

**LIVE
WORK
AND
PLAY**

Creating Meaningful Employment

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Life Without Barriers



RELATIONSHIPS



IMAGINATIVE



RESPECTFUL



RESPONSIVE



COURAGEOUS

ABOUT LIFE WITHOUT BARRIERS

- Social Purpose Organisation - over 300 communities nationwide
- 14,000 clients - children, young people and families, resettlement assistance and people with disability
- Partner with people to participate in society to the full extent, and live their lives to the fullest
- Empowering people with the right skills; working together with the community
- Values based approach
- Influence social policy to create more opportunities

CHALLENGES FOR LWB AS AN EMPLOYER (AND ALL OF US)

- Opportunities/challenges of a disability support agency and employer
- Explicit that employment in LWB is not disability support program - Leadership is from all of the business, especially our Corporate areas
- Draw on the biggest lessons in the disability community in last 50 years: opportunity, engagement and participation
- Disability services (including the NDIS) are about enabling participation – they facilitate and don't provide outcomes themselves
- Participation is the key outcome and work is the best way to participate

FIVE POINTS

1. Don't create a 'disability job'
2. Be prepared to modify the job/workplace
3. As needed, assist co-workers, but informally and focus on values as much as adjustments
4. Focus on the work, but give as much attention to the work environment
5. Set Goals and Targets

1. DON'T CREATE A 'DISABILITY JOB'

- Meaningful Work is about Meaningful Employment
- Starting point is the need to fill a role and its tasks, accountabilities, responsibilities
- Don't create a role that isn't integral to the business of the organisation
- Use the Position Description, the working hours and conditions as your starting point

2. MODIFY THE JOB – WHY NOT?

- Jobs are modified all the time:
 - To assist someone with family responsibilities
 - Accidents from a skiing holiday
 - New technologies or new work contracts
- Modifying a job for a person with a disability is not a big deal

3. ASSIST CO-WORKERS BY FOCUSING ON VALUES

- Be upfront about any specific information team members may need
- Starting point is people's existing values
- Remember: 1 in 5 people have some form of disability (existing staff, family members)
- Tap into natural values of existing workforce – people want to assist, be involved
- Look out for natural relationships and networks, collegiate relationships, mentor possibilities

4. GIVE ATTENTION TO THE WORK ENVIRONMENT

- Work for all of us is not just about the tasks
- It gives us identity, social outlet, friendships and so on
- Make sure all staff, including people with disability are part of the life of the workplace

5. SET GOALS AND TARGETS

- In December 2016 LWB Launched its updated Accessibility Inclusion Employment Plan (AIEP)
- The key goal of our Plan is to increase employment
- Year one target is 4% of new appointments will be people with disability
- This increases to 10% in year two
- Responsibility for our AIEP's implementation rests with all of LWB

WE
LIFE WITHOUT BARRIERS
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