



STEP 2 EDUCATION & EMPLOYMENT

A GUIDE FOR FAMILIES

This guide has been created through working with people with disability and their families, and seeking their feedback. It has been developed to help identify options and goals post secondary school.



Delivering the NDIS in your community

ABOUT THIS GUIDE

In the course of working with NDIS participants, Local Area Coordinators noticed barriers experienced by parents and young people with disabilities transitioning to tertiary, post school education and employment. Feedback from colleges identified that many families were approaching the end of the school years without sufficient information to know where to go, and what to do, to guide their young person. Those that went on to further study were not always able to complete their education pathway.

Likewise, even though employment is a key element to gain independence, for people with disability, the pathway to employment and retaining a job can be complicated.

The Step 2 Education & Employment Guide for Families has been developed to assist families and their school leavers to better understand pathways to employment in the ACT; link families and school leavers with disabilities to information and resources; provide tips about how to start talking with young people about their strengths and aspirations earlier in their school years; provide links to community and mainstream supports such as mentor programs to build skills and prepare for employment, and provide links to NDIS information and fact sheets about funded supports.

It also provides a connection to the ACT Local Area Coordination team for families. Please contact Feros Care on **1300 986 970** to arrange a private one to one conversation about employment goals and NDIS employment supports.

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SECTION ONE

THE HIGH SCHOOL YEARS

TIPS FOR PARENTS In this section we will provide school year appropriate suggestions to help you work with your young person to think about what they want their life to look like post secondary school, and what they can do to achieve their goals.

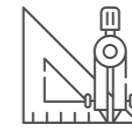
How can you best support your young person?

Engage with your young person about what their interests are and what their life after school may look like. Identify their strengths and think about skills and how they can be developed. Do they want to continue study after school ends or do they want to head straight into the employment market? The answers to these questions will determine what support you engage to assist your young person. In this guide there are many options to assist you and your child achieve their employment and life goals. Notice what your young person takes an interest in and what they are drawn to; what do they like/dislike.



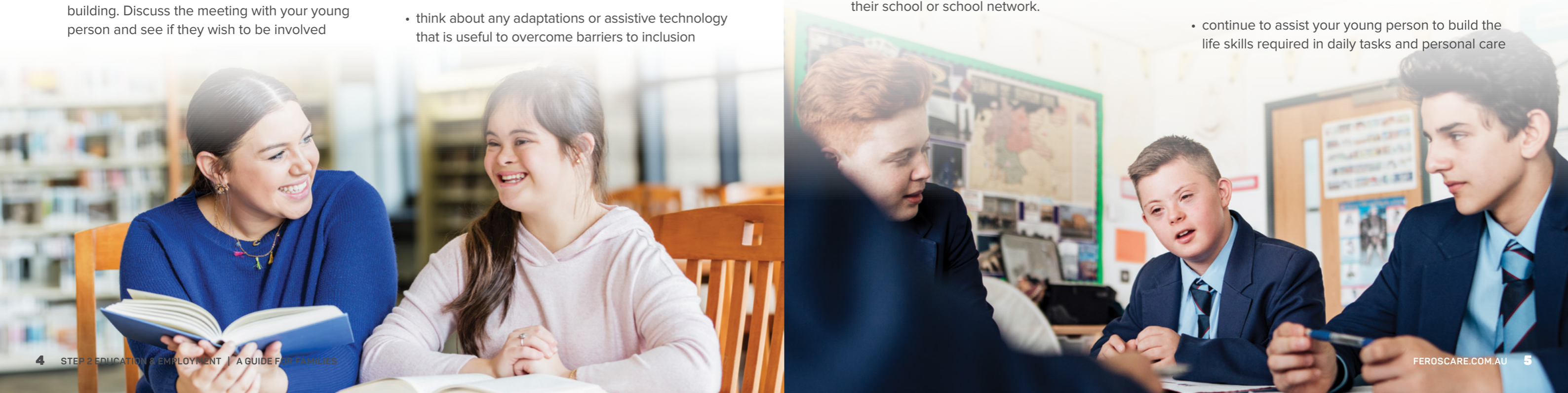
YEARS 8 & 9

- start finding out about skill building programs to help build confidence. This could also mean engaging with your young person about whether they would like to pursue an after school job
- talk to the school about work or community experience, assistance and support
- begin discussions with your LAC about your young person's possibilities for social supports and skill building. Discuss the meeting with your young person and see if they wish to be involved
- find out about organisations that offer work or community experience. Talk with your young person's education advisor; refer to the Community Information Hub in the Griffin Centre who produce the ACT Community Directory. This lists thousands of community services, hobby and interest groups, sporting and social clubs. Discuss options with your young person and see where they may want to be involved
- think about any adaptations or assistive technology that is useful to overcome barriers to inclusion



YEAR 10

- this is a great time to get your young person involved in their plan review meetings to discuss options for social supports and workplace skill building. If they are not yet comfortable to attend, have them contribute to the preparation with you so you can be their voice
- begin education early and empower your young person to know their rights in the workplace and what reasonable adjustments by an employer may look like
- after considering their interests, skills and goals your young person may decide to leave school in Year 10. You can assist them to put their name down with organisations for skill building sessions that will build the capacity required to gain meaningful employment
- the Pathways website pathways.act.edu.au is designed to assist students with their career and transition planning. Your young person is invited to develop their own personalised plan on Pathways. The 09 My transition plan module is particularly helpful for students planning their transition to college, whether they wish to continue their education at college or try to get an apprenticeship or traineeship. Students should do this with the support of the career practitioner in their school or school network.
- assist your young person to talk with their education advisor about availability of apprenticeship schemes and other vocational work/courses available while they are at school
- Vocational education and training (VET) in schools is the teaching and learning of a curriculum that focuses on the world of work. VET courses are open to ACT students in Years 9, 10, 11 and 12, including commencing an Australian School-based Apprenticeship (ASBA) from the age of 15 years. Transitioning from Year 10 to Year 11 requires research and considered thought to make smart subject choices that support your young person's career aspirations. VET study undertaken during Years 11 and 12 through colleges as registered training organisations (RTOs) or external RTOs can contribute towards the requirements for an ACT Senior Secondary Certificate of Education
- year 10 is the year for getting out and about in the community and learning how to do so safely and effectively so your young person can navigate the commute to work as independently as possible for their abilities. Assist them to find out what is on in the community or assist them to engage in travel training if required. This could also be the time your young person considers getting their Learner Drivers Licence
- continue to assist your young person to build the life skills required in daily tasks and personal care





YEAR 11

- continue to build skills for independent travel. This could also be the time your young person gets their Learner Drivers Licence, if they haven't already
- now is the time to have your young person involved in their plan review meetings in preparation for them turning 18. You can assist them to discuss options for social supports and workplace skill building
- continue to ensure your young person is empowered by knowing their rights in the workplace and what reasonable adjustments by an employer may look like
- continue to engage with your young person about what their interests are and what their life after school may look like. Do they want to continue study after school ends or do they want

to head straight into employment? The answers to these questions will determine what supports you engage

- consider how independent your young person is and what support they would need if you were not present
- year 11 and 12 can be exciting, sometimes confusing and often challenging. The Year 11–12 Plan on the Pathways website pathways.act.edu.au will help your young person plan their transition through college to their next destination, whether that be further study, work, or a combination of work and study. What are their plans for college and beyond? Pathways helps students explore options, consider choices, make informed-decisions and take action. It is recommended that Pathways planning be completed with the support of a career practitioner in the college

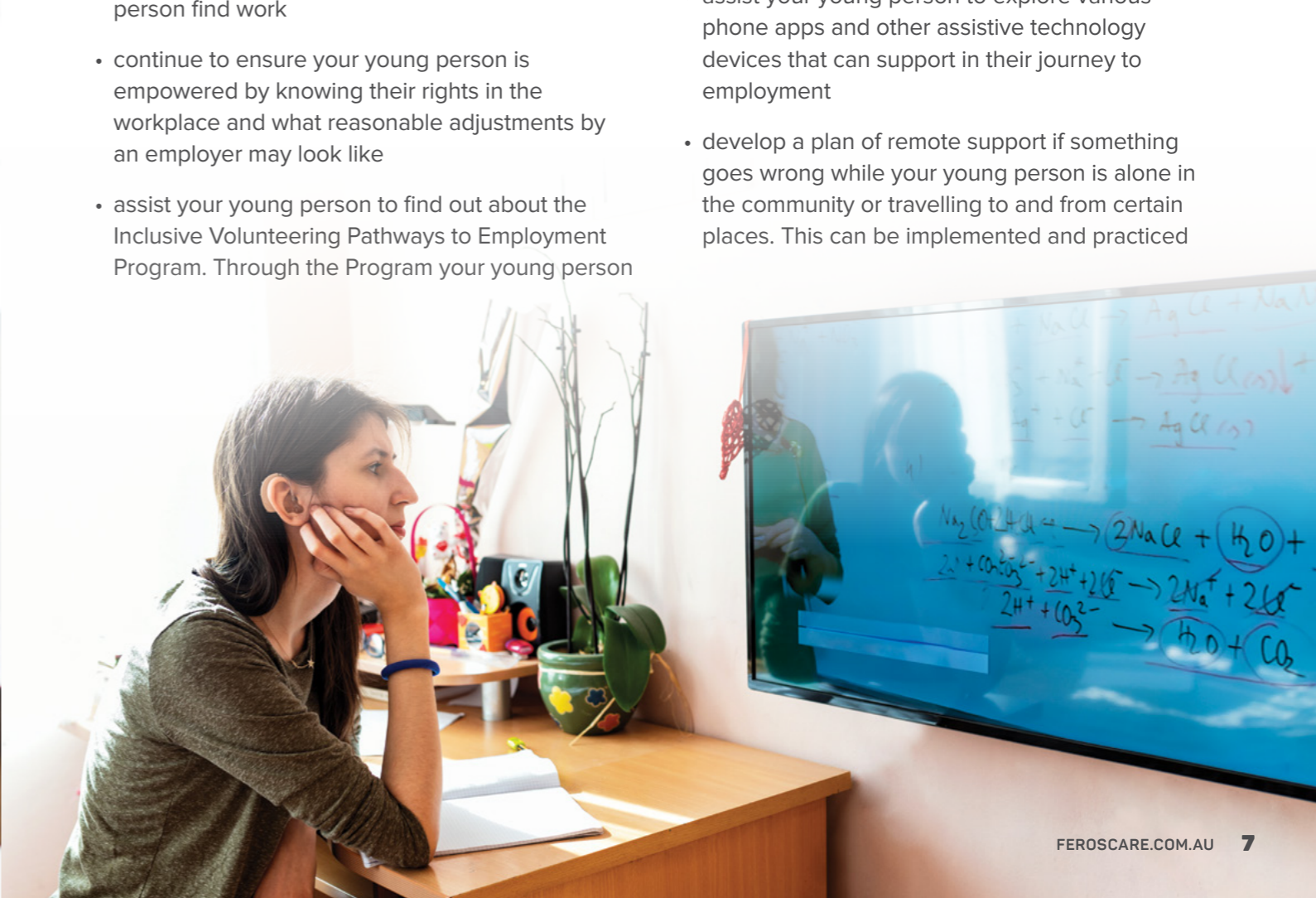


YEAR 12

- continue to engage with your young person about what their interests are and what their life after school may look like. Do they want to continue study after school ends or do they want to head straight into the employment market? The answers to these questions will determine what supports you engage
- have your young person involved in their plan review meetings. You can assist them to discuss supports in Employment, Disability Employment Service (DES) providers or workplace skill building through School Leaver Employment Services (SLES) funding
- if your young person is not quite ready for the work place, SLES may be the support required to bridge that gap between school and the work place. SLES could lead to the skills required for open market employment or being eligible to engage a DES provider to help your young person find work
- continue to ensure your young person is empowered by knowing their rights in the workplace and what reasonable adjustments by an employer may look like
- assist your young person to find out about the Inclusive Volunteering Pathways to Employment Program. Through the Program your young person

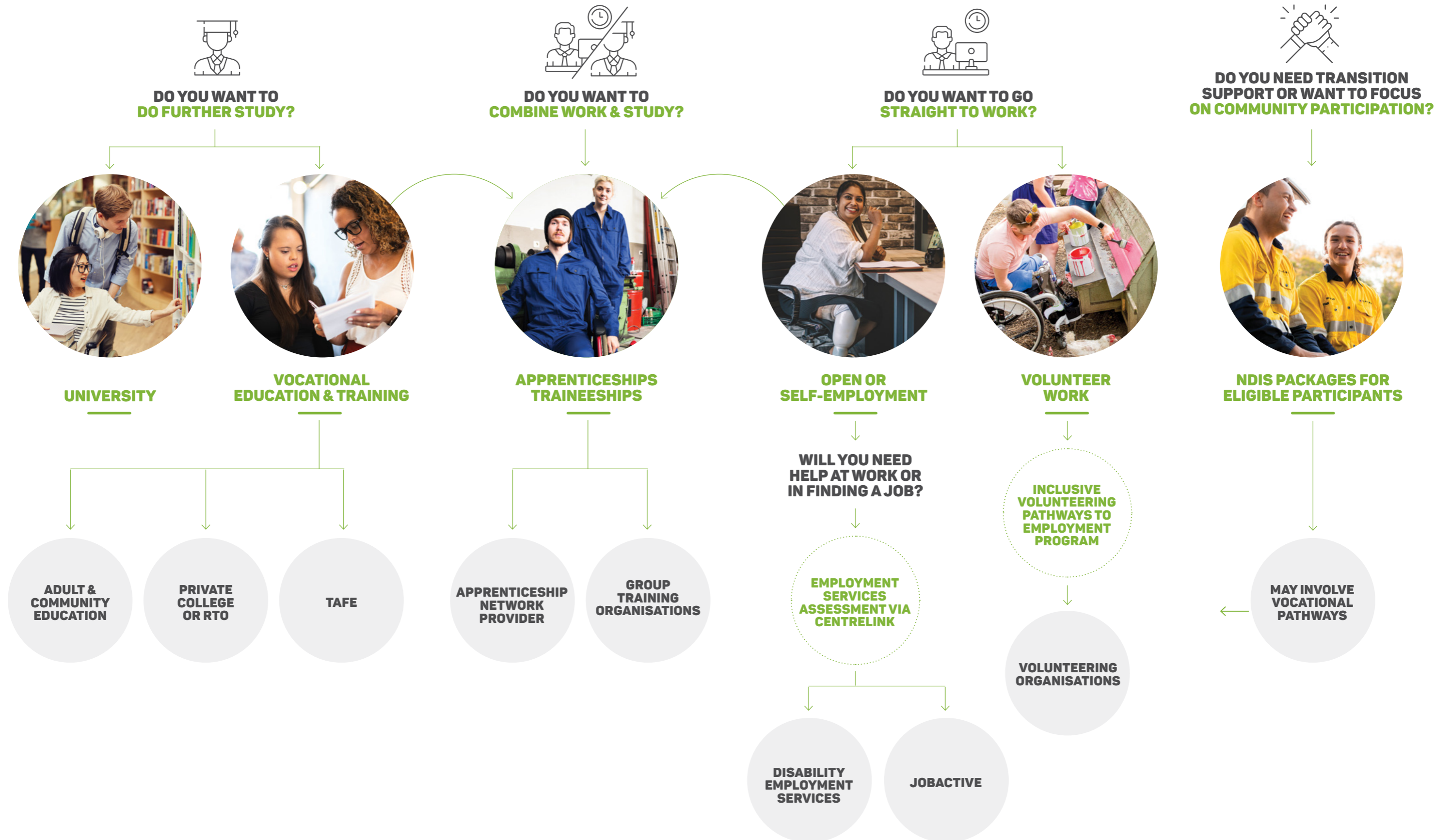
can be matched to a meaningful volunteering role that will help build the skills, experience and confidence needed to work towards their employment goals. To find out how you can become involved with the Inclusive Volunteering Program please contact the Program Team on (02) 6251 4060 or send an email to inclusion@volunteeringact.org.au

- similar to Year 10, encourage your young person to talk to Careers Advisor and find out options
- if your young person wants to study at Canberra Institute of Technology (CIT) assist them to fill in the Smart Start Referral (link on page 13). This will generate an appointment to discuss options, individual goals and supports needed with the Education Advisors at CIT. This will give your young person an indication if they are ready to attend CIT
- assist your young person to explore various phone apps and other assistive technology devices that can support in their journey to employment
- develop a plan of remote support if something goes wrong while your young person is alone in the community or travelling to and from certain places. This can be implemented and practiced



SECTION TWO PATHWAYS – LIFE AFTER SCHOOL

There are many pathways available to achieve your goals. Some young people might want to continue into further studies, or go straight into paid employment. Others might wish to combine work and study, or strengthen their ties with the community by volunteering. This section provides an overview of the pathways and combinations available.



SECTION THREE

WHAT IS YOUR GOAL?

WHAT IS A GOAL?

A goal is an idea for the future that a person would like to achieve through a plan. To reach goals we set timeframes so that we can keep on track and motivated to achieve our goal by the deadline we have set ourselves.

In this section we will help you identify what goal you are aiming to achieve in current study, volunteer work or employment, and how to work toward your goals.



MY STORY

What is my goal?

Why do I want to achieve this goal?

What supports are available to me?





SECTION FOUR RESOURCES

COMMUNITY – MENTOR PROGRAMS AND SUPPORT

VolunteeringACT Inclusive Volunteering Pathways to Employment Program
volunteeringact.org.au/services/inclusive-volunteering-program

The Australian Network on Disability (AND) – PACE Mentoring program
and.org.au/pages/mentoring.html

Monash University Disability Mentor Program
monash.edu/disability/for-students/peer-mentoring

AIME Mentoring program (specific for Aboriginal and Torres Strait Islander individuals)
aimementoring.com

Mentoring and Peer Support for People with Disabilities (resources)
washington.edu/doi/resources/popular-resource-collections/mentoring-and-peer-support-people-disabilities

19 Stories of Social Inclusion and the Right to Independent Living (2017)
19stories.org

Imagine More
Employment and microenterprise (join employment peer support group)
imaginemore.org.au/resources/employment-and-microenterprise
School to Work Project 2020–2023 – supporting young people with disability to engage with employment
imaginemore.org.au/projects-and-grants/school-to-work

EDUCATION AND EMPLOYMENT

Canberra Institute of Technology – CIT Smart Start
cit.edu.au/study/cit_support/smart_start

CIT Pathways College General Education:
Certificate 1 Access Class – General Education for Adults (CGEA) for students with a mild to moderate intellectual disability or learning difficulty.
Phone Administration: 6207 3412

ACT Pathways Website – career and transition planning
pathways.act.edu.au

ACT Board of Senior Secondary Studies
VET Information for the ACT including a Guide to Vocational Education and Training in ACT Colleges:
bsss.act.edu.au

Australian National University
access.inclusion@anu.edu.au – Ph 6126 5036
anusa.com.au/advocacy/disabilities – support group for students with a disability
facebook.com/anudisabilities

Australian Catholic University
clemente@svdp-cg.org.au

University of Canberra Peer Mentor Program
canberra.edu.au/about-uc/widening-participation/uc-student-mentor-program

Key To Learning
key2learning.edu.au

GradWISE
wiseemployment.com.au/gradwise

BuyAbility (supported employment)
BuyAbility is an initiative of National Disability Services (NDS) aimed at growing supported employment to give people with disability the opportunity to participate in the workforce. We celebrate the successes of the sector as significant social and economic contributors to their local communities.
buyability.org.au

FREE GUIDE

Promoting self-advocacy and inclusion for people with disability.

We've created a user-friendly guide to support people with disability to achieve their goals in employment, volunteering and study. It will help to identify if, when and how to talk about disability, and contains tools to help identify and achieve goals!

feroscare.com.au/ndis/capacity-building-projects/your-disability-your-way



Disability Employment Service Provider Finder
disabilityemployment.org.au/provider-search/act

Job Access
jobaccess.gov.au

NDIS RESOURCES

Leaving school
ndis.gov.au/participants/finding-keeping-and-changing-jobs/leaving-school

Thinking about work
ndis.gov.au/participants/finding-keeping-and-changing-jobs/thinking-about-work#thinking-about-work

NDIS Participant Employment Strategy
ndis.gov.au/about-us/strategies/participant-employment-strategy

Already working or returning to work
ndis.gov.au/participants/finding-keeping-and-changing-jobs/already-working-or-returning-work#jobaccess

Participant Booklets and factsheets
ndis.gov.au/about-us/publications/booklets-and-factsheets#participant-booklets

DES and SLES factsheet
ndis.gov.au/media/323/download

Supports for a person with disability
ndis.gov.au/understanding/ndis-and-other-government-services/employment

Supported employment
ndis.gov.au/understanding/supports-funded-ndis/supported-employment



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FEROS CARE LOCAL AREA COORDINATION

ph 1300 986 970

email feroslac@ndis.gov.au

web feroscare.com.au/ndis