

**CENTRE**  
*for* **SOCIAL**  
**IMPACT**

# Pathways to employment

This document tells you about supports that can help people with disability at work



**Easy Read version**

# How to read this document



This document is from genU and Swinburne University. When you see the words 'we' or 'our', it means genU and Swinburne University.



We have written this document in a way that is easy to understand. We use pictures to explain some information.



This document is a shorter version of another document.

It is called Connecting Pathways to Employment with the Work Integration Social Enterprise (WISE) Model.

You can ask genU for a copy of the longer document.



You may like help to read this document.

You can ask a friend, family member or support person to help.

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# Our project and what we did



genU and Swinburne did a project together.



The project was about using the Work Integration Social Enterprise Model at genU.



genU has lots of different programs and services

The programs and supports who did this project were:



- Business Enterprises – a part of genU who give employment to people with disability



- Employment Pathways – a part of genU who help people with disability get jobs or work experience at businesses in the community.



The Work Integration Social Enterprise Model helps businesses:



- support people with disability at work



- find ways to help people with disability move into training or work in the community



- be safe places for people with disability to work.

# How we did the project



We talked to people about how to support people with disability at work.



We talked to people with disability who work at genU Business Enterprises.



We talked to genU employees from Business Enterprises and Employment Pathways.



We talked to people from other businesses who:

- employ people with disability
- are thinking about employing people with disability.



# What we learnt from the project



We talked to people about:

- what helps people with disability to get work
- what makes it hard for people with disability to get work.



The things that help people with disability to get work are:



- learning and practicing work skills



- teaching businesses about disability and the different ways people with disability can do things



- workplaces being welcoming and accepting of everyone



- giving people with disability work that matches their skills



- giving people with disability support at work.



The things that make it hard for people with disability to get work are:



- not enough funding to help people with disability get work.

Funding is money to pay for supports.



- not enough support to help people with disability get work



- bad attitudes about people with disability



- not enough understanding about what support people with disability may need at work.

# How we can help other businesses employ people with disability



We want to use our project to help other businesses give people with disability work.



We have written a model and a guide to help businesses.

A model tells people how to do something.



Our model is called the WISE-Ability Model.



The WISE-Ability Model shows businesses some of the things they can do to support a Supported Employee to go into open work.

Open work is a job where people with and without disability work together at the same businesses.

Things that businesses can do to support a Supported Employee to go into open work are:



- letting people with disability learn by doing things themselves. This is sometimes called hands on learning.



- having goals that the person with disability and the business can both achieve together



- having workplaces that understand and accept different ways of working

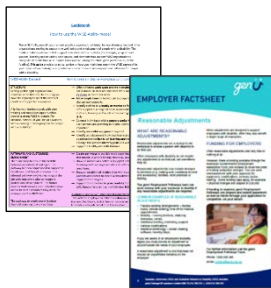
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- having funding to:
  - support people with disability work
  - support businesses to employ people with disability

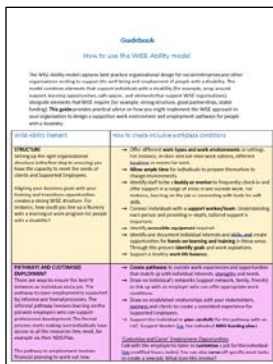


- being safe



We have made some resources to help businesses support people with disability at work.

A resource is something that helps someone.



Resource 1 is the WISE-Ability Guide. This is a document that tells businesses how to use the WISE-Ability Model.



Resource 2 is a Toolkit for Employers. It has lots of different documents in it to help businesses support people with disability at work.

The documents in the toolkit are about:



- accessibility at work – making sure people with disability can use their workplaces like everyone else



- job-carving – where people with disability do the parts of a job that they can do



- funding to support people with disability at work



- services businesses can use to support people with disability at work.



Resource 3 is Disability Awareness Training for employers.

This training helps teach employers how to support people with disability at work.



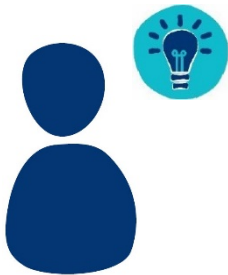
genU may also use these resources to help people with disability who would like to get work at businesses in the community.



# Kassy's story



Kassy is a person who works at Business Enterprises.



We hope her story will help people with disability, their families and support people think about what types of support they may need at work.



Kassy would also like to work in open employment for a few hours a week.



Sometimes it is hard for Kassy to remember what she needs to do at work.

Some of the supports that have helped Kassy at work are:



- having funding from the NDIS for a Support Worker to visit her at work



- having funding from the NDIS to travel to and from work



- having hands on learning for skills needed in the kitchen like chopping and peeling



- having people around her at work that understand what she is good at and what may be a bit hard



- having training in workplace health and safety.

This is training that teaches you how to stay safe and well at work.



- having things to help remember what to do at work like instruction cards.

# The people who were a part of this project:

The people who were a part of this project from Swinburne University were:



- Perri Campbell
- Erin Wilson
- Jenny Crosbie
- Robyn Eversole

The people who were a part of this project from genU were:



- Jaime-lee Demmer
- Vicki Strachan
- Hannah Pittaway
- Lachlan Hodgson
- Paul Newling