

### Case study template

<b>Date of the project</b>	January 2007 to December 2007
<b>Title of the project</b>	Disability Employment and Training Project
<b>Organisation managing the project (including Web link)</b>	Finding Workable Solutions inc <a href="http://www.fws.org.au">www.fws.org.au</a>
<b>Description of the project</b>	<p><b>The Disability Training and Employment Program</b> operating from our Mt. Barker and Murray Bridge service outlets will promote the Project, interview all potential project participants and provide a holistic, goal orientated training and employment program for each registered participant.</p> <p><b>In both regions the project expects to engage 10 participants with a minimum of five employment outcomes &amp; delivery of 650 training hours.</b></p> <p>The established FWS Case Management model will be used to achieve the project objective of supporting individuals with a disability into training and employment. In summary this model includes:</p> <ul style="list-style-type: none"> <li>• Promotion of project to potential participants, via community networks</li> <li>• Selection of participants according to target group criteria</li> <li>• Comprehensive initial assessment of participants to determine training and support requirements</li> <li>• Development of an Employment Assistance Plan (EAP) outlining training and employment goals, as well as support to be provided by FWS.</li> <li>• Implementation of employment and training activities contained in the EAP, with individualised support provided by FWS Job Support Officers</li> <li>• Liaison with Employers, job placement services (e.g. Disability Works Australia) and training providers by the Case Manager &amp; service team to identify &amp; secure employment /training opportunities for participants, according to stated vocational goals.</li> <li>• Job placement &amp; ongoing job maintenance support provided by Job Support Officers &amp; coordinated by the Case Manager.</li> </ul>

<b>Pictures</b>	Not available as discussed 22/6/07
<b>Personal story Background</b>	<ul style="list-style-type: none"><li>▪ Brad is a 22 year old man, currently residing in a rented flat in Murray Bridge</li><li>▪ Brad has limited social support.</li><li>▪ Brad has some degree of contact with his father who lives in Adelaide</li><li>▪ He did not meet his father until he was 16, they are not close</li><li>▪ His mother lives in Perth and has a long standing diagnosis of schizophrenia.</li><li>▪ Brads childhood was chaotic, he lived as a street kid since he was 12</li><li>▪ He is currently on a Court Diversion program related to ingesting an excessive amount of psychiatric medication.</li><li>▪ Brad desperately wants employment</li><li>▪ Initially he was reluctant to look for work after hearing from Centrelink, he could lose his Disability Support Pension (DSP) after being assessed by a Job Capacity Assessor (JAC)</li><li>▪ Brad was referred to Finding Workable Solutions (FWS) by a case manager from Murray Mallee Community Health Service.</li><li>▪ Murray Mallee Community Health Service was aware that FWS could assist a limited number of jobseekers with a disability find employment through funding from SA Works.</li><li>▪ When Brad was 12 his basic needs were met by obtaining and maintaining employment.</li><li>▪ Much of Brad's personal sense of security and identity is tied up in his perception of being employed.</li><li>▪ Consequently when he is not employed he becomes very depressed with the emergence of low self esteem</li><li>▪ Many of his childhood fears of abandonment resurface when depressed</li></ul>

<p><b>FWS Strategies</b></p>	<ul style="list-style-type: none"> <li>▪ Given this information FWS gave priority to finding employment for Brad.</li> <li>▪ FWS updated Résumé</li> <li>▪ Interview techniques have been evaluated</li> <li>▪ Personal grooming and appropriate dress where discussed – strategies suggested to encourage personal hygiene</li> <li>▪ FWS arranged a mock interview then assessed</li> <li>▪ Brad with FWS then began an extensive job search in the local area</li> <li>▪ FWS are currently providing on going training to increase Brad’s skills in the workplace</li> <li>▪ Strategies to remember tasks</li> <li>▪ Social skills</li> <li>▪ Transport</li> <li>▪ OH&amp;S training/awareness</li> <li>▪ FWS are providing “ L ” permit training</li> </ul>
<p><b>Outcome</b></p>	<ul style="list-style-type: none"> <li>▪ At present Brad has part time work with a small local abattoir.</li> <li>▪ FWS liaise with Employer and Coworkers</li> <li>▪ On going job search continues for a full time position</li> <li>▪ FWS hope to find full time work for Brad as soon as possible</li> </ul>
<p><b>Testimonials / quotes from participant (s)</b></p>	<p>“I like feeling buggered at the end of the day ,it feels good”</p> <p>“I like being paid at the end of the week “</p> <p>“Thanks for the help”</p>