

People with disability talk about their work

This document is about people with disability
and their experiences with work.



Easy Read version

How to read this document



This document is from genU.

When you see the word “we”, it means genU.



This document is written in a way that is easy to understand. We use pictures to explain some information.



We have written some words in **bold**.

We explain what these words mean on page 3.



This document is a short version of another document called “Working Lives”.

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You can get the other document on the genU website: www.genu.org.au



You may like help to read this document.

Please ask a friend, family member or support person to help.

Word list



Abuse

Abuse is when someone treats you badly.



Australian Disability Enterprise (ADE)

An Australian Disability Enterprise provides work and support for people with disability. They are often called ADEs.



Disability Employment Services (DES)

Disability Employment Services are run by the Australian Government, and help people with disability find and keep jobs.

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Discrimination

Discrimination is when you are treated unfairly or differently because of something you cannot change. This could be:

- a disability
- your age
- your sexuality
- your race.



genU Business Enterprises

genU Business Enterprises is genU's ADE.



genU Employment Pathways

genU Employment Pathways helps people with disability who do not meet the requirements of DES to:

- learn the skills they need to work
- get work
- start their new jobs.



Violence

Violence is when someone hurts your body.



Volunteering

Volunteering means you work but do not get paid. Volunteering is usually work that helps other people.

SLES

School Leaver Employment Support (SLES)

SLES is for Year 12 students with disability who:

- are not ready to start looking for a job right away
- need help to work out what job would be right for them.

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What is in this document?

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How we got the information in this document



We asked people with disability about:



- their experiences at work



- their experiences finding work



- their experiences of **discrimination**, **violence** and **abuse** at work.

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People told genU about their experiences:



- in an online survey



- in a telephone survey



- in small groups.

The people who shared their experiences were mainly from:



- **genU Business Enterprises**
genU Business Enterprises is genU's **Australian Disability Enterprise (ADE).**



- **genU Employment Pathways**
genU Employment Pathways helps people with disability who do not meet the requirements of DES to:
 - learn the skills they need to work
 - get work
 - start their new jobs.



This document tells you about the experiences that people with disability shared with us.

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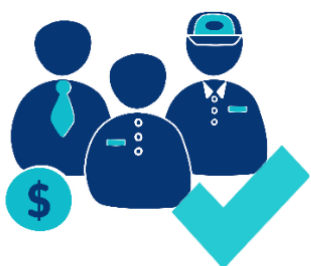
Experiences that people shared in the online survey



20 people did the online survey.



Most people had gone to school until Year 12 or had a similar level of education.



Most said people that they were working.

This work included:



- paid work



- work at a **ADE**



- volunteering



- work experience.



Most people used a service to help them find work. These services included:



- supports paid by the NDIS



- **School Leaver Employment Support**
We call this service SLES.



- **Disability Employment Services (DES).**
Disability Employment Services are run by the Australian Government, and help people with disability find and keep jobs.



People said the biggest challenges they had while trying to find work were:



- employers not knowing enough about disability



- not enough support to help them find work



- not being able to get the training or education to improve their skills



- health problems that made looking for work hard.



We asked people if they had ever experienced **violence** or **abuse** at work.

Most people said “No”.

The next part of this document is about people who did the survey and who were being paid to work



Most people had casual work.

Casual work is when you are paid for the hours you work.

People said it was important for them to work because:



- it gave them new skills



- it gave them their own money



- it let them be a part of a team



- they got to meet new friends.



Most people felt they were treated the same as people at work without disability. This included the same:



- training



- attention from managers and supervisors



- support to do their work



- pay, or money for doing their work.

The next part of this document is about people who did the survey who were not working

People said some of the reasons why they not working were:



- not enough jobs



- not enough support to work



- cannot find the right job



- difficulty with transport or travel to and from work



- health problems that stopped them from working.

The next part of this document is about people who did the survey and were doing work experience or volunteering

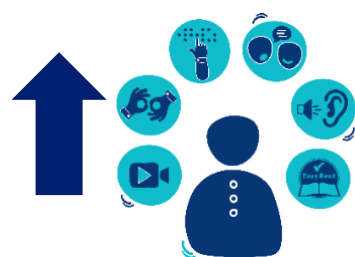
People said work experience or volunteering had:



- given them new skills and knowledge



- improved their confidence



- improved their communication skills

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- taught them about the workplace and the behaviours that are expected at work



- let them see the types of jobs they could do.

Experiences from genU Business Enterprises workers



Five people with disability who work at genU Business Enterprises talked about their work experiences in a small group discussion.



These people said they like coming to work because:



- they can work with their friends



- there are lots of different jobs to do



- it is a friendly place to work



- there is a lot of support from supervisors.



People said if they did not work at genU, they would:



- sit at home



- watch TV



- shop



- garden



- volunteer or do a training course.



People thought it is sometimes hard for people with disability to get work because:



- many people are not confident around people with disability



- people with disability may think they cannot do jobs as well as someone without disability



- they may not have transport to get to and from work.

The 2019 genU Business Enterprises Service Evaluations



The screenshot shows the 'genU' logo at the top left. The title is 'SERVICE EVALUATION QUESTIONNAIRE'. Below the title, it says 'We want you to tell us what you think of our service and how we can make GenU Business Enterprises a better place for you.' The form is divided into sections: 'DETAILS' and 'Where do you work?'. Under 'DETAILS', there is a question 'This questionnaire was completed by:' with options: 'Myself', 'A staff member', 'My carer / support worker', and 'A family member'. Each option has a checkbox. Under 'Where do you work?', there are two columns of options, each with a checkbox. The first column includes: 'Business Solutions', 'Document Destruction', 'Catering', 'Landcare (Seeking)', 'Nursery (Seeking)', and 'Food Processing'. The second column includes: 'Nur Nursery', 'Business Call', 'Childs Kitchen', 'Landcare (Cook)', 'Call (Seeking)', and 'Kitchen (Seeking)'.

The Service Evaluation is a document with questions in it.

These questions ask people with disability about:



- their work at genU Business Enterprises



- the service they get from genU Business Enterprises.

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genU **SERVICE EVALUATION QUESTIONNAIRE**

We want you to tell us what you think of our service and how we can make GenU Business Enterprises a better place for you.

DETAILS

This questionnaire was completed by:

☐ Yourself
☐ A staff member
☐ My carer / support worker
☐ A family member

Where do you work?

☐ Business Solutions
☐ Business Solutions
☐ Document Destruction
☐ Garish
☐ Landcare (Cleaning)
☐ Laundry (Cleaning)
☐ Food Processing

☐ Retail Nursery
☐ Retail Nursery
☐ Retail Nursery
☐ Retail Nursery
☐ Retail Nursery
☐ Retail Nursery



Everyone who works at genU Business Enterprises does a service evaluation each year.

| 2019 | | |
|---------|----------|-----------|
| January | February | March |
| April | May | June |
| July | August | September |
| October | November | December |

In 2019 the genU Business Enterprise Service Evaluations showed:

For worker rights:



- All workers said staff treated them with respect

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- Most workers felt their opinions were valued.

For participation and inclusion:



- Most workers said staff listen to them at meetings or when they suggest improvements.



- All workers felt like they were a part of the team.

For individual goals:



- Most workers said working at genU Business Enterprises helped them to achieve their work goals



- All workers said they had learnt new skills.

For feedback and complaints:



- All workers knew who they could talk to if they had any feedback or a complaint.



- All workers said staff helped them with any problems they had.

For service access:



- Most workers said genU provides information in a way they can understand



- Most workers said their workplace is accessible.

For service management:



- All workers said their supervisor supported them at work



- Most workers thought management knew their individual needs.

For worker happiness



- All workers said they would tell their friends that genU is a good place to work



- Most workers thought they would keep working at genU Business Enterprises.



- Most workers were happy with genU Business Enterprises as a place to work and service provider.

Experiences from genU Employment Pathways clients



47 clients from Employment Pathways shared their experiences of work or their work experience.



Some of the reasons why Employment Pathways clients said it was important for them to work were:



- it let them earn their own money



- it let them learn new skills



- they could be a part of a team



- it let them meet new people



- it gave them something to do during the day instead of being at home.

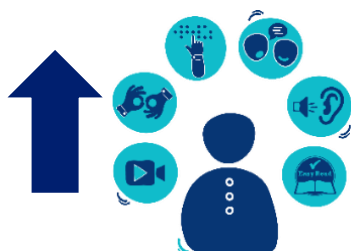
Employment Pathways clients said work experience or volunteering had:



- given them new skills



- improved their confidence



- improved their communication skills



- taught them about the workplace and the behaviours that are expected



Most (41 out of 47 clients) Employment Pathways clients said they had not experienced violence or abuse at work.

Some clients shared stories of their experience of discrimination at work.



genU would like to thank clients, families and workers for sharing their experiences.