

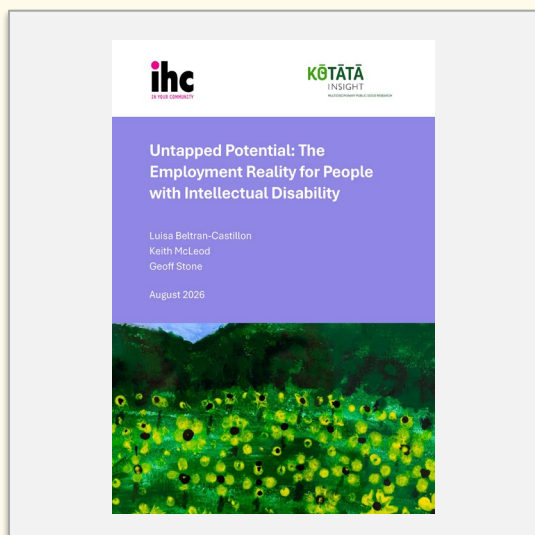


Untapped Potential:

Employment for People
with Intellectual Disability



Untapped Potential



This Easy Read explains the findings from the Untapped Potential report, which looks at jobs for people with intellectual disability.

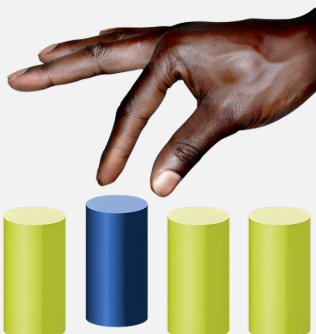


Many people with intellectual disability want to work but do not have a job.



This means they have untapped potential.

Why work matters



Work is about more than just earning money.

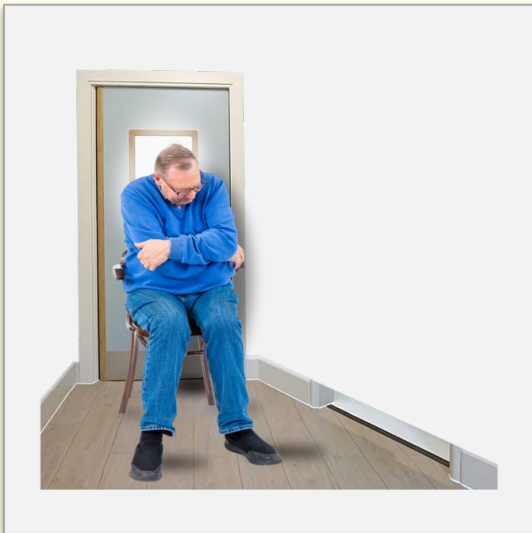
People said work helps them:

- feel proud and confident
- make friends
- be part of their community
- learn new skills
- have more choices and independence.

Life without work



People told us that not having a job can be lonely.



They said they:

- feel bored
- spend too much time at home
- miss out on meeting people and making friends.



Having a job can help people feel connected to their community.

Where did this information come from?

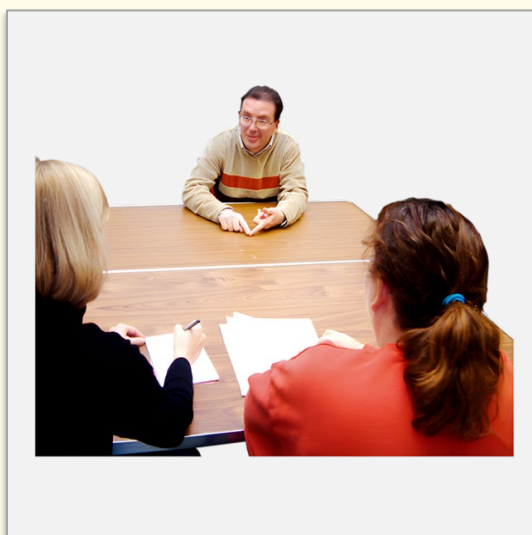


The report uses information from:

- government data



- the Household Labour Force Survey (HLFS)



- interviews with 7 people with intellectual disability

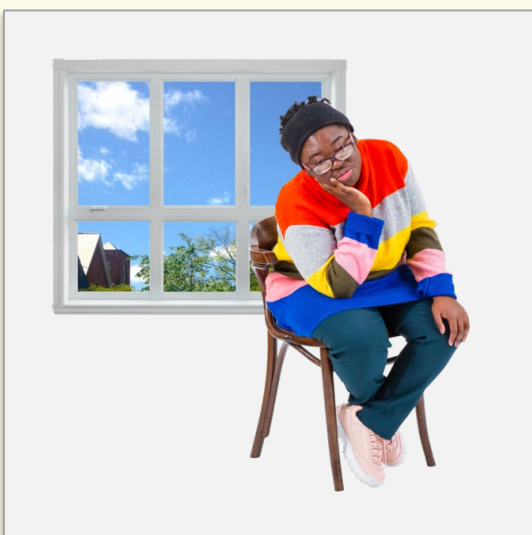
A big problem



The numbers in this report show a big problem.



People with an intellectual disability are much less likely to have a paid job.



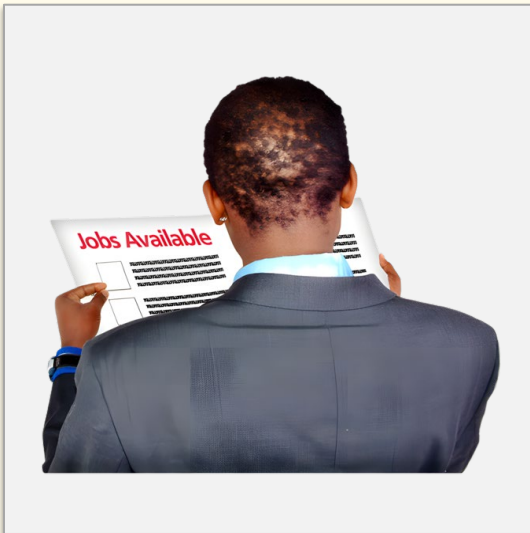
People with an intellectual disability are much more likely to miss out on working.

What we learned

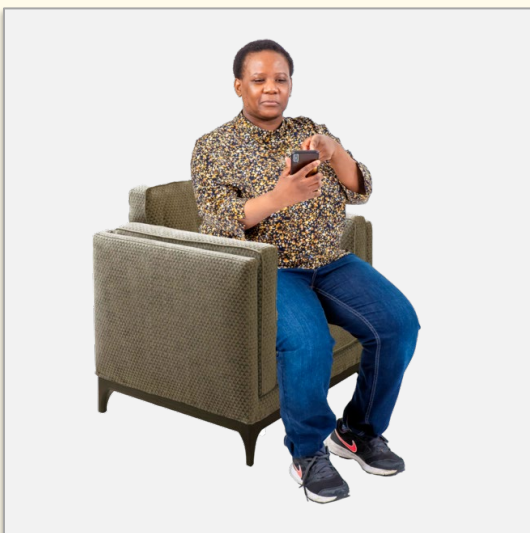


For every 100 people with intellectual disability:

- 26 have a paid job
- 7 are **unemployed**
- 67 are **outside the work force**.

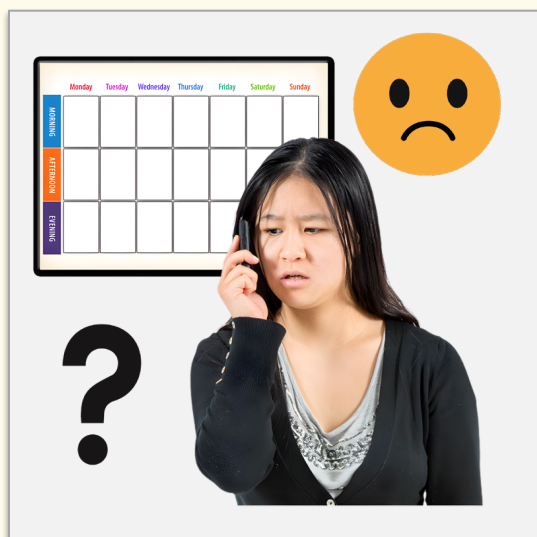


Unemployed is when you are looking for a job but do not have one.

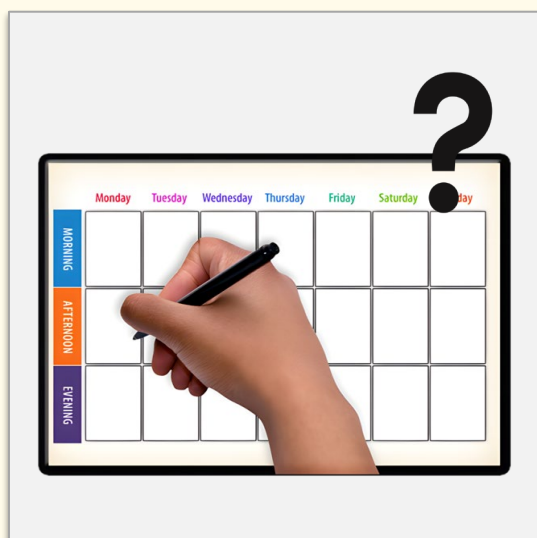


Outside the work force is when you do not have a job and are not looking for a job.

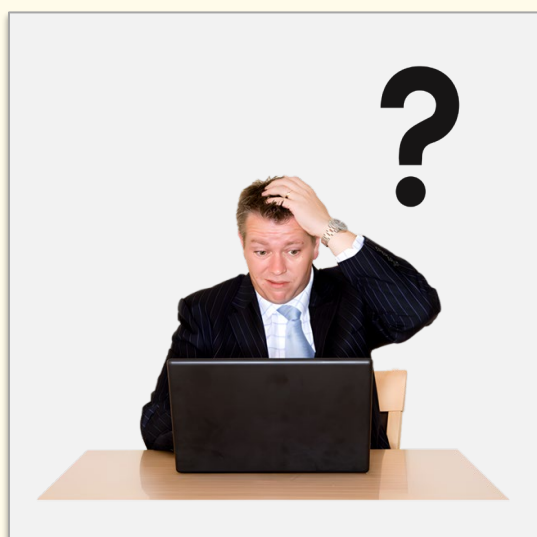
Casual and insecure work



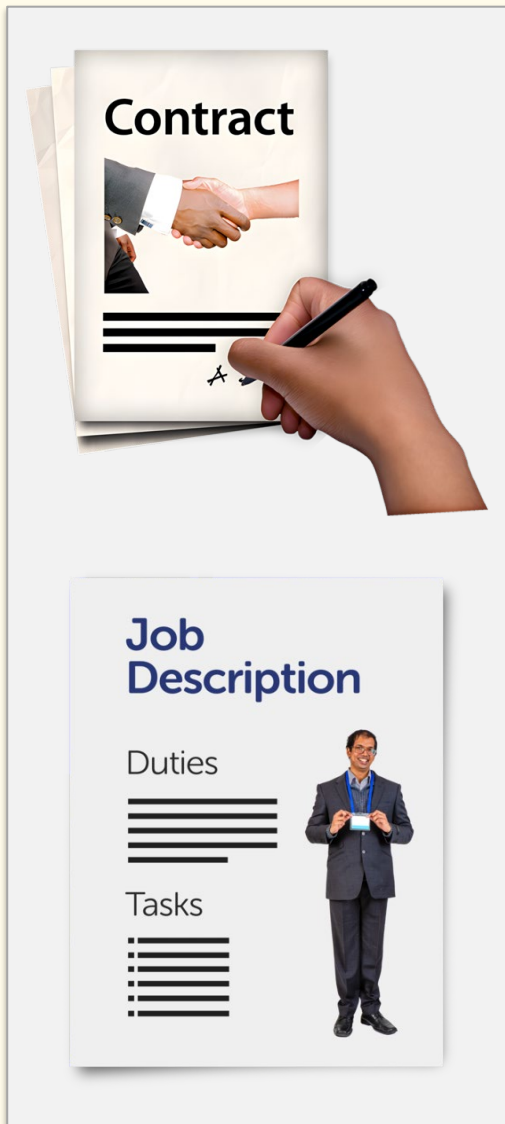
Many people with intellectual disability work in casual jobs.



Casual jobs are jobs that can change or end at any time.



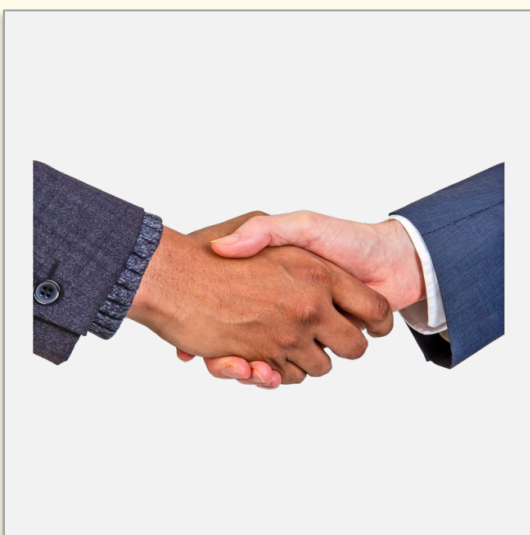
Many people with intellectual disability do not have a **formal employment agreement**.



A **formal employment agreement** is a legal contract which both the employee and the employer sign.

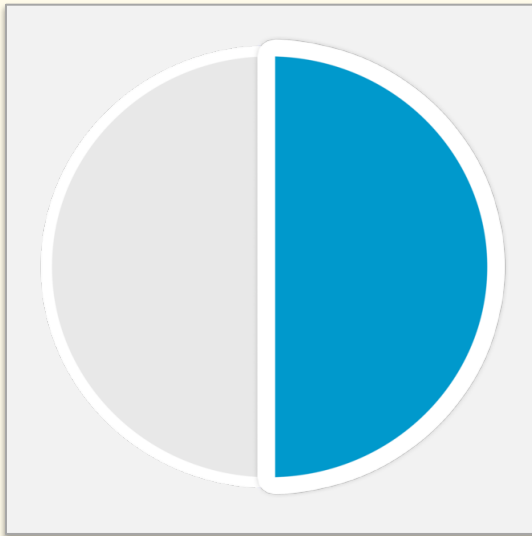
This contract describes:

- What the job is
- The job hours
- How much the job pays

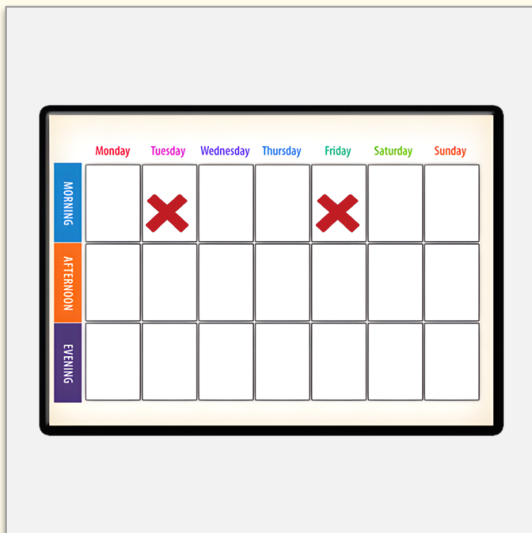


This contract keeps things fair and makes sure everyone understands the rules of the job.

Part-time work and wanting more hours



Nearly half of workers with intellectual disability have **part-time work**.



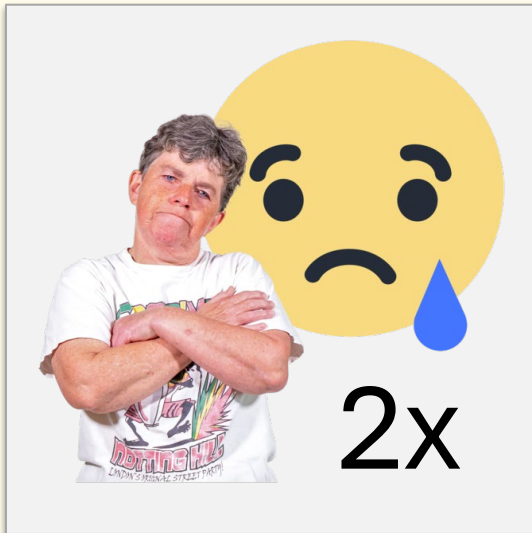
Part-time work means working for only a few hours or days a week.



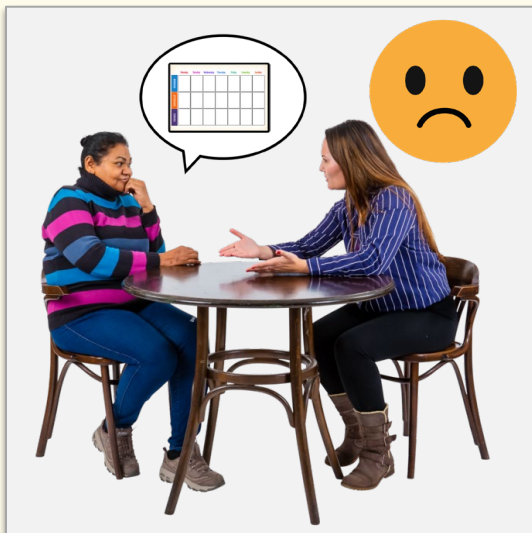
People with intellectual disability are more likely to work part-time than other workers.

Only 16% of workers without intellectual disability work part-time.

Under-employment

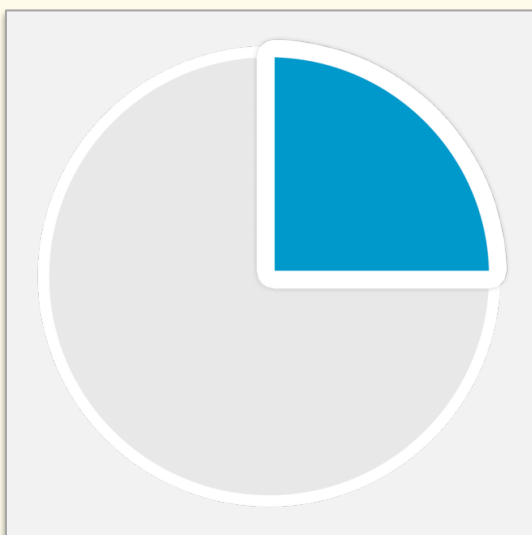


People with intellectual disability are twice as likely to experience **under-employment**.



Under-employment is when you:

- Have a job
- Want more hours
- Cannot get more hours.



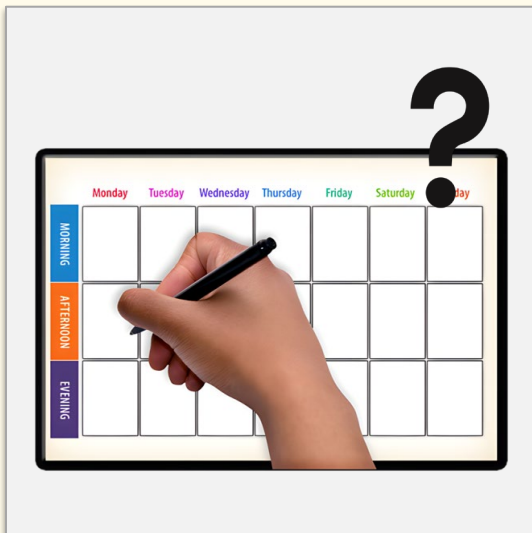
Nearly 1 in 4 workers with intellectual disability want to work more hours.

They are not getting as much work as they want.

Hours that change often



Many people with intellectual disability do not work regular hours.



This means their work hours can change from week to week.



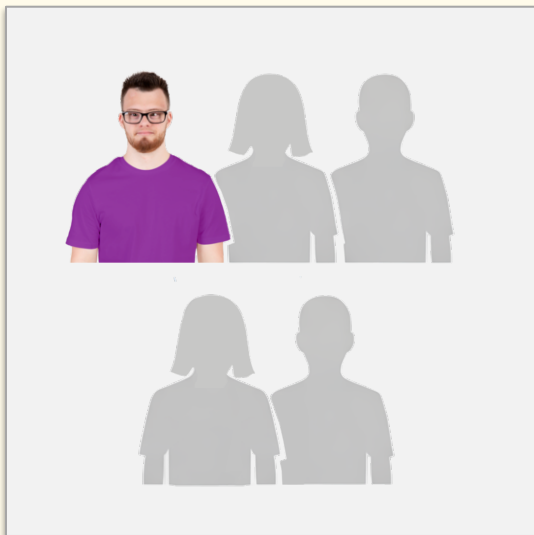
This can make it harder to:

- Plan their time
- Plan a budget

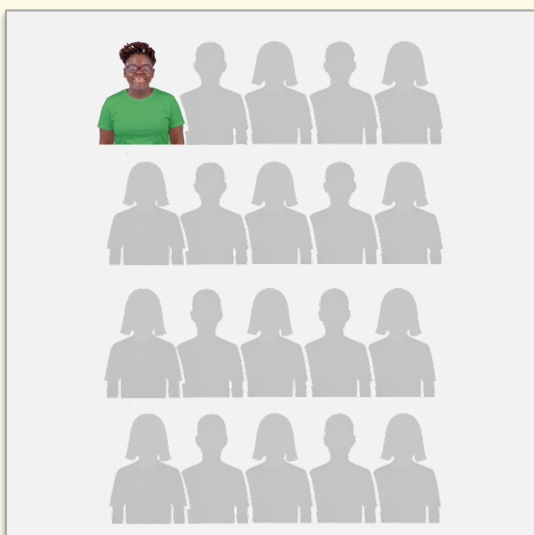
Low pay



More than half of workers with intellectual disability earn less than \$25 an hour.



1 out of 5 workers with intellectual disability get paid less than the minimum wage.



To compare, only 1 out of 20 workers without intellectual disability get paid less than the minimum wage.

Time in work



People with intellectual disability are employed for fewer months each year than people without intellectual disability.



People with intellectual disability spend less than a third as much time in work as people without intellectual disability.



This shows that people with intellectual disability are still being left out of work.

Leaving jobs



People with intellectual disability leave jobs for different reasons.



They are more likely to:

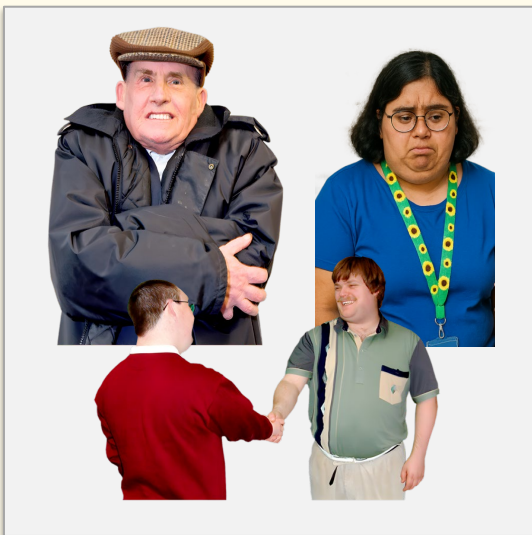
- lose a job because of **redundancy**
- leave work because of health reasons
- leave work because they are unhappy in their job.



Redundancy is when a job ends because the employer does not need the job to be done anymore.

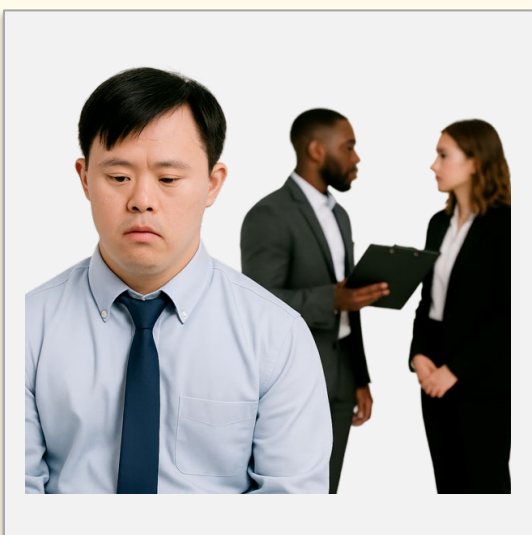


People with intellectual disability are more likely to lose their jobs than other workers.

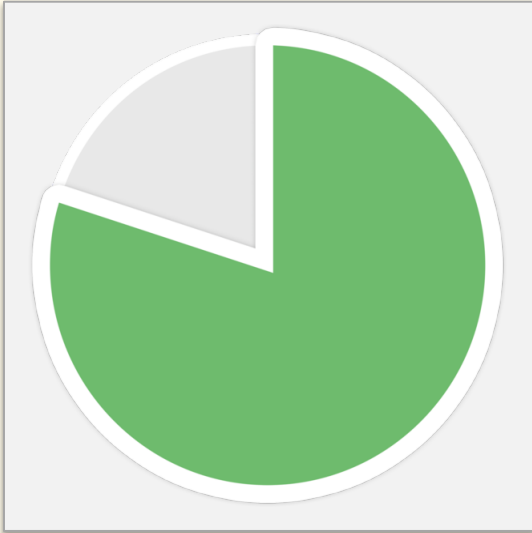


Some groups are more affected, including:

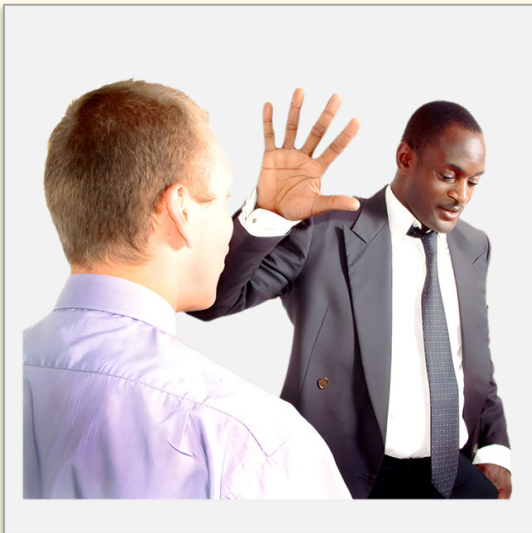
- older people
- Māori
- people who are new to a job.



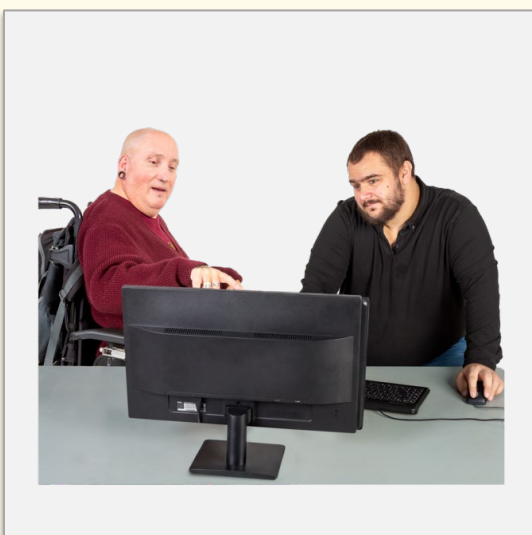
This means jobs are often less secure for people with intellectual disability.



More than 4 out of 5 people with intellectual disability say they cannot work because of their health or disability.



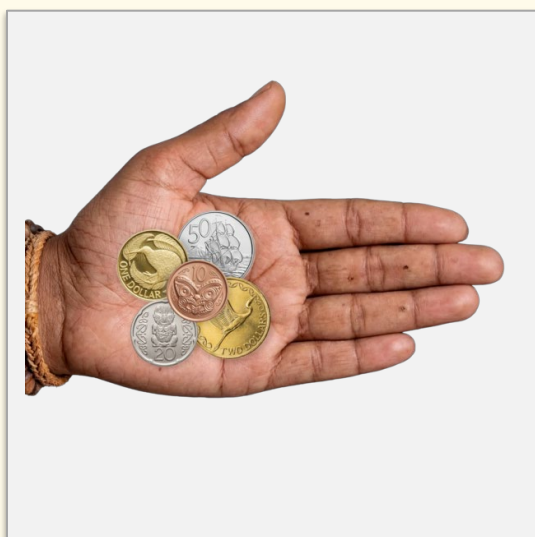
But often, this is because workplaces do not offer the right support to help them do a job safely.



Sometimes a family member answers the survey for the person.

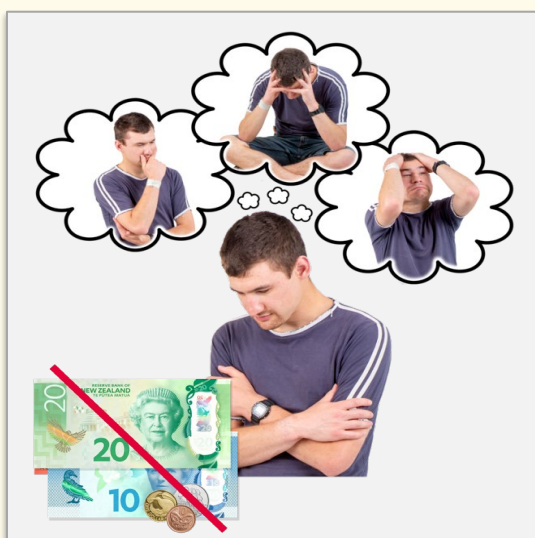
They might miss some things out.

What the numbers tell us



People with intellectual disability are more likely to have jobs that are:

- low paid
- insecure
- have less hours.



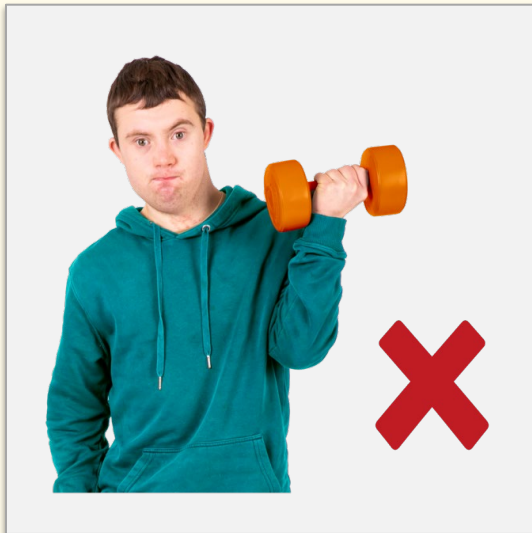
They are also more likely to lose their jobs.

IHC research shows that people with intellectual disability are more likely to experience hardship, and unstable work can make this worse.



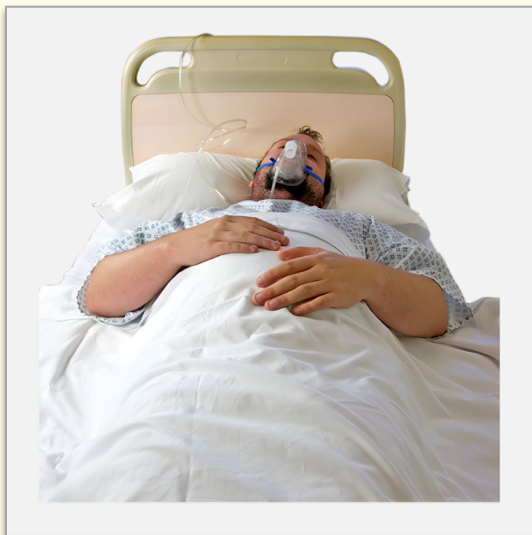
You can read more in the Easy Read document called "The Cost of Exclusion: Hardship and People with Intellectual Disability in New Zealand."

Physical and mental health

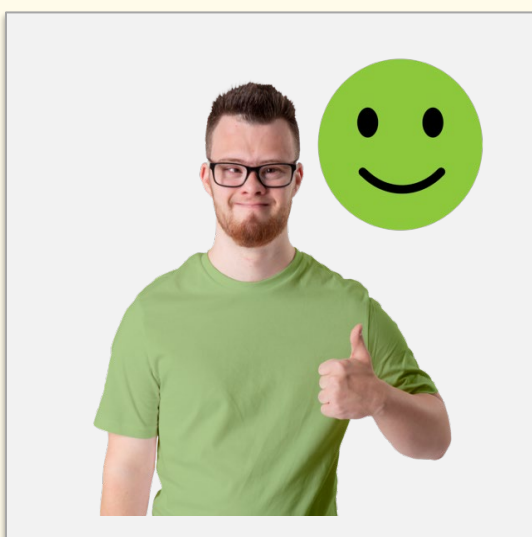


Not having a job can affect physical health and wellbeing.

People may lose their daily routine and become less active.



People without jobs are more likely to get sick and need to go to hospital.



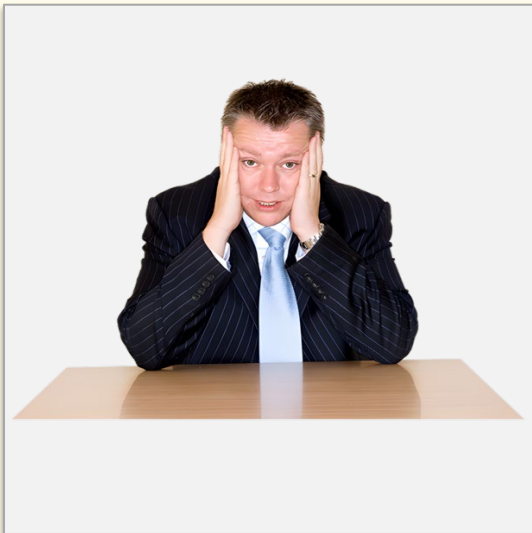
People with intellectual disability who have a job often have better mental health than those who do not have a job.

Stuck in a cycle



Not having paid work can cause:

- Poor mental health
- Poor physical health.



Poor mental health or physical health can make it harder to:

- Get a job
- Stay in a job

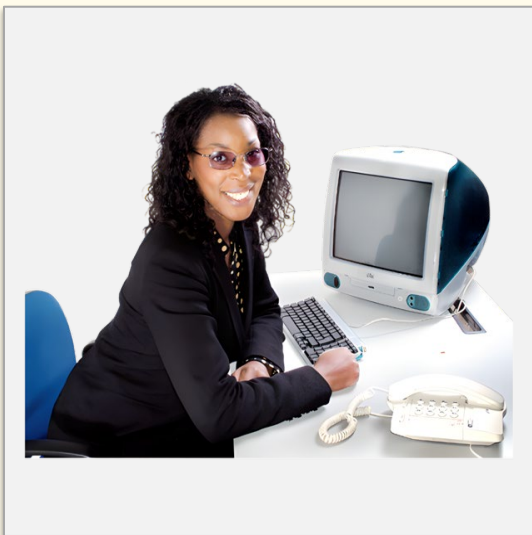


This can create a cycle that is difficult to break.

Types of jobs people do



Many people with intellectual disability who have paid jobs work in a small number of types or areas of work.



For example:

- office work and support jobs
- retail
- health care and social support
- manufacturing.

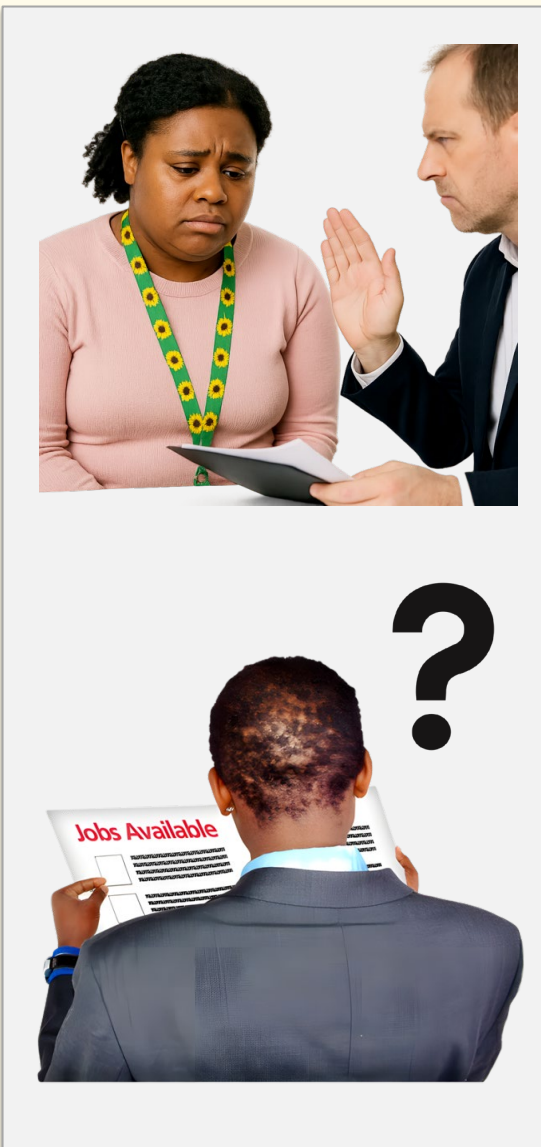


These jobs often involve routine or practical tasks and are more likely to be lower paid.

Barriers to work



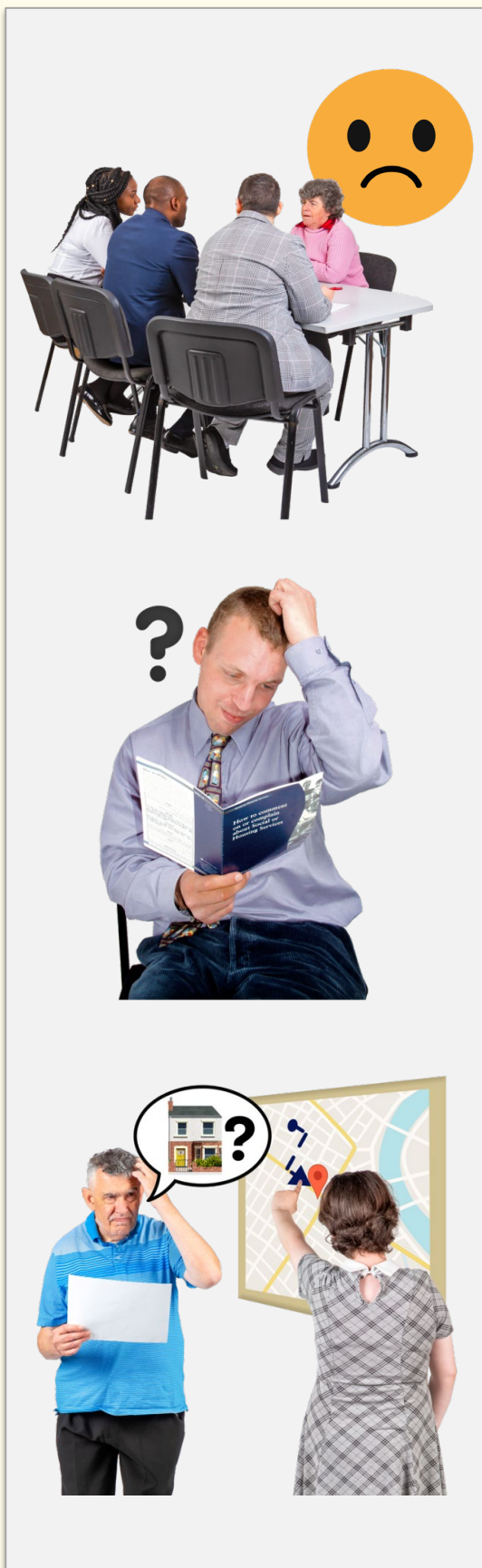
People with intellectual disability face barriers to getting and keeping work.



Barriers are things that make something harder to do.

Before work, some people:

- have fewer chances to learn job skills
- have problems because of what other people think they can do
- do not get enough support to move into work.



While looking for work, some people:

- have problems because of what other people think about them
- cannot find suitable jobs
- do not get enough support.

At work, some people:

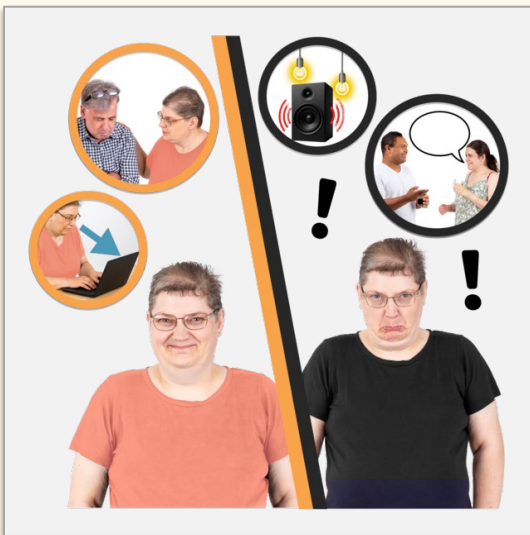
- do not get enough support
- have accessibility and transport barriers
- receive unclear instructions or routine changes.

These barriers can make it harder to get and keep a job.

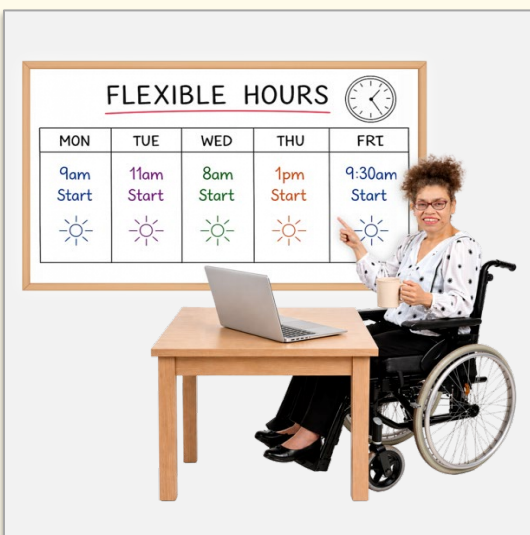
What helps people get and keep a job?



People with intellectual disability said the right support can make a big difference.



Support works best when it matches a person's strengths and needs.



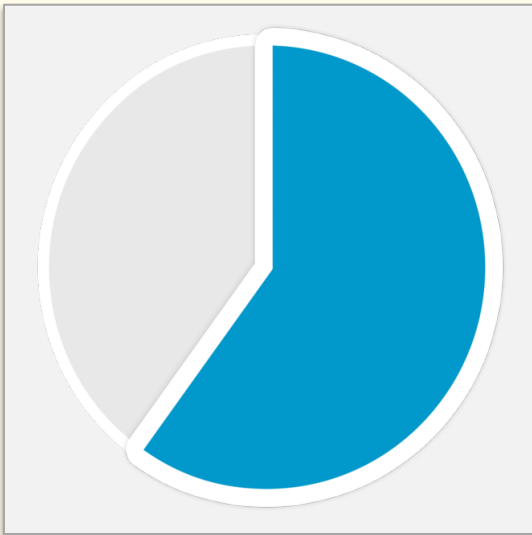
Helpful support includes:

- flexible ways of working
- clear instructions and routines
- supportive co-workers
- inclusive workplaces
- employers who value inclusion.

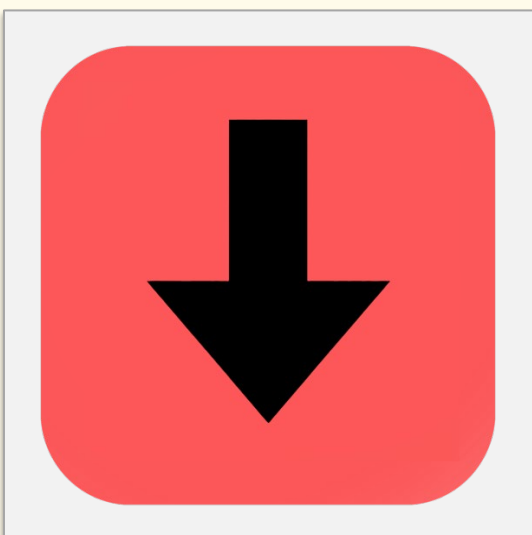
People with intellectual disability not in the workforce



Many people with intellectual disability have never had a job and are not looking for work.



More than 2 out of 3 people with intellectual disability have never had a job and are not looking for work.



For people without intellectual disability, the numbers are much lower.

- Only about 1 out of 5 people have never had a job.
- Only about 3 out of 10 people are not looking for work.

Daily Life



Many people with intellectual disability who are not working spend much of their day:

- caring for themselves
- having free time
- doing household chores
- studying.



Many people with intellectual disability miss out on opportunities to work and take part in their communities.

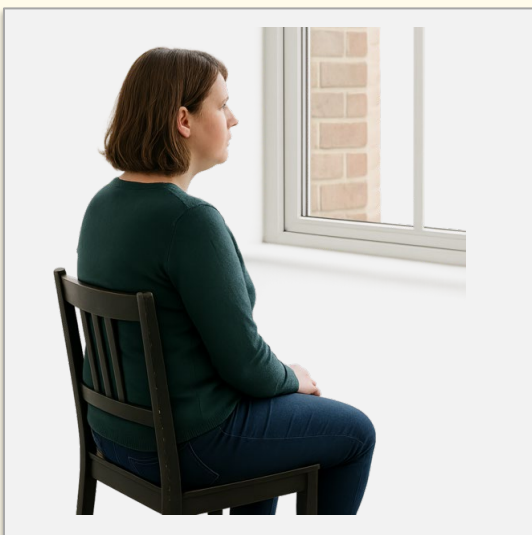
Money and job security



People with intellectual disability are more affected when the economy changes.



The **economy** is how jobs, money, and businesses are doing.



Since 2008, people with intellectual disability have been more likely to:

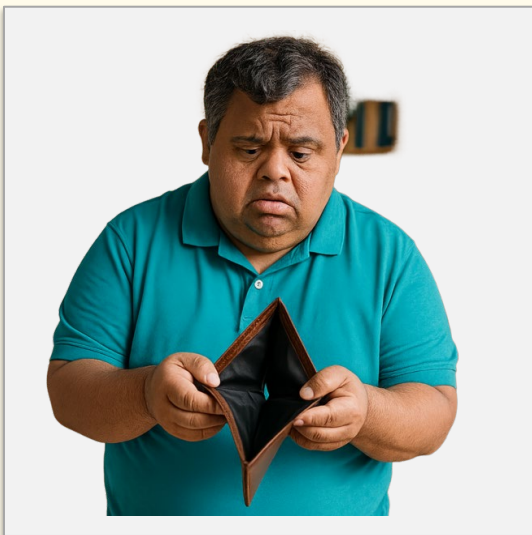
- Lose jobs
- Take longer to return to work.



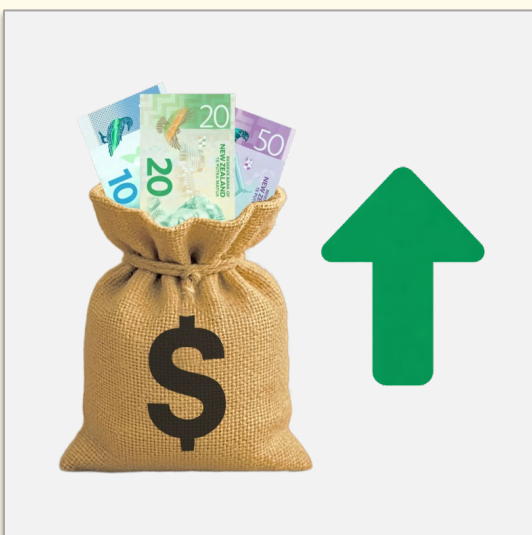
COVID-19 was different.

During this time people with intellectual disability did not:

- lose jobs as often
- take as long to return to work.



Overall, jobs are less stable for people with intellectual disability.



They may need more support during difficult economic times.

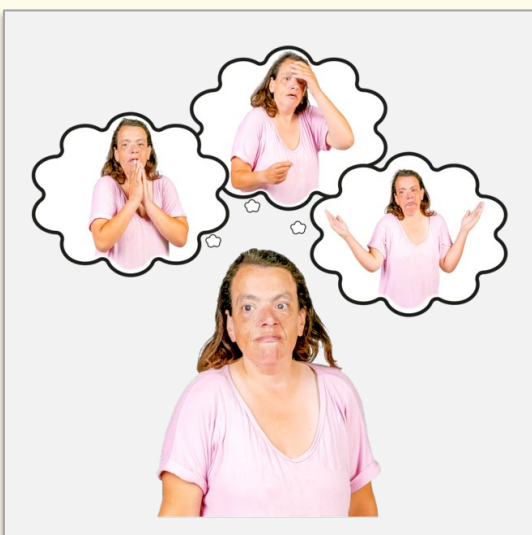
IHC response



People with intellectual disability want to work and can work.



This report shows that many people do not get a fair chance to get a job.



Jobs are often low paid, insecure, or have limited hours.

This can make it harder to build a stable life.



People with intellectual disability are more likely to experience financial hardship.



Some people:

- Can not pay for basic needs, such as food and heating
- Live in unhealthy houses.



Some people are not counted as unemployed because they are outside the work force.

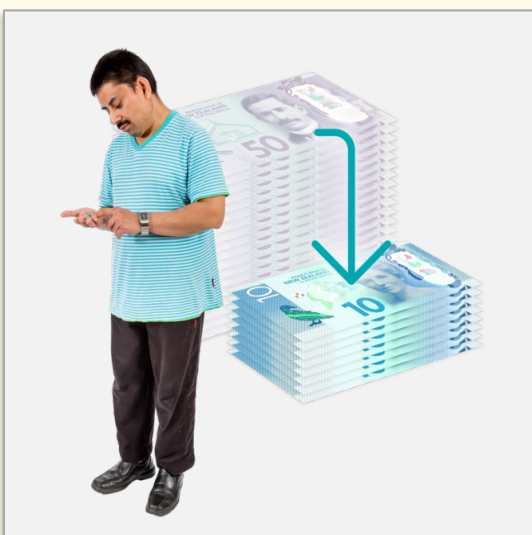
This means the problem may be bigger than it appears.



Some people may lose income support if they start work.



This can be a barrier to getting a job because they may get less support and have less money overall.



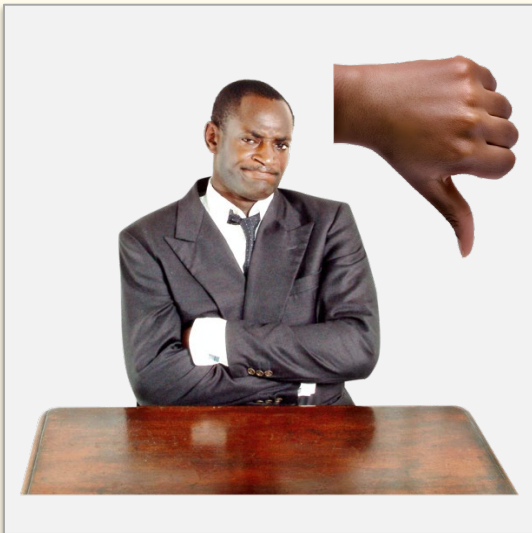
Some people can be paid less than the minimum wage because of the **Minimum Wage Exemption.**



A Minimum Wage Exemption

allows some workers with disabilities to be paid less than the minimum wage.

This often includes people with intellectual disability.



IHC says this is unfair.



People with intellectual disability should have the same opportunities as everyone else to:

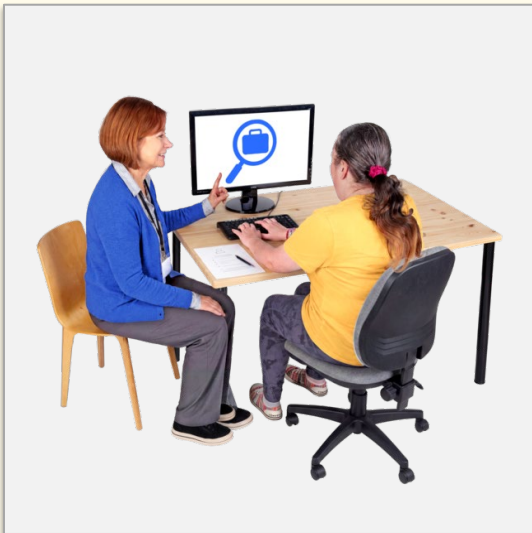
- Work
- Earn a fair wage
- Build a good life.

IHC Recommendations

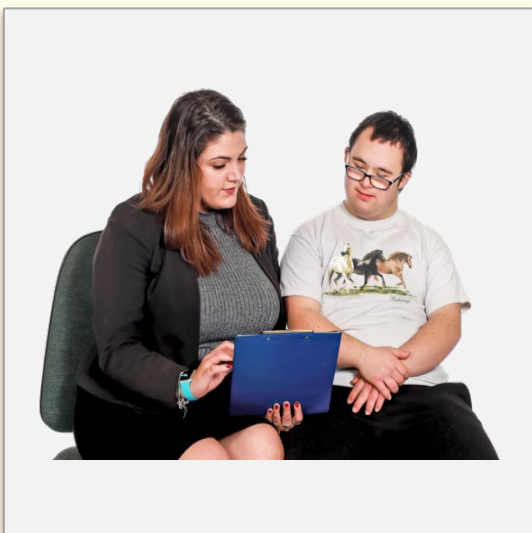


1. Better support

- Give young people more chances to do work experience before leaving school.



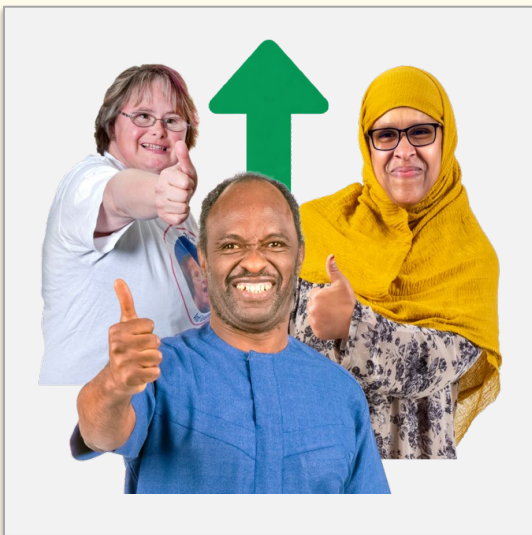
- Support people to move from school into jobs.



- Give people support that matches their needs, including:
 - Transport
 - Communication
 - Job coaching.

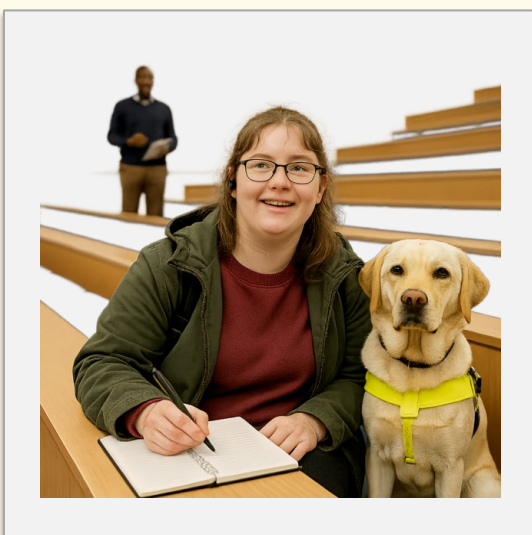


- Help people to stay in good jobs over time.

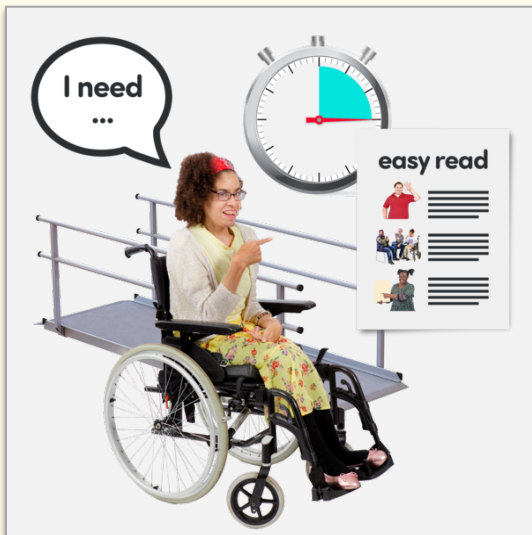


2. Positive attitudes

- Help people understand that people with intellectual disability can do many different jobs.

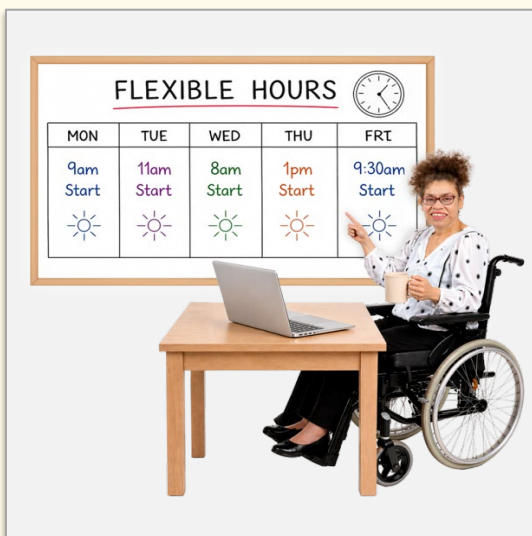


- Help people understand that people with intellectual disability can do good work in:
 - schools
 - workplaces
 - communities.



3. Inclusive workplaces

- Help employers create workplaces that are:
 - Inclusive
 - Accessible
 - Supportive.



- Use reasonable accommodations such as:
 - clear communication
 - flexible ways of working

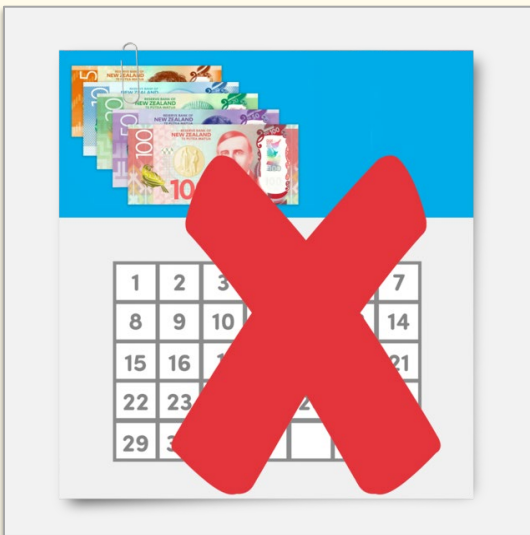


- Train managers and co-workers to support inclusion.

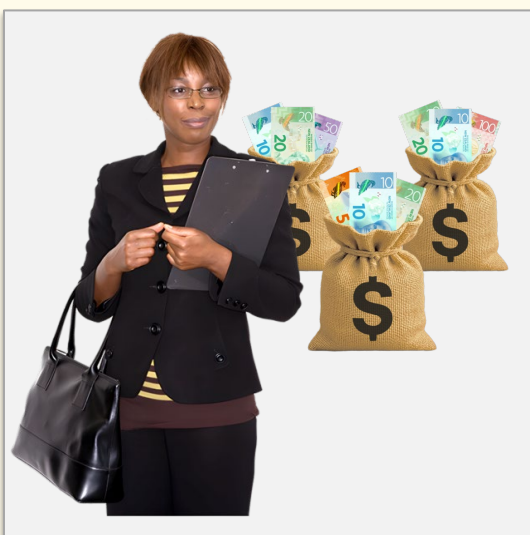


4. Fair pay and income support

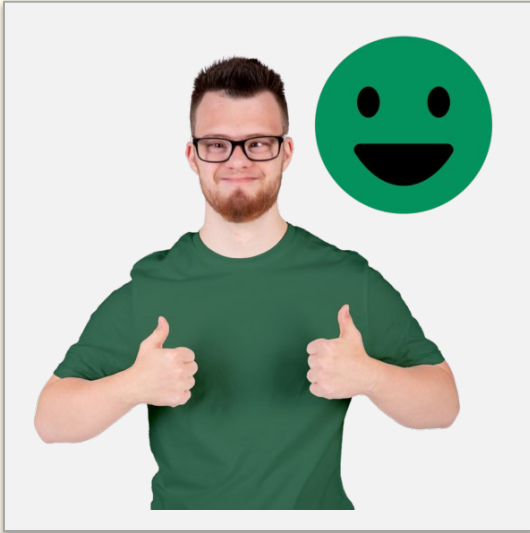
- Encourage employers to hire and keep workers with intellectual disability.



- Make sure income support rules do not make it worse for people when they work.



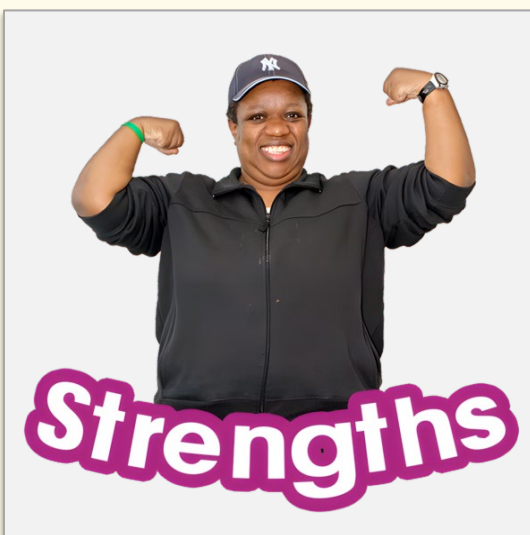
- Support people to move into jobs with fair pay.



These changes can help people with intellectual disability have more fair opportunities at work and in life.



People with intellectual disability want to work and can work.



Many people are missing out on opportunities to use their skills, strengths, and talents.

IHC believes it is time to unlock this untapped potential.

About this Easy Read



Shara Turner wrote a plain language summary of an original report called "Untapped Potential" which this Easy Read is based on.



Jess Goodman wrote this information in Easy Read at IHC New Zealand.



David Corner checked that this information is easy to read.

Photo Credits

Photosymbols®

Professional Licence 24110091305336

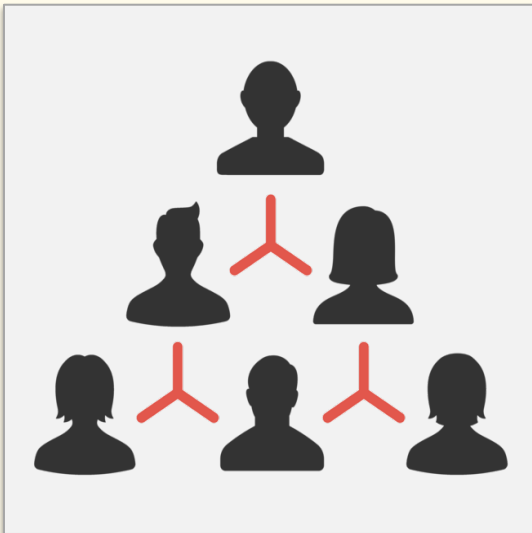
Some of the images in this Easy
Read came from **Photosymbols**.

About the data



The government data comes from a big computer system called the IDI.

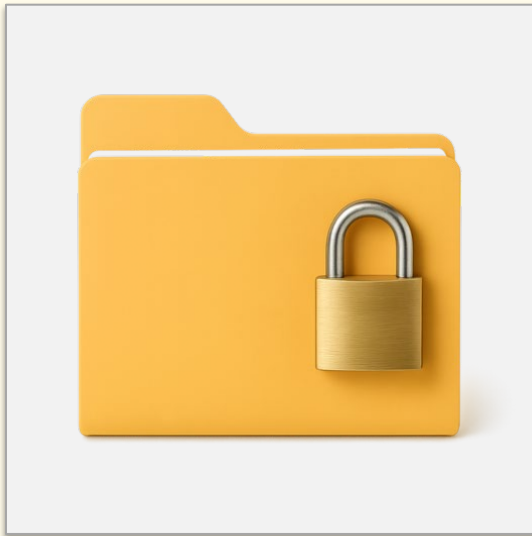
This stands for Integrated Data Infrastructure.



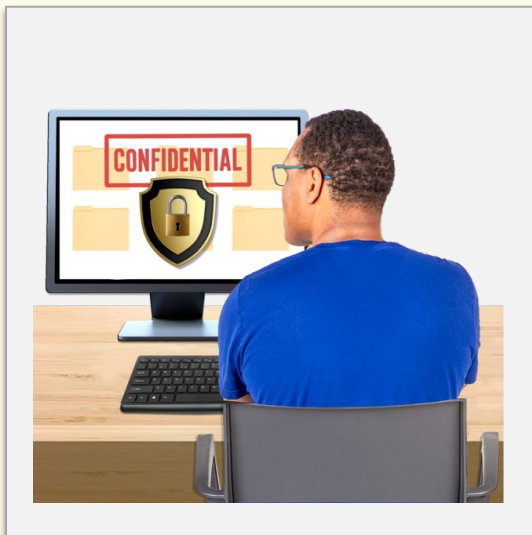
The IDI brings together lots of information from different areas of government.



The IDI puts the information together to create a clear picture of people in New Zealand.



The information in the IDI is kept safe and secure.



No one can find out who the data is about.



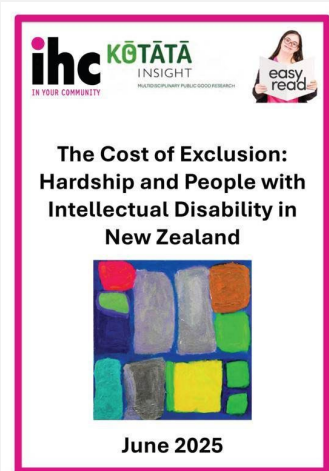
You can read more about the IDI in an Easy Read document called "New Zealand's Integrated Data Infrastructure".

Links



You can read about the IDI in Easy Read here:

<https://www.ihc.org.nz/publications/new-zealands-integrated-data-infrastructure-idi---easy-read>



You can read about hardship for people with intellectual disability in Easy Read here:

<https://www.ihc.org.nz/publications/easy-read-the-cost-of-exclusion>