involved speaking with people with disability, RTO's (including TAFE), employers and other stakeholders. Unconfirmed if it will be published.	Centre for Disability Research and Policy, University of Sydney	Universal

Table 2.2: Identified research projects currently underway in Australia (continued)

<b>AU_2021_8</b>	IDES: Improving Disability Employment Study	This project aims to address the unmet need for an evidence-base on strategies to enable people with disability to gain sustainable and meaningful employment; that they are encouraged to engage in gainful employment, and that they are not ousted from the labour market too easily and too early. It is anticipated that the project will identify how the characteristics of employment services, jobseekers, and workplaces affect employment outcomes.	University of Melbourne; UNSW; Deakin University	Universal
<b>AU_2021_9</b>	Evaluation of the Back 2 Back Theatre Internship Program	Evaluation of the Back 2 Back Theatre Internship Program where people with intellectual disability were matched with a professional in the film industry in the production of a film. The main aim of the program was to build the interns' skills, confidence, and networks in the Arts sector to enable more ongoing employment of people with disability in the Arts sector.	Deakin University	Intellectual
<b>AU_2021_10</b>	Supervisor competencies to support employees with a psychological injury to remain at work or return to work	Investigate the hypothesis that evidence-based interventions focusing on supervisor behaviour have the potential to improve economic and well-being outcomes for workers with a mental illness, their supervisors, their teams, and their organisations. The first tranche of studies aims to develop and validate a scale to measure our framework of supervisor competencies for remain at work (RAW) or return to work (RTW) after a psychological injury. Future phases of the research aim to refine and evaluate an online simulation-based intervention to improve supervisor competencies for RAW/RTW for employees who incur a psychological injury, and quantify associated economic benefits for workers, organisational stakeholders, and insurers.	University of Queensland	Universal
<b>AU_2021_11</b>	Individual Vocational and Educational Support Trial (INVEST) for young people with borderline personality disorder: study protocol for a randomised controlled trial	The objective of the Individual Vocational and Educational Support Trial (INVEST) is to evaluate the effectiveness of adding IPS to an evidence-based early intervention programme for borderline personality disorder, with the aim of improving vocational outcomes.	Orygen; Centre for Youth Mental Health, University of Melbourne	Psychosocial

Table 2.2: Identified research projects currently underway in Australia (continued)

<b>AU_2021_12</b>	Road to Employment evaluation	Action research evaluation of the impact of the Road to Employment project on stakeholders and the lessons from the project for future similar projects. Road to Employment is a 3-year NDIA funded project (April 2020 to March 2023) implemented by Purple Orange in South Australia. The project uses a lifecycle approach from childhood to adulthood to change work expectations about people with disability by working with employers to increase their capacity to create work opportunities and inclusive workplaces; and working with schools to increase expectations about work for teachers, parents and students and mentoring for students.	Social Policy Research Centre, UNSW; Flinders University; Purple Orange	Universal
<b>AU_2021_13</b>	Youth Online Training and Employment System (YOTES)	Evaluation of YOTES – a new online system that integrates evidence-based online content informed by the IPS model and support by vocational specialists – via a prospective, parallel group, rater-blind, randomised controlled trial, implemented across 5 headspace services in Victoria. Through this trial 160 young people undergoing face-to-face treatment for mental ill-health will be offered YOTES for a 6-month period. If successful, YOTES will enable the wider dissemination of comprehensive youth employment support to young people in unemployment hotspots and regional areas.	Orygen; Centre for Youth Mental Health, University of Melbourne	Psychosocial
<b>AU_2021_14</b>	The Reduce Trial	This study will investigate if reduced antipsychotic dosage combined with evidence-based intensive recovery treatment (EBIRT) – which combines IPS with CBT – leads to improved functioning for young people recovering from first episode psychosis (FEP). The study will be a RCT comparing an antipsychotic medication dose reduction strategy (DRS) combined with EBIRT (DRS+) against a group who will receive antipsychotic maintenance treatment (AMTx) plus EBIRT (AMTx+).	Orygen; Centre for Youth Mental Health, University of Melbourne	Psychosocial

Table 2.2: Identified research projects currently underway in Australia

<b>AU_2021_15</b>	Evaluation of the Onemda STEPS to Employment program	The STEPS to Employment program is delivered by Onemda, a service provider based in Eastern Melbourne. This pilot project will deliver workshops in eight schools teaching essential employability skills for securing and maintaining a job, and collaborate with schools, students, and Disability Employment Services (DES) providers to get more students employed in part-time/casual work while they are at school.	University of Technology Sydney	Intellectual
<b>AU_2021_16</b>	Evaluation of Onemda Breaking Down Silos project	Onemda is partnering with Australian Catholic University (ACU) on a three-year project that aims to create early access to paid employment for young people with intellectual disabilities. This project is about breaking down the silos between supports and services and collaborating for employment outcomes. Onemda and ACU will research, create and implement a model of collaboration that supports young people with disability gain and maintain employment whilst still at school.	Australian Catholic University	Intellectual
<b>AU_2021_17</b>	Improving accessibility and training to deliver job opportunities for adults with Autism Spectrum Disorder	The project will produce the first documented research evidence in Australia for implementing Workplace Change, Implementation and Evaluation Plans (WCIEP) to support individuals with Autism Spectrum Disorder (ASD) in employment. It will be undertaken via a partnership between the University of Sydney, Toll Group, Macquarie University and ASPECT. The project includes working with employers; working with individuals with autism to match them to jobs; and an evaluation of the project.	University of Sydney	Autism
<b>AU_2021_18</b>	Improving employment opportunities and outcomes for autistic job seekers - Training disability employment service providers	This project involves the development and evaluation of an innovative, evidence-based training package for Disability Employment Service (DES) providers to improve their capacity to cater to the unique needs of job seekers on the autism spectrum, to increase their prospects of securing and retaining suitable employment.	La Trobe University	Autism

Table 2.2: Identified research projects currently underway in Australia (continued)

<b>AU_2021_19</b>	Personalised Inclusive Employment Outcome Measure. (PIEOM)	Development of an evidence-based employment outcome measure that focuses on the client. Consistent with the Person-Centred paradigm that is stated to underpin disability employment practice, this outcome measure uses a multi-domain approach to measure the success of employment outcomes. Current measures used in disability employment such as the Star Rating System focus solely on economic measures and compliance such as speed to placement and weeks in employment, failing to account for the client in any meaningful person-centred manner.	Centre for Disability Employment Research and Practice	Universal
<b>AU_2021_20</b>	Evaluation of the BSL Youth Disability Employment Pilot	Developmental evaluation of a pilot program bringing together LAC and a place-based, local to national employment model for young people with a disability.	Brotherhood of St Laurence	Universal
<b>AU_2021_21</b>	Evaluation of Transformative Employment Opportunities for people with an intellectual disability in Local Government Authorities	Evaluation of an ILC grant funded project which will work with two Local Government Authorities (LGA) to place three people with a disability and design and implement a replicable model of recruitment, support and employment of adults with intellectual disability, focusing on those who may not be eligible for Disability Employment Services (DES) support.	University of Melbourne	Intellectual
<b>AU_2021_22</b>	Evaluation of the Scope Customised Employment pilot	The project will skill up a consultancy team to deliver Customised Employment with fidelity to the Discovery Model adapted for an Australian context. Evaluation will explore the elements of the staff learning and implementation, the resources required to implement such a programme with fidelity to the core principles and practices of CE, together with the client journey and outcomes including economic outcomes.	University of Melbourne; Centre for Disability Employment Research and Practice	Intellectual
<b>AU_2021_23</b>	Evaluation of the WISE Ways to Work program	WISE Ways to Work is a mental health program to help people living with mental illness prepare for the world of work and be supported on a graded pathway to employment.	University of Melbourne; St Vincent's Mental Health	Psychosocial
<b>AU_2021_24</b>	Evaluation of Victorian Employer Enablement Project (VEEP)	Evaluation of outcomes of VEEP project for 3 health service providers, including identification of barriers to employment and recommendations for future refinement of model for employer capacity building.	Centre for Social Impact, Swinburne; Deakin University	Universal

## Section 3: Current models, practices, innovations delivered within Australia and internationally

Research question 2: What are the applicable current models, practices, and innovations within Australia and internationally?

### 3.1. Disability employment interventions in Australia – a complex landscape

The NDIS has significantly changed the way many employment interventions are funded and delivered by offering individualised funds to NDIS funded participants that they can choose to use at a range of providers. A review of the NDIS registered provider lists available through the NDIA's website shows several thousand providers registered to provide assistance to access and maintain employment or deliver specialised employment support.

Outside of the NDIS, a wide range of initiatives are also funded through Commonwealth and State Governments, as well as through the ILC grants program and other mechanisms (e.g. philanthropy, corporations, fee-for-service, social enterprises).

Given the scale of the provider market for employment supports, identification and review of all providers delivering employment supports under the NDIS was not possible in this Environmental Scan. Further, the research team did not have access to outcome data on rates of employment achieved by providers, or SLES data (although employment outcomes are not the primary focus of SLES), making it difficult to identify high performing organisations or models. Instead, a more limited number of organisations potentially delivering innovative, good practice or evidence informed approaches to employment interventions that are funded by SLES or NDIS individualised funds were identified and included through Parts 1 and 3 of the Environmental Scan (the review of current and recent research and the views of experts). This is not an exhaustive list of good providers or practice.

### 3.2. Current Australian interventions identified in the environmental scan

The Environmental Scan identified 129 interventions currently being delivered in Australia. Below we describe the interventions by a number of factors:

- Type of intervention, using the typology developed for this project
- Funding source
- Geographic location
- Cohort – autism, intellectual disability and/or psychosocial disability; universal (open to all people with disability); young people (15-25).

We also include a meta-evaluation of interventions that were evaluated, as well as highlighting some emerging pockets of practice and innovations.

#### 3.2.1. Types of interventions being delivered

Using the typology developed through the Theoretical Review, interventions fell along a continuum of supply, demand and bridging approaches, often combining elements of more than one.

The majority (60%, n=77) of the interventions identified operated on the supply side. Most supply side initiatives combined a range of interventions and approaches. The most common supply side initiatives were:

- Vocational programs (60%, n=46), which combine career guidance with work readiness skill development, work experience and often brokered work placements with support to maintain the job. There was a high degree of variability in these in terms of how many elements they combined, how structured they were, whether they were following a validated model or were a looser collection of elements. More highly structured and/or validated iterations included:
  - Individual Placement and Support (IPS) (n=5)



- Customised employment (n=9)
- Work integrated learning programs (n=3)
- Employer engagement/education initiatives (22%, n=17) which involved targeting employers to educate them on the benefits of employing people with a disability and building their capacity to do so.

Twelve per cent (n=15) of identified initiatives are demand side interventions, the majority of which were initiatives promoting micro-enterprise or entrepreneurship (n=12). Another 12 per cent (n=15) are bridging initiatives consisting of recruitment programs and student placement programs. Ten per cent (n=13) combined supply and bridging elements through a combination of demand-led recruitment or brokerage with employer and/or job seeker capacity building.

The remaining initiatives combined supply and demand, or supply, demand and bridging elements – including 7 work integrated social enterprises which provided training programs (supply) to people with a disability alongside job creation (demand) by operating enterprises; and 2 programs which combined supply, demand and bridging approaches by adding an explicit brokerage/transition to open employment function to their work integrated social enterprises.

Table 3.1: Identified interventions according to typology

<i>Supply/ demand/ bridging</i>	<i>Common intervention types and combinations</i>	<i>Sub-groups</i>	<i>Frequency</i>	<i>Target population</i>	<i>Typical examples</i>
<b>Supply</b>	Vocational programs	General	25	Common to all three groups and to universal programs  Often targeted at young people	Ticket to Work (AU_1)  WISE Ways to Work (AU_30)
		Individual placement and support (IPS)	5 (note -includes headspace trial of 50 sites)	Psychosocial disability	Headspace IPS trial (AU_10)  Orygen Individual Vocational and Educational Support Trial (INVEST) (AU_21)
		Customised employment	9	Universal and intellectual disability	CDERP Work First Individual Employment (AU_119)  Brite Pathways program (AU_126)
		Work integrated training programs	3	Intellectual disability	Integrated practical placement program (Homesglen TAFE) (AU_18)  UnitingCare QLD Project SEARCH (AU_128)
		Active labour market programs	4	Universal	DES (AU_3)  Transition to Work (AU_9)

<i>Supply/ demand/ bridging</i>	<i>Common intervention types and combinations</i>	<i>Sub-groups</i>	<i>Frequency</i>	<i>Target population</i>	<i>Typical examples</i>
	Employer engagement, education, capacity building		17	Common to all three groups and to universal programs	Diversity Field Office program (AU_12) Get Skilled Access (AU_35)
	Career guidance/ transition planning		7	Common to all three groups, most often targeted at young people and often involving outreach to schools	The Institute for Family Advocacy & Leadership Development from School to Work project (AU_99) myWAY Employability (AU_16)
	Work experience programs		2	Universal	National Work Experience Program (AU_40)
	Mentoring programs		2	Mixed	Headspace career mentoring service (AU_64) AND PACE Mentoring (AU_48)
	Assistive technology		1	Universal	Skills Disability Support (QLD) (AU_38)
	Inter-agency networks		1	Universal	National Disability Coordination Officer Program (AU_41)
	Skill development		1	Too limited to say	STEM labs (Specialisterne Australia) (AU_31)
	Peer support		0	N/A	N/A
	Workplace adjustment		0	N/A	N/A

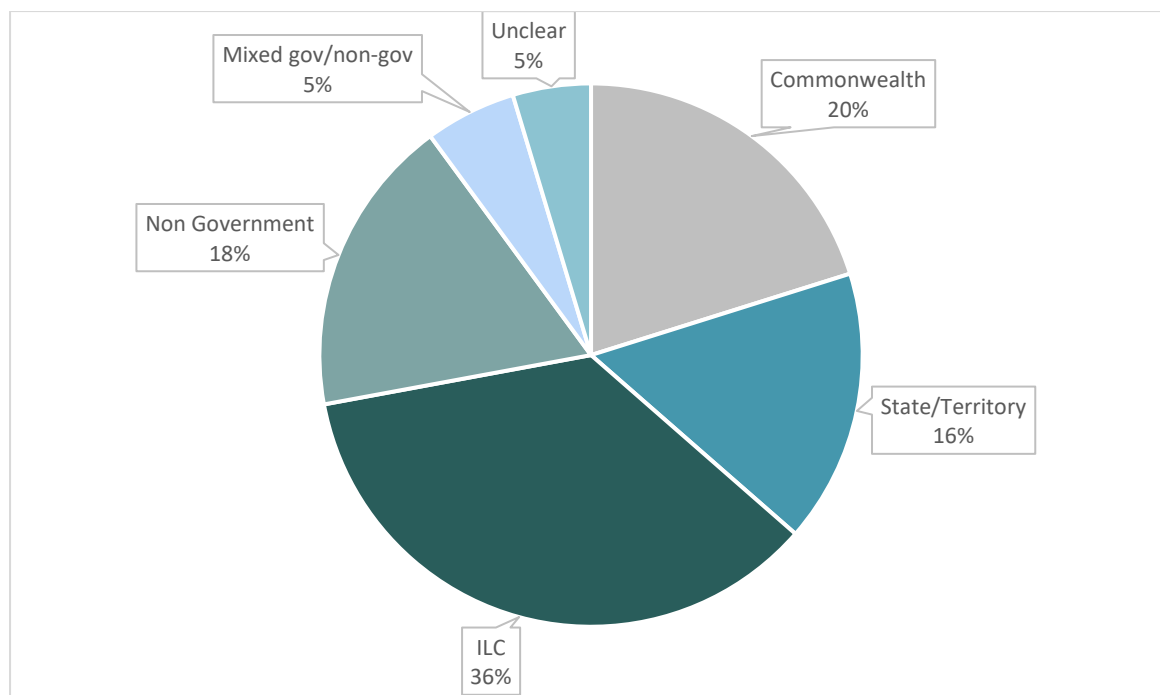
<i>Supply/ demand/ bridging</i>	<i>Common intervention types and combinations</i>	<i>Sub-groups</i>	<i>Frequency</i>	<i>Target population</i>	<i>Typical examples</i>
<b>Demand</b>	Micro-enterprise initiatives		12	Universal and intellectual disability	Start Up/Regional Entrepreneurship Challenge (AU_27) SSI Ignite Ability (AU_129)
	Subsidies		2	Universal	Wage Subsidy Scheme (DES) (AU_7) Disabled Australian Apprentice Wage Support Program (AU_39)
	Targets/quotas		0	N/A	N/A
	Social procurement		1	Too limited to say	Buyability (NDS) (AU_42)
<b>Bridging</b>	Recruitment/work placement programs (for job-ready candidates)		15	Universal and autism	Xceptional (AU_66) RecruitAbility Scheme AU_11)
<b>Supply and bridging elements</b>	Recruitment/ brokerage/ capacity building programs	General	10	Universal	AND High Growth Jobs, Talented Candidates (AU_51) Greater Bendigo City Council Champions for Change (AU_110)
		Industry specific recruitment/ brokerage/ capacity building programs	3	Autism	DXC Dandelion Program (AU_17) Neurodiversity Hub (AU_19)
	Apprenticeships		1	Universal	Shaping Futures Pilot Program (AU_28)

<i>Supply/ demand/ bridging</i>	<i>Common intervention types and combinations</i>	<i>Sub-groups</i>	<i>Frequency</i>	<i>Target population</i>	<i>Typical examples</i>
<b>Supply and demand elements</b>	Work integrated social enterprise (including supported employment)		6	Mixed	The Brike Project (AU_82) Nundah Community Enterprise Cooperative (AU_8)
<b>Supply, demand and bridging elements</b>	Work integrated social enterprises with an explicit transition function		2	Too limited to say	Jigsaw (AU_26) Vanguard Laundry Service (AU_60)

### 3.2.2. Funding sources

Of the interventions with known funding sources (6 were unclear), just over three-quarters were government funded (wholly or in part) (see Appendix E for detail of program by funding source). The scan identified four other sources of funding for initiatives: philanthropic, corporate, social enterprise, and fee-for-service.

Figure 3.1: Funding sources



#### Government funded – Commonwealth level

We identified 15 initiatives funded by the Commonwealth Government (outside of the NDIS) and operating nationally.

Four of these are not specifically targeted at people with a disability but cater to them in significant numbers, and sit with the Department of Education, Skills and Employment (DESE). An additional disability specific program sits with DESE as well – the National Disability Coordination Officer Program (AU\_41), which is embedded within tertiary education settings and works at a local level to build linkages between education providers and employers and facilitate better transition to employment for students with disability. With the exception of the Recruitability program (AU\_11), the Australian Public Services recruitment initiative aimed at jobseekers with disability and which sits with the APS Commission, all remaining federal programs are funded by the Department of Social Services (DSS).

#### Information, Linkages and Capacity Building (ILC) grant program

Over a third (37 percent; n48) of the initiatives we identified were funded through an ILC Grant (wholly or in part). Many of these were small scale, time limited grants. There were some examples of ILC grant projects where ILC funding was used as seed funding and became self-sufficient over time, and others where ILC grants were used by organisations to expand on or test new approaches which could then be embedded within their ongoing service offers, usually NDIS individualised funding (SLES and/or supports in employment) or DES contracts. However, for the majority of grants, it was not clear how programs and projects would continue post-grant.

#### Government funded – State level

One fifth (n=24) of the initiatives we identified were funded via State and Territory Governments. Queensland and Victoria are the only states to operate their own suite of state-based employment services; while broadly targeted at disadvantaged jobseekers, a minority of participants identify as having a disability.

The Victorian Government funds five initiatives targeting people with disability specifically:

- Connect50 (AU\_33), an internship scheme managed by Australian Network on Disability (AND) in regional Victoria that matches talented university and TAFE students with disability with paid roles in local businesses.
- The Good Incubator (AU\_36), a micro-enterprise/entrepreneurship program delivered by ImpactCo and grant funded by LaunchVic, a Victorian Government initiative which supports Victoria's start-up sector, and supports entrepreneurs to develop and grow businesses.
- Rise@DHHS (AU\_4), a Victorian Department of Health and Human Services recruitment program for people with autism delivered in partnership with Specialisterne.
- Two online vocational programs for young people with mental illness, developed and delivered by Orygen – the Moderated Online Social Therapy (MOST) platform (AU\_112), which is being rolled out across Victoria via Victoria's COVID related mental health funding; and the Youth Online Training and Employment System (YOTES) platform (AU\_113).

Additionally, the Victorian Government delivered a grants program (similar to the ILC grants program) called the Jobs Victoria Innovation Fund (the second round of grants closed for application in May of 2018) to 'support new and innovative approaches to employment support and employment services through the provision of small grants'. The Fund set aside \$700,000 of the \$2.45 million fund for a Disability Project Stream to 'support new and innovative approaches to employment support and employment services for people with disability'.

Other States and Territories have a limited footprint in the disability employment space, primarily delivering disability specific recruitment initiatives related to their public service. The exceptions are: NSW, which indirectly funds the WorkWell IPS initiatives (AU\_6) delivered by Neami in Greater Sydney as part of a number of health, housing and homelessness contracts, and which provided the initial funding to AND to develop the High Growth Jobs, Talented Candidates project (AU\_51); Queensland, which funds Skills Disability Support (SDS) (AU\_38), a free program that provides specialised services direct to pre-approved training providers (Skills Assure suppliers) so students can access the support and assistive technology to participate in accredited training; and the Northern Territory, which deliver a Secondary Transition Program for students with disability (AU\_59).

### **Government funded – local government level**

No projects funded by local governments were identified, however that is not to say none are being delivered. Given the great number of local government areas in Australia, the researchers attempted to access information through the State and Territory based local government peaks and associations, however, did not receive a reply from any except Victoria (with whom we had an existing relationship). We do know that local governments have traditionally been quite active in the disability inclusion space, so caution that it is very likely some promising work is happening at the local government level that was not able to be identified in this environmental scan.

### **Non-government funding sources**

We identified:

- Eight initiatives that were funded by private sector corporations, either as in-house programs (e.g. ANZ Spectrum program (AU\_52), CrownAbility (AU\_57)) or via a corporate partnership/donation (e.g. RACV, ANZ).
- Eight that operated a fee-for-service model (e.g. the Australian Network on Disability's (AND) initiatives (AU\_47; 49)).
- Seven initiatives funded in part or wholly by philanthropic foundations (with the Paul Ramsay Foundation notable in the space for disability employment) (e.g. Ticket to Work (AU\_1)).
- Six initiatives funded via social enterprise revenue (either wholly or in part) (e.g. Vanguard Laundry Service (AU\_60)).
- Three initiatives were initially funded through research grants (e.g. Orygen's INdividual Vocational and Educational Support Trial (INVEST) (AU\_21)).

### 3.2.3. Geographic spread

We identified 24 initiatives that were available nationally.<sup>6</sup>

Table 3.2: Program delivery by location

Program Delivery by Location	Frequency
<b>National</b>	<b>24</b>
<b>State*</b>	<b>92</b>
<b>Victoria</b>	44
<b>Queensland</b>	18
<b>Western Australia</b>	15
<b>New South Wales</b>	15
<b>South Australia</b>	7
<b>Australian Capital Territory</b>	6
<b>Tasmania</b>	4
<b>Northern Territory</b>	4
<b>Online</b>	9

*\*note duplicate counts on cross-state programs*

Almost half of state -identified initiatives were in Victoria. Collectively, Queensland, Western Australia and New South Wales provide another almost half, and the remaining states and territories the balance. None of these were full state coverage, with most operating in 1-3 geographic areas, and with a high concentration in capital cities.

A further seven per cent (n=9) were an online service, and two intervention locations could not be identified. Eleven initiatives were delivered in 2-3 States and one – Ticket to Work (AU\_1) – was present in five States (QLD, NSW, VIC, Tasmania, WA).

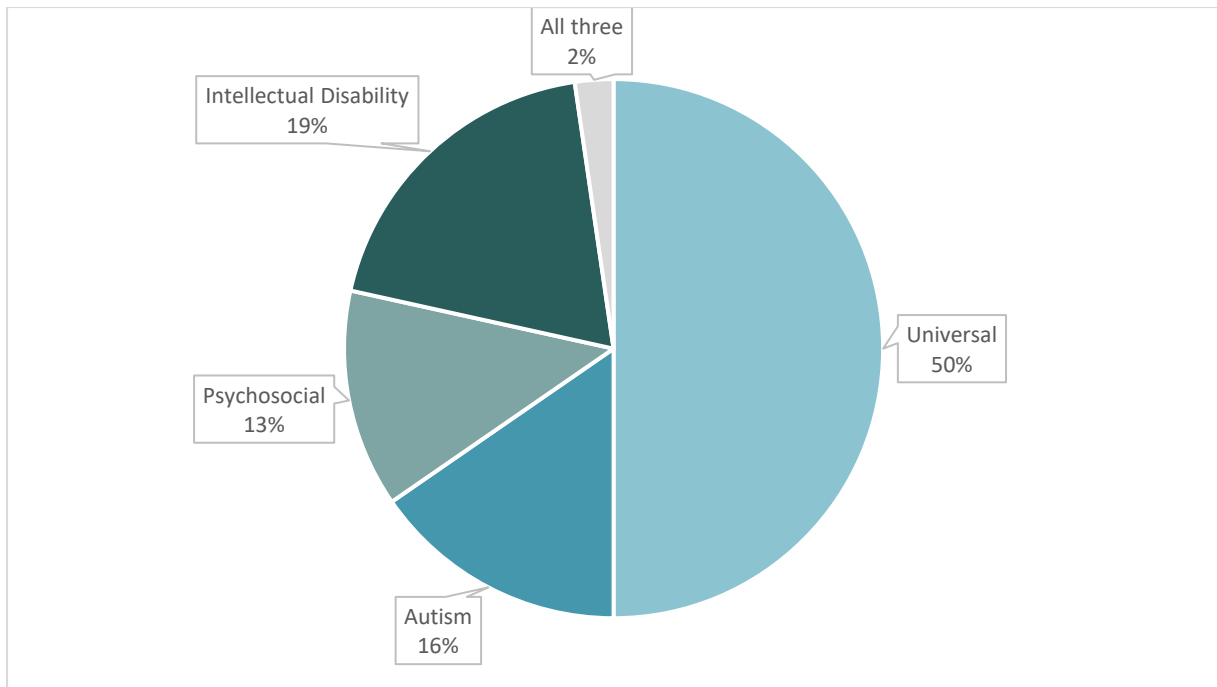
### 3.2.4. Target populations

We identified 64 initiatives that targeted one or more of the three focus groups (people with autism, intellectual disability and/or psychosocial disability), which were divided almost equally between the three groups (20, 25 and 17 initiatives respectively).

Figure 3.2: interventions by target population

<sup>6</sup> National includes programs available everywhere, such as jobactive or DES, as well as initiatives that are available in a reasonable presence in every State and Territory e.g. the Transition to Work program (available in 53 regions), the headspace IPS trial (50 regions) and the APS Recruitability program, which is available wherever APS departments are based.





### Autism

We identified 20 initiatives specifically targeting people with autism. Compared to the other groups, initiatives for people with autism were more likely to take the workplace as their starting point – i.e. adapting workplace process and conditions and/or training candidates with a specific skill set required in the workplace. Fifty per cent of the autism specific initiatives involved employer engagement and education and/or recruitment interventions. They were also more likely to focus on large corporations, including ICT companies, banks and public sector organisations. As outlined in the research, there are several interconnected initiatives related to the Specialisterne model (AU\_89) for the Dandelion program, now driven primarily by DXC through the DXC Dandelion program (AU\_17).

### Intellectual disability

We identified 25 initiatives specifically targeting people with intellectual disability.<sup>7</sup> Forty-four per cent (n=11) were aimed at young people. Initiatives for people with intellectual disability were most likely to be vocational programs which took the jobseeker’s skills and experiences (or lack thereof) as the starting point for the intervention; 46 per cent of the identified initiatives were ‘vocational programs’, including three customised employment programs (the only one of the three groups to be specifically targeted by this approach). Compared to autism interventions, programs for people with intellectual disability were much less likely to focus on employer engagement and/or recruitment (17% compared to 50% for autism interventions).

The interventions for people with intellectual disability were also more likely to include demand side approaches. There are three work integrated social enterprises which combined training with job creation, including one which operates as a cooperative owned by the workers – Nundah Community Enterprise Cooperative (AU\_8; 78; 82); and 3 micro-enterprise initiatives aimed at promoting entrepreneurship by people with intellectual disability (AU\_27; 71; 84).

Compared to autism initiatives which often involved partnerships with large employers and corporations, programs for people with intellectual disability were more likely to target organisations with a social mandate, such as local councils (n=3), non-profit organisations (n=1) and civic organisation (n=1).

### Psychosocial disability

We identified 17 initiatives targeted at people with psychosocial disability. Interventions for people with psychosocial disability were more likely to be delivered by mental health service organisations and place a greater emphasis on the expertise and qualifications of the workforce. The majority (71%

<sup>7</sup> Note – one initiative targeted both people with autism and intellectual disability and has been included for both cohorts.

n=12) of interventions for people with psychosocial disability or mental illness were characterised by co-delivery of vocational interventions (e.g. career counselling, skill development) with mental health interventions. These interventions varied in how structured/clinical they were – for example Individual Placement and Support (IPS) programs (n=5) (AU\_6; 10) which were delivered via mental health providers, through to DES providers which had a specialist add on component of their service which employed ‘mental health specialists’ and delivered ‘healthy mind’ type activities (AU\_88).

The remaining interventions included three initiatives aimed at developing and promoting the use of a peer-work or lived experience workforce (AU\_13; 85; 95); an employer engagement initiative (AU\_81); and a work integrated social enterprise (AU\_60).

### **Universal initiatives**

The scan also identified 65 initiatives that were deemed ‘universal – that is, available to all people with a disability regardless of the nature of their disability. Within this group of interventions, there are two sub-groups:

- Interventions targeted at the whole disability population, regardless of disability type.
- Interventions for which having a disability is not a requirement (i.e. open to all jobseekers) but which have a significant minority of people with a disability recorded as participating.

We focus here primarily on the first sub-group. The review identified 57 initiatives catering to all people with a disability. The majority of these were small scale and funded through ILC grants.

Demand side interventions only made up 16 per cent (n=10), the majority of which were micro enterprise initiatives. A further 16 per cent (n=9) were bridging interventions, predominantly recruitment initiatives run by Commonwealth and State and Territory governments (AU\_11; 43; 56; 58; 67; 69), and a suite of programs delivered by the Australian Network on Disability (AND) (AU\_33; 47).

Almost 60 per cent (n=33) of the initiatives were supply side interventions. The majority fell into the vocational program category (n=13), including customised employment initiatives; or employer engagement and education (n=13).

Ticket to Work (AU\_1) was notable in that the program combined a wide range of interventions, including career counselling, skill development and work preparation, work experience, job customisation and placements, and engagement with employers.

### **3.2.5. Meta-evaluation**

Of the identified Australian interventions, 44 out of 129 had current or completed research associated with them (a total of 72 projects/publications since 2015). Of these, 19 interventions had one or more evaluations reports published; 11 had evaluations currently underway; and 13 had been the subject of non-evaluation research (e.g., case studies, scoping reviews). One intervention noted completed evaluations which were not able to be accessed by the research team.

For the 19 interventions which had been evaluated, 30 publications were identified and assessed for the quality of the evaluation. Table 4.1 summarises the results.

Of the 30 evaluation reports, 15 were either formative, process, or output evaluations and 15 evaluated the outcomes or impact of the program. There was insufficient information to assess four of the outcome/impact evaluations; 4 were rated as poor or satisfactory quality; 5 as good quality and two as very good quality.

Findings from these evaluations include:

- Positive effects of employment from 2 IPS trials (headspace) with evidence of positive work and study outcomes and value for money although the sustainability of employment is of concern [58, 62] and one smaller evaluation of IPS (WorkWell) demonstrated weak evidence of benefits in achieving open employment [61];
- A universal employment/engagement program (JobAccess) reported some self-reported evidence about its benefit in maintaining work [95];
- Career mentoring service (headspace intervention) showed some benefits in terms of finding a job and feeling positive about work in the future [59];

- Progress against a work/study goal in a headspace Digital Work and Study Service where the intervention is delivered digitally for young people with psychosocial disability [68].

The one bridging intervention rated as good was for people with autism in the Victorian government. This was evaluated using qualitative interviews and indicated positive experiences in the workplace however the sample was extremely small and did not capture sustainability of work [36].

**Table 3.3: Summary of meta-evaluation of Australian interventions**

Supply/ demand/ bridging	Intervention types and combinations		Name of intervention	Target population	Type of evaluation	Quality of evaluations	Findings for outcome/impact evaluations very good or excellent
<b>Supply</b>	Vocational programs	General	Ticket to Work	Universal	1 process, 2 outcome, 1 impact [84, 86, 107, 113]	2 poor, 1 satisfactory	Not applicable
			Studio G	Young people with autism	2 output [41, 52]	Not assessed	Not applicable
			Career Launchpad (YouthWorX NT)	Universal	1 output [82]	Not assessed	Not applicable
			headspace Digital Work and Study Service	Young people with psychosocial disability	1 impact [68]	1 good	N=127. Digital work/study support sessions. Average of 8.4 (range 1-91 sessions). 55% of participants made progress against work/study goal (e.g., gained a job, volunteering, job taster, enrolled in course) [68]
		IPS	headspace trial	Young people with psychosocial disability	1 impact, 1 outcome (cost-benefit analysis) [58, 62]	2 very good	N=1558 43% achieved an education/employment outcome Of the 1148, who had employment goal, 45% achieved employment however only 30% who of these were still in employment at 26 weeks [62] Cost benefit analysis showed that IPS has greater benefits in terms of employment than Jobactive or DES and cost-benefit ration showed IPS similar to DES and more value for money than Jobactive [58]
	WorkWell (IPS)		Psychosocial	1 outcome [61]	1 good	N=97 participants 49.5% achieved competitive employment 63.9% achieved work-relevant outcome (e.g., competitive employment, volunteering) [61]	

Supply/ demand/ bridging	Intervention types and combinations	Name of intervention	Target population	Type of evaluation	Quality of evaluations	Findings for outcome/impact evaluations very good or excellent
	Customised employment	No evaluations identified				
	Work integrated training programs	Integrated Practical Placement Program	Intellectual	1 output [15]	Not assessed	Not applicable
	Active labour market programs	No evaluations identified				
	Employer engagement, education, capacity building	Diversity Field Officer program	Universal	1 formative [102]	Not assessed	Not applicable
		Integrated Employment Success Tool (IEST)	Autism	1 process, 1 output [31, 44]	Not assessed	Not applicable
		JobAccess	Universal	1 outcome [95]	1 good	N=90 in-depth interviews, 748 surveys JobAccess users, employers and employment service providers Self-reported data suggests most helpful for people with disability maintaining work and less effective in finding a job or employers creating vacancies [95]
	Career guidance/ transition planning	myWAY Employability	Young people with autism	1 formative, 3 process [32, 43, 46, 48]		Not applicable

Supply/ demand/ bridging	Intervention types and combinations	Name of intervention	Target population	Type of evaluation	Quality of evaluations	Findings for outcome/impact evaluations very good or excellent
	Mentoring programs	headspace Career Mentoring service	Young people with psychosocial	1 outcome [59]	1 good	N=78 60% gained a job while engaged with service 90% of 57 participants interviewed felt more positive about their work future [59]
	Assistive technology	No evaluations identified				
	Inter-agency networks	National Disability Coordination Officer Program	Universal	1 outcome [101]	1 satisfactory	
	Skills development	No evaluations identified				
	Peer support	No evaluations identified				
<b>Demand</b>	Micro-enterprise initiatives	Start Up/Regional Entrepreneurship Challenge	Young people with intellectual disability	1 output [7]	Not assessed	Not applicable
	Work integrated social enterprise (including supported employment)	Australian Autism Academy (AASQA)	Autism	1 process [38]	Not assessed	Not applicable
	Subsidies	No evaluations identified				

Supply/ demand/ bridging	Intervention types and combinations		Name of intervention	Target population	Type of evaluation	Quality of evaluations	Findings for outcome/impact evaluations very good or excellent
	Targets/quotas		No evaluations identified				
	Social procurement		No evaluations identified				
<b>Bridging</b>	Recruitment/work placement programs (for job-ready candidates)	Rise@DHHS	Autism	1 impact [36]	1 good	5 interviews with autistic employees 10 co-workers who participated in 3 focus groups, 36 online surveys Autistic employees reported feeling included, accepted, and integrated into the DHHS workforce, and reported their employment having a positive impact on their health and wellbeing [36]	
		Recruitability	Universal	1 formative [96]	Not assessed	Not applicable	
<b>Supply and bridging elements</b>	Recruitment/brokerage/capacity building programs	General	AND High Growth Jobs, Talented Candidates (HGJTC)	Universal	2 outcome [93, 106]	2 insufficient information	Not applicable
		Industry specific recruitment/brokerage/capacity building programs	No evaluations identified				

<i>Supply/ demand/ bridging</i>	<i>Intervention types and combinations</i>	<i>Name of intervention</i>	<i>Target population</i>	<i>Type of evaluation</i>	<i>Quality of evaluations</i>	<i>Findings for outcome/impact evaluations very good or excellent</i>
<b>Supply, demand and bridging elements</b>	Work integrated social enterprises with an explicit transition function	Vanguard Laundry Services (AUS)	Psychosocial	1 outcome, 1 impact [63, 67]	2 insufficient information	



### **3.3. Current International interventions identified in the environmental scan**

The Environmental Scan identified 71 interventions currently being delivered internationally. The identified interventions came from 18 countries, primarily in North America (48%) and Western Europe (27%). A small number of interventions were identified in Nordic countries, as well as East Asia, Western Asia, Africa, the Balkans and Australasia. Three interventions available across numerous countries were also identified. Given the project timeline, the search was not exhaustive; rather interventions that had been identified by international organisations such as the ILO and the OECD as good practice, innovative or evidence based were prioritised (see Methods in Appendix A for further details).

#### **3.3.1. Types of interventions being delivered**

Results from the international scan were similar to those identified in Australia. Supply side interventions were the most common (63%). Demand side interventions were slightly higher than in Australia, making up 17 per cent of interventions. Bridging interventions were less common (8%), but like in Australia, interventions often combined elements of supply, demand and/or bridging approaches (17%). In both Australia and internationally, bridging interventions were all disability-focused recruitment and placement initiatives that matched 'job-ready' candidates, including tertiary graduates, with employment opportunities.

As in Australia, vocational programs were the most common supply side interventions internationally (31%), followed by employer engagement, education and capacity building interventions (18%).

Table 3.4: International interventions by typology

Supply/ demand/ bridging	Common intervention types and combinations	Sub-groups	Frequency	Target population	Typical examples
<b>Supply</b>	Vocational programs	General	10	Mixed	KARE Employment Programme (INT_05) Fundación ONCE (INT_12)
		Individual placement and support (IPS)	0	N/A	N/A
		Customised employment	5	Often non-specified but notionally more common with intellectual disability	ABLE (Autism: Building Links to Employment) (INT_2) methode-IHW (Inclusive Redesign Method) (Int_39)
		Work integrated training programs	2	Intellectual	Project SEARCH (INT_1) Livelihood Improvement through Fostered Employment (LIFE) (INT_24)
		Active labour market programs	6	Universal	Assisted Work (Arbeid med bistand_ (INT_03) Special Introductory and Follow-up Support (SIUS) (INT_29)
	Employer engagement, education, capacity building	13	Universal	Project EARN (Employee Assistance and Research Network on Disability Inclusion) (INT_13) Hire for Talent - Building an Inclusive Canadian Workforce (INT_41)	
	Career guidance/ transition planning	4	Mixed	Autism Work Skill Questionnaire (INT_20)	

Supply/ demand/ bridging	Common intervention types and combinations	Sub-groups	Frequency	Target population	Typical examples
	Work experience programs		3	Mixed	Pathway Plus/Siemens Gamesa Renewable Energy Internship (INT_56) Job in Sight (JIS) (INT_30)
	Mentoring programs		0	N/A	N/A
	Assistive technology		1	Too limited to say	VICAID (INT_67)
	Inter-agency networks		0	N/A	N/A
	Skill development		0	N/A	N/A
	Peer support		1	Too limited to say	Purple Space (INT_15)
	Workplace adjustment		0	N/A	N/A

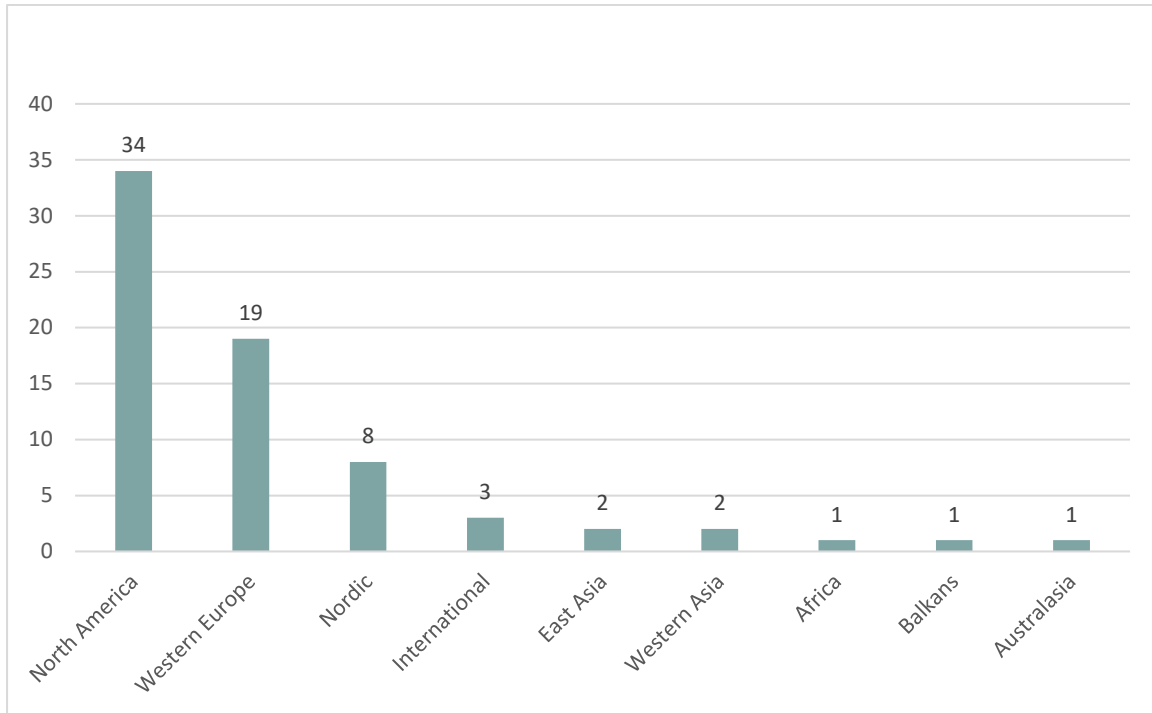
Supply/ demand/ bridging	Common intervention types and combinations	Sub-groups	Frequency	Target population	Typical examples
<b>Demand</b>	Micro-enterprise initiatives		1	Too limited to say	Western Economic Diversification Canada Entrepreneurs with Disabilities Program (INT_64)
	Subsidies		4	Universal	Inclusive Working Life Agreement (IA-avtalen) (INT_68)
	Targets/quotas		3	Universal	Japanese levy-grant scheme (INT_35) German levy-quota scheme (INT_58)
	Social procurement		0	N/A	N/A
<b>Bridging</b>	Recruitment/work placement programs (for job-ready candidates)		3	Mixed	Career Opportunities for Students with Disabilities (COSD) (INT_43) Microsoft Autism Hiring Program (INT_70)
<b>Supply and bridging elements</b>	Recruitment/ brokerage/ capacity building programs	General	5	Mixed	Marriott Foundation's Bridges from School to Work Program (INT_52) Mitschaffe.ch (INT_10)
		Industry specific recruitment/ brokerage/ capacity building programs	4	Universal and autism	Access Blue internship program (IBM Japan) (INT_53) Certificat Data Asperger (INT_54)
	Apprenticeships		0	N/A	N/A

Supply/ demand/ bridging	Common intervention types and combinations	Sub-groups	Frequency	Target population	Typical examples
<b>Supply and demand elements</b>	Work integrated social enterprise (including supported employment)		4	Common to all three groups	Einer für Alle (One for All) (INT_06) Buurtmarkt Breedeweg (INT_08)
<b>Supply, demand and bridging elements</b>	Work integrated social enterprises with an explicit transition function		0	N/A	N/A

### 3.3.2. Geographic location

Countries were grouped by region for analysis given 13 of the 18 countries had 3 or less interventions identified. The United States (n=20) and Canada (n=14) had the highest number of identified interventions, followed by the United Kingdom (n=7).

Figure 3.4: Identified interventions by international region

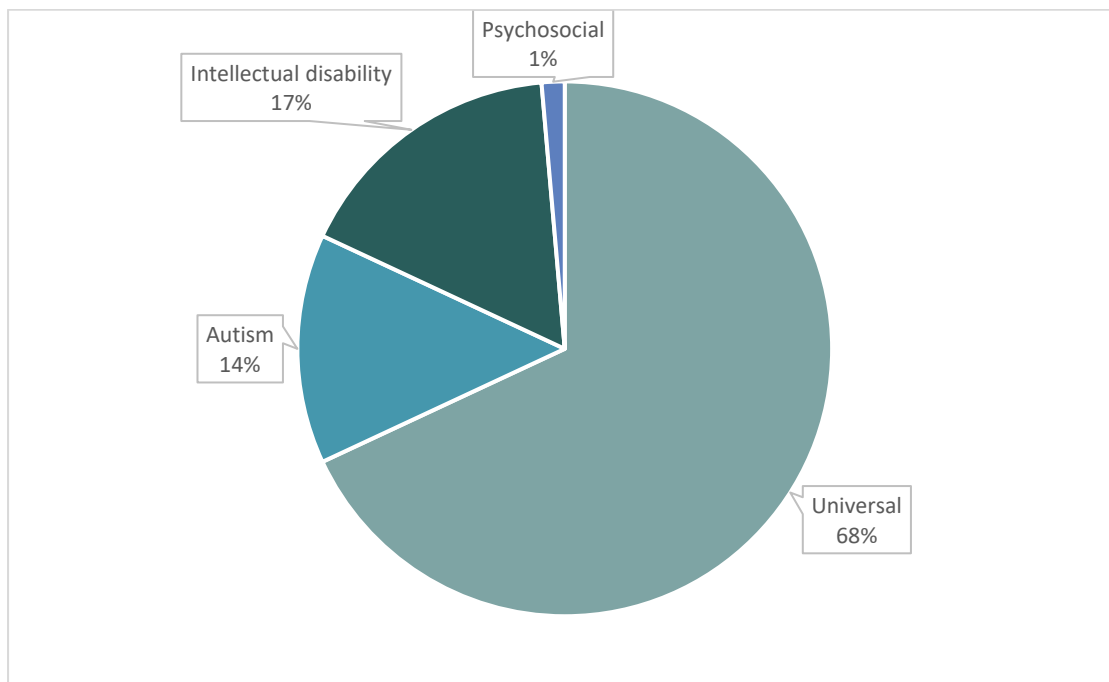


### 3.3.3. Target populations

Compared to Australia, the interventions identified in the international space were less targeted at a particular cohort. Almost 70 per cent (n=50) of the interventions either did not specify a target population or were concerned with promoting employment for people with disability generally. Fifteen per cent (n=11) were targeted at people with autism and 15 per cent people with intellectual disability. We only identified one intervention specifically targeting people with psychosocial disability – a work integrated social enterprise in Australia (INT\_06).<sup>8</sup>

<sup>8</sup> Interventions targeted people with autism or intellectual disability were prioritised for the international scan to balance the systematic review, which identified primarily interventions for people with psychosocial disability.

Figure 3.5: International interventions by cohort



As in Australia, initiatives based around employer engagement and/or recruitment for large corporations were the most common interventions for people with autism (INT\_16; 18; 19; 54; 70). Job customisation was also used in two programs for people with autism (INT\_2; 14).

For people with intellectual disability, vocational programs and internship programs were the most common intervention type (e.g. INT\_1; 4; 5; 26).

Compared to Australia, the international scan also identified a number of networks and collaborations aimed at workforce development, often linked to research, which aimed to develop, document and promote best practice approaches among member organisations (INT\_17; 18; 22; 33; 42; 48; 59).

## Section 4: Discussion and conclusion

The Environmental Scan identified an extraordinary amount of material in both the research and intervention space, with a relative degree of alignment in the focus of the Australian and international interventions and the research for all three groups.

For people with psychosocial disability, the research and intervention field is narrow, with the majority of projects and interventions focused on recovery-led vocational models that integrate vocational program components (job coaching, skill development, work experience, training, placement and support) with mental health interventions. In Australia, vocational interventions for this group are commonly (76%) delivered by mental health providers, such as headspace or Orygen, leading to a focus on the specialised skills, expertise and qualifications of the delivery staff which was not as evident in interventions for other groups. The Australian research is particularly focused on IPS models, with 42 per cent linked to current IPS programs or reviews of the overseas evidence base and its applicability to the Australian context.

Initiatives and research targeting people with autism were similarly specialised. Much of the research and many of the interventions were narrowly focused on skills and recruitment for the technology industry, or data management in large corporations, commonly in the banking industry or the public service. Compared to the other groups, interventions and research were very workplace focused – adapting workplace processes and conditions to be able to accommodate and leverage the skills of autistic employees and job candidates. However, these approaches pose questions about applicability to the diverse population of people with autism given not everyone has the attributes required for these industries or indeed the desire to work in these roles.

Initiatives and research focused on people with intellectual disability tended to be more varied than for the other two groups. Research and interventions were heavily concentrated on vocational programs that provided skill development, work experience and work placements, often with ongoing support in the workplace. Compared to the autism field, these programs and research were more concerned with the jobseeker – their skills and experiences (or lack thereof), rather than the workplace or employers. Two notable approaches were identified within the vocational programs area (both in Australia and internationally): customised employment and work integrated learning programs. These models tended to be more structured and intentional in their approach, with more codified practices than other vocational programs.

The meta-evaluation evidence for improved employment outcomes for three supply-side interventions: IPS for people with psychosocial disability, a career mentoring service for people with psychosocial disability, a digital work/study program for people with psychosocial disability, and a universal program of employment/engagement. There was weak evidence for bridging interventions for people with autism in the Victorian public service.

However, the evidence base for all three groups – and the disability population more widely – is patchy. This is reflective of the fragmented and complex nature of the disability employment interventions landscape. Key challenges in developing an evidence base include the sheer number of stakeholders involved in the delivery of interventions and in the wider ecosystem of supports; the small scale of many of the interventions; the size of the agencies involved in the implementation who do not have the resources for vigorous evaluation when funding is not included in grants or contracts. There are limited examples of interventions or research being delivered at scale, poor connections between different systems, and limited evaluation of outcomes and impact across the sector. For these reasons, the scan did not find that it is possible to extract with confidence definitive best practice for the target populations.

Nevertheless, the scan did highlight that some approaches and interventions are better documented (if not evaluated), with emerging practice bases and considerable investment from stakeholders in both the academic and service delivery sectors in establishing program models, codifying quality and practice, and testing different ways of working. These include IPS, customised employment, work integrated vocational programs and innovative work integrated social enterprises.



**Individual Placement and Support (IPS)** integrates employment and vocational support with traditional mental health and non-vocational support and has some evidence internationally for people with psychosocial disability (as demonstrated by the Systematic Review). There is a growing evidence base in Australia through:

- The Department of Social Services (DSS) funded trial of IPS in headspace centres (AU\_10), which showed promising outcomes from early piloting and is now being scaled to 50 sites (see meta-evaluation, Section 3.2.5). The IPS WORKS unit (AU\_55) within the Western Australian Association for Mental Health (WAAMH) has been appointed to provide technical support and assistance to each site in the headspace IPS trial and conduct external fidelity reviews on behalf of the DSS.
- The work of Orygen in partnership with the Centre for Youth Mental Health at the University of Melbourne (UoM), which includes a clinical research program (AU\_2021\_11; 13; 14) and several trials being delivered in their clinics (AU\_21); participation in the DSS funded headspace IPS roll-out; and a recently established a Youth IPS Centre for Excellence funded via a partnership with RACV (AU\_91). Orygen are currently investing in testing and evaluation of their models through clinical trials.

Originating in the US, **customised employment** is an approach that works with both the jobseeker and the employer to shape a job description and create a job opportunity that is mutually beneficial through a range of strategies including job carving, job negotiation, job sharing or job creation. The evidence base for customised employment in Australia has not yet been fully developed, however it has a growing footprint in the Australian disability employment sector (particularly for people with intellectual disability). The Environmental Scan identified three organisations who have invested in the development and documentation of this approach:

- The Centre for Disability Employment Research and Practice (CDERP), who brought the Discovering Personal Genius (INT\_59) model of customised employment to Australia from the US through a partnership with Griffin Hammis Associates and adapted it to the Australian context (called the Work First Curriculum [98]). In partnership with UoM, CDERP has been investing in developing a fidelity model for the Work First approach to customised employment, and in establishing a training and quality framework for organisations delivering the approach (AU\_115). CDERP deliver this customised employment approach to NDIS participants themselves (AU\_116; 117; 119); provide training and fidelity support to a number of organisations delivering it in Australia (mostly as NDIS providers, but some philanthropic trials) (AU\_118; 125; 126; 127); are developing an outcomes framework for customised employment (AU\_2021\_20); and are undertaking an evaluation of a customised employment pilot in partnership with UoM (AU\_2021\_22).
- Jobsupport (a SLES and DES provider for people with intellectual disability (AU\_105; 123)), who utilise customised employment and have invested in systematising and codifying their practice in this space through a partnership with the Virginia Commonwealth University Rehabilitation Research and Training Center (VCU RRTC) who have a long history of research and practice on the customised employment approach [5, 6, 8]. Jobsupport have the highest outcome rates for DES clients with moderate intellectual disability, strong job retention data for clients, and have been awarded several awards for their programs.
- Ticket to Work (AU\_1) (under the auspice of National Disability Services), which is delivered by 31 networks around Australia and uses customised employment alongside a collaborative networked approach (AU\_2021\_2; [84, 86, 94, 107, 113]).

The Environmental Scan also identified **work integrated vocational programs** as a model that has been well documented. These programs provide hands-on skill development and familiarisation with work environments through structured and sometimes accredited training based mainly on employers' premises and ongoing support to both the young person and the employer through a job coaches or employment consultants. Project SEARCH (INT\_01) is an internationally regarded and evaluated version operating in the US and the UK, with two adaptations/pilots currently in Australia – the Integrated Practical Placement program (AU\_18) delivered by Homes Glen TAFE in partnership with

WISE Employment (DES) and large employers (City of Monash and the Royal Children's Hospital Melbourne); and a pilot of the Project SEARCH program by Uniting Care QLD (AU\_128).

Lastly, **innovative work integrated social enterprises** delivering models which avoided the pitfalls of ADEs by providing structured training programs, award wage employment in the enterprise, and an explicit transition function to open employment after a period of time through work experience or work placement are interesting. Three such approaches were identified – Jigsaw (AU\_26) (catering to all three groups); Vanguard Laundry Services (AU\_60) (catering to people with mental illness); and AASQA (AU\_5) at Curtin University. These are notable in combining supply, demand and bridging elements.

## References

1. European Commission, *ANNEX 10: TAXUD QUALITY ASSESSMENT FORM Quality Assessment for Final Evaluation Report*. 2014
2. Kellock, P., *The employer experience: hiring young people with intellectual disability*. 2020, National Disability Services: Melbourne.
3. Milbourn, B., et al., "*Just one of the guys*" *An application of the Occupational Wellbeing framework to graduates of a Men's Shed Program for young unemployed adult males with intellectual disability*. *Aust Occup Ther J*, 2020. **67**(2): p. 121-130.
4. Wilson, N., et al., *Intergenerational mentoring for young adult males with intellectual disability: intervention description and outcomes*. *Journal of Intellectual & Developmental Disability* 2020. **Volume 45**(2).
5. Kregel, J.W.P., et al., *A Comprehensive Review of Evidence-Based Employment Practices for Youth and Adults with Intellectual and Other Developmental Disabilities, Final Report*. 2020, Rehabilitation Research and Training Center at Virginia Commonwealth University: Richmond, Virginia.
6. Wehman, P., et al., *Supported Employment: Evidence of Success for Adults with Intellectual Disabilities*. 2020, Rehabilitation Research and Training Center at Virginia Commonwealth University: Richmond, Virginia.
7. Innes, B.H., R. Mitchell, and B. Boyle, *Challenge Start-Up Project: UTS Final Report on the Research Evaluation*. 2020, University of Sydney: Sydney.
8. Centre for International Economics, *Securing open employment: Understanding and supporting practices that work for MID*. 2020, Centre for International Economics: Sydney.
9. Willson, E. and R. Campaign, *Fostering employment for people with intellectual disability: the evidence to date*. 2020, Centre for Social Impact, Swinburne University of Technology: Melbourne.
10. Meltzer, A., S. Robinson, and K.R. Fisher, *Barriers to finding and maintaining open employment for people with intellectual disability in Australia*. *Social Policy & Administration*, 2019. **54**(1): p. 88-101.
11. Cavanagh, J., et al., *Vocational learning for workers with intellectual disability: interventions at two case study sites*. *Journal of Vocational Education & Training*, 2019. **71**(3): p. 350-367.
12. Thiele, R., C. Bigby, and M. Tideman, *Young people with intellectual disabilities and work in after school jobs - a literature review*. 2019, Living with Disability Research Centre, La Trobe University: Melbourne.
13. Westoby, P. and L. Shevellar, *The possibility of cooperatives: a vital contributor in creating meaningful work for people with disabilities*. *Disability & Society*, 2019. **34**(9-10): p. 1613-1636.
14. Damianidou, D., et al., *Features of employment-related technology for people with intellectual and developmental disabilities: A thematic analysis*. *J Appl Res Intellect Disabil*, 2019. **32**(5): p. 1149-1162.
15. White, G., D. Kiegaldie, and S. Hunter, *The Integrated Practical Placement Program: a program of social inclusion in the workplace for young people with disability, Final Report: Research Evaluation Study*. 2019, Homes Glen Institute of TAFE; Monash University: Melbourne.
16. Cheng, C., et al., *What constitutes effective support in obtaining and maintaining employment for individuals with intellectual disability? A scoping review*. *Journal of Intellectual & Developmental Disability*, 2017. **43**(3): p. 317-327.
17. Meltzer, A., R. Kayess, and S. Bates, *Perspectives of people with intellectual disability about open, sheltered and social enterprise employment: implications for expanding employment choice through social enterprises* *Social Enterprise Journal*, 2018. **14**(2): p. 225-244.
18. Smith, P., et al., *Developing open employment outcomes for people with an intellectual disability utilising a Social Enterprise Framework*. *Journal of Vocational Rehabilitation*, 2018. **48**(1): p. 59-77.
19. Thoresen, S.H., et al., *Meaningful social and economic inclusion through small business enterprise models of employment for adults with intellectual disability*. *Journal of Vocational Rehabilitation*, 2018. **49**(2): p. 161-172.
20. Moore, K., P. McDonald, and J. Bartlett, *Emerging trends affecting future employment opportunities for people with intellectual disability: The case of a large retail organisation*. *Journal of Intellectual & Developmental Disability*, 2017. **43**(3): p. 328-338.
21. Damianidou, D., et al., *Effectiveness of Technology Types in Employment-Related Outcomes for People with Intellectual and Developmental Disabilities: an Extension Meta-analysis*. *Advances in Neurodevelopmental Disorders*, 2018. **2**(3): p. 262-272.
22. Cocks, E., et al., *Small Business Enterprise Models of Employment for persons with intellectual disabilities and high support needs*. 2018, Bankwest Curtin Economics Centre: Perth.

23. Alexander, J., et al., *Nature and extent of on-the-job training for employees with an intellectual disability: a pilot study*. Research and Practice in Intellectual and Developmental Disabilities, 2017. **5**(2): p. 138-148.
24. Meacham, H., Cavanagh, J, Shaw, A and Bartram, T, *HRM practices that support the employment and social inclusion of workers with an intellectual disability*. Personnel Review, 2017. **46**(8): p. 1475-1492.
25. Meacham, H., et al., *Innovation programs at the workplace for workers with an intellectual disability: Two case studies in large Australian organisations* Personnel Review, 2017. **46**(7): p. 1381–1396.
26. Meltzer, A., et al., *What do people with intellectual disability think about their jobs and the support they receive at work? A comparative study of three employment support models: Final report*. 2016, Social Policy Research Centre, UNSW Australia: Sydney.
27. Smith, P., *A systems analysis of the factors that lead to the employment of people with intellectual disabilities in Australia*, in Sydney Medical School. 2018, University of Sydney: Sydney.
28. Black, M.H., et al., *Multi-informant International Perspectives on the Facilitators and Barriers to Employment for Autistic Adults*. Autism Res, 2020. **13**(7): p. 1195-1214.
29. Dreaver, J., et al., *Success Factors Enabling Employment for Adults on the Autism Spectrum from Employers' Perspective*. J Autism Dev Disord, 2020. **50**(5): p. 1657-1667.
30. Australian Autism Alliance, *The Autism Dividend Unleashing the skills, talent and opportunity of Australia's autistic community. Submission to the Senate Select Committee on Autism*. 2020, Australian Autism Alliance: Australia.
31. Scott, M., et al., *Process evaluation of an autism-specific workplace tool for employers*. Scand J Occup Ther, 2020: p. 1-13.
32. Ciccarelli, M., et al., *Better Outcomes and Successful Transitions for Autism (BOOST-A): From research to practice. Final Report*. 2020, Autism CRC: Brisbane.
33. Krzeminska, A. and S. Hawse, *Mainstreaming Neurodiversity for an Inclusive and Sustainable Future Workforce: Autism-Spectrum Employees*. 2020: p. 229-261.
34. Black, M.H., et al., *Perspectives of key stakeholders on employment of autistic adults across the united states, australia, and sweden*. Autism Res, 2019. **12**(11): p. 1648-1662.
35. Flower, R.L., et al., *An alternative pathway to employment for autistic job-seekers: a case study of a training and assessment program targeted to autistic job candidates*. Journal of Vocational Education & Training, 2019. **71**(3): p. 407-428.
36. Flower, R.L., et al., *The Rise@DHHS autism hiring program Examining the impact on the individual and their workplace*. 2019, Olga Tennison Autism Research Centre (OTARC): Melbourne.
37. Hayward, S.M., K.R. McVilly, and M.A. Stokes, *Autism and employment: What works*. Research in Autism Spectrum Disorders, 2019. **60**: p. 48-58.
38. Lee, E.A.L., et al., *"I'm Destined to Ace This": Work Experience Placement During High School for Individuals with Autism Spectrum Disorder*. J Autism Dev Disord, 2019. **49**(8): p. 3089-3101.
39. Scott, M., et al., *Factors impacting employment for people with autism spectrum disorder: A scoping review*. Autism, 2019. **23**(4): p. 869-901.
40. Carrero, J., A. Krzeminska, and C.E.J. Härtel, *The DXC technology work experience program: disability-inclusive recruitment and selection in action*. Journal of Management & Organization, 2019. **25**(04): p. 535-542.
41. Ashburner, J.K., N.I. Bobir, and K. van Dooren, *Evaluation of an Innovative Interest-Based Post-School Transition Programme for Young People with Autism Spectrum Disorder*. International Journal of Disability, Development and Education, 2017. **65**(3): p. 262-285.
42. Hedley, D., et al., *Transition to work: Perspectives from the autism spectrum*. Autism, 2018. **22**(5): p. 528-541.
43. Hatfield, M., et al., *Process Evaluation of the BOOST-A Transition Planning Program for Adolescents on the Autism Spectrum: A Strengths-Based Approach*. J Autism Dev Disord, 2018. **48**(2): p. 377-388.
44. Scott, M., et al., *Evaluating the Effectiveness of an Autism-Specific Workplace Tool for Employers: A Randomised Controlled Trial*. J Autism Dev Disord, 2018. **48**(10): p. 3377-3392.
45. Jones, M., et al., *A strengths based program for adolescents with autism* 2018, Bankwest Curtin Economics Centre: Perth.
46. Hatfield, M., et al., *Pilot of the BOOST-A: An online transition planning program for adolescents with autism*. Aust Occup Ther J, 2017. **64**(6): p. 448-456.
47. Hedley, D., M. Uljarević, and D.F.E. Hedley, *Employment and Living with Autism: Personal, Social and Economic Impact*. 2017: p. 295-311.

48. Hatfield, M., et al., *Effectiveness of the BOOST-A online transition planning program for adolescents on the autism spectrum: a quasi-randomized controlled trial*. Child Adolesc Psychiatry Ment Health, 2017. **11**: p. 54.
49. Murray, N., et al., *Evaluation of career planning tools for use with individuals with autism spectrum disorder: A systematic review*. Research in Autism Spectrum Disorders, 2016. **23**: p. 188-202.
50. Hedley, D., et al., *Employment programmes and interventions targeting adults with autism spectrum disorder: A systematic review of the literature*. Autism, 2017. **21**(8): p. 929-941.
51. Scott, M., et al., *Viewpoints on Factors for Successful Employment for Adults with Autism Spectrum Disorder*. PLoS One, 2015. **10**(10): p. e0139281.
52. Ashburner, J.K., N.I. Bobir, and K. van Dooren, *Studio G multimedia program for young adults on the autism spectrum: Examining the impact on social participation, well-being, and post-school transition. Full Report*. 2015, Cooperative Research Centre for Living with Autism: Brisbane.
53. Devine, A., et al., *'I'm proud of how far I've come. I'm just ready to work': mental health recovery narratives within the context of Australia's Disability Employment Services*. BMC Public Health, 2020. **20**(1): p. 325.
54. Simpson, G.K., et al., *Participation in competitive employment after severe traumatic brain injury: New employment versus return to previous (pre-injury) employment*. Neuropsychol Rehabil, 2020. **30**(6): p. 995-1012.
55. Waghorn, G., et al., *Evidence-based supported employment for people with psychiatric disabilities in Australia: progress in the past 15 years*. Psychiatric Rehabilitation Journal, 2020. **43**(1): p. 32-39.
56. Brinchmann, B., et al., *A meta-regression of the impact of policy on the efficacy of individual placement and support*. Acta Psychiatr Scand, 2020. **141**(3): p. 206-220.
57. KPMG, *IPS Trial Literature Review for the Department of Social Services*. 2020, KPMG: Canberra.
58. KPMG, *Report on the Value for Money of the IPS Trial*. 2020, KPMG: Canberra.
59. Miyazaki, K., et al., *Digital Industry Mentor Service: Final Evaluation Report*. 2020, headspace: Melbourne.
60. Devine, A., et al., *"I don't think they trust the choices I will make." Narrative analysis of choice and control for people with psychosocial disability within reform of the Australian Disability Employment Services program*. Public Management Review, 2019. **21**.
61. Scanlan, J.N., et al., *Outcomes of an individual placement and support programme incorporating principles of the collaborative recovery model*. Aust Occup Ther J, 2019. **66**(4): p. 519-529.
62. KPMG, *Final Report for the Evaluation of the Individual Placement and Support Trial*. 2019, KPMG: Canberra.
63. Elmes, A., *Third Year Impact Report*. 2019, Centre for Social Impact, Swinburne University of Technology: Melbourne.
64. Barraket, J., *Submission – Inquiry into Mental Health*. 2019, Centre for Social Impact, Swinburne University of Technology: Melbourne.
65. Schweizer, R., E. Marks, and R. Ramjan, *One Door Mental Health Lived Experience Framework*. Mental Health and Social Inclusion, 2018. **22**(1): p. 46-52.
66. Stirling, Y., K. Higgins, and M. Petrakis, *Challenges in implementing individual placement and support in the Australian mental health service and policy context*. Aust Health Rev, 2018. **42**(1): p. 82-88.
67. Elmes, A., *Vanguard Impact Report 2018*. 2018, Centre for Social Impact, Swinburne University of Technology: Melbourne.
68. Kennedy, V., et al., *The headspace Digital Work and Study Service: Final Evaluation Report*. 2018, headspace: Melbourne.
69. Mellifont, D., *DESperately Seeking Service: A narrative review informing a disability employment services reform framework for Australians with mental illness*. Work, 2017. **58**(4): p. 463-472.
70. Villotti, P., et al., *Work Accommodations and Natural Supports for Employees with Severe Mental Illness in Social Businesses: An International Comparison*. Community Ment Health J, 2017. **53**(7): p. 864-870.
71. Parletta, V.A., G. Waghorn, and S. Dias, *The applicability of supported employment to adults with participation obligations as a condition for receiving welfare benefits*. American Journal of Psychiatric Rehabilitation, 2017. **20**(2): p. 106-125.
72. Chang, L., et al., *Implementation of the enhanced intersectoral links approach to support increased employment outcomes for consumers of a large metropolitan mental health service*. British Journal of Occupational Therapy, 2016. **79**(11): p. 643-650.



73. Modini, M., et al., *Supported employment for people with severe mental illness: systematic review and meta-analysis of the international evidence*. Br J Psychiatry, 2016. **209**(1): p. 14-22.
74. Waghorn, G. and E. Hielscher, *The availability of evidence-based practices in supported employment for Australians with severe and persistent mental illness*. Aust Occup Ther J, 2015. **62**(2): p. 141-4.
75. Department of Social Services, *Ensuring a strong future for supported*. 2018, DSS: Canberra.
76. Hemphill, E. and C.T. Kulik, *The Tyranny of Fit: Yet another Barrier to Mainstream Employment for Disabled People in Sheltered Employment*. Social Policy & Administration, 2017. **51**(7): p. 1119-1134.
77. Dorstyn, D., et al., *How peer support can assist job-seekers with a disability move into work*. The Australian Journal of Rehabilitation Counselling, 2020. **26**(1): p. 7-11.
78. McKinnon, K., et al., *Is being in work good for wellbeing? Work Integration Social Enterprises in regional Australia*. Australian Geographer, 2020. **51**(3): p. 361-375.
79. Hopkins, S., *'[We] have to do differently and better, [we] have to change'. A Literature Review on Facilitators of Meaningful and Sustainable Employment for People with Disabilities*. 2020, University of Technology Sydney: Sydney.
80. Sumaktas, E., *Leaving Talent on the Table: Examining Successful and Sustainable Disability Employment Programs*. 2020, University of Technology Sydney: Sydney.
81. Mupanemunda, M., *Councils as employers of choice: how hiring and procurement decisions can create employment for people with disability*. 2020, Brotherhood of St Laurence: Fitzroy.
82. Hefler, M. and N. Freeman, *Career Launchpad Independent Evaluation*. 2020, Menzies School of Health Research: Darwin.
83. Darcy, S., J. Collins, and M. Stronach, *Australia's Disability Entrepreneurial Ecosystem: Experiences of People with Disability with microenterprises, self-employment and entrepreneurship*. 2020, University of Technology Sydney: Sydney.
84. ARTD Consultants, *Ticket to Work Network Analysis*. 2019, ARTD Consultants: Melbourne.
85. Athanasou, J.A., G.C. Murphy, and E. Mpofu, *The impact of disabilities on earning or learning in Australia and the implications for career development*. Australian Journal of Career Development, 2019. **28**(2): p. 103-111.
86. Christian, F., Hawkins, A., Atkinson, G., Cassidy, J., & Rutherford, J., *Ticket to work outcomes evaluation – customised employment report*. 2019, ARTD Consultants: Melbourne.
87. Raymond, M., et al., *Improving Access and Inclusion in Employment for People with Disabilities: Implementation of Workplace Adjustments in 'Best-Practice' Organisations*. 2019, Centre for Workplace Leadership: Melbourne.
88. Waghorn, G., S. Dias, and V. Parletta, *The Influence of Wage Subsidies on the Open Employment of People with Disabilities* Journal of Rehabilitation, 2019. **85**(4): p. 24-32.
89. Xu, T. and R.J. Stancliffe, *An evaluation of employment outcomes achieved by transition to work service providers in Sydney, Australia*. Journal of Intellectual & Developmental Disability, 2017. **44**(1): p. 51-63.
90. Crosbie, J., et al., *NDIS Participant Employment Taskforce. Literature Review: Employment and Economic Participation of People with Disability*. 2019, Deakin University: Melbourne.
91. Bartram, T. and J. Cavanagh, *Re-thinking vocational education and training: creating opportunities for workers with disability in open employment*. Journal of Vocational Education & Training, 2019. **71**(3): p. 339-349.
92. Stafford, L. and G. Marston, *Using interpretive policy analysis to uncover meanings about disability employment and income policy regarding young adults and education-employment pathways in SAGE Research Methods Cases Part 2*. 2019, SAGE Publications Ltd: United Kingdom. p. 1-17.
93. Australian Network on Disability, *Building the capability of businesses to employ people with disability: High Growth Jobs, Talented Candidates Project Report*. 2019, AND: Sydney.
94. Meadow, D., *Collaboration – the key to unlocking a successful future for young people with disability*. 2019, National Disability Services: Melbourne.
95. Colmar Brunton, *Evaluation of JobAccess Service Report. Commissioned by the Department of Social Services*. 2019, Colmar Brunton: Canberra.
96. Mellifont, D., *Soft affirmative action lacking traction? An early qualitative exploration of the RecruitAbility Scheme performance within the Australian Public Service*. Australian Journal of Career Development, 2018. **27**(1): p. 20-28.
97. Murfitt, K., et al., *Employer engagement in disability employment: A missing link for small to medium organizations – a review of the literature*. Journal of Vocational Rehabilitation, 2018. **48**(3): p. 417-431.

98. Smith, P., et al., *Customised Employment: building workforce capacity for and establishing an evidence-based means of achieving the social and economic participation of people with disability. Final Report to the Innovative Workforce Fund*. 2018, University of Melbourne: Sydney.
99. Cavanagh, J., et al., *Supporting workers with disabilities: a scoping review of the role of human resource management in contemporary organisations*. Asia Pacific Journal of Human Resources, 2017. **55**(1): p. 6-43.
100. Moore, K., P. McDonald, and J. Bartlett, *The social legitimacy of disability inclusive human resource practices: the case of a large retail organisation*. Human Resource Management Journal, 2017. **27**(4): p. 514-529.
101. Acil Allen Consulting, *National Disability Coordination Officer Program Evaluation*. 2017, Acil Allen Consulting: Melbourne.
102. K., M., et al., *Diversity Field Officer Service Pilot Evaluation*. 2017, Deakin University: Melbourne.
103. Riches, V. and J. MacDonald, *Enhanced Employment Outcomes Study*. 2016, Centre for Disability Studies, University of Technology Sydney: Sydney.
104. Ruhindwa, A., C. Randall, and J. Cartmel, *Exploring the challenges experienced by people with disabilities in the employment sector in Australia: Advocating for inclusive practice - a review of literature*. Journal of Social Inclusion, 2016. **7**(1): p. 4.
105. Hemphill, E. and C.T. Kulik, *Which Employers Offer Hope for Mainstream Job Opportunities for Disabled People?* Social Policy and Society, 2015. **15**(4): p. 537-554.
106. Australian Network on Disability, *High Growth Jobs, Talented Candidates Early learnings*. 2016, AND: Sydney.
107. ARTD Consultants, *Ticket to Work pilot outcomes study: A Quasi-Experimental analysis of pathways from school to economic and social inclusion*. 2016, ARTD Consultants: Melbourne.
108. Business Council of Australia, *Recognising Ability: Business and the Employment of People with Disability*. 2015, Business Council of Australia: Melbourne.
109. Cocks, E., S.H. Thoresen, and E.A.L. Lee, *Pathways to Employment and Quality of Life for Apprenticeship and Traineeship Graduates with Disabilities*. International Journal of Disability, Development and Education, 2015. **62**(4): p. 422-437.
110. Maritz, A. and R. Laferriere, *Entrepreneurship and self-employment for people with disabilities*. Australian Journal of Career Development, 2016. **25**(2): p. 45-54.
111. Stafford, L., et al., *Why one size fits all approach to transition in Disability Employment Services hinders employability of young people with physical and neurological disabilities in Australia*. Journal of Industrial Relations, 2017. **59**(5): p. 631-651.
112. Meltzer, A., et al., *What do people with intellectual disability think about their jobs and the support they receive at work? A comparative study of three employment support models: Final report 2016*, Social Policy Research Centre, UNSW: Sydney.
113. Atkinson, G., et al., *Ticket to Work post-school outcomes: report for National Disability Services*. 2019, ARTD Consultants: Melbourne.
114. National Disability Insurance Agency, *Employment Outcomes 30 June 2018: NDIS participants, their families and carers*. 2018, NDIA: Canberra.

## Appendix A: Methods

### Inclusion and exclusion criteria

The Environmental Scan covered current and recently completed Australian<sup>9</sup> non-randomised control trial academic literature and grey literature focused on improving economic participation of people with a disability, especially people with autism, intellectual disability and/or psychosocial disability. It included work published or commenced in English between 2015-2021. Research that focused on specific, active disability employment interventions was prioritised.

The scan of Australian research excluded the following materials:

- Research included in the systematic review (see Systematic Review technical report).
- Research that does not describe at least one specific intervention or factors that enable economic participation of people with a disability, for example:
  - Focused on barriers to employment; understanding reasons for/dynamics of low employment rates; or the costs/benefits of employing people with disability.
  - Understanding the experiences of people with disability in the workplace – unless specifically talking about a particular program, intervention or enablers.

The Australian and international intervention scan covered initiatives that are:

- Currently being delivered.
- Targeted at people between 15-64 years of age.
- Targeted at one or more of the three target populations.
- Universally targeted at people with a disability (i.e. eligibility for intervention not disability type specific).

The Australian scan also included some limited non-disability specific employment initiatives that include people with disability.

The international search was not exhaustive; it was largely limited to OECD countries to enable comparison with the Australian context.

### Search methods

Literature and interventions were identified through a multi-faceted search strategy including:

- the University of Melbourne Discovery search function, a platform connecting data bases including Academic Search Complete, Business Source Complete, SocINDEX, EBSCO, and ProQuest;
- an online search of 81 Australian organisation websites from the academic, consultancy, government and non-profit sector, including the online research repositories of every Australian university (see table A:1). Where universities did not have an online research repository available, staff directories were searched for academics with expertise in disability employment and their publications lists were reviewed.;
- a desktop search of a further 44 organisations from the public, community/provider, and philanthropic sectors (see Table A:1) identified through Google searches and organisational publication pages. Where publications pages weren't available or had not been updated in the past year, Google searches were carried out using the search terms and the organisations names to identify any papers available elsewhere online;
- online searches of intergovernmental organisations (e.g. the Organisation for Economic Co-operation and Development (OECD), the International Labour Organisation (ILO)) and multi-national disability specific networks (e.g. European Association of Service Providers for Persons with Disabilities);
- through expert consultations detailed in the second technical report (Environmental Scan Part 2);

---

<sup>9</sup> Defined as by research by researchers working at an Australian organisation and concerned with the Australian context, and/or the applicability of international learnings to the Australian context.



- government documents including lists of grant recipients for relevant Information Linkages and Capacity Building (ILC) Grant and Jobs Victoria Innovation Fund rounds; reports of, and submissions to, major government inquiries; and State and Territory Disability Employment Plans;
- one hundred and three research centres, institutes and schools and academic departments, contacted via email (see table A:2).
- twenty-two organisations who were contacted via email for further details on interventions (see table A:3)

Further research was iteratively identified through literature reference lists, and through the other parts of the Environmental Scan – including Google searches of every identified Australian intervention plus the term ‘evaluation’ once the intervention list was finalised. Several non-publicly available evaluations or papers were provided by participants of the expert consultations stage of the scan and by service providers who were contacted via email for further information about their programs during the identification of Australian interventions.

The following search terms were used:

- intellectual/developmental/cognitive/learning disab\*
- autism OR autism spectrum disord\*
- psychosocial disab\*
  - (AND employment)
- open employment\*
- supported employment\*
  - (AND disability)
- labour market AND disability
- economic participation AND disability
- training OR up-skill/upskill\* (AND disability)

**Table 1. Organisations included in identification of recently published recent and current projects**

Academic <sup>10</sup>
1. Australian Catholic University
2. Australian National University
3. Bond University
4. Carnegie Mellon University
5. Central Queensland University
6. Charles Darwin University
7. Charles Sturt University
8. Curtin University
9. Deakin University
10. Edith Cowan University
11. Federation University of Australia
12. Flinders University
13. Griffith University
14. James Cook University
15. La Trobe University

<sup>10</sup> Source: <https://www.studyinaustralia.gov.au/English/Australian-Education/Universities-Higher-Education/list-of-australian-universities>

16. Macquarie University
17. Monash University
18. Murdoch University
19. Queensland University of Technology
20. RMIT University
21. Southern Cross University
22. Swinburne University of Technology
23. Torrens University Australia
24. University of Adelaide
25. University of Canberra
26. University of Melbourne
27. University of Newcastle
28. University of New England
29. University of New South Wales
30. University of Notre Dame Australia
31. University of Queensland
32. University of South Australia
33. University of Southern Queensland
34. University of Sydney
35. University of Tasmania
36. University of Technology, Sydney
37. University of the Sunshine Coast
38. University of Western Australia
39. University of Wollongong
40. Victoria University
41. Western Sydney University

#### Consultancy<sup>11</sup>

42. Acil Allen
43. Alpha Beta
44. Boston Consulting Group
45. Deloitte Access Economics
46. EY
47. KPMG
48. McKinsey & Company
49. Nous Group
50. Price Waterhouse Cooper
51. Synergy Group

#### Government

---

<sup>11</sup> Consultancy firms with a footprint in human services consultancy were identified via Google

- 52. Productivity Commission
- 53. Australian Human Rights Commission
- 54. Parliamentary Library
- 55. National Centre for Vocational Education Research (NCVER)
- Other (non-profit, representative orgs, think tanks, clearing houses)<sup>12</sup>
- 56. ACOSS
- 57. Australia Institute
- 58. Australia Institute's Centre for Future Work
- 59. Australian Network on Disability
- 60. Australian Policy Observatory
- 61. Black Dog Institute
- 62. Autism CRC
- 63. Business Council of Australia
- 64. Centre for Disability Employment Research and Practice
- 65. Centre for Economic Development Australia
- 66. Centre for Policy Development
- 67. Disability Advocacy Resource Unit
- 68. Grattan Institute
- 69. Inclusion Australia
- 70. Jobs Australia
- 71. National Disability Services
- 72. Neami
- 73. NESA
- 74. Orygen
- 75. People with Disability Australia
- 76. Per Capita
- 77. Purple Orange
- 78. SANE
- 79. Social Ventures Australia
- 80. The Australian Centre for Social Innovation (TACSI)
- 81. The Social Deck

---

<sup>12</sup> Identified through existing team knowledge and Google searches

**Table 2. List of organisations contacted to request information on current research projects**

School/Centre	Institution
1. Autism Academy for Software Quality Assurance (AASQA)	Curtin University
2. Autism CRC	Curtin University
3. Curtin Autism Research Group (CARG)	Curtin University
4. Future of Work Institute (FOWI)	Curtin University
5. Faculty of Health Sciences	Curtin University
6. Bankwest Curtin Economics Centre	Curtin University
7. Olga Tennison Autism Research Centre	La Trobe University
8. Living with Disability Research Centre	La Trobe University
9. Research Centre for Computers, Communications and Social Innovation (RECCSI)	La Trobe University
10. Judith Lumley Centre	La Trobe University
11. Centre for Higher Education Equity and Diversity Research (CHEEDR)	La Trobe University
12. CARG, Autism CRC, School of Occupational Therapy, Social Work and Speech Pathology	Curtin University
13. Brain and Mind Centre	University of Sydney
14. Autism Clinic for Translational Research	University of Sydney
15. Matilda Centre	University of Sydney
16. Sydney Social Sciences and Humanities Advanced Research Centre	University of Sydney
17. Centre for Disability Research and Policy	University of Sydney
18. John Walsh Centre for Rehabilitation Research	University of Sydney
19. Menzies Centre for Health Policy	University of Sydney
20. Life Course Centre	UQ/UWA/USyd/UMelb
21. Centre for Health Economics Research and Evaluation (CHERE)	University of Technology Sydney
22. Institute for Public Policy and Governance	University of Technology Sydney
23. Australian Centre for Public and Population Health Research	University of Technology Sydney
24. Centre for Business and Social Innovation	University of Technology Sydney

<b>25. The Kidman Centre</b>	University of Technology Sydney
<b>26. College of Nursing and Health Sciences</b>	Flinders University
<b>27. Orama: The Institute for Mental Health, Wellbeing and Neuroscience</b>	Flinders University
<b>28. Social Work Innovation Research Living Space</b>	Flinders University
<b>29. Menzies Health Institute Queensland</b>	Griffith University
<b>30. Centre for Governance and Public Policy</b>	Griffith University
<b>31. Centre for Work, Organisation and Wellbeing</b>	Griffith University
<b>32. Centre for Social and Cultural Research</b>	Griffith University
<b>33. The Hopkins Centre: Research for Rehabilitation and Resilience</b>	Griffith University
<b>34. Centre for Healthcare Transformation</b>	Queensland University of Technology
<b>35. Centre for Future Enterprise</b>	Queensland University of Technology
<b>36. Centre for Behavioural Economics, Society and Technology</b>	Queensland University of Technology
<b>37. Australian Centre for Philanthropy and Nonprofit Studies</b>	Queensland University of Technology
<b>38. Centre for Inclusive Education</b>	Queensland University of Technology
<b>39. Social Innovation Research Institute</b>	Swinburne
<b>40. Iverson Health Innovation Research Institute</b>	Swinburne
<b>41. Centre for the New Workforce</b>	Swinburne
<b>42. Centre for Social Impact Swinburne</b>	Swinburne
<b>43. Centre for Mental Health</b>	Swinburne
<b>44. Centre for Markets, Values and Inclusion</b>	University of SA
<b>45. Centre for Research in Educational and Social Inclusion</b>	University of SA
<b>46. Centre for Workplace Excellence</b>	University of SA
<b>47. Centre for Health through Action on Social Exclusion</b>	Deakin University
<b>48. Institute for Health Transformation</b>	Deakin University
<b>49. Institute for Humanities and Social Sciences</b>	Australian Catholic University
<b>50. Institute for Positive Psychology and Education</b>	Australian Catholic University

<b>51. Healthy Brain and Mind Research Centre</b>	Australian Catholic University
<b>52. Research Centre for Social and Political Change</b>	Australian Catholic University
<b>53. Australian Institute for Business and Economics</b>	University of Queensland
<b>54. Faculty of Humanities and Social Sciences</b>	University of Queensland
<b>55. Centre for Business and Organisational Psychology</b>	University of Queensland
<b>56. The Social Identity and Groups Network</b>	University of Queensland
<b>57. Centre for the Business and Economics of Health</b>	University of Queensland
<b>58. Institute for Social Science Research (ISSR)</b>	University of Queensland
<b>59. Centre for Developmental Disability Health (CDDH)</b>	Monash University
<b>60. Turner Institute for Brain and Mental Health</b>	Monash University
<b>61. Centre for Health Economics</b>	Monash University
<b>62. The Krongold Clinic</b>	Monash University
<b>63. Monash Rehabilitation Ageing and Independent Living (RAIL) Research Centre</b>	Monash University
<b>64. Centre for Mental Health Research</b>	ANU
<b>65. Centre for Social Research and Methods</b>	ANU
<b>66. School of Sociology</b>	ANU
<b>67. Centre for Organisation, People and Work</b>	RMIT
<b>68. Centre for Workforce Futures</b>	Macquarie University
<b>69. Centre for the Health Economics</b>	Macquarie University
<b>70. Centre for Emotional Health</b>	Macquarie University
<b>71. Research and Innovation Office</b>	Murdoch University
<b>72. Community Development and Sociology</b>	Murdoch University
<b>73. School of Social Sciences</b>	University of WA
<b>74. Centre for Human and Cultural Values</b>	University of WA
<b>75. Centre for Social Impact</b>	University of WA
<b>76. School of Population and Global Health</b>	University of WA
<b>77. Institute for Health &amp; Sport</b>	Victoria University

<b>78. Institute for Sustainable Industries &amp; Liveable Cities (ISILC)</b>	Victoria University
<b>79. Centre of Policy Studies</b>	Victoria University
<b>80. Institute for Culture and Society</b>	Western Sydney University
<b>81. NICM Health Research Institute</b>	Western Sydney University
<b>82. MARCS Institute for Brain, Behaviour and Development</b>	Western Sydney University
<b>83. Translational Health Research Institute</b>	Western Sydney University
<b>84. Stretton Institute</b>	University of Adelaide
<b>85. Division of Research &amp; Innovation</b>	University of Adelaide
<b>86. Institute for Social Change</b>	University of Tasmania
<b>87. Arts Business Law &amp; Education Research Hub</b>	University of Tasmania
<b>88. College of Health and Medicine</b>	University of Tasmania
<b>89. Institute for Governance and Policy Analysis</b>	University of Canberra
<b>90. National Centre For Social And Economic Modelling (NATSEM)</b>	University of Canberra
<b>91. Centre for Deliberative Democracy and Global Governance</b>	University of Canberra
<b>92. Centre for Change Governance</b>	University of Canberra
<b>93. Health Research Institute</b>	University of Canberra
<b>94. Institute for Evidence-Based Healthcare</b>	Bond University
<b>95. Research Services</b>	Bond University
<b>96. Appleton Institute</b>	Central Queensland University
<b>97. Centre for Research in Equity and Advancement of Teaching and Education (CREATE)</b>	Central Queensland University
<b>98. Rural Economies Centre of Excellence</b>	Central Queensland University
<b>99. Menzies School of Health Research</b>	Charles Darwin University
<b>100. Northern Institute</b>	Charles Darwin University
<b>101. Research</b>	Charles Sturt University

**Table 3. Desktop review sources and organisations contacted**

Organisation	Comments
<b>Government</b>	
1. Commonwealth Department of Social Services	
2. Commonwealth Department of Education, Skills and Employment	
3. Productivity Commission	Documents reviewed: 2020 Report on Government Services Mental Health Inquiry Report Mental Health Inquiry public submissions
4. Australian Human Rights Commission	Additional documents reviewed: Willing to Work: National Inquiry into Employment Discrimination Against Older Australians and Australians with Disability – Report
5. Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability	Documents reviewed: Issues Paper: Employment Public submissions (not published on website so identified by Google search of 'Royal Commission AND disability AND employment AND submission')
6. Victorian Department of Jobs, Precincts and Regions	Emailed for details on any disability specific providers/projects operating under the state-based employment and training programs under Jobs Victoria and for the Jobs Victoria Innovation Fund grant recipients
7. Victorian Department of Health and Human Services	
8. NSW Department of Health	
9. Service NSW	
10. NSW Department of Communities and Justice	
11. QLD Department of Department of Employment, Small Business and Training	Emailed for details on any disability specific providers/projects operating under the state-based employment and training programs Skilling Queenslanders for Work and Back to Work
12. QLD Department of Department of Communities, Disability Services and Seniors	
13. ACT Department of Communities	



<b>14. Northern Territory Department of Health, Office of Disability</b>	
<b>15. Western Australia Department of Communities</b>	
<b>16. South Australian Department of Human Services</b>	
<b>17. South Australian Department for Innovation and Skills</b>	
<b>18. Tasmanian Department of Communities</b>	
<b>19. Tasmanian Department of Health</b>	
<b>20. Local Government NSW</b>	Emailed
<b>21. Municipal Association of Victoria</b>	Emailed
<b>22. Local Government Association of Queensland</b>	Emailed
<b>23. Local Government Association Tasmania</b>	Emailed
<b>24. Local Government Association of the Northern Territory</b>	Emailed
<b>25. Local Government Association of South Australia</b>	Emailed
<b>26. The Western Australian Local Government Association</b>	Emailed
<b>27. NDIS Information, Linkages and Capacity Building (ILC) Grants</b>	<p>Reviewed and assessed for relevance and inclusion successful projects and programs from the ILC Economic Participation of People with Disability Grant Round 2019-20; and the ILC Economic and Community Participation Program Grant Round (awarded in March 2020)</p> <p>Reviewed all successful organisations websites and emailed and/or called 22 organisations for further information</p>
<b>Non-government/service provider/advocacy</b>	
<b>28. National Disability Services</b>	Emailed for further information of program offerings and phone consultation
<b>29. Jobs Australia</b>	
<b>30. NESA</b>	
<b>31. VALID</b>	Emailed for further information of program offerings and phone consultation
<b>32. AMAZE</b>	Emailed and phone consultation

<b>33. NEAMI</b>	Emailed for further information of program offerings
<b>34. Mind Australia</b>	
<b>35. Inclusion Australia</b>	
<b>36. People with Disability Australia</b>	Emailed for further information of program offerings
<b>37. Australian Network on Disability</b>	Emailed for further information of program offerings
<b>38. Orygen</b>	Emailed for further information of program offerings
<b>39. <i>Grant recipients – various</i></b>	Reviewed websites of 43 ILC and Jobs Victoria grant recipient organisations

#### **Philanthropic**

**40. Paul Ramsay Foundation**

**41. Ian Potter Foundation**

**42. Sydney Myer Foundation**

**43. John T Reid Foundation**

**44. Gandel Philanthropy**

#### **Data entry and analysis**

Identified research and interventions were reviewed and compiled into a spreadsheet that inventoried key characteristics, including the target population, research/intervention design, evaluation/findings, location/organisation and funding source. Interventions were categorised according to the typology developed for the project and detailed in the Theoretical Review, which was iteratively refined through the process of the Environmental Scan.

## Appendix B: Intervention Typology

As part of the Theoretical Review component of the broader research project, we sought to identify and categorise the types of interventions/approaches that have been or are being used to increase work readiness or employment participation for the three target populations. A typology of interventions was produced.

### Development of typology

We developed a two-level typology informed by understandings of supply and demand-side labour market dynamics and adapted from work done by the International Labour Organisation (ILO) (ILO 2014, p.10) (1). This supply-demand taxonomy is widely used by academics, a range of relevant international and national agencies (e.g., World Bank, OECD) and governments to categorise employment interventions. This distinction recognises the importance of labour market contexts and dynamics in shaping the employment outcomes of jobseekers.

The typology serves several important functions for this project. It provides an organising frame to understand the locus of intervention or where effort is being targeted (e.g., jobseeker or employer) as well as the scope of intervention. It also enables approaches or interventions to be grouped from a wide field of interventions facilitating the identification of obvious patterns and gaps. We use this typology to organise findings from the distinct outputs of the broader project.

The first level of the typology distinguished three broad approaches to employment interventions/strategies to increase labour market participation: supply-side strategies, demand-side strategies, and bridging strategies.

6. *Supply-side* – interventions seek to build the capacity of individuals to be (more) ready and able to find and engage in work and/or build the capacity of employers to employ people with disability. Supply side interventions are typically focused on developing human capital and/or inclusive workplace cultures, structures, processes and practices.
7. *Demand-side* – interventions create work opportunities for people with disability. They typically facilitate access to new or existing roles that would not otherwise be open or accessible to people with disability. Demand side interventions can span a range of interventions ranging from wage subsidies and social procurement to (micro) social enterprises.
8. *Bridging interventions* – match people with disability to appropriate work opportunities and provide support to both employers and jobseekers to enable positive employment outcomes. Bridging interventions can be stand-alone or part of supply or demand side interventions. They can include work posted on specific platforms that match employment with jobseekers as well as target job matching work with key employers.

In practice, employment interventions are not entirely discrete. They may fall into one or more of these categories. Moreover, these three approaches are not the only types of disability employment intervention, but they do represent those most typically used. Interventions that do not neatly conform to this typology work directly or indirectly with the broader community, rather than focusing specifically on people with disability or employers. These include interventions focused on shifting community attitudes about the value and contribution of people with disability in the workplace.

The second level of the typology specifies types of interventions that fall under one of these three categories or approaches (supply, demand, bridging). An initial list of intervention types was compiled from the research team's familiarity with the employment intervention literature. This list was then expanded upon and refined through the literature review process of the Systematic Review, and particularly, the identification of research and interventions as part of the Environmental Scan. The main types of interventions are summarised in Table B.1 with their descriptions.

**Table 1. Interventions to increase work readiness or employment participation and definitions**

Intervention	Description
<b>Skills development</b>	Skills development interventions provide work ready skill training for people with disability before or during employment. This can include training in personal development (including literacy, numeracy, social and/or cognitive skills), and/or vocational training. The aim of these types of interventions is to improve the employability of job seekers.
<b>Vocational rehabilitation (VR)</b>	Vocational rehabilitation is designed to return a person to the workforce typically after an accident, injury or medical issue that can include psychosocial disability. This is a managed process that aims to provide assistance according to assessed needs to achieve a meaningful and sustainable employment outcome. A range of services can be provided to individuals depending on their specific requirements and aims.
<b>Active Labour Market Programs (ALMPs)</b>	<p>ALMPs are government commissioned and funded employment services which seek to increase the likelihood of job seekers securing and retaining employment through a combination of 'pro-market' measures often relating to people's behaviour, including strict job search and/or work requirements. ALMPs describe a broad range of policies, programs and interventions that can be broadly categorised as either work-first or human-capital development approaches:</p> <p><i>Work first</i> approaches aim to produce a quick return to the labour market, irrespective of the quality or suitability of the job. Work-first measures may be more compliance-focused, including job search, training and/or work requirements. Work is generally characterised as being limited, mandatory and unpaid.</p> <p><i>Human capital development</i> approaches aim to improve jobseekers' employability and achieve sustained employment transitions. These approaches often target those who are 'harder to help' and attempt to reduce labour market barriers. The interventions include more intensive, personalised and longer-term training and supports that focus on upskilling for long-term labour market prospects.</p>
<b>Career guidance/counselling</b>	Career guidance/counselling assists jobseekers to understand the range of employment and career paths that may be available in the labour market, and to identify which ones might be matched to their skills and interests. It may be accessed at any stage of life and is designed to assist jobseekers through work, learning and other career changes. Counsellors may also help jobseekers navigate available services and supports, look for work, and match them with available vacancies.
<b>Work experience/internships</b>	Work experience/internships are short-term and typically unpaid opportunities, designed to provide experience of professional working environments particularly for young people. Placements provide opportunities to develop participant networks, job-ready skills and may involve on-the-job training.

<b>Supported employment<sup>13</sup></b>	Supported employment, sometimes termed sheltered employment overseas, is the provision of disability-specific work environments. for people with significant disability. In these contexts, people can acquire employment skills and experience, often paired with individual support like training, vocational education or coaching. Supported employment interventions can substantially differ in terms of the supports offered to participants.
<b>Work placements</b>	Work placements schemes provide paid employment opportunities for jobseekers in either the private sector or public sector through a brokerage service where placements with employers are negotiated with or on behalf of jobseekers by a service provider (including education institutions).
<b>Apprenticeships/ traineeships</b>	An apprenticeship or traineeship involves full-time or part-time work with an employer who provides an opportunity to learn all aspects of a vocation. They are structured, with a combination of on the job and off the job training at a training institution. The difference between a traineeship and an apprenticeship is that a traineeship is usually for around 12 months (apprenticeships usually last for three to four years) and is generally in a non-trade related area.
<b>Employer engagement/ education</b>	Employer engagement/education interventions aim to change employer perceptions of the costs and risk of employing people with disability, build their capacity to provide an inclusive workplace, and improve employment pathways for people with disability.
<b>Wage subsidies</b>	Wage subsidies seek to contribute to, or offset employment costs, providing a financial incentive for private businesses to hire eligible participants and greater flexibility in hiring options.
<b>Employer targets/quotas</b>	Targets/quotas commit and/or require employers to hire a set quantity of people with particular demographic characteristics (in this case disability).
<b>Work integrated social enterprise (WISE)</b>	Work integrated social enterprises use a social enterprise organizational model to provide employment opportunities for people with disability. A social enterprise is an organization that operates as a commercial entity but has specific social objectives. These organisations aim to maximize profits while maximizing benefits to society. Any profits are typically used to support social programs.
<b>Social procurement</b>	Social procurement approaches typically use the purchasing power of organisations (including government) to create social value for the community. They do this through direct job creation and/or purchasing goods and services from suppliers that employ people who may otherwise struggle to find paid employment.
<b>User-led organisations</b>	User-led organisations include cooperatives and mutuals; they are businesses primarily run, owned and/or controlled by people with disability.

---

<sup>13</sup> Note that supported employment has a different meaning outside of Australia, referring to vocational programs and processes that support people with a disability to gain competitive open employment – for example, the customised employment approach, or Individual Placement and Support (IPS). In Australia, supported employment usually refers to non-competitive/open employment, for examples in Australian Disability Enterprises (ADEs). This is commonly termed ‘sheltered employment’ overseas.

<b>Micro-enterprise / entrepreneurship</b>	Micro-enterprises are a form of creating self-employment and are sometimes called small business enterprises (SBE) or micro-businesses. They typically have minimal capital or start-up costs.
<b>Inclusive recruitment and employment practices</b>	Inclusive recruitment and employment practices adapt workplace processes, often recruitment, to reduce barriers posed by 'one-size-fits all' approaches and tailor them to enable the inclusion of people with a disability.
<b>Customised employment</b>	Customised employment is an approach that intentionally works with both the jobseeker and the employer to shape a job description and create a job opportunity that is mutually beneficial. Unlike approaches which begin with job vacancies and requirements, customised employment focuses on what the person with disability has to offer an employer through their strengths and interests (ascertained through a process of 'discovery'). Customised employment can include a range of strategies including job carving, job negotiation, job sharing or job creation.
<b>Individualised placement and support (IPS)</b>	The IPS model integrates employment and vocational support with traditional mental health and non-vocational support. It focuses on the individual needs and aspirations of people with mental illness and aims to support them to rapidly gain paid work in competitive settings. The core principles of IPS include rapid job search, integration of mental health and employment services, attention to client preferences, and individualised job searches and supports.
<b>Inter-agency networks</b>	A network approach to building links between actors in different sectors – commonly education and training institutions and employers – to facilitate smoother pathways and transitions for people with a disability into work.

## Refinement of typology

The two-level typology was refined as the project progressed based on findings of the Environmental Scan and, to a lesser extent, the Systematic Review. As the scan progressed, two important findings were evident from the analysis of interventions. These shaped the final version of the typology.

First, it was evident that single component interventions can and are delivered on their own (e.g., career guidance). There are also multi-component interventions. Of these, two primary intervention groups were evident, each with sub-models: vocational programs and recruitment/brokerage/capacity building programs.

- *Vocational programs* are supply-led (i.e., focus on the jobseeker and their skills and experience or lack thereof). They typically combine two or more of a common set of interventions including: career guidance, skills development, work experience and/or work placements. They may be publicly funded/operated (such as ALMPs). There is a high degree of variability in these programs in relation to the elements they combine, the structured nature of the program, and whether or not they use a validated model or a looser collection of program elements. While most vocational programs were un-defined, the scan identified three notable iterations of vocational programs which follow a more structured or defined model:
  - Customised employment.
  - Individualised placement and support (IPS).
  - Work integrated training programs.

- *Recruitment/brokerage/capacity building programs* combine employer capacity building alongside jobseeker work placements and/or training programs. The scan identified one notable iteration of this approach:
  - Industry specific versions that typically partner with (or are embedded within) large corporations and train jobseekers in a highly specific set of skills.

Second it was evident from the analysis that in addition to the three high-level employment intervention types – supply, demand and bridging – there are a range of interventions that combine one or more of these approaches: supply and demand, supply and bridging, or supply, demand *and* bridging strategies. These findings are reflected in the finalised typology in Table B.2. The typology also specifies whether there are examples of each of these types of interventions for the target populations – people with autism, intellectual disability or psychosocial disability.

**Table 2: Typology of employment interventions for people with a disability**

Supply/ demand/ bridging	Common intervention types and combinations		Target populations	Typical examples
<b>Supply</b>	Vocational programs	General	Common to all three groups and to universal programs Often targeted at young people	Ticket to Work (AUS) Owl Employment (CANADA)
		Individual placement and support (IPS)	Psychosocial disability	headspace IPS trial (AUS) Orygen IPS trials (AUS)
		Customised employment	Often non-specified but notionally more common with intellectual disability	Centre for Disability Employment Research and Practice (CDERP) programs (AUS) methode-IHW (Inclusive Redesign Method) (NETHERLANDS)
		Work integrated training programs	Marginally more common to intellectual disability	Integrated Practical Placement Program (AUS) Project SEARCH (UK)
		Active labour market programs	Universal	DES (AUS) Assisted Work (Arbeid med bistand) (Norway)
	Employer engagement, education, capacity building		Common to all three groups and to universal programs	Diversity Field Office program (AUS) Project EARN (Employee Assistance and Research Network on Disability Inclusion) (USA)

Supply/ demand/ bridging	Common intervention types and combinations	Target populations	Typical examples
	Career guidance/ transition planning	Common to all three groups, most often targeted at young people	myWAY Employability (AUS) Autism Work Skill Questionnaire (USA)
	Work experience programs	Common to all three groups and to universal programs	National Work Experience Program (AUS) Job in Sight (JIS) (SWEDEN)
	Mentoring programs	Universal	AND Positive Action towards Career Engagement (PACE) Mentoring (AUS)
	Assistive technology	Universal	QLD Skills Disability Support (AUS) VICAID (UK)
	Inter-agency networks	Often targeted at young people in the school to work transition	National Disability Coordination Officer Program (AUS)
	Skill development	Universal	Specialisterne STEM labs (AUS)
	Peer support	Common to all three groups	Purple Space (UK)
<b>Demand</b>	Micro-enterprise initiatives	Commonly universal and people with intellectual disability	Start Up/Regional Entrepreneurship Challenge (AUS) Western Economic Diversification Canada Entrepreneurs with Disabilities Program (CANADA)
	Subsidies	Universal	DES Wage Subsidy Scheme (AUS) Inclusive Working Life Agreement (IA-avtalen) (NORWAY)
	Targets/quotas	Universal	Japanese levy-grant scheme (JAPAN)
	Social procurement	Universal	Buyability (AUS)
<b>Supply and</b>	Apprenticeships	Universal	Shaping Futures Pilot Program (AUS)

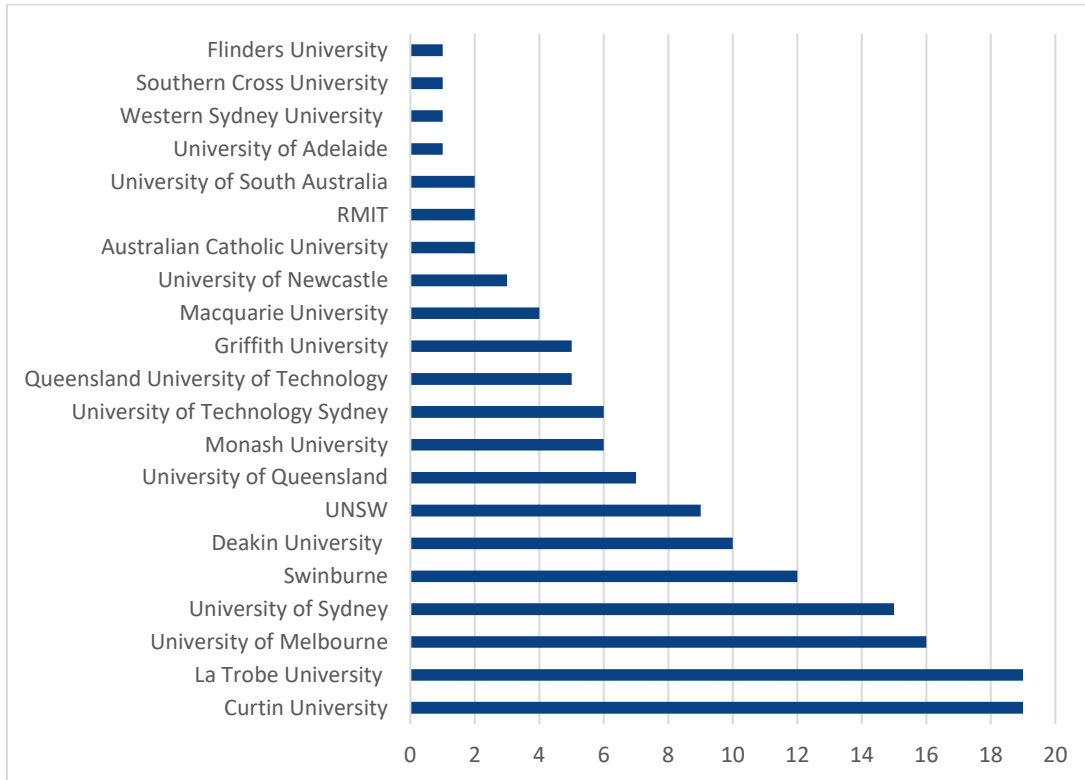


Supply/ demand/ bridging	Common intervention types and combinations		Target populations	Typical examples
<b>demand elements</b>	Work integrated social enterprise (including supported employment)		Common to all three groups	Australian Autism Academy (AASQA) (AUS) Einer für Alle (One for All) (AUSTRIA)
<b>Bridging</b>	Recruitment/work placement programs (for job-ready candidates)		Commonly universal and people with autism	Recruitability Scheme (AUS) Microsoft Autism Hiring Program (USA)
<b>Supply and bridging elements</b>	Recruitment/ brokerage/ capacity building programs	General	Commonly universal and people with autism	Specialisterne (AUS and INTERNATIONAL) Marriott Foundation's Bridges from School to Work Program (USA)
		Industry specific recruitment/ brokerage/ capacity building programs	Commonly universal and people with autism, most often linked to the IT industry	DXC Dandelion (AUS) Certificat Data Asperger (FRANCE)
<b>Supply, demand and bridging elements</b>	Work integrated social enterprises with an explicit transition function		Too limited to say	Jigsaw (AUS) Vanguard Laundry Services (AUS)

## Appendix C: Organisations carrying out research

Most of the identified research (current and completed) was undertaken by universities or university affiliated research centres, particularly in NSW and Victoria. Many projects involved collaboration between and across universities, and with community sector organisations or service providers.

**Figure 1. Identified research by academic institution**



Of the identified research projects/publications 27 were carried out by non-academic affiliated organisations, including consultancy firms (four firms, nine publications); research centres (three institutes, three publications); and research centres or units embedded within service delivery agencies (six centres/units, 15 publications).

## Appendix D: Identified Australian and international interventions

Table 1. Australian interventions

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_1	Ticket to Work	Supply side intervention	Vocational program (general)	Universal	Young people	QLD; NSW; VIC; TAZ; WA - various in states	VIC sites – Jobs Victorian Innovation Fund Other sites - philanthropic
AU_2	Jobactive	Supply side intervention	Active labour market program	Universal*	Universal	National	Government - Federal
AU_3	Disability Employment Services (DES)	Supply side intervention	Active labour market program	Universal	Universal	National	Government - Federal
AU_4	RISE@DHHS	Bridging intervention	Recruitment initiatives	Autism	Universal	VIC	Government - VIC
AU_5	AASQA	Supply and demand elements	Industry specific recruitment/ brokerage/ capacity building programs	Autism	Universal	WA	Non-government (corporate)
AU_6	WorkWell (IPS)	Supply side intervention	IPS	Psychosocial	Universal	NSW - Sydney	Government - NSW
AU_7	Wage Subsidy Scheme (DES)	Demand side intervention	Subsidies	Universal	Universal	National	Government - Federal

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_8	Nundah Community Enterprise Cooperative (NCEC)	Supply and demand elements	Work Integrated Social Enterprise; user led organisations	Intellectual	Universal	QLD - Brisbane	Mixed - philanthropic; social enterprise
AU_9	Transition to Work	Supply side intervention	Active labour market program	Universal*	Young people	National - 52 regions	Government - Federal
AU_10	Individual placement and support (IPS) (Headspace)	Supply side intervention	IPS	Psychosocial	Young people	National - 50 sites	Government - Federal
AU_11	RecruitAbility Scheme	Bridging intervention	Recruitment initiatives	Universal	Universal	National - wherever APS have offices	Government - Federal
AU_12	Diversity Field Officer (DFO) Service	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	VIC - Barwon WA - South West	Government - ILC grant
AU_13	One Door Mental Health Lived Experience Framework (LEF)	Supply side and bridging elements	Recruitment/ brokerage/ capacity building programs	Psychosocial	Universal	NSW	Unknown

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_14	Studio G	Supply side intervention	Vocational program (general)	Autism	Young people	QLD	Mixed (government/non-government)
AU_15	Integrated Employment Success Tool (IEST)	Supply side intervention	Employer engagement, education, capacity building	Autism	Universal	Unknown	Research grant
AU_16	myWAY Employability	Supply side intervention	Career guidance/ counselling/ transition planning	Autism	Young people	Online	Unclear
AU_17	DXC Dandelion Program	Supply side and bridging elements	Industry specific recruitment/ brokerage/ capacity building programs	Autism	Universal	National	Non-government (corporate)
AU_18	Integrated practical placement program (Homesglen TAFE)	Supply side intervention	Work integrated training programs	Intellectual	Young people	VIC - Melbourne	Government - ILC grant
AU_19	Neurodiversity Hub	Supply side and bridging elements	Industry specific recruitment/ brokerage/ capacity building programs	Autism	Universal	QLD (UQ)	Non-government (corporate)

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_20	New Enterprise Incentive Scheme (NEIS)	Demand side intervention	Micro-enterprise	Universal*	Universal	National	Government - Federal
AU_21	Orygen Individual Vocational and Educational Support Trial (INVEST)	Supply side intervention	IPS	Psychosocial	Young people	VIC (Melbourne)	Research grant
AU_22	Road to Employment	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	SA	Government - ILC grant
AU_23	Career Launchpad (YouthWorX NT)	Supply side intervention	Vocational program (general)	Universal	Young people	NT	Government - ILC Grant
AU_24	IncludeAbility (AHRC)	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	VIC; NSW	Non-government (philanthropic)
AU_25	Victorian Employer Enablement Project (VEEP) (AND)	Supply side and bridging elements	Recruitment/ brokerage/ capacity building programs	Universal	Universal	VIC	Government - VIC
AU_26	Jigsaw	Supply, demand elements and bridging elements	Work Integrated Social Enterprise	Universal	Universal	QLD - Brisbane NSW - Sydney VIC - Melbourne	Mixed – SLES; social enterprise; ILC grant

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_27	Start Up/Regional Entrepreneurship Challenge (Challenge Community Services)	Demand side intervention	Micro-enterprise; peer-support	Intellectual	Young people	NSW	Government - ILC grant
AU_28	Shaping Futures Pilot Program	Supply and demand elements	Apprenticeships/ traineeships	Universal	Young people	VIC	Government - Jobs Victoria Innovation Fund
AU_29	Sportswork	Supply side intervention	Vocational program (general)	Universal	Universal	VIC - South East Melbourne (Wantirna)	Government - Jobs Victoria Innovation Fund
AU_30	WISE Ways to work (WISE Employment)	Supply side intervention	Vocational program (general)	Psychosocial	Universal	VIC - North Melbourne	Mixed – philanthropic and ILC Grant initially; ongoing through NDIS individualised funds
AU_31	STEM labs (Specialisterne Australia)	Supply side intervention	Skills development	Autism	Universal	VIC	Social enterprise
AU_32	Building Ability through Career	Supply side intervention	Career guidance/ counselling	Universal	Young people	Online	Government - Jobs Victoria Innovation Fund

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
	Management (BACM) – CEAV						
<b>AU_33</b>	Connect50 (AND and Vic Gov)	Bridging intervention	Work placement programs	Universal	Young people	Vic - Ballarat; Bendigo; Geelong; Latrobe Valley	Government - VIC
<b>AU_34</b>	JobsBank initiative (Vic Gov?)	Bridging intervention	Recruitment initiatives	Universal*	Universal	VIC	Government - VIC
<b>AU_35</b>	Get Skilled Access	Supply side intervention	Employer engagement, education, capacity building; user-led organisation	Universal	Universal	VIC	Fee-for-service
<b>AU_36</b>	The Good Incubator (ImpactCo)	Demand side intervention	Micro-enterprise	Universal	Universal	VIC	Government - VIC
<b>AU_37</b>	JobAccess	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	National	Government - Federal
<b>AU_38</b>	Skills Disability Support (QLD gov)	Supply side intervention	Assistive technology	Universal	Universal	QLD	Government - QLD
<b>AU_39</b>	Disabled Australian	Demand side intervention	Subsidies	Universal	Universal	National	Government - Federal



Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
	Apprentice Wage Support Program						
<b>AU_40</b>	National Work Experience Programme	Supply side intervention	Work experience/ internships	Universal*	Universal	National	Government - Federal
<b>AU_41</b>	National Disability Coordination Officer Program	Supply side intervention	Inter-agency networking	Universal	Universal	National	Government - Federal
<b>AU_42</b>	Buyability (NDS)	Demand side intervention	Supported employment; social procurement	All three	Universal	National	Unclear
<b>AU_43</b>	Disability Works Disability Employment Register	Bridging intervention	Recruitment initiatives	Universal	Universal	SA	Government - SA
<b>AU_44</b>	Disability Employment Continuity of Support (DECoS) program	Supply and demand elements	Supported employment	Universal	Universal	National	Government - Federal
<b>AU_45</b>	Disability Employment Toolkit (WA state gov)	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	WA/online	Government - WA

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
<b>AU_46</b>	Transformative Employment Opportunities for Adults with an Intellectual Disability in Local Government Authorities	Supply side and bridging elements	Recruitment/ brokerage/ capacity building programs	Intellectual	Universal	VIC	Government - ILC grant
<b>AU_47</b>	AND Stepping into Internships	Bridging intervention	Work placement programs	Universal	Universal	National	Fee-for-service
<b>AU_48</b>	AND Positive Action towards Career Engagement (PACE) Mentoring	Supply side intervention	Mentoring program	Universal	Universal	National	Non-government (corporate)
<b>AU_49</b>	AND Access and Inclusion Index	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	National	Fee-for-service
<b>AU_50</b>	AND Disability confident recruiter	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	National	Fee-for-service
<b>AU_51</b>	AND High Growth Jobs, Talented	Supply side and bridging elements	Recruitment/ brokerage/ capacity building programs	Universal	Universal	NSW	Government - NSW; ILC rant

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
	Candidates (HGJTC)						
<b>AU_52</b>	ANZ Spectrum program	Bridging intervention	Recruitment initiatives	Autism	Universal	National	Non-government (corporate)
<b>AU_53</b>	Training to support people with autism into work (DSS - actual name unknown)	Supply side intervention	Work integrated training programs	Autism	Universal	NSW, VIC, ACT	Government - federal
<b>AU_54</b>	BSL youth disability pilot	Supply side intervention	Vocational program (general)	Universal	Young people	VIC - Melbourne	Mixed (government and philanthropic)
<b>AU_55</b>	IPS WORKS (Western Australian Association for Mental Health)	Supply side intervention	IPS	Psychosocial	Universal	WA	Unclear
<b>AU_56</b>	NTPS Disability Employment Program	Bridging intervention	Recruitment initiatives	Universal	Universal	NT	Government - NT
<b>AU_57</b>	CROWNability (Crown casinos)	Bridging intervention	Recruitment initiatives	Universal	Universal	VIC - Melbourne WA - Perth	Non-government (corporate)

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
<b>AU_58</b>	Tasmanian Government Disability Employment Program	Bridging intervention	Recruitment initiatives	Universal	Universal	TAS	Government - TAS
<b>AU_59</b>	NT Department of Education's Secondary Transition Program for students with disability	Supply side intervention	Career guidance /counselling/ transition planning	Universal	Young people	NT	Government - NT
<b>AU_60</b>	Vanguard Laundry Services	Supply, demand elements and bridging elements	Work Integrated Social Enterprise	Psychosocial	Universal	QLD - Toowoomba	Social enterprise
<b>AU_61</b>	Skilling Queenslanders for Work	Supply side intervention	Vocational program (general)	Universal*	Universal	QLD	Government - QLD
<b>AU_62</b>	Steps to Success	Supply side intervention	Vocational program (general)	Autism	Universal	QLD - Birkdale (Brisbane)	Government - QLD
<b>AU_63</b>	Headspace digital work and study service	Supply side intervention	Vocational program (general)	Psychosocial	Young people	National (online)	Government - Federal

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
<b>AU_64</b>	Headspace career mentoring service (previously Digital Industry Mentor Service (DIMS))	Supply side intervention	Mentoring; career guidance/ counselling/ transition planning	Psychosocial	Young people	National (online)	Government - Federal
<b>AU_65</b>	Gradwise (WISE Employment)	Supply side and bridging elements	Work placements; skills development	Universal	Young people	VIC - Melbourne	Mixed/unclear
<b>AU_66</b>	Xceptional	Bridging intervention	Recruitment initiatives	Autism	Universal	National	Social impact bond
<b>AU_67</b>	Building the Talent Pool program (National Disability Services WA)	Bridging intervention	Recruitment initiatives	Universal	Universal	WA	Government - WA
<b>AU_68</b>	Onemda STEPS to Employment	Supply side intervention	Vocational program (general)	Intellectual	Young people	VIC - Eastern Melbourne	Government - ILC grant
<b>AU_69</b>	ACT INCLUSION (PEOPLE WITH DISABILITY) VOCATIONAL EMPLOYMENT PROGRAM	Bridging intervention	Recruitment initiatives	Universal	Universal	ACT	Government - ACT

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_70	New South Wales Council for Intellectual Disability Councils Can project	Supply side intervention	Employer engagement, education, capacity building	Intellectual	Universal	NSW	Government - ILC grant
AU_71	Inner Northern Local Learning And Employment Network Incorporated Roadmap to Entrepreneurship initiative	Demand side intervention	Micro-enterprise	Intellectual	Universal	VIC - Inner Northern Melbourne	Government - ILC grant
AU_72	Oak Enterprises' Customised Employment Pilot Project	Supply side intervention	Job customisation	Universal	Universal	TAS	Government - ILC grant
AU_73	YMCA Employment Scaffold (YES)	Bridging intervention	Recruitment initiatives	Autism	Young people	SA	Government - ILC grant
AU_74	Autism Queensland Limited Autism EmployABLE project	Supply side intervention	Employer engagement, education, capacity building	Autism	Universal	QLD	Government - ILC grant

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_75	Improving accessibility and training to deliver job opportunities for adults with Autism Spectrum Disorder project	Supply side and bridging elements	Recruitment/ brokerage/ capacity building programs	Autism	Universal	NSW	Government - ILC grant
AU_76	The Healthy Social Care Collective's Rapid Enterprise Development (RED) Program	Demand side intervention	Micro-enterprise	Universal	Universal	SA	Government - ILC grant
AU_77	VALID Growing Employer Demand project	Supply side intervention	Employer engagement, education, capacity building	Intellectual	Universal	VIC	Government - ILC grant
AU_78	Developing a new social enterprise - Anglicare SustainAbility Enterprises	Supply and demand elements	Work Integrated Social Enterprise	Intellectual	Universal	ACT	Government - ILC grant
AU_79	Employment First - Navigating the pathway to open employment	Supply side intervention	Career guidance /counselling/ transition planning	Intellectual	Universal	Online	Government - ILC grant

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_80	Rehab Management BusyBeans Café initiative	Supply side intervention	Vocational program (general)	ASD/ID	Universal	NSW, ACT, QLD	Government - ILC grant
AU_81	WISE Employment, Employer Engagement Accelerator Program.	Supply side and bridging elements	Recruitment/ brokerage/ capacity building programs	Psychosocial	Universal	VIC - South East Melbourne	Government - ILC grant
AU_82	The Brike Project - For people with disability, by people with disability	Supply and demand elements	Work Integrated Social Enterprise	Intellectual	Universal	VIC - Northern Melbourne	Government - ILC grant
AU_83	Belonging Matters Community Employment Partnerships project	Bridging intervention	Recruitment initiatives	Intellectual	Universal	VIC	Government - ILC grant
AU_84	Valued Lives Microenterprise Project	Demand side intervention	Micro-enterprise	Intellectual	Universal	WA - Perth	Government - ILC grant



Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_85	Promoting Peer Workers in the Northern Territory	Supply side and bridging elements	Recruitment/ brokerage/ capacity building programs	Psychosocial	Universal	NT	Government - ILC grant
AU_86	Salvation Army Multi-Vendor Ability Marketplace	Demand side intervention	Micro-enterprise	Universal	Universal	VIC	Government - ILC grant
AU_87	Supporting Young People Transitioning from Child Safety & Youth Justice to Employment Project (Transitioning to Employment)	Supply side intervention	Vocational program (general)	Intellectual	Young people	QLD - Brisbane	Government - ILC grant
AU_88	EPIC Assist Mental Health Consultants	Supply side intervention	Vocational program (general)	Psychosocial	Universal	NSW, QLD, TAS	Government - Federal
AU_89	Specialisterne	Supply side and bridging elements	Industry specific recruitment/ brokerage/ capacity building programs	Autism	Universal	National	Social enterprise

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
<b>AU_90</b>	Jobs Victoria Employment Network	Supply side intervention	Active labour market programs	Universal*	Universal	VIC	Government - VIC
<b>AU_91</b>	Youth Individual Placement and Support Centre of Excellence at Orygen	Supply side intervention	IPS	Psychosocial	Young people	VIC	Non-government (corporate)
<b>AU_92</b>	Aspergers Victoria Incorporated Pathways to Employment	Supply side intervention	Vocational program (general)	Autism	Young people	VIC	Government - ILC grant
<b>AU_93</b>	Community Living Project Discover ME - Micro Enterprise, Exploring Possibilities	Demand side intervention	Micro-enterprise	Universal	Universal	WA	Government - ILC grant
<b>AU_94</b>	AMES Australia Business Matters	Demand side intervention	Micro-enterprise	Autism	Universal	VIC	Government - ILC grant
<b>AU_95</b>	Consumers of Mental Health WA ASPIRE project	Supply side and bridging elements	Recruitment/ brokerage/ capacity building programs	Psychosocial	Universal	WA	Government - ILC grant

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
<b>AU_96</b>	Edge Employment Solutions Charged Up for Work	Supply side intervention	Vocational program (general)	Universal	Young people	WA	Government - ILC grant
<b>AU_97</b>	Jewish Care (Victoria) The Campaign	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	VIC	Government - ILC grant
<b>AU_98</b>	Star Health Group UPSTART Program	Supply side intervention	Vocational program (general)	Psychosocial	Universal	VIC	Government - ILC grant
<b>AU_99</b>	The Institute for Family Advocacy & Leadership Development From School to Work project	Supply side intervention	Career guidance /counselling/ transition planning	Intellectual	Young people	NSW; QLD; ACT	Government - ILC grant
<b>AU_100</b>	New South Wales Council for Intellectual Disability More Than Just a Job 2.0	Supply side intervention	Vocational program (general)	Intellectual	Universal	NSW	Government - ILC grant
<b>AU_101</b>	Onemda Breaking out of Silos project	Supply side intervention	Vocational program (general)	Intellectual	Young people	VIC - Eastern Melbourne	Government - ILC grant

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_102	YWCA Australia Y Connect	Supply side intervention	Career guidance /counselling/ transition planning	Universal	Universal	QLD	Government - ILC grant
AU_103	EMU Services Carnarvon Disability Inclusion and Employment Enhancement Project	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	WA - Carnarvon	Government - ILC grant
AU_104	Youth Disability Advocacy Network UNLEASHED project	Demand side intervention	Micro-enterprise	Universal	Young people	WA	Government - ILC grant
AU_105	Jobsupport Increasing employment outcomes by overcoming self-fulfilling low expectations project	Supply side intervention	Vocational program (general)	Intellectual	Young people	VIC - Melbourne QLD - Brisbane	Government - ILC grant
AU_106	Community Solutions Group Regional Advantage project	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	QLD	Government - ILC grant

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
AU_107	Employment Options BizAbility project	Demand side intervention	Micro-enterprise	Universal	Universal	SA	Government - ILC grant
AU_108	Inclusion Solutions Rotary Employment Partnership Project	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	WA	Government - ILC grant
AU_109	Municipal Association Of Victoria Disability Work Experience in Victorian councils	Supply side intervention	Work experience /internships	Universal	Universal	VIC	Government - ILC grant
AU_110	Greater Bendigo City Council Champions for Change	Supply side and bridging elements	Recruitment/ brokerage/ capacity building programs	Universal	Universal	VIC - Bendigo	Government - ILC grant
AU_111	Limestone Coast Work Options Incorporated Skills for Work project	Supply side intervention	Career guidance/ counselling/ transition planning	All three	Universal	SA	Government - ILC grant
AU_112	Orygen MOST platform	Supply side intervention	Vocational program (general)	Psychosocial	Young people	VIC - online	Mixed (government/non-government) - Gov

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
							- Vic and Telstra (Corporate)
AU_113	Orygen YOTES platform	Supply side intervention	IPS	Psychosocial	Young people	VIC	Mixed (Non-government (philanthropic) Government - VIC)
AU_114	NDS Customised Employment online training	Supply side intervention	Job customisation; other - workforce development	Universal	Universal	National - online	Unclear
AU_115	University of Melbourne/CDERP Customised Employment short course	Supply side intervention	Job customisation; other - workforce development	Universal	Universal	National - online	Fee-for-service
AU_116	CDERP Certified CE Professional training program	Supply side intervention	Job customisation; other - workforce development	Universal	Universal	National - online	Fee-for-service
AU_117	CDERP Work First Corporate - HR & Hire	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	National	Fee-for-service
AU_118	Koomarri Customised	Supply side intervention	Job customisation	Intellectual	Universal	ACT	Government - NDIS individualised funds

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
	Employment program						
<b>AU_119</b>	CDERP Work First Individual Employment	Supply side intervention	Job customisation	Universal	Universal	VIC - Melbourne SA - Adelaide	Government - NDIS individualised funds
<b>AU_120</b>	Aspect Employment Mentoring Program	Supply side intervention	Vocational program (general)	Autism	Universal	Online/telehealth	Government - NDIS SLES
<b>AU_121</b>	Onemda Pathways to Independence & Employment programs	Supply side intervention	Vocational program (general)	Intellectual	Young people	VIC - Eastern Melbourne	Government - NDIS SLES
<b>AU_122</b>	School Leavers Employment Support (SLES) (NDIS)	Supply side intervention	Vocational program (general)	Universal	Young people	National	Government - NDIS SLES
<b>AU_123</b>	JobSupport Transition program (SLES)	Supply side intervention	Vocational program (general)	Intellectual	Young people		Government - NDIS SLES
<b>AU_124</b>	Australian Disability	Supply and demand elements	Supported employment	All three	Universal	National	Government - NDIS individualised funds

Intervention ID	Intervention name	Supply, demand, bridging	Intervention type	Target population/s (disability type)	Age range	Location	Funding source
Enterprises (ADEs)							
<b>AU_125</b>	Intelife WA Customised Employment	Supply side intervention	Job customisation	Universal	Universal	WA	Government - NDIS individualised funds
<b>AU_126</b>	Brite Pathways program	Supply side intervention	Job customisation; skills development; work experience	Intellectual	Young people	VIC - Northern Melbourne	Government – NDIS individualised funds
<b>AU_127</b>	SCOPE Customised Employment pilot	Supply side intervention	Job customisation	Intellectual	Universal	VIC - Melbourne	Non-government (philanthropic)
<b>AU_128</b>	UnitingCare QLD Project SEARCH	Supply side intervention	Work integrated training programs	Intellectual	Young people	QLD	Government – NDIS individualised funds
<b>AU_129</b>	SSI Ignite Ability	Demand side intervention	Micro-enterprise	Universal	Universal	VIC	Unclear



**Table 2. International interventions**

Intervention ID	Intervention name	Supply/demand/bridging	Intervention type	Target population/s	Age range	Location
INT_01	Project SEARCH; Project SEARCH UK	Supply side intervention	Work integrated training programs	Intellectual	Young people	USA; UK
INT_02	ABLE (Autism: Building Links to Employment)	Supply side intervention	Job customisation	Autism	Universal	Ireland
INT_03	Assisted Work (Arbeid med bistand; AB)	Supply side intervention	Active labour market programs	Universal	Universal	Norway
INT_04	Job Advocate Support Service (JASS)	Supply side intervention	Vocational program (general)	Intellectual	Adults	Ireland
INT_05	KARE Employment Programme	Supply side intervention	Vocational program (general)	Intellectual	Universal	Ireland
INT_06	Einer für Alle (One for All)	Supply and demand	Work-integrated social enterprise	Psychosocial	Adults	Austria
INT_07	Work Engagement of People with Developmental Disabilities (KEC)	Supply and demand	Work-integrated social enterprise	Intellectual	Young people	Serbia
INT_08	Buurtmarkt Breedeweg	Supply and demand	Work-integrated social enterprise	Universal	Universal	Netherlands
INT_09	La Fageda	Supply and demand	Work-integrated social enterprise	Universal	Adults	Spain
INT_10	Mitschaffe.ch	Supply and bridging	Recruitment/ brokerage/ capacity building programs	Universal	Adults	Switzerland
INT_11	Uloba - Independent Living Norge SA	Supply side intervention	Vocational program (general)	Universal	Adults	Norway
INT_12	Fundación ONCE	Supply side intervention	Vocational program (general)	Universal	Adults	Spain

Intervention ID	Intervention name	Supply/demand/bridging	Intervention type	Target population/s	Age range	Location
INT_13	Project EARN (Employee Assistance and Research Network on Disability Inclusion)	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	USA
INT_14	TEACHH Supported Employment Program	Supply side intervention	Job customisation	Autism	Older people	USA (North Carolina)
INT_15	Purple Space	Supply side intervention	Peer support; skills development; employer engagement/education	Universal	Universal	UK (London)
INT_16	Specialisterne	Supply and bridging	Industry specific recruitment/ brokerage/ capacity building programs	Autism	Adults	International (founded in Denmark)
INT_17	Worktopia	Supply side intervention	Other - workforce development; research and policy	Autism	Young people	Canada
INT_18	Ready, Willing and Able	Supply side intervention	Employer engagement, education, capacity building; other - workforce development	ASD/ID	Universal	Canada
INT_19	National Autistic Society (NAS) Prospects	Supply and bridging	Recruitment/ brokerage/ capacity building programs	Autism	Universal	UK
INT_20	Autism Work Skill Questionnaire	Supply side intervention	Career guidance/ transition planning	Autism	Adults	USA
INT_21	business disability international/Disability Confident scheme	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	International (founded in UK)
INT_22	Yang-Tan Institute on Employment and Disability	Supply side intervention	Employer engagement, education, capacity building; other - research	Universal	Universal	USA
INT_23	Summer Employment Transitions	Supply side intervention	Work experience/internships	Universal	Young people	Canada

Intervention ID	Intervention name	Supply/demand/bridging	Intervention type	Target population/s	Age range	Location
INT_24	Livelihood Improvement through Fostered Employment (LIFE)	Supply side intervention	Vocational program (general)	Universal	Young people	Armenia
INT_25	Right to Earn a Living	Supply side intervention	Vocational program (general)	Universal	Young people	Armenia
INT_26	The Living Link	Supply side intervention	Vocational program (general)	Intellectual	Adults	South Africa
INT_27	Business Disability Forum	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	UK
INT_28	Owl Employment (Y's Owl Maclure Co-operative Centre)	Supply side intervention	Vocational program (general)	Universal	Universal	Canada
INT_29	Special Introductory and Follow-up Support (SIUS)	Supply side intervention	Active labour market program	Universal	Universal	Sweden
INT_30	Job in Sight (JIS)	Supply side intervention	Work experience/internships	Intellectual	Young people	Sweden
INT_31	lönebidrag	Demand side intervention	Subsidies	Universal	Adults	Sweden
INT_32	Claim Beoordelings- en Borgingssysteem (CBBS)(Claim Assessment and Assurance System	Bridging intervention	Active labour market program	Universal	Adults	Netherlands
INT_33	Supported Employment Norway (SENO)	Supply side intervention	Job customisation; other - workforce development	Universal	Universal	Norway
INT_34	State Vocational Rehabilitation Agencies	Supply side intervention	Active labour market program	Universal	Universal	USA
INT_35	Japanese levy-grant scheme	Demand side intervention	Targets/quotas	Universal	Universal	Japan

Intervention ID	Intervention name	Supply/demand/bridging	Intervention type	Target population/s	Age range	Location
INT_36	Contrat d'intégration au travail (Work integration contract)	Demand side intervention	Subsidies	Universal	Universal	Canada (Québec)
INT_37	Programme de subvention aux entreprises adaptées (PSEA) (Grant program for inclusive companies)	Demand side intervention	Subsidies	Universal	Universal	Canada (Québec)
INT_38	Centrum Inclusieve ArbeidsOrganisatie (CIAO) (Centre of Expertise for Inclusive Organisations)	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	Netherlands
INT_39	methode-IHW (Inclusive Redesign Method)	Supply side intervention	Job customisation	Universal	Universal	Netherlands
INT_40	Job Accommodation Network (JAN)	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	USA
INT_41	Hire for Talent - Building an Inclusive Canadian Workforce	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	Canada
INT_42	Canadian Council on Rehabilitation and Work (CCRW)	Supply side intervention	Employer engagement, education, capacity building; other - workforce development	Universal	Universal	Canada
INT_43	Career Opportunities for Students with Disabilities (COSD)	Bridging intervention	Recruitment initiatives	Universal	Young people	USA
INT_44	Workforce Recruitment Program for College Students with Disabilities (WRP)	Bridging intervention	Recruitment initiatives	Universal	Young people	USA
INT_45	Workplace program (Understood)	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	USA
INT_46	Disability Employment Tracker	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	USA

Intervention ID	Intervention name	Supply/demand/bridging	Intervention type	Target population/s	Age range	Location
INT_47	EmployAbilities	Supply side intervention	Vocational program (general)	Universal	Universal	Canada (Alberta)
INT_48	Ontario Disability Employment Network (ODEN)	Supply side intervention	Other - workforce development	Universal	Universal	Canada (Ontario)
INT_49	Disability:IN	Supply side intervention	Employer engagement, education, capacity building	Universal	Universal	USA (available internationally)
INT_50	Post-Secondary Education and Rehabilitation Transition (PERT)	Supply side intervention	Vocational program (general)	Universal	Young people	USA (Virginia)
INT_51	Oregon Youth Transition Program	Supply side intervention	Vocational program (general)	Universal	Young people	USA (Oregon)
INT_52	Marriott Foundation's Bridges from School to Work Program	Supply and bridging	Recruitment/ brokerage/ capacity building programs	Universal	Young people	USA
INT_53	Access Blue internship program (IBM Japan)	Supply and bridging	Industry specific recruitment/ brokerage/ capacity building programs	Universal	Universal	Japan
INT_54	Certificat Data Asperger	Supply and bridging	Industry specific recruitment/ brokerage/ capacity building programs	Autism	Universal	France
INT_55	abilTy Cisco Academy	Supply and bridging	Industry specific recruitment/ brokerage/ capacity building programs	Universal	Universal	USA (New York)
INT_56	Pathway Plus/Siemens Gamesa Renewable Energy Internship	Supply side intervention	Work experience/internships	Intellectual	Young people	UK (Hull)
INT_57	French levy-quota scheme	Demand side intervention	Targets/quotas	Universal	Universal	France
INT_58	German levy-quota scheme	Demand side intervention	Targets/quotas	Universal	Universal	Germany

Intervention ID	Intervention name	Supply/demand/bridging	Intervention type	Target population/s	Age range	Location
INT_59	Discovery process/Discovering Personal Genius (DPG)	Supply side intervention	Job customisation; other - workforce development	Universal	Universal	USA (available internationally)
INT_60	CQ Hotels	Supply side intervention	Employer engagement, education, capacity building; workplace adjustments	Universal	Universal	NZ (Wellington)
INT_61	Self-Determined Career Development (SDCD) process	Supply side intervention	Career guidance/ transition planning	Intellectual	Universal	USA
INT_62	Stairway to STEM	Supply side intervention	Career guidance/ transition planning	Autism	Universal	USA
INT_63	Inclusion Alberta/Rotary Partnership	Bridging intervention	Recruitment/ brokerage/ capacity building programs	Intellectual	Universal	Canada (Alberta)
INT_64	Western Economic Diversification Canada Entrepreneurs with Disabilities Program	Demand side intervention	Micro-enterprise	Universal	Universal	Canada
INT_65	Disability Vocational Rehabilitation Program	Supply side intervention	Active labour market program	Universal	Universal	Canada
INT_66	Employment and Social Development Canada (ESDC)/Service Canada - Opportunities Fund for Persons with Disabilities	Supply side intervention	Active labour market program	Universal	Universal	Canada
INT_67	VICAID	Supply side intervention	Assistive technology	Intellectual	Universal	UK
INT_68	Inclusive Working Life Agreement (IA-avtalen)	Demand side intervention	Subsidies	Universal	Universal	Norway
INT_69	Abilitator	Bridging intervention	Career guidance/ transition planning	Universal	Universal	Finland (available online)

Intervention ID	Intervention name	Supply/demand/bridging	Intervention type	Target population/s	Age range	Location
INT_70	Microsoft Autism Hiring Program	Bridging intervention	Industry specific recruitment/ brokerage/ capacity building programs	Autism	Universal	USA
INT_71	Microsoft Supported Employment Program	Supply and bridging	Recruitment/ brokerage/ capacity building programs	Intellectual	Universal	International

## Appendix E: Government funded interventions

Table 2. Government funded interventions by funding agency

Intervention ID	Intervention name	Target population/s	Department
<b>Commonwealth Government (non-NDIS)</b>			
AU_2	Jobactive	Universal*	DESE
AU_3	Disability Employment Services (DES)	Universal	DSS
AU_7	Wage Subsidy Scheme (DES)	Universal	DSS
AU_9	Transition to Work	Universal*	DESE
AU_10	Individual placement and support (IPS) (Headspace)	Psychosocial	DSS
AU_11	RecruitAbility Scheme	Universal	APS Commission
AU_20	New Enterprise Incentive Scheme (NEIS)	Universal*	DESE
AU_37	JobAccess	Universal	DSS
AU_39	Disabled Australian Apprentice Wage Support Program	Universal	DSS
AU_40	National Work Experience Programme	Universal*	DESE
AU_41	National Disability Coordination Officer Program	Universal	DESE
AU_44	Disability Employment Continuity of Support (DECoS) program	Universal	DSS
AU_53	Training to support people with autism into work (actual name unknown)	Autism	DSS
AU_63	Headspace digital work and study service	Psychosocial	DSS
AU_64	Headspace career mentoring service (previously Digital Industry Mentor Service (DIMS))	Psychosocial	DSS
<b>State and Territory Governments</b>			
AU_69	ACT INCLUSION (PEOPLE WITH DISABILITY) VOCATIONAL EMPLOYMENT PROGRAM	Universal	Government - ACT
AU_6	WorkWell (IPS)	Psychosocial	Government - NSW
AU_51	AND High Growth Jobs, Talented Candidates (HGJTC)	Universal	Government - NSW
AU_56	NTPS Disability Employment Program	Universal	Government - NT
AU_59	NT Department of Education's Secondary Transition Program for students with disability	Universal	Government - NT
AU_38	Skills Disability Support (QLD gov)	Universal	Government - QLD
AU_61	Skilling Queenslanders for Work	Universal*	Government - QLD
AU_62	Steps to Success	Autism	Government - QLD



Intervention ID	Intervention name	Target population/s	Department
AU_43	Disability Works Disability Employment Register	Universal	Government - SA
AU_58	Tasmanian Government Disability Employment Program	Universal	Government - TAS
AU_4	RISE@DHHS	Autism	Government - VIC
AU_25	Victorian Employer Enablement Project (VEEP) (AND)	Universal	Government - VIC
AU_33	Connect50 (AND and Vic Gov)	Universal	Government - VIC
AU_34	JobsBank initiative (Vic Gov?)	Universal*	Government - VIC
AU_36	The Good Incubator (ImpactCo)	Universal	Government - VIC
AU_90	Jobs Victoria Employment Network	Universal*	Government - VIC
AU_28	Shaping Futures Pilot Program	Universal	Government – VIC (Jobs Victoria Innovation Fund)
AU_29	Sportswork	Universal	Government - VIC (Jobs Victoria Innovation Fund)
AU_32	Building Ability through Career Management (BACM) – CEAV	Universal	Government - VIC (Jobs Victoria Innovation Fund)
AU_1	Ticket to Work	Universal	Government – VIC (Jobs Victoria Innovation Fund, Victorian sites only)
AU_112	Orygen MOST platform	Psychosocial	Mixed (government/non-government) - Gov - Vic and Telstra (Corporate)
AU_113	Orygen YOTES platform	Psychosocial	Mixed (Non-government (philanthropic) Government - Vic)
AU_45	Disability Employment Toolkit (WA state gov)	Universal	Government - WA
AU_67	Building the Talent Pool program (National Disability Services WA)	Universal	Government - WA

## Further information

Brotherhood of St Laurence  
Professor Shelley Mallett  
67 Brunswick St Fitzroy  
SMallett@bsl.org.au  
[www.bls.org.au](http://www.bls.org.au)



**UNSW**  
CANBERRA



Public Service  
Research  
Group

