

A decorative graphic on the left side of the slide shows a hand with fingers pointing upwards. The fingers are colored in a rainbow spectrum: blue, green, yellow, orange, red, pink, and purple. The hand itself is a solid light green color.

NDIA TRIAL UPDATE

Learnings from Career counselling trial in Geelong

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bravoTM

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BACKGROUND

- Quality of life
 - Economic
 - Social
 - Community
- Interface with Employment



AIM

Improved awareness of career direction

More successful involvement with DES

More sustainable work outcomes



PARTICIPANTS

30 participants,

Split by disability type 30% int dis, 15% ASD, 10% Mental Health, 20% Sensory 25% MIX

Split by age 60% below 25 years old, oldest was 60 years old.

Split by gender - 50% Male:Female

Split by timing onset of disability - 30% PWAD, 60% Born or early onset of condition



APPROACH

4hr Career guidance

1 hour session, 1 month homework, repeat 4 times

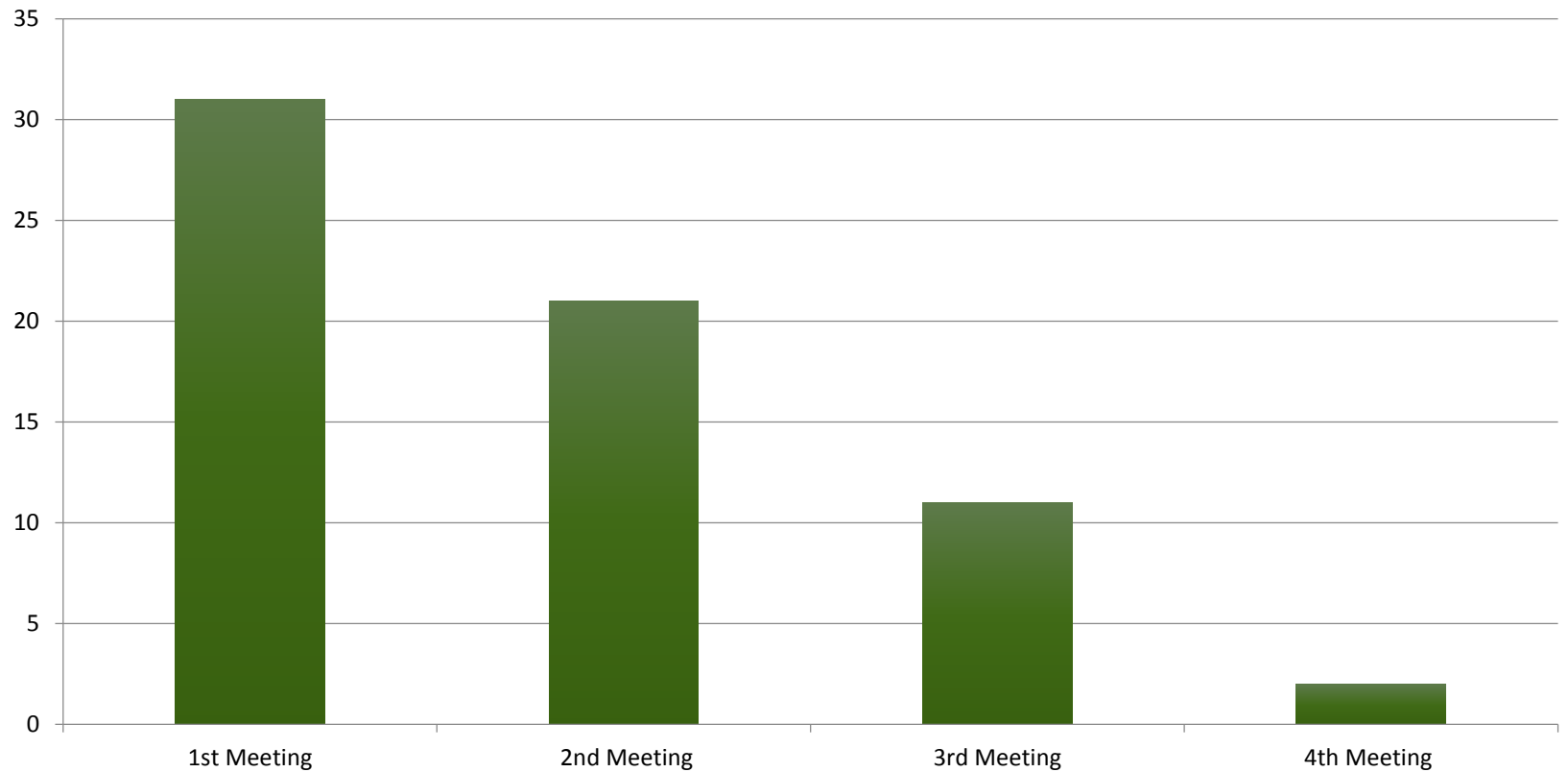
Session with individual and support group, and where appropriate DES come in for later sessions

Support group varies from family member (s) plus support worker to no one



PROGRESS

Participants Attendance over 4 months



LEARNINGS

All 30 had indicated desire to work

Participants have other priorities, as well as gaining employment

Employment has to mean full/part-time, voluntary/paid

Participants range in job readiness, PWAD v Born with disability

Skills needed range from independent living skills, social skills, through to technical, job skills

Career development can develop direction, but need work experience to confirm direction, then often education/training, then supportive work environment

Support team then needs to work together to deliver including DES



IMPLICATIONS FOR DES

Career counselling skills for PWD

- Financial reward for DES?
- Can lead to more appropriate/sustainable role for clients?
- Create a skill based internal career development ladder?

Development of work experience options with employers – 2 hours, 2 day or 2 week. Employer opportunities?

ILC framework and DES?



ILC POLICY FRAMEWORK

This policy framework describes five “streams” of ILC, these are:

Information, Linkages and Referrals

Capacity building for mainstream services

Community awareness and capacity building

Individual capacity building

Local Area Coordination

