

6 SUPPORT FOR YOUR FIRST JOB



JOB MENTORS

A job mentor can assist you to find and keep your first job. A job mentor would need to understand the expectations of workplaces, how to work alongside others, and how to solve problems. Your job mentor can help you learn how to do your job, keep good communication in the workplace and see that you are well supported.

A job mentor may assist you with a range of things including (but not limited to):

- Meet with you on a semi-regular basis to talk about jobs and career choices
- Spend time with you to talk about and identify your interests
- Explore and talk with you about the expectations of having a job
- Support you to learn job tasks (this could include pre-teaching in a home environment or direct time-limited support at the workplace)
- Helping you to prepare a resumé and apply for jobs
- Support the relationship between you and your employer
- Liaise with your family and your workplace to ensure that you are well supported to perform the work role and meet workplace expectations

You might have a friend as a job mentor or pay someone to assist you. You might find that other employees in the workplace are willing to offer you some support. They may prefer to do this than to have other job mentors in the workplace. This can be done in consultation with everyone so that it is a successful alternative.





EMPLOYMENT ASSISTANCE PROGRAMS

Funded programs can be helpful in providing financial support and expertise. Disability Employment Services may assist some people with disability to work. Employers may also receive funding for equipment and reasonable adjustments to the workplace to employ people with disability. To see if you are eligible visit www.jobaccess.gov.au

The National Disability Insurance Scheme funds support for people with disability who are wanting to work, when they are not eligible for Disability Employment Services. School leavers with disability can apply for funds to support them in work experience in open employment. To see if you are eligible visit www.ndis.gov.au

THINKING LONG TERM: THINKING CAREER

A career is working for a significant period of your life with opportunities for skill development and increased responsibility and pay. People with disability can have a career like everyone else.

DEVELOP A CAREER MINDSET

- have goals and a plan, so that you can decide what job is right for you
- be optimistic, believe in yourself and your ability to make things happen. When things go wrong, learn from this experience
- be ready to seize an opportunity when it comes your way. Know your strengths, gifts and talents and how you can build on these. Learn how to manage yourself in the workplace; gain a reputation as a pleasant and thoughtful employee
- take the initiative to communicate well
- every now and then, ask yourself, are you satisfied in your job, or are you ready for a change?

STORY

Frances has always wanted to play sport and work with young people her own age. She had a family committed to ensuring that work was a central part of Frances's life after school.

Frances did work experience at the local fast-food outlet, but she continually reminded her family that this was not the job she was after. Her family and friends met to plan how they could find a more suitable job—one that would lead to her goal. Through Frances's discovery process, they identified a number of possibilities in the local community. Her cousin found a part-time position as an aide in the local gym. It was the perfect first job.

Frances has now been working for four years. Her stamina and confidence in the workplace have increased and she has been offered fulltime work next year. She has asked her employer to help her develop the skills she needs.