



# Report about YES study

## What work is like



# About this report



The University of Melbourne did **research** about young people and work.



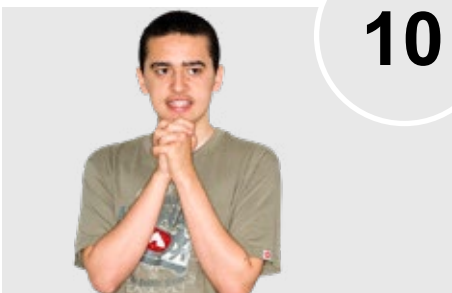
**Research** means to look into something to find out more about it.



Our research was called the **YES study**.



We wanted to find out what young people with disability think about work.



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For our research we talked to 10 young people with intellectual disability.



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We also talked to 14 young people with **mental health** disability.

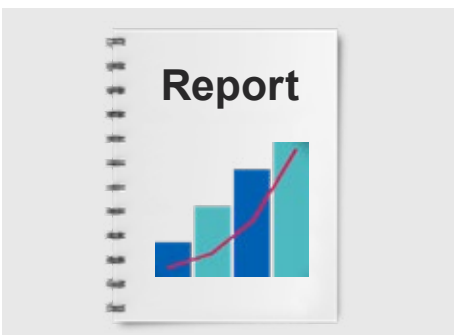


**Mental health** means how you think and feel.



We asked all 24 young people

- How they find a job
- How they keep their job.



We wrote this report to share what we found out from our research.

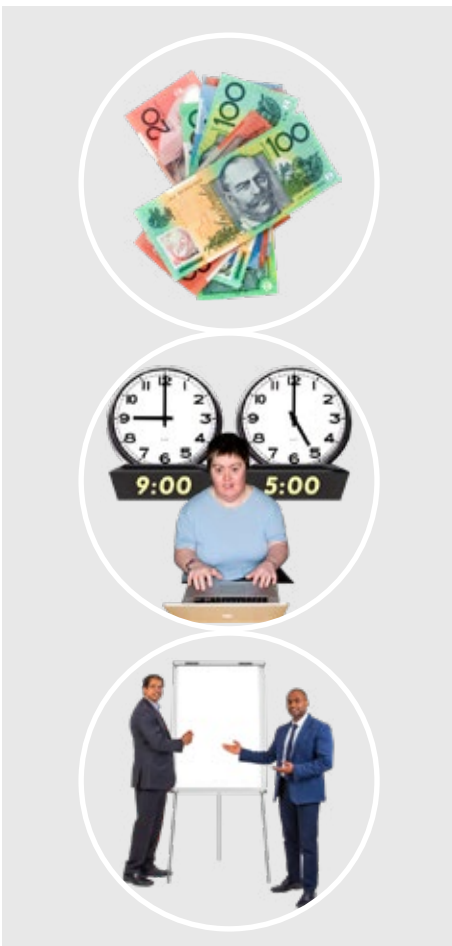
# What work is like



In this part of the research we talked to young people about what it was like being in a job.



We wanted to know what makes a job good or bad.



We wanted to hear from young people about things like

- The money they got paid
- Work hours
- Training and support.

# What makes a job good



We asked young people about when they knew it was a good job.



They said that a good job was one they like to do.



They said that it is a good job if they have to do things that they are

- Able to do
- Good at.



They said a good job is when they have the right skills to do it.

This might be skills they learned at



- School



- Uni



- TAFE.



Young people said it is hard for them to find a good job.

# Pay



We asked young people how much money they got paid in their jobs.

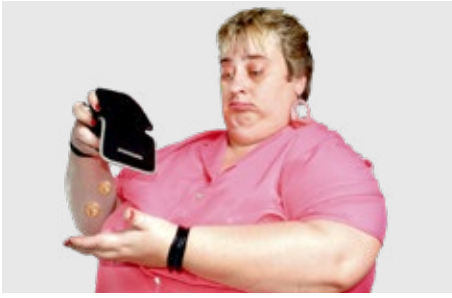


Some said they had done jobs that did not pay much.



Those were jobs that people

- Got paid in cash
- Did not need a lot of skills
- Did not need to study at uni or TAFE.



Some said it was harder to make more money if they got a **wage subsidy**.



A **wage subsidy** is when the government pay some of the money you get.



Young people said that workers at **Australian Disability Enterprises** get paid very little.



**Australian Disability Enterprises** are places where people with disability work with support.



Some young people that were in a job for a long time felt ok to speak up about pay.



# Work hours



We asked young people about the hours they worked.



Some told us that they were happy with the hours they worked.



Some said the workplace did not let them work the hours they wanted to.



Some young people were scared to ask for more hours.



Some had to work more than 1 job to get the hours they need to make more money.

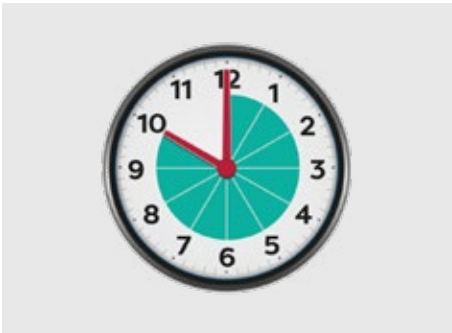


Some young people found it hard to work lots of different hours.

## Stress at work



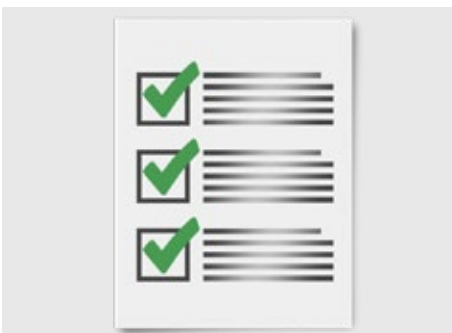
We asked young people what was stressful at work.



They told us that working long hours can be stressful.



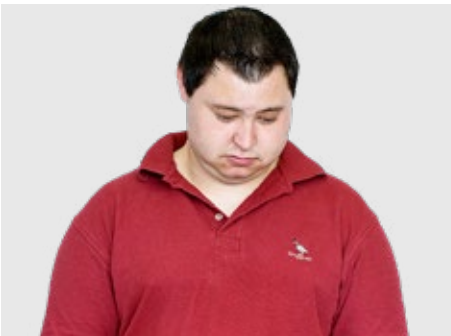
They also said working more than 1 job can be very hard.



It can also be stressful if there are too many things to do at work.



Some young people said it was hard if they did not get many breaks to rest.

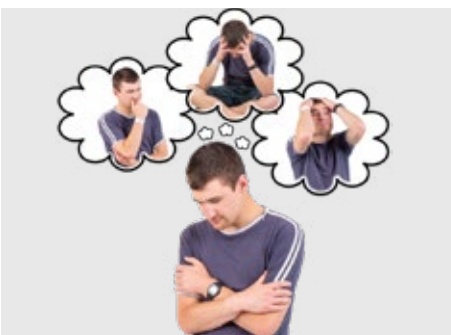


Some found the things they had to do in the job hard.



This could be things like

- Listening to some sad stories
- Customers being mean.



They said if they had a bad time at work their mental health gets worse.



Jobs were more stressful if there was not a lot of

- Staff to help
- Training to do the job.



For some young people it was stressful to do the same thing over and over.



Some said they had to leave their job because of the stress.



Some felt like they could get another job if they needed to.



Some young people had to leave the job because they could not do all the work.



They did not think it was fair that they were asked to leave.



Some said they felt like they could not ask for support to do the job.

# What helps to stay in a job



We asked young people what can help them to stay in a job.



They said that it is important to have time to rest and take care of themselves.



They said rest helps them not be too tired for work.



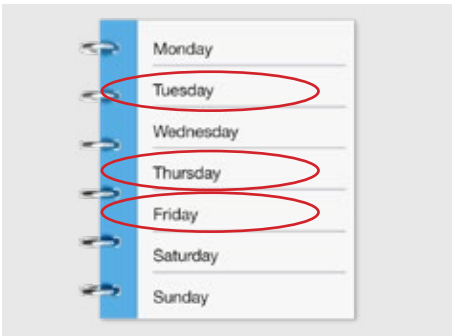
They said it is important to have time off work to go to

- Health checks
- Meetings.



They said it is important to have time to learn new skills.

This might be at places like uni or TAFE.



Some people said it is better for them not to work every day.



This helps them stay

- Healthy
- In their job longer.



They also said it is good to talk to friends or a manager about how they feel.



# Training



We asked young people about training on the job.



They said that training at work was important.



It helps people

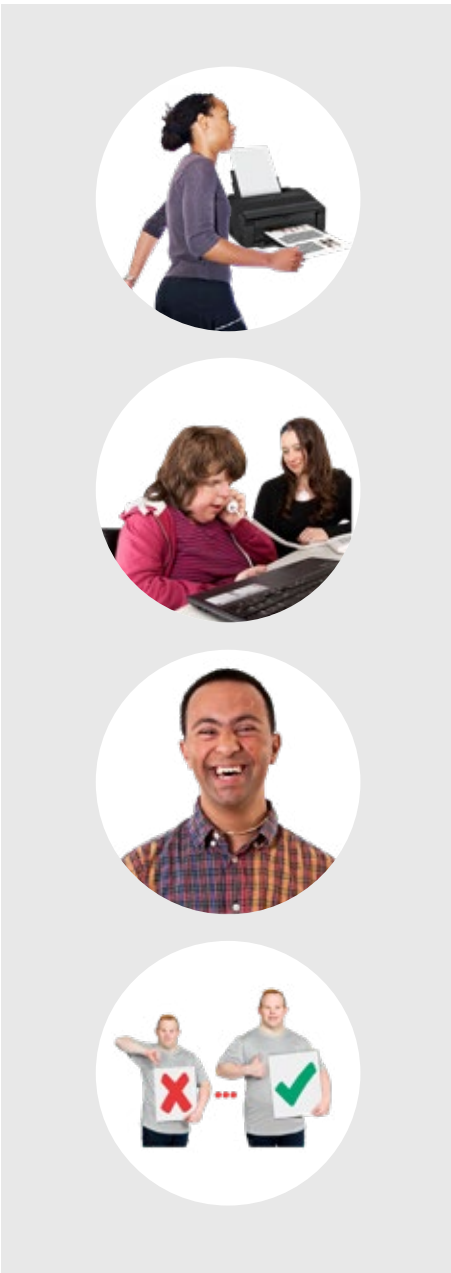
- Do a good job
- Do more things on their own.



They said it was important to get training at the start of a job to learn how to do the work.



Training is also important when they work at the job to get better.



They said training helps them learn how to

- Find things at work
- Do the job
- Be safe at work
- Get better at the job.



Not all of the young people got training at their job.



Some said the training they got was not very good.

## Support at the job



We asked young people about the support they get on the job.



They said it was important to get support to do the job well and learn things.



Some needed a lot of support at work.



Some did not need much support to do their job.

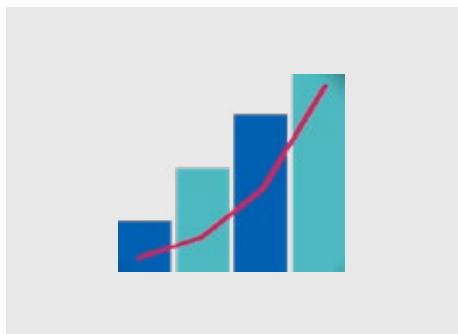


Some wanted more support but did not get it.

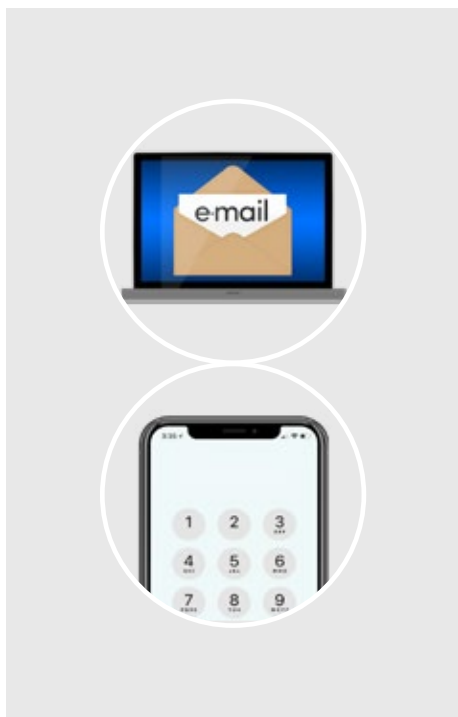


Some felt they could ask for support if they needed it.

## More information



You can contact us to find out more about our research.



You can

- Send an email to **[yes-study@unimelb.edu.au](mailto:yes-study@unimelb.edu.au)**
- Call us on **03 9035 4554**.

Council for Intellectual Disability made this document Easy Read. **CID** for short. You need to ask CID if you want to use any pictures in this document. You can contact CID at **[business@cid.org.au](mailto:business@cid.org.au)**.