

GET READY

GET READY FOR STUDY AND WORK

NDCO E-Newsletter

Western Sydney National Disability Coordination Officer Program

Welcome to the *National Disability Coordination Officer Program* quarterly Newsletter.

For more information visit www.uws.edu.au/ndco.

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education ↻ employment

We are proud to launch a range of new resources developed through a Strategic Project Funding grant from DEEWR. These resources aim to help graduates (of University or Vocational Education and Training) with disability achieve better employment outcomes, and include a completely updated website, resource toolkit and listserv. The new toolkit and listserv are targeted at Disability Employment Service providers and tertiary career service providers, while the website also includes comprehensive information for graduates with disability and employers. Further information on these resources is listed below:

Website - A complete update and redevelopment of our popular Education to Employment website, including a brand new section for employment and career service providers – check it out at www.uws.edu.au/ndco/employment and let your colleagues know. If you would like some promotional postcards to distribute to your colleagues and/or graduates with disability, please contact katie.hayes@uws.edu.au.

Toolkit - A new Education to Employment toolkit containing the following Information Sheets:

- Who are graduates with disability and what are their needs?
- Who are graduate employers and what are their needs?
- What is a disability employment service?
- What is a tertiary education career service?
- What are the key disability legal rights and obligations in graduate employment?
- What are inherent requirements in graduate employment?
- What are workplace adjustments in graduate employment?
- How does disability disclosure work in graduate employment?
- What services and programs are available to support graduates with disability and their employers?
- Deciding when to disclose my disability at work
- A 10 step plan – negotiating workplace adjustments

- Communicating effectively with people with disability
- Getting further information – a guide to useful agencies, websites and other resources

The Toolkit also contains two Practice Improvement Checklists:

- Better linkages between employment and career services
- Better support to students and graduates entering graduate employment

The toolkit is available to download from the website at <http://pubsites.uws.edu.au/ndco/employment/download/index.htm>. We hope it will be useful in your work with graduates with disability and would love to hear your feedback.

E2E Listserv - The E2E listserv is a national listserv with membership from Employment Service Providers, University and TAFE Career Service providers, the NDCO program, Professional associations and Peak Body associations. The listserv was established to enable members to communicate with each other and share information about the needs of, and best practice support for, graduates with disability easily and efficiently.

Please contact katie.hayes@uws.edu.au if you would like to join the listserv.

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Starting the Conversation

WSNDCO coordinated and funded a networking event as an innovative response to strategic barriers identified in Western Sydney. On March 21, 120 NDCO stakeholders (DES, TTW/CP, ADE, school and TAFE staff) from the two Vocational Support Networks (Western Sydney and South Western Sydney) met to begin a conversation to identify and discuss the issues facing schools and service providers in ensuring the most effective transition for students from school to the most appropriate post school service type.

The morning session consisted of speakers including Lynette May, CEO of ACE National (now Disability Employment Australia), Kylie-Jeane Davis, A/Manager, ADHC Post School Programs as well as representatives from transition staff from all school sectors, TAFE, and ACE. The afternoon session consisted of group work brainstorming the issues and possible solutions.

Comments about the day included many ideas on how to 'continue' the conversation and feedback such as:

- *Very beneficial for me as new to area. Good streamlined presentation and snapshot of both perspectives (school, service providers). Loved Jargon handout.*
- *Great idea! Very well done!*
- *The group work was valuable and let services have a say and problem solve.*

Working parties have been formed to develop strategies, procedures and partnerships to address those issues raised and to keep to conversation going. It is indeed a lively conversation and one we hope continues as the issues change and evolve.

Employability – from TAFE to Work

WSNDCO partnered with TAFE South Western Sydney Institute to hold a career forum for students with disabilities on Monday 9 May. 44 students with disabilities attended the forum at Granville TAFE, 11 Disability Employment Services (DES) and NDCO participated in a services expo, 3 TAFE graduates with disabilities shared their experiences of finding work, and 2 DES Services gave general presentations on how a DES Service can help TAFE grads and on disclosure/workplace adjustments.

Sample comment from student:

- *"It taught me that you can't let your disability overtake you whether it is a physical or learning disability. You can do whatever you put your mind to."*

Sample comment from DES service:

- *"As a service provider I found it invaluable to meet/see the student, teacher, presenters, to see other service providers and to be able to promote our service."*

Feedback from TAFE Staff:

- *“This forum clearly demonstrated how partnerships between TAFE NSW and National Disability Coordinator Officers can help to enhance employment outcomes for students with disabilities enrolled in vocational education and training. TAFE NSW is committed to maximising employment outcomes for students with disabilities and a key strategy is to foster engagement with external agencies including the NDCO Program, employment agencies, service providers and industry bodies. The **Employability – from TAFE to Work** forum held in May provides an excellent model for this engagement and collaboration and one that can be replicated in other TAFE NSW Institutes. Thank you and I look forward to continuing to work with your NDCO colleagues on future projects”*

Joining the Dots – Disability Information Expo



On 6 April, the Inner West Disability Network coordinated “Joining the Dots’ a speed networking event for disability service providers followed by an expo for people with a disability, families, carers, and community members. Region 2 NDCO coordinated the working party and provided funding.

Participants included Community services, government departments, education and training providers, open and supported employment service providers, accommodation and respite services, post-school and day programs providers, and equipment suppliers.

Interpreting services were available on the day for a selection of community languages thanks to the support of Anglicare. One of the parents who attended commented, *“There was an amazing range of services. My son has a future!”* Some of the comments from the service providers included: *“Loved the speed networking, felt like we could properly engage with other workers.”* and *“Set allocated networking time works very well. Bringing us all together – fabulous!”*

Enhancing the Links 2011 – Western and South Western Sydney



This year the WSNDCO team held two *Enhancing the Links* seminars at Blacktown City Workers on 25th May and at Liverpool Catholic Club on the 22nd June. *Enhancing the Links* is an information seminar for education practitioners and disability service providers. It aims to increase awareness about the range of post-secondary options, supports and services available for people with disabilities.

The seminars attracted over 350 people from the Western and South Western Sydney area, including Career Advisors, School Counsellors, Principals, Transition Teachers and a range of local service providers. Guests heard from a range of disability experts with presentations on TAFE, university, apprenticeships, employment and current “hot topics” such as Asperger’s and youth mental health. Nepean Signing Choir entertained the guests at Blacktown while Liverpool attendees enjoyed a performance by Airs High School Choirs and a thoroughly engaging

Zumba session led by Ambarvale High School Support Class.

Participants from both seminars reported increased confidence around transition planning, post-school options, available supports and services, referral points and knowing where to find more information. Comments from participants included:

“Thank you for a fantastic day filled with excellent information that will help me and my students”

“Excellent presentation, very worthwhile, excellent presenters, very informative “

Thank you to the organising committees, presenters, MC, panel of young people, school choirs, support class, exhibitors, participants, and everyone else who helped out on the day.

You can view the presentations from each seminar on the NDCO website: <http://pubsites.uws.edu.au/ndco/links/presentations.htm>

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Other News

Recent changes in the sector

On 1 July 2011 two changes came into effect that are relevant to the disability employment sector:

- Disability Employment Australia is the new name for the Association of Competitive Employment (ACE National). A new website has also been launched www.disabilityemployment.org.au
- Employment Services Assessments (ESAt) have replaced the Job Capacity Assessment (JCA). There are two types of ESAts:
 - Medical Condition ESAt for jobseekers with disability, injury or illness (similar to the old JCA)
 - Non-Medical Condition ESAt, an assessment of circumstances to determine the most appropriate service, where no medical condition is identified, for example a young person at serious risk of homelessness

For more information visit:

<http://www.deewr.gov.au/Employment/Programs/Pages/ESAt.aspx>

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Australian Bureau of Statistics – Data on Disability

Reports and statistics from the Australian Bureau of Statistics in 2009 have been released this year. The following information is very relevant

to anyone working in the disability sector and also to those working with people with a disability in post school education and employment.

Survey of Disability Ageing and Carers, 2009

The full set of data from the 2009 Survey of Disability, Ageing and Carers (SDAC) has now been made available by the Australian Bureau of Statistics (ABS). The results of the Survey, undertaken between April and December 2009, provide the most comprehensive, up-to-date disability and carer data available for the Australian population. The survey also includes information on the population group of people who are aged 60 and over.

The SDAC defines 'disability' to include 'any limitation, restriction or impairment which restricts everyday activities and has lasted or is likely to last for at least six months'. This definition includes a range of conditions that result in mild to profound limitations. Therefore, the definition of disability used includes people who do not require informal assistance or disability services. The data can be analysed by varying levels of disability.

Data is available under the following headings – disability prevalence, main disabling condition, assistance, aids, labour force, education, computer access, transport, living arrangements.

Interestingly, the survey results indicate that 18.5% of Australians report having a disability, a decrease of 1.5% from the 2003 survey. Much of this change is due to a reduction in people reporting physical health conditions such as arthritis and heart disease.

The results of the SDAC can be found at www.abs.gov.au.

Disability Vocation and Education Training, 2009

The Disability Vocation and Education Training, 2009 survey examined the educational and vocational experiences of people with disabilities in Australia.

In 2009, people with disability were not gaining the same employment outcomes as people with no disability.

The type of qualification gained had a bearing on employment outcomes. In general, being highly qualified resulted in better employment outcomes for all people, regardless of disability. Of people aged 25-44 years with specific restrictions who had degrees, 81% were employed compared to 86% of those with no disability.

However, people with specific restrictions aged 25-44 years who held certificates experienced markedly lower rates of employment (72%) than people with no disability holding the same qualifications (89%).

The disparity between people with and without disability aged 25-44 years became even more apparent for Year 12 (55% v 81%) and lower (37% v 75%) qualification levels.

People with disability tended to leave formal education at a greater rate than people with no disability. In 2009 people aged 15-24 years who had specific restrictions were twice as likely to leave school either at or before the age of 15 years (22%) compared to 11% of those without

disability.

Of people with specific restrictions who studied certificate courses, 13% did not complete these courses compared to 2% of those with no disability.'

More details can be found in Disability, Vocation and Education Training, 2009 www.abs.gov.au

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World Report on Disability

The World Health Organisation and the World Bank have just released a **World Report on Disability** which includes chapters on education and employment, as well as health care, rehabilitation and support.

This is what WHO says about the report:

“The first ever *World report on disability*, produced jointly by WHO and the World Bank, suggests that more than a billion people in the world today experience disability. People with disabilities have generally poorer health, lower education achievements, fewer economic opportunities and higher rates of poverty than people without disabilities. This is largely due to the lack of services available to them and the many obstacles they face in their everyday lives. The report provides the best available evidence about what works to overcome barriers to health care, rehabilitation, education, employment, and support services, and to create the environments which will enable people with disabilities to flourish”.

Recommendations made within the report include to:

- enable access to all mainstream systems and services
- invest in specific programmes and services for people with disabilities
- adopt a national disability strategy and plan of action
- involve people with disabilities
- improve human resource capacity
- provide adequate funding and improve affordability
- increase public awareness and understanding
- improve disability data collection
- strengthen and support research on disability

You can access the full report at

http://www.who.int/disabilities/world_report/2011/report/en/index.html

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Your feedback is important to us. Email katie.hayes@uws.edu.au to provide feedback about our Newsletter.

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