

LWG MEETING 2 OUTCOMES SUMMARY

This report provides a summary of discussion points shared during Mackay Local Working Group Workshop 2

OVERVIEW OF PRESENTATIONS:

PROJECT: ALL ABILITIES EMPLOYMENT EXPO – PROSERPINE

Feros Care conducted a focus group and on-going discussion with remote communities has identified people with a disability living in the rural and remote areas of North Queensland face significant barriers to employment.

With solid relationships built across all employment sectors the All Abilities Employment expo will cement an on-going working group for the rural and remote All Ability expos to be held annually with Feros Care in an advisory role only

Key activities will include a virtual employer workshop, An employer toolbox developed to upskill and guide employers. An all-inclusive employment expo to connect employers and people with a disability in remote townships for employment opportunities.

COHORT: HOMELESS AND JUSTICE

The Homeless and Justice Cohort has formed to support people with a disability and their supporters across the areas to build trust and rapport in our community and to de-stigmatize disability, along with promoting and inclusion society.

The cohort team will engage with key stakeholders for Homeless, Housing and Justice to assist in building the cohort teams knowledge, confidence, and awareness to share with the wider Feros Care team, our customers, participants families and carers.

The cohort team will build capacity of key stakeholders for Homeless, Housing and Justice with a disability to develop and understanding and build their capacity for understanding NDIS eligibility and access.

1 REVIEW FEROS CARE POLICY'S & PRACTICES

Project: All Abilities Employment Expo - Proserpine

- Improving employment outcomes and participation for people with a disability
- Increased confidence and self-determination and social connection
- Build capacity of private sector employers to provide a safe and inclusive workplace for people with disabilities.

- Promote an 'Ethical Advertising framework'
- Increased profits for organisations in the long term
- Increased trust and public reputation for organisations leading by example
- Previously in Issac and Whitsunday regions, expos create more inclusive workplaces and ideas for employers, mining manager came and took on two trainees, there is momentum towards employment for individuals whom may have disabilities and looking from that individuals perspective on their strengths and potential options for employment, there will be a number of schools, plan is to build communities capacity to run employment expos, Feros Care is here to spot gaps and create inclusion, happy to hand over things to communities to take ownership, in a few weeks.
- Feros will be delivering employer workshops, and talking to employers how to be more inclusive. Discussion of funded supports around inclusivity for employers. Townsville all abilities expo is going to bring a large amount of decision makers together at the end of the year.



Cohort: Homeless and Justice

- Talked about co-locations in Mackay Region
- Most participants state that co-locations are integral to building community awareness
- Mackay has 7 co-locations within the community to support people with homeless and justice supports
- More capacity building activities are needed for community, and these are building every time we attend a co-location
- Mackay has recently set up a co-location at Community Corrections
- This support builds capacity for NDIS support and community and mainstream supports
- identified that he has had clients in custody whom have expired plans and have been released into the community leading to a 2 month delay in supports
- Some participants plans are being placed on hold whilst in custody
- Connection made with lara' support who is next to community corrections in Cannonvale this has led to another connection to attend meetings in Mackay to liase and build capacity for local staff in Cannonvale Corrections
- LWG was intrigued to hear about the other cohorts and co-locations that Feros Care is involved in and how to access these services
- Townsville have a team of medical providers that assist people coming out of prison with linking in with the NDIS and organising medical reports required for access
- 2 regular faces at each co-location for consistency

2 CO-DESIGN RESOURCE ACTIVITY

Discuss the 4 stages of employment (recruitment, onboarding, career development and everyday) with group and guest employer (retail) – including inclusivity and accessibility, positive, negative potential solutions/suggestions.

- Employer was not available to visit at last minute however used a mining / engineering company as a case study
- Previous experience with DES employee discussed had great difficulty of finding employment due to medicals can we do a two tier approval for different roles
- Application process is an issue very few people got jobs if resumes are being sent by the DES providers
- Very rarely get facetime with decision makers this needs to change how can we do this – expos / employer open days
- Driver's licence required for some roles which is not inclusive for those who are unable to drive if the role does not specifically mean to need to drive
- There needs to be extra support in the workplace that is tailored to the individual
- Onboarding process needs to take into consideration and take advantage of the support wage scheme and work toward wage progression
- Employers want to know how to be more inclusive
- Employers are looking for workers to help release the skilled employees for higher level positions
- Are employers actually educated around inclusivity and diversity
- Apprenticeships are now more flexible traineeships are not
- Needs to be ongoing funding support for monitoring
- Cash bonus / rewards
- Advertise that they are an inclusive employer
- More flexible working options



3 GENERAL OUTCOMES & SUMMARY

LWG very excited for resource to be finalised and are open to being filmed in LWG3.

Everyday Practices

- what support looks like in workplace.
- take advantage of wage subsidies.
- supported wage subsidy.
- what does work look like after.
- LEAD BY EXAMPLE
- adapt training + learning to each employee
- consideration of medication + medical needs
- cultural awareness
- practicality of work site
- job sharing - part time + part time

Recruitment

- facetime with employer
- timeframes to hear from employer
- leading by example
- education around inclusive employment
- flexible application process
- changing the advertising - employers advertising their disability employment + Strategy and Inclusivity team.
- breaking down jobs - less duties may open up more job roles.

- APPLICATION PROCESS
- FACE TIME WITH DECISION MAKER
- TIME FRAMES OF OUTCOMES
- WAY RECRUITMENT IS ADVERTISED
- MEDICALS
- TRANSPORT (DL)
- WHAT EXTRA SUPPORT LOOKS LIKE IN THE WORK PLACE
- SUBSIDY'S / SUPPORTED WAGES
- LEAD BY EXAMPLE
- GROWTH DEVELOPMENT
- EDUCATION - PEOPLE MAKING DECISIONS
- TRAINING IN INCLUSIVE DEVERITY
- CONSIDERATION OF LEARNING PATHWAY
- TRANSITIONAL PLANNING
- CONSIDERATION OF IMPACT OR DIAGNOSIS REQUIREMENT
- CULTURAL AWARENESS
- PRACTICALITY OF WORK SITE
- (HR/INCLUSIVE TEAM) ADVERTISING CHANGE
- JOB SHARING OPPORTUNITIES
- CORE SKILLS REQUIRED
- FLYER FOR WORKPLACE MODIFICATIONS

Onboarding

- medicals - can they be broken down
- certain medicals depending on role applied for
- transport for position
- take advantage of Supported employment Scheme.
- what ongoing supports are needed?
- education around inclusive employment
- daily planning
- flexible with the way you apply
- meetings that work for everyone.
- walk in

Career Development

- adapt training + learning to each employee
- mentoring + ongoing monitoring
- transitional planning
- mediation
- education on disability + staff
- regular check ins
- buddying
- reward system
- workplace modifications + equipment required
- regular assessments
- ongoing care