



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 schools 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 Queensland; 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 Queensland 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.

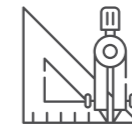
How can you best support your young person?

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 young person 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 My Community Directory – mycommunitydirectory.com.au for further information. For additional, regional specific directories, please visit the resources section of this guide. This lists 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 qld.gov.au/education/furthered/pathways is designed to assist students with their career and transition planning
- 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) courses enable students to gain nationally recognised qualifications while at school. Students learn skills and knowledge required for specific industries. VET can be undertaken in years 10, 11 and 12 and can count towards the Queensland Certificate of Education. VET can also be undertaken while a young person is still enrolled at school through a school-based apprenticeship or traineeship (SAT)
- 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
- the senior school years can be exciting, confusing, and often challenging. The QLD Government Pathways website – qld.gov.au/education/further-ed/pathways will help your young person plan their transition from school to their next destination, whether that be further study, work, or a combination of work and study. What are their plans for school and beyond? Pathways helps students explore options, consider choices and make informed decisions. It is recommended that Pathways planning be completed with the support of a career practitioner in the school



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 Certificate in Active Volunteering. Volunteering Queensland can offer your young person the opportunity to undertake either a Certificate I, II or III in Active Volunteering. This can add context to their studies while utilising their skillset gained at school or alternate training programs.

There are many benefits for students who take part in Active Volunteering including:

- 2–5 credits toward their QCE – ATAR pathway and transition to work
- a solid foundation for any career path including community services, sport and recreation, environment and conservation, arts, emergency services and human rights and justice

- enhanced employment opportunities through real-world expanded professional networks
- professional development including improved communication, teamwork, problem-solving and initiative
- personal development including a real sense of community connection, confidence, more positive outlook on life and new friendships

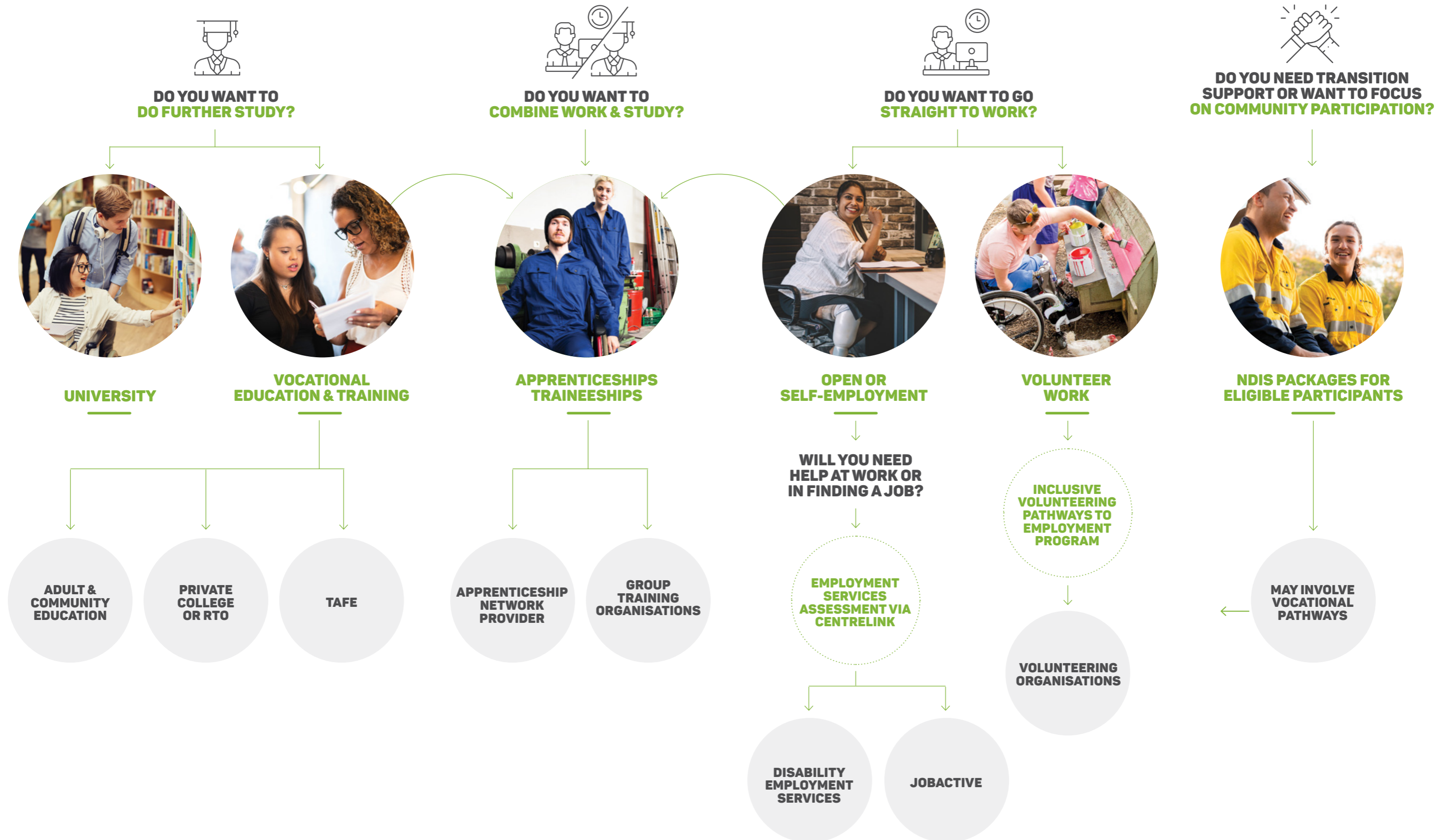
To find out how you can become involved with the Active Volunteering program, please discuss with your careers advisor or contact Volunteering Queensland on 07 3002 7600 or send an email to reception@volunteeringqld.org.au

- similar to Year 10, encourage your young person to talk to Careers Advisor and find out options
- if your young person wants to study, TAFE Queensland can assist them to submit their application via the QTAC website – qtac.edu.au. If the application is successful, they will receive their offer directly from QTAC. Further information can be obtained from QTAC on 1300 467 822 or submit an enquiry at qtac.edu.au/contact
- 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

Volunteering Queensland – Active volunteering
volunteeringqld.org.au/training/active-volunteering

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

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

James Cook University Access Ability Services
jcu.edu.au/accessability

**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

REGION SPECIFIC COMMUNITY DIRECTORIES

Townsville
cictownsville.com.au/community-directory

Charters Towers
email openingdoorscharterstowers@gmail.com

Ingham & Ayr
mycommunitydirectory.com.au

Mackay
mycommunitydirectory.com.au

Dysart & Moranbah
mycommunitydirectory.com.au

Whitsundays
mycommunitydirectory.com.au

EDUCATION AND EMPLOYMENT

TAFE Queensland
tafeqld.edu.au

Education Queensland: VET Courses information
education.qld.gov.au/careers/apprentices-and-trainees/vet-in-school

QLD Government Pathways to Further Education
qld.gov.au/education/further-ed/pathways

Key To Learning
key2learning.edu.au

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

**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

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





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FEROS CARE LOCAL AREA COORDINATION

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web feroscare.com.au/ndis