

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. Job mentors are sometimes also called job coaches or job supporters.

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

- Explore and talk with you about expectations of the workplace.
- Support the relationship between you, your colleagues 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.
- Assist you to develop your skills and confidence by being alert to new opportunities to contribute.

You might pay someone to assist you as a job mentor or you might find that other employees in the workplace can offer you some support.



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. School leavers with disability can apply for funds to support them transition into work in open employment.

To see if you are eligible visit:
www.ndis.gov.au/participants/finding-keeping-and-changing-jobs

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
- 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?
- Consider some further study to complement your work and build your knowledge and skills.



Story

Ruby 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 Ruby's life after school.

Ruby did work experience at the local fastfood 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 Ruby'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.

Ruby 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.



Community Resource Unit Ltd

www.cru.org.au

Originally produced in collaboration with CSIA and NDS as part of the Inclusion Ready Project 2018.

V.2 Republished August 2024 by Community Resource Unit.