Doing it Together

Co-Designing Inclusive Employment Training for Jobseekers and Employers

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Introductions

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Inclusive Employment Project

- Partnership between Council for Intellectual Disability (CID) and Centre for Disability Studies (CDS)

- People with lived experience involved at every stage: design, delivery, and evaluation

1. inclusion works
Inclusive Employment for Councils

2. More than just a job

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Types of workshops

More than just a job

For Me

For Staff

For Business

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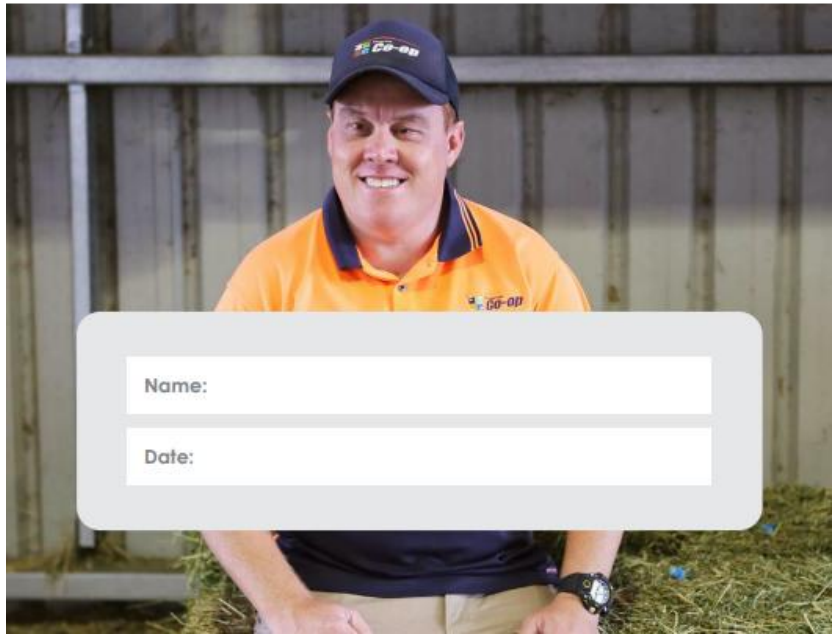
MTJJ Discovery Tools

More Than Just a Job
Workbook



Activity 1. Why I want a job

Activity 2. My skills

Activity 3. My strengths

Activity 4. What is important to me in a job

Activity 5. The jobs I would like to try

Activity 6. My dream job

Activity 7. People who support me

Activity 8. Steps to my dream job

Participants may choose to share this with their support people to help secure a good job match or to inform a customised role.

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Participant Story

More than just a job

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I can do this

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What have we learned so far?

1. The power of co-design and co-facilitation

2. The effects of practical design – how this improves accessibility

3. Active participation leading to feelings of empowerment

The power of co-design and co-facilitation

Participation itself builds **confidence, motivation, and self-advocacy**

Co-facilitation by people with and without intellectual disability creates trust and authenticity

Facilitators with lived experience gain leadership and advocacy skills, inclusion in practice

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Practical design improving accessibility

Interactive, adult-focused materials – workbooks, flashcards, Easy Read guides

Workshops are **hands-on**: participants identify skills, map goals, and share stories

Materials can be revisited later for reflection and ongoing learning

Facilitators and participants call the design a *"game changer*

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Active participation leading to feelings of empowerment

Participation itself builds confidence

The For Me workshops help participants reframe how they see themselves

Simple prompts like "What makes you happy?" and "What are you good at?" open new conversations

For many, it was the first time they had connected their strengths and interests to a real employment goal

Participants described leaving feeling more confident, structured, and motivated

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Challenges and Limitations

Short-term funding cycles → staff turnover, training gaps

Limited follow-up after workshops for jobseekers and businesses

Data gaps: little demographic or regional information

These inform the next stage of evaluation and program refinement

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Observing Quality Practice Framework

- Looks at: engagement, relevance, inclusivity, co-facilitation quality

- Ratings: 3 (Excellent), 2 (Okay), 1 (Poor)

- Observation cycle (Oct – Dec 2025):
- 1 x (Business)
- 2 x (For me)
- 1 x (Staff)

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Early Recommendations & Next Steps

Keep co-facilitation central to maintain engagement and authenticity.

Create referral pathways linking jobseekers to disability employment services or mentors.

Collect consistent participant data including demographics and region.

Expand regional delivery for equal access across NSW.

Offer follow-up support and ongoing guidance.

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Recommendations & Looking forward

Keep co-facilitation

Build referral pathways for participants and employers

Collect consistent data, expand regional delivery

Embed real-time feedback and observation findings

Inclusion Works complements MTJJ: preparing workplaces for inclusion

Final report due January 2026

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Questions

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