

LWG MEETING 1 OUTCOMES SUMMARY

This report provides a summary of discussion points shared during Mackay Local Working Group Workshop 1 – Introduction and presentations were streamed over MS with Townsville then Groups worked locally on activities in second part of the session offline.

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

Information Sessions Project presentation

Upcoming points from Cath project is currently looking to upskill people who are asking:

- I'm Finishing School What Next?
- How to connect with my community and mainstream supports?
- Steps to Employment? Interacting with DES
- Collaboration: asking what you need and providing information sessions around those
- Why are people not linked with DES providers?

LWG MEMBERS FEEDBACK

- “no one knows they are a ‘thing’” (DES providers?)
- The government makes blockages with ratings and people who are seen as “too complex” are not taken on
- Being realistic linking people to industries even if job is different from chosen job, allowing them to be connected to their passion
- “Cannot be with DES unless they want you to be with them”
- “Gap between in the resources that DES providers have to enable DES to be able to link individuals to pathway
- “If I employ someone with a disability, is this going to create more work for me?”

Education & Employment Cohort presentation

LWG MEMBERS FEEDBACK

- Cost of Job Access Program
- Teaching young children there is innovation regarding technology to support you with improving your functioning. Planting seeds with younger generation. STEM programs in school
- Pathways – being involved with pathways in younger generation letting individuals know that the sky is the limit
- We may change jobs along the employment journey
- Students as Mentors to empower from a young age
- Coles, Kmart, Woolworths, Big W are Inclusive Employers

- GAP – Multi Generational Families on DSP that don't believe they can do a job
- Barriers to attending a DES provider ie transport, being able to communicate interacting with providers
- LWG member mentioned an employee that hardest thing is "being heard"



2 GUIDING PRINCIPLES

Discussion Insights of Principles

* Not all principles reviewed in depth as there was a crossover of discussions from presentations.

- **Accountability and transparency** – Important to know all information – ie cost of Job Access Program
- **Inclusive and accessible design** – Look to inclusive employers ie Coles, Kmart, Woolworths, Big W
- **Collaboration** – Collaborate and build a network with local business to refer people who have capacity to work a supported job (even a few hours per week)
- **Investing time** – Offer support to make phone calls or to assist to link with opportunities
- **Changing the narrative** – What does work look like to you? Maybe people don't have a typical understanding or aspiration toward work in a traditional way. Systemic issues of unemployment or traditional "disability" sheds or concession wages
 - LWG member resonates with the guiding principles as they are similar at their workplace

3 CO-DESIGN RESOURCE

Overview (initial discussion insights)

- Hard knowing where DES are located, or knowing where they can make calls to employers if they don't have mobile phones
- Feros Care – advertising that that will support people with linkage to DES, Employers, TAFE
- "Seeing Finding and Keeping a Job in plan"
- Community and mainstream – providing employment support (Probono)
- You can educate employers and business about interview processes however what do you do before?
- Some DES being able to accept people who under 8hrs per week
- There is a local provider in Whitsundays that providers support for individual unable to work 8hrs a week
- "Seeing Finding and Keeping a Job in plan" in plans for people with a disability

Important to address barriers and promote employment (before outlined stages)

- **Learning how to address barriers** such as transport, paid supports through NDIS and capacity building support as transport training, carpooling
- **Address attitudinal barriers** – Old DES – have to do job to get benefit. What do you want to do? Love doing stuff with my hands, pick things up and move stuff around. Explore warehousing work.
- **Promote benefits** – Employment for people with disability – feel worthwhile, earning income, social interaction, improved mental and physical health
- Finding the right job for the right person and finding a job that meets most of our needs



4 CO-DESIGN RESOURCE – FOUR STAGES

Finding a job/hiring process

- Providing of questions prior to interview
- Empowering person to speak up
- Other options interview style – Teams, video calls
- Hidden discrimination – Council jobs unless you have driver's license, challenged HR and Mayor why does she need a drivers license if an office job. Mine Medical for Housekeeping, Food Preparation discriminates people with disability
- Application – JAWS, Hearing Impaired and other methods to be able to apply

Starting the role and maintaining the role

- Mental Health – Where do they sit? Episodic nature of disability and being able to work when they are not having an episodic
- Are you OK? Should be always
- Being open about invisible illness and not worry about stigma
- Management of sensory input/output

Supporting career progression

- Attitudes towards career progression. Go Me not appropriate. Not look at HR days off/days on. They should look at quality of work, resilience, and company reputation
- People with disability are amazing
- We need to stop discussing about the impairment of disability and focus on what the individual can do?
- We all have strengths and weakness?
- “Focus on your abilities not your disabilities”
- Being able to adapt tasks with simplified language using simple examples or visuals to be able to do tasks
- Understand limitations as a individuals life ie mental illness or physical disability, chronic fatigue

CLOSING REMARKS

- “Society need to adjust people with a disability, not people adjusting to society”
- Employers need to be involved in co-design as we cannot expect them to get on board without consultation. We need to do co-collaboration with employers
- Small Business – educating business about people with disabilities and their abilities
- Left field – action as a group approach the chamber of commerce paid memberships would you see any capacity to employ someone with disability, what would the job look like?