

CUSTOMISED EMPLOYMENT

A B I L I T Y W O R K S M A I N S T R E A M E M P L O Y M E N T S E R V I C E

6 AREAS TO COVER

- Ability Works
- Focus on Mainstream Employment
- What is Customised Employment?
- Training
- CE with Fidelity
- Who is CE for
- Fundamentals of Customised Employment
- CE in practice



ABILITY WORKS AUSTRALIA

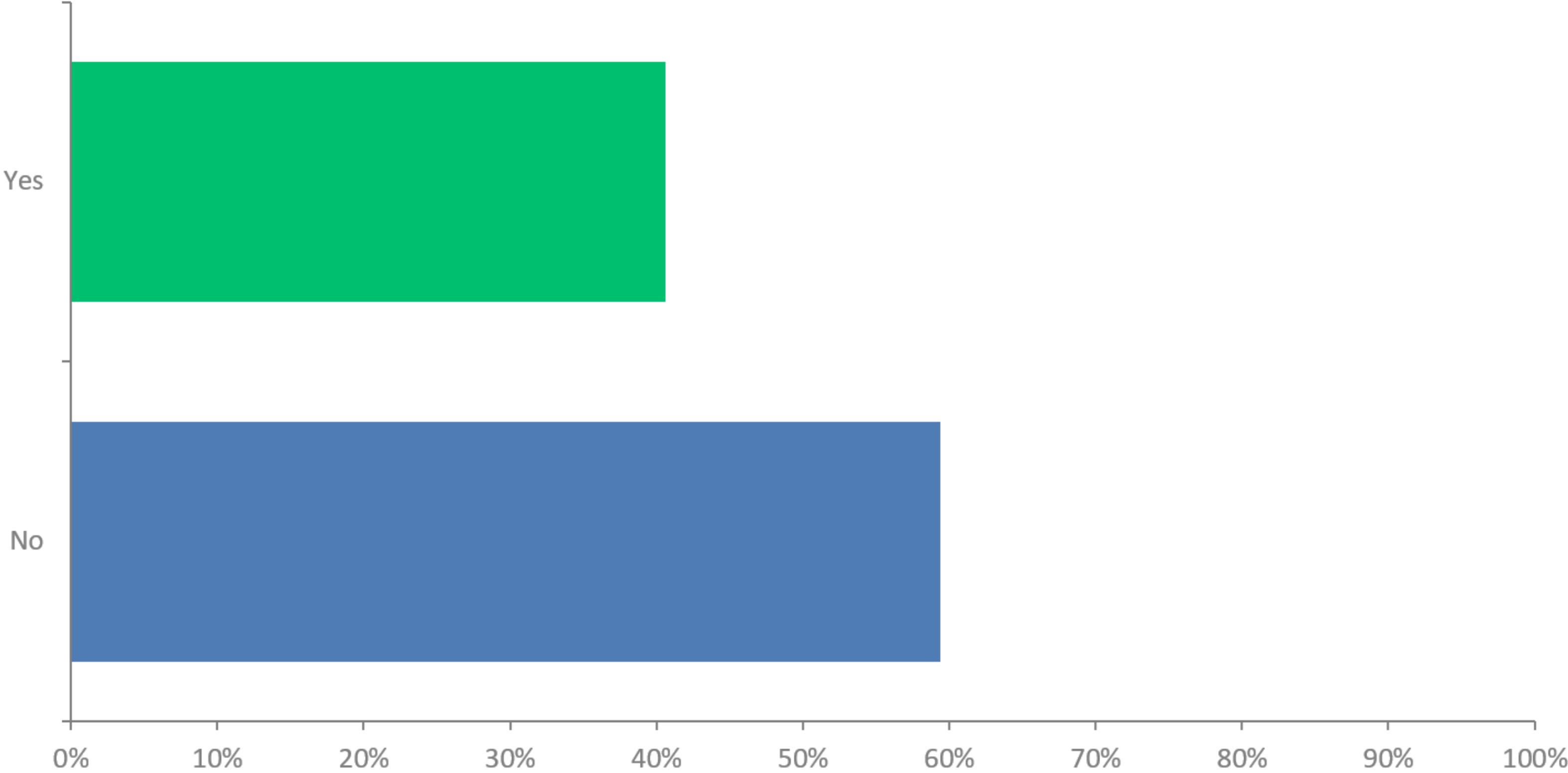
PURPOSE THROUGH EMPLOYMENT

- Started in 1963 as a woodworking rehabilitation workshop
- Social Enterprise Employment for over 150 people with disabilities and people from diverse backgrounds
 - Wire and metal fabrication
 - Records Scanning
 - Packing and Assembly
 - Inclusive Design
 - Customised Employment

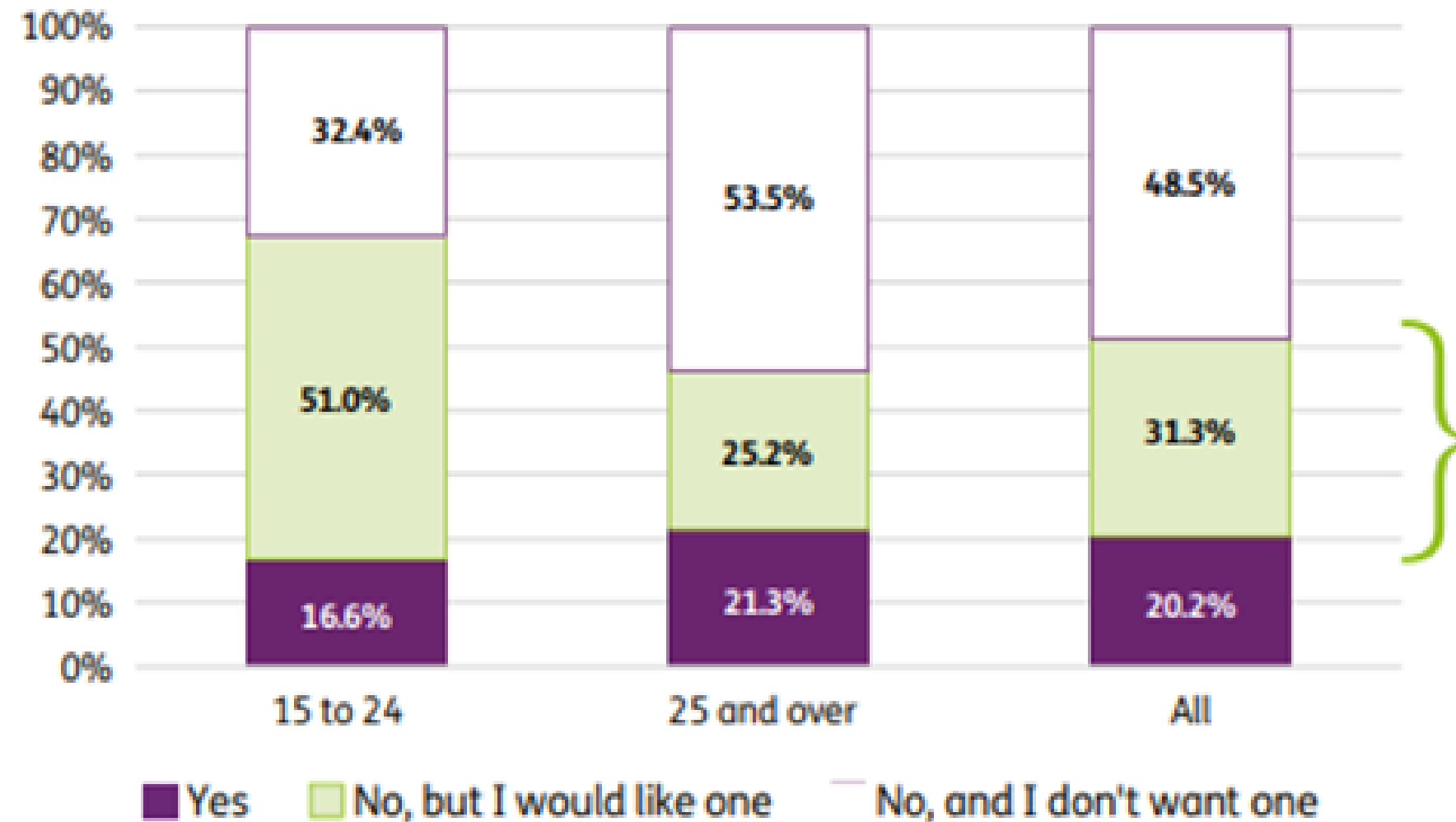


Q11: Would you like us to help you get a job doing different work outside of Ability Works?

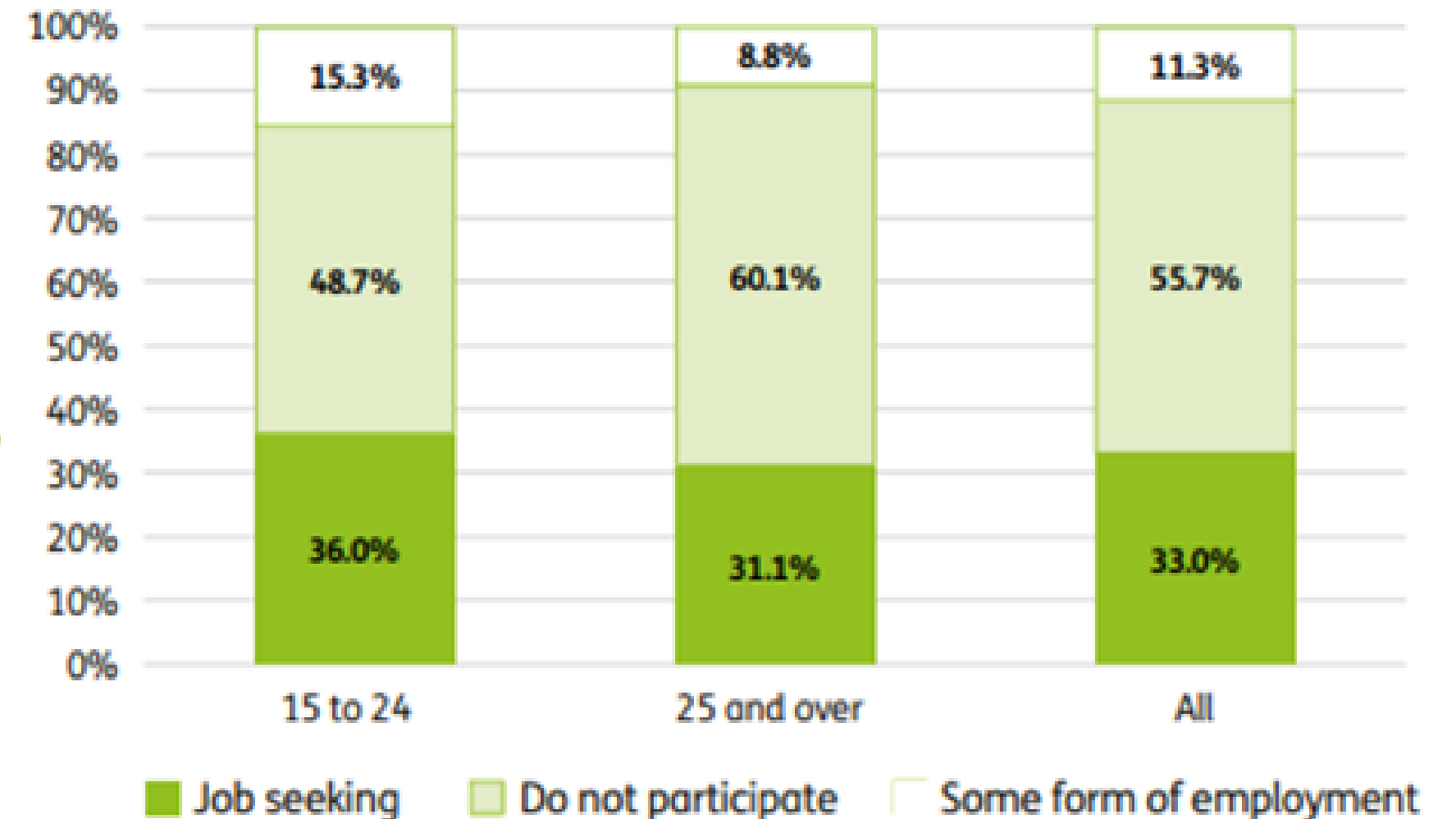
Answered: 64 Skipped: 5



Reported job status, work domain



Reported employment activity for those responding "No, but I would like one"



Overall, 31.3% of participants responded "No, but I would like one" when asked if they were currently working in a paid job (51.0% of 15 to 24 year olds and 25.2% of those aged 25 and over).

Of those who responded "No, but I would like one", only one-third said they were actively job seeking (36.0% of 15 to 24 year olds and 31.1% of those aged 25 and over).

Hence the group who "would like a job" is broader than strictly "job seekers".



WHAT IS CE

01. Method/Approach

- Working with an individual to achieve their mainstream employment goal
- One person at a time and one employer at a time
- Matching the strengths and interests with the needs of the employer
- Discovery guides the process
- Ideal conditions for employment





WHAT IS CE

02. Tried and tested practice

- Customised Employment is not new
- Awareness is rising locally
- Fidelity Scale
- Local and International courses and research
- A range of flexible strategies



CE WITH FIDELITY

Customised Employment

- Undertaking Discovery
- Starting with the Person
- One person one job
- Demonstrating strengths
- Enhancing natural supports
- Full award wages
- Low ratios
- Jobs in external business

Not CE

- Assuming you know the person
- Filling vacancies for business
- Creating 10 jobs at Woolies
- Looking for charity roles
- Building a dependency
- Subminimum wages
- High ratios
- Service is the employer



WHO IS CE FOR

- Individual approach to securing employment
- People who have barriers to finding employment
- Origins started working with people with significant disabilities
- Used with veterans, youth, seniors
- Elements of CE can be used for retirement planning

FEW FUNDAMENTALS

- Demonstrating strengths and skills is essential
- Quality relationships lead to sustainable employment
- People with disabilities are disadvantaged by traditional employment methods



PRACTICE

- Unique skills
- So many interests
- Businesses open
- Growth
- Independence
- Jobs:
 - Food preparation in child care
 - Sales of home appliances
 - Food prep in cafe
 - Fitness instructor
 - Dog bathing/grooming business
 - Sporting club customer service
 - Aged care volunteer role





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