

LWG MEETING 1 OUTCOMES SUMMARY

This report provides a summary of discussion points shared during ACT Local Working Group Workshop 1:

- Insights/Learnings from Project and Cohort presentations
- Guiding Principles Review
- Resource identification and refinement focus
- General outcomes and summary
- **Appendix:** Co-Design Employment Resource – Discovery Session Activity

1 INSIGHTS/LEARNINGS FROM PROJECT & COHORT PRESENTATIONS (AND GUIDING PRINCIPLES)

Education & Employment Cohort presentation

- Most participants stated that Co-locations are integral in building community capacity building and awareness
- Possibility for 11 potential new Co-locations at various ACT schools in the year of 2023 onwards
- More capacity building activities needed for parents/guardian. It be conducted during the Co-location regular sessions
- Co-locations at DES providers could pave a promising pathway towards inclusivity for people with disability

School Leaver Project presentation

- Although most participants agreed that increasing the knowledge of parents and teachers as connectors for navigating the complexity of NDIS scheme is of paramount importance, some have arguably questioned the efficiency and effectiveness of SLES (School Leaver Employment Supports)
- It is extremely important to address the gap for people who have health needs but ineligible to enrol their children into schools

2 GUIDING PRINCIPLES

Guiding Principles Activity 1

ACCOUNTABILITY & TRANSPARENCY

- All NDIS Plans should have employment goal for children in school
- Upskill Local Area Coordinators regarding employment pathway options

INCLUSIVE & ACCESSIBLE DESIGN

- Social & cultural shift needed outside Feros Care in the community
- Support connection is needed for those without NDIS plans
- Special team within Feros Care should be formed

COLLABORATION

- Local Working Group (LWG) is a great avenue for stakeholders to share ideas (different lenses, different people)
- No collaboration outside dedicated groups: Q&A sessions / info sessions / meetings should be facilitated regularly with parents/carers/government/other tangible stakeholders

SAFE SPACES AND SAFE PEOPLE

- Needs to ensure a safe and inclusive space for everyone
- Feros Care should implement the framework of accessibility at all levels

CIRCLE OF SUPPORT

- Invite stakeholders for regular meetings / info sessions
- Communicate between stakeholders regarding services

CHANGING THE NARRATIVE

- Feros Care needs to be seen as safe space
- Feros Care needs to show themselves as support 'signpost'

INVESTING TIME

- More capacity building for people who don't usually come to info sessions
- Invest time to inform medical professionals on report writing



3 RESOURCE IDENTIFICATION AND REFINEMENT FOCUS – KEY INSIGHTS

Finding a Job / Hiring Process

Top Voted: Employers knowing available supports for individual employees

- Identify individual skills / expertise
- Understanding / insights in what it means to work
- Identify industry limits regarding safety and accessibility

Starting the Role

Top Voted: Employer education / resources – potentially from DES or NDIS funding

- Additional Government support needs improvement
- Holding pre-existing employment service providers accountable to ensure responsibility

Maintaining the Role

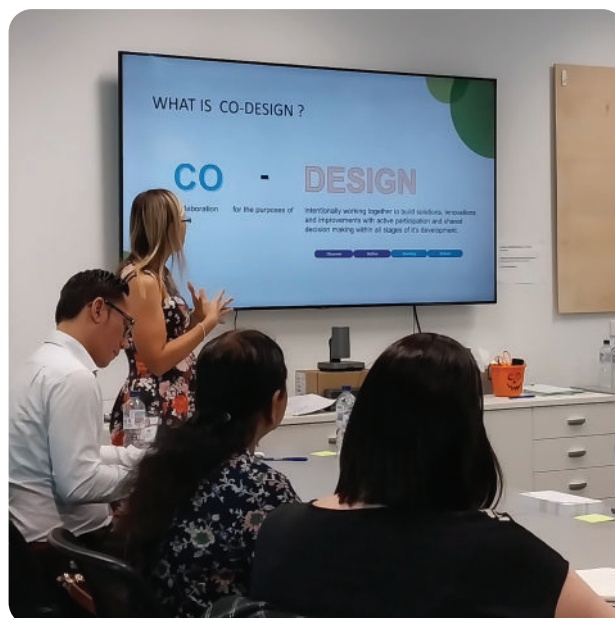
Top Voted: Maintain ongoing support and monitoring

- Enabling ongoing internal / external supports are available (support workers, funding, etc)
- Mandatory training on inclusivity needs revision to be more inclusive
- Flexible working arrangements

Supporting Career Progression

Top Voted: Employers knowing supports of individuals and/or contact points for change

- Sharing career pathways
- Communicating change effectively
- Change needs to be supported (Change management)
- Understanding individual desires of change
- Ensure equal career progression opportunities



4 GENERAL OUTCOMES & SUMMARY

- Focus more on design thinking (empathy based)
- It is important to understand the background within the employment sector (no changes in the employment sector since 2017 related to SLES funding)
- To ensure that voices of people with disability are heard
- More presentations should be conducted at workplaces regarding inclusivity

Project Team Insights Following Workshop

- Increase knowledge of parents and teachers
- Feros Care should be linking people to community supports ILC / Funding
- Capacity building course / training should be conducted for teachers

Finding a Job / Hiring Process

Finding a Job / Hiring Process

- Identify Individual Skills/expertise/INTERESTS
- Information sessions on employment processes
- Job Workshops (e.g. visiting office location, daily activities, familiarity w/ work responsibilities)
- Work experience - Agency communication
- Understanding/insights in what it means to work. - incl. transitions, e.g. from to office.
- Pre-education (role exploration)
- Big Providers offer open day, opportunity for insight. → Inclusion.
- Identify Industry limits regarding safety, etc. (accessibility).
- Career progression mapping/info access
- Explicit Job advertisements, individual Job Searching.
- Alternative hiring process and exploration.
- School integration - Customised employment.
- Employers knowing available supports for indiv. employees
- Understanding individuals potential/needs/talents.
- Support all the way through from Ideation to Job process.
- Understanding individuals values versus others. (benefits)
- Employers to talk to employers.

Starting the Role

Starting the Role

- Des providers prepare employee for role
- Additional GOV support needs improvement.
- Mentoring/external support to come in for role.
- Job Access
- Subsidies
- Support/linkages for employers for disability needs (e.g. AT)
- Support on-job assistance for learning how to work.
- Individualised resources for specific role. No current means for this development.
- Set expectations, in-work infrastructure, scheduling, etc.
- Employment providers that pre-exist (Des)
 - holding these accountable, ensuring responsibility.
- Individual supports for individual needs, work conditions, etc.
- Employer education/resources potentially from Des OR NDIS funding for individual education.
- Guidelines.
 - What are employer expectations?
 - Who's supporting employer w/ intake
- Individualised onboarding and training processes.
 - e.g. Orientation packer Simplified or altered.

Maintaining the Role

Maintainingⁱⁿ the Role

- Scheduling very important.
- Staggering workload for progressive needs/requirements
- O.H.S. - explained, de-complicated.
- Ongoing support and monitoring.
- Ongoing check-ins, acknowledgement of work.
- Showing career pathway long-term.
- enabling ongoing external supports internally (support workers, funding, etc.)
- Inclusion officer - internal business change
 - Dedicated office supports, applies to all employees.
- Mandatory training on inclusivity needs revision to be more inclusive.
- Internal opportunity assistance/support.
- Support to ensure satisfaction
- flexible working places, e.g. working from home, virtual workplaces.
- Change Management.
- Maintaining accessibility.
- Medical review Management - fatigue support.

Supporting Career Progression

Supporting Career Progression

- Sharing career pathways.
 - Understanding individual wants
 - Change needs to be supported (change management)
- Communicating change, irrespective of the outcome or intent. i.e. good change can create as much anxiety as negative change.
- ensure equal career progression opportunities.
- Understanding individuals desires. maybe they don't want change?
 - higher position/change/progression representation.
 - Specific training for change.
- Employers knowing supports of individuals and/or contact points for change.