



Pathways 2 Employment

School Leaver Employment Supports

Information Guide



Uniting

Welcome

Leaving high school is one of those big moments many of us remember.

Whether we loved school, or whether we loved leaving it behind, many of us remember preparing to take the next step out of the familiar routine and starting our journey as an independent adult.

For people living with a disability, this phase of life can come with anxiety. And for families of the young person, there can be worry about their future and whether they will be able to support themselves in the long term. School Leaver Employment Supports (SLES) is the bridge for young people to transition into adulthood, learn essential life skills, understand the world around them, and grow in confidence and independence to gain employment.

Uniting has been delivering SLES as Pathways 2 Employment (which is how we will refer to it throughout this guide) since 2007. We've supported hundreds of young people living with a disability to transition out of school and find work experience that is suited to their goals and aspirations. We understand the balance between supporting young people to ease out of the school routine, and starting to expand themselves and their comfort zone. Confidence and independence come from trying new skills, feeling brave enough to be in new situations, and understanding that you're capable of much more than you realise.

We look forward to talking with you more about how we can support you, and how we can support school leavers to find themselves and grow towards a bright future.

Kelly Ardonis
Pathways 2 Employment Service Leader



10

locations across
Melbourne



1100

young people
supported
since 2007



83%

of current
participants said
the best thing
about Pathways
2 Employment is
making new friends.



100%

of participants
placed in work
experience.





What is School Leaver Employment Supports?

School Leaver Employment Supports is funded by NDIS, and helps participants who live with a disability or have difficulties in the areas of learning, social interaction and self management to move from school to work. It's usually funded for two years, however funding is available up to 22 years of age for young people living with a disability or who may need extra support to improve the likelihood of an employment outcome. The supports are available in the final years of school and directly after leaving school.

Young people with an NDIS Plan with SLES included can access the support straight away. If you don't have a plan yet, Uniting staff can help you access the NDIS, or conduct a plan review to have SLES included.

"Witnessing Athas happily participate in his work placement each week means the world to us. We have seen significant growth in his confidence, independence and communication. We're extremely proud of Athas and so grateful to Uniting for this amazing opportunity."

- Narelle, SLES participant's mum



Why Uniting?

Uniting has been delivering Pathways 2 Employment since 2007. Our core purpose is driven by our values to inspire people, enliven communities and confront injustice. Our not-for-profit status means we put people and community first.

We work alongside families and allied health workers to make sure each young person receives tailored and ongoing support. We keep our group sizes small to ensure each young person receives personalised assistance and to reduce the impact that large groups can have on anxiety and overwhelm. Our staff are passionate advocates for access and ability - celebrating diversity in our workplace and in our lives.



Meet Lachlan

When Lachlan joined Uniting's Pathways 2 Employment group in Melton in 2022, setting off on a pathway to a career – let alone finding something he enjoyed – seemed beyond his reach.

Lachlan was very quiet when he started Pathways 2 Employment. “He didn’t feel confident when speaking with new people”, says Nicole Ferlazzo – Pathways 2 Employment Community Relations Coordinator. “And he didn’t know what he wanted to do. He had never had the chance to explore his potential”.

For Lachlan, being encouraged to explore his skills, and try a range of activities in a supportive environment meant that he eventually started to enjoy and excel at certain hands-on tasks.

“The big shift for him was starting hands on activities in work placement where he really shone and had the opportunity to show what he could do,” says Nicole.

Then Lachlan started his work experience at True Green Nursery, with the help of his Employment Coordinator. His tasks include moving stock, watering plants, weeding and tidying up garden beds, trimming plants and hedges, and helping customers take purchases to their cars.

The Uniting team talk to the nursery regularly about Lachlan's progress and identify new skills for Lachlan to work on to build up his experience.

“Seeing his confidence build, and the smile on Lachlan's face – we know this program works”, says Nicole. “It makes the team so proud to see him continue on this exciting journey.

First Year Schedule

Small group activities: 1 day per week.

Work placements on other days as arranged.

TERM 1

- Travel Training
- Personal identity activities
- Boundaries in a workplace - what is appropriate in your personal life and your work life?
- Culture and diversity
- Work experience applications/enquiries
- Resumes

TERM 2

- Weekly work experience de-brief
- Ready Set - Fitted for work attire
- Interviews practice
- Emails: understanding how to send and receive
- Drivers Education
- Healthy Lifestyles
- Travel Training
- Industry Visits
- Individual Action Plan Reviews
- Social Community Access activity

TERM 3

- Weekly work experience de-brief
- Interviews ongoing practice/role plans
- Drivers Education
- Money skills/budgeting/contracts/tax/gst
- Cash register training
- Activities on self-confidence and development
- Industry Visits
- Bunnings BBQ events
- Catalyst Food Van events

TERM 4

- Weekly work experience de-brief
- Activities on self-confidence and development
- Industry Visits
- Bunnings BBQ events
- Catalyst Food Van events
- Individual Action Plan reviews
- Social Community Access Activity

External Training opportunities

- Introduction to Café and Barista Certificate I Food Handling

**Accredited Training: 2 days per week.
Delivered by our RTO partners**

TERM 1 & 2

22567VIC Certificate I in Transition Education

Core Units

- VU23035 Explore Self Development
- VU23036 Participate in Travel Activities
- VU23034 Develop Personal Goals with Support
- VU23038 Participate in the Community
- VU23037 Explore Future Options for Further Training, Work or Community Activities
- VU23039 Use Technology for a Range of Purposes

Elective Units

- VU23040 Explore Personal Well Being
- VU22591 Participate in Short Simple Exchanges
- VU22588 Read and Write Short, Basic Messages and Forms
- VU23041 Access the Media

TERM 3 & 4

Certificate I in Work Education 22566VIC

Core Units

- VU23029 Develop Personal Management Skills for Work
- VU23030 Participate in Vocational Activities
- MSMWHS100 Follow WHS Procedures
- VU23032 Develop Workplace Communication Skills
- VU23028 Develop an Individual Vocational Plan with Support
- VU23031 Participate in Practical Placement with Support
- VU22787 Prepare for Employment

Elective Units

- VU22789 Participate in Job Seeking Activities
- ICTICT103 Use, Communicate and Search Securely on the Internet
- SIRXIND001 Work Effectively in a Service Environment
- VU22369 Work with Simple Numbers and Money in Simple Familiar Situations
- BSBWOR202 Organise and Complete Daily Work Activities
- TLIG1001 Work Effectively with Others
- VU23033 Explore a Micro Business Opportunity



Meet Zoe

Zoe's life is typical of any young adult – she has friends that she sees regularly, she has a busy schedule and she is starting to think about her goals and dreams. Zoe has another aspect to factor into her life however: she lives with an intellectual disability which sometimes means she faces barriers and finds it difficult to know what the future will hold.

And yet she doesn't let that hold her back. Having been with Uniting Pathways 2 Employment for two years, Zoe was ready to step out into the world. She was supported by Uniting staff to find work placement at an op shop. That experience really helped her grow in confidence and developed her communications skills when speaking with members of the public. Now Zoe has a permanent role working in a café and she is learning new skills such as money handling, food preparation, and customer service.

And the next string Zoe will add to her bow? Zoe is volunteering for a social enterprise learning new skills so she can explore the options available to her, and keep moving towards a bright future.



Game, set, match!

Pathways 2 Employment helps young people living with disabilities ace their 2024 Australian Open jobs.

Aiden, Leila, Nathan and Ramadan from Uniting's Pathways 2 Employment achieved a grand slam working retail and hospitality jobs at the 2024 Australian Open in Melbourne.

Uniting partnered with Tennis Australia and Dylan Alcott's the Field, Australia's first disability-driven job search platform that connects people with disabilities with organisations looking to hire. The young adults were supported by Uniting through every step of their journey, gaining real-life customer service skills and experience during Australia's biggest sporting tournament.

Aiden, Leila, Nathan and Ramadan were supported to write their job application and to prepare for their interviews.

Speaking after his first shift, Ramadan said: "I feel so good about working in the retail space.

It's really busy and my shift goes quickly, but I'm enjoying learning to use Point of Sale."

Leila was also excited about her first taste of the workforce: "I was excited and nervous, but on that first day, I was really looking forward to my first real (work) shift."

Co-founder of the Field and multiple Australian Grand Slam tennis champion, Dylan Alcott, said initiatives like this are critical for improving outcomes with people living with a disability.

Mr Alcott has simple words of advice for employers looking for employees and wanting to make a difference.

"Be inquisitive and lift your expectation of what you think candidates with a disability can do, because I promise you, it's always more than you think," he said.

Success stories



Ramadan

Ramadan has found permanent employment at Timber and Rose having completed his time with Pathways 2 Employment. Uniting continues to support him with fortnightly meetings to make sure everything is going well in his new job.



Emma

Emma's recent success finding permanent employment at Just Sweets as a production assistant has made her feel positive about the future. Her great memory and love of numbers mean she's accurate with weighing the various products and she enjoys the routine.



Adam

Adam's positive attitude and friendly personality made him a natural for a hospitality role. After finishing with Uniting Pathways 2 Employment, Adam landed permanent employment at Station Stop Cafe serving customers and helping take orders.

Steps to registration



Check your eligibility

School leavers with an NDIS plan can access Pathways 2 Employment right away. If you need help setting up an NDIS plan, or changing a current plan, speak to our Community Relations Coordinators using the details below.



Meet with us

After you contact us, we'll set up a meeting with one of our Community Relations Coordinators, who will organise the young person to attend a Taster Session. We'll then assist you to start the registration process.



Start your program

You'll start Pathways 2 Employment when the time is right for the young person, and after your NDIS plan is set up. We're able to take registrations to Pathways 2 Employment throughout the year, so you may not need to wait until the start of the calendar year.

Community Relations Coordinators

North West region

Broadmeadows, Footscray, Heidelberg, Melton and Werribee groups

T 0479 175 812

South East region

Cranbourne, Dandenong and Parkdale groups

T 0466 796 905