Pathways and Connections
New England – North West, NSW
May 2019
A transition resource for people with disability
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The Pathways – Life after School

Do you need transition support or want to focus on community participation?

NDIS packages for eligible applicants

Do you want to go straight to work?

Volunteer work/Neighbourhood Centres

Do you want to combine work & study?

Apprenticeships Traineeships

Will you need help at work or in finding a job?

Open or self-employment

Do you want to do further study?

Vocational Education & Training

University

Adult & Community Education

TAFE

Private College or RTO

Apprenticeship Network Provider

Group Training Organisations

Disability Employment Service

jobactive

Other Government programs

Australian Disability Enterprises

May involve vocational or employment pathways
Department of Human Services, Centrelink

Centrelink delivers a range of services to the Australian community and is the gateway for people seeking access to Australian Government income support. Payments and services may be provided to assist if you have an illness, injury or a disability that means you can’t work, or can only do a limited amount of work. Centrelink may refer you to an Employment Services Provider such as Disability Employment Services or jobactive.

For more information:


Education & Training

School Sectors

All school sectors assist students with disability to transition to post school destinations. Ideally transition planning should commence from Year 9. Specialist staff, such as career and support teachers are able to assist with subject selections, further education and training, work experience, finding jobs and access to specialist programs and support provided by other government agencies.

<table>
<thead>
<tr>
<th>NSW Department of Education</th>
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</thead>
<tbody>
<tr>
<td>Danielle Northey, Transition Support Teacher</td>
</tr>
<tr>
<td>Bullimbal School SSP, 18-36 Degance Street, Tamworth, NSW, 2340</td>
</tr>
<tr>
<td>☏ 6762 8003</td>
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<table>
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<tr>
<th>Catholic Sector</th>
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<tbody>
<tr>
<td>Catholic Schools Office Armidale, Diocese of Armidale</td>
</tr>
<tr>
<td>Unit 2/131 Barney Street, Armidale, 2350</td>
</tr>
<tr>
<td>☏ <a href="http://arm.catholic.edu.au">http://arm.catholic.edu.au</a></td>
</tr>
<tr>
<td>NSW Catholic Education Office ☏ 9287 1555</td>
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<table>
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<tr>
<th>Independent School Sector</th>
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<td>☏ 9299 2845</td>
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Training Services NSW

Training Services NSW manages vocational education and training in NSW, primarily through Smart and Skilled funding, by subsidising training that helps people get the skills they need to find a job and advance their careers.


TAFE NSW

If you are living with an injury, disability or health condition such as hearing/vision impairment, intellectual or physical disability, mental health diagnosis, autism or an acquired brain injury, a Disability Consultant can provide specialist support for your learning journey. **Before enrolling in a course** be sure to contact a Disability Consultant who will be able to guide you through the process, discuss what exemptions you are entitled to and put appropriate supports in place

Community Colleges and Registered Training Organisations

Community Colleges are providers of quality education and training. General and vocational courses reflect the needs of local individuals, community groups and businesses. Community involvement often extends to specialist programs, such as youth programs and literacy, and the provision of a meeting place for a cross section of local groups. Find a Community College near you

[www.cca.edu.au](http://www.cca.edu.au)

Registered training organisations (RTOs) are those training providers registered by Australian Skills Quality Authority (ASQA) to deliver vocational education and training (VET) services. RTOs are recognised as providers of quality-assured and nationally recognised training and qualifications. A complete list of RTOs is maintained at [training.gov.au](http://training.gov.au).

<table>
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<tr>
<th>New England North West</th>
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<tbody>
<tr>
<td>New South Wales</td>
<td></td>
</tr>
<tr>
<td>Tamworth</td>
<td></td>
</tr>
<tr>
<td>Address: 175 Peel Street, North Tamworth</td>
<td>Address: 136 Bradley Street, Guyra</td>
</tr>
<tr>
<td>Postcode: 2340</td>
<td>Postcode: 2365</td>
</tr>
<tr>
<td>Phone number: 02 6763 0630</td>
<td>Phone number: 02 6779 2132</td>
</tr>
<tr>
<td>Email address: <a href="mailto:enquiries@tamworth.nsw.edu.au">enquiries@tamworth.nsw.edu.au</a></td>
<td>Email address: <a href="mailto:admin@gala.org.au">admin@gala.org.au</a></td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Barraba</th>
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<tbody>
<tr>
<td>Address: 92 Queen St, Barraba</td>
</tr>
<tr>
<td>Postcode: 2347</td>
</tr>
<tr>
<td>Phone number: 02 6782 1662</td>
</tr>
<tr>
<td>Website: <a href="http://www.communitycollegeni.nsw.edu.au">www.communitycollegeni.nsw.edu.au</a></td>
</tr>
<tr>
<td>Email address: <a href="mailto:eo@communitycollegeni.nsw.edu.au">eo@communitycollegeni.nsw.edu.au</a></td>
</tr>
</tbody>
</table>

**University**

Prepare early, base your decisions on good information and plan ahead so that you can link in with as many disability supports as you may need.

Most universities have a Disability Liaison Officer (DLO) or Disability Advisor (DA) to assist intending and current university students with disability. Most universities require you to make an appointment with the Disability Advisor before you commence so that the necessary adjustments and support can be arranged. Documentation will normally be required regarding your disability before reasonable adjustments can be arranged.
Educational Access Schemes (EAS)

Educational Access Schemes (EAS) aim to help students, whose education has been negatively affected during Year 11 and/or Year 12, receive an offer to university.

To apply for EAS you must be able to demonstrate that your studies have been negatively affected for a period of at least six months, as a result of circumstances beyond your control or choosing.

For more information

You are strongly urged to contact the university BEFORE you enrol in a course.

Stepping Into Internships

Stepping Into is a paid internship program designed for university students with disability, who want to gain paid hands-on work experience in their chosen field of study. The Australian Network on Disability (AND), work with their members to identify and provide opportunities for university students with disability to “step into” the workplace to gain exposure to their potential career field and get involved in projects and work alongside experienced professionals.

For more information

Apprenticeships and Traineeships

There are many ways to learn more about Australian Apprenticeships and Traineeships and how to find a job. This includes contacting Training Services NSW, Australian Apprenticeship Support Network providers, industry employers, Group Training Organisations, employment service providers, searching job vacancies and discussing with a careers adviser.

Training Services NSW

For advice and support on apprenticeships and traineeships in NSW.
Smart and Skilled – Government Subsidised Courses

The Smart and Skilled program is supporting people in NSW to get the skills they need to find a job and advance their careers.

Smart and skilled provides eligible students with:

- an entitlement to government-subsidised training up to and including Certificate III
- Government funding for higher-level courses (Certificate IV and above) in targeted priority areas.

☎ 1300 772 104 .smartandskilled.nsw.gov.au

School Based Traineeships / Apprenticeships

School Based Apprenticeships and Traineeships are available to all Year 10, 11 and 12 high school students in NSW. They allow students to commence an apprenticeship or complete a traineeship while at school.

A School Based Apprenticeship or Traineeship combines paid work, training and school; and as well as an industry recognised national qualification you will gain credit towards the HSC.

Some apprenticeships and traineeships can contribute towards the ATAR.

For advice and support on apprenticeships and traineeships in NSW ☎️ https://sbatinnsw.info

The Australian Apprenticeships Pathways ☎️ www.aapathways.com.au

Support for Australian Apprentices with Disability

Australian Apprentices and trainees with disability and their employers may be eligible to receive additional assistance under the Australian Apprenticeships Incentives Program. Assistance may include Disabled Australian Apprentice Wage Support which is paid to employers, and assistance for tutorial, interpreter and mentor services for apprentices. Assistance is also available through the Employment Assistance Fund which helps people with disability and mental health condition by providing assistance to purchase a range of work related modifications and services.


Australian Apprenticeship Support Network Providers

<table>
<thead>
<tr>
<th>Apprenticeship Support Australia</th>
<th>VERTO Ltd</th>
</tr>
</thead>
<tbody>
<tr>
<td>☏ 1300 363 831</td>
<td>☏ 1300 483 786</td>
</tr>
<tr>
<td>Sarina Russo Apprenticeships</td>
<td>MEGT</td>
</tr>
<tr>
<td>☏ 1300 178 776</td>
<td>☏ 13 63 48</td>
</tr>
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Employment

JobAccess

JobAccess provides information on workplace modifications, government supports, looking for and changing jobs, understanding your workplace and flexible working arrangements, disclosing your disability and talking to colleagues, links to training and development courses, and how to search for current vacancies.

For more information ▶️ www.jobaccess.gov.au ☑️ 1800 464 800

Disability Employment Services (DES)

There are two separate programs within Disability Employment Services;

- Disability Management Service (DMS) is for job seekers with disability, injury or health condition who require the assistance of a Disability Employment Service but are not expected to need long-term support in the workplace
- Employment Support Service (ESS) is for job seekers with permanent disability, and with an assessed need for more long-term, regular support in the workplace.
- Find a DES Provider near you ▶️ www.jobaccess.gov.au/find-a-provider
- You can also call a JobAccess Adviser on 1800 464 800

Eligible School Leaver (ESL) Guidelines

The intent of the ESL guidelines is to assist students with significant disability to transition from school to open employment. ESL policy enables students to Directly Register with the DES Provider without an Employment Services Assessment (ESAt) or Job Capacity Assessment (JCA) through Centrelink. Eligible students may approach a provider seeking to Directly Register. Documentary evidence of disability is required.

School leavers may Direct Register with a Disability Employment Service if they are;

- In the final year of secondary school, and
- Receiving the Disability Support Pension DSP OR
- Enrolled in a Support Class, Special School OR
- Attracting additional funding under Integration Funding Support


Jobactive

Job seekers may receive assistance from a jobactive provider to find and keep a job. Jobactive providers have the flexibility to tailor their services to a job seeker’s assessed needs. Jobactive providers have a strong understanding of local labour markets. They know where the jobs are, what to do to help job seekers get ready for work and how to match job seekers to employer needs.

▶️ Find a jobactive Provider near you ▶️ https://jobsearch.gov.au/serviceproviders
▶️ You can also call the Job Seeker Hotline 136 268
Australian Government Transition to Work

Transition to Work is an employment service to support young people aged 15–21. The service will provide intensive, pre-employment support to improve the work readiness of young people and help them into education or work (including apprenticeships or traineeships).

**Joblink Plus, 490 Peel Street, Tamworth ☎ 6764 6666 ✉ tamworth@joblinkplus.com.au**

SMART, SKILLED AND HIRED YOUTH (NSW)

Best Employment can provide advice and individual assistance to school leavers, 15 to 24 years of age, to help them enter education and training courses or obtain employment. Referrals can be made directly Best Employment or from schools and community organisations.

Tamworth, Armidale and Inverell in North West NSW ☎ 1800 660 660

Australian Disability Enterprises

Australian Disability Enterprises (ADEs) are part of a continuum of employment opportunities for people with disability and act as a link, helping them gain training and experience to confidently step into open employment or to continue in supported employment if they choose. ADEs support people with disability to engage in a wide variety of work tasks. ADEs offer similar working conditions as other employers and an opportunity for people with a disability to contribute and connect to their local community. When working in an ADE, individuals are provided with support and assistance, where necessary, to do their job successfully.

To work at an ADE the employee must be a National Disability Insurance Scheme (NDIS) participant. **To find an ADE near you go to [https://buyability.org.au](https://buyability.org.au)**

Voluntary work/work experience

Voluntary work and work experience can be a good way to help you:

- Find out what type of work or course suits you
- Gain experience while you study, are seeking paid employment or exploring a career change
- Gain experience working for causes that you are interested in
- Assist in creating change in areas that are important to you.

Voluntary work can assist you to build new skills, meet new people and add variety to your work experience. It provides you with an opportunity to understand what supports and accommodations may be required to support you in an employment setting.

To find a Neighbourhood Centre near you ☎ [www.lcsansw.org.au](http://www.lcsansw.org.au) ☎ 1800 646 545
National Disability Insurance Scheme (NDIS)

The NDIS provides individualised support for eligible people with permanent and significant disability.

National Disability Insurance Agency (NDIA)

The NDIA administers the NDIS. Many participants have moved to the NDIS with the support of their current disability service. To apply for NDIS phone 1800 800 110 or you can examine your eligibility on the NDIS Checklist http://ndis.nsw.gov.au/ready-for-ndis/checklist. NDIA reception can also assist with enquiries and forms. The NDIA holds community and provider forums. Check out their Event page www.ndis.gov.au/news/events. They may also offer some pre-planning workshops – ask your LAC (who you will be linked with) for more details when you receive news about your eligibility.

Local Area Coordinators (LACs) can now also assist you when applying for the NDIS.

☎ Enquiry Line 1800 794 934
✉ St Vincent de Paul Society NSW | www.vinnies.org.au/lac

NDIS Living My Plan Videos

- Part 1 view on YouTube at www.youtube.com/watch?v=T_HWADP5Uas
- Part 2 view on YouTube at www.youtube.com/watch?v=eOxwsa0Oqkw

NDIS – The Planning Process

Resources including Participant Handbooks, videos, and fact sheets have been developed to help you identify your needs and goals.

- Participant Handbooks www.ndis.gov.au/participants (great resource)

You can also visit the My Choice Matters website www.mychoicematters.org.au

School Leaver Employment Supports (SLES)

School Leaver Employment Supports (SLES) is an NDIS support available to students leaving secondary school. SLES is expected to deliver vocational skill development and while it is hoped that some participants will secure employment while receiving SLES the primary aim for SLES is to build participant’s capacity to successfully transition to a DES and early job placements. SLES supports may include job skills, travel and communication training. SLES is for students who may not be ready to start looking for a job right away or who need help to understand the right sort of job for them. It is expected that a significant component of SLES will include work experience, generally in open employment. SLES is only available to NDIS participants who have been assessed as ineligible, or unlikely to meet, access requirements to a Disability Employment Service (DES). The current DES eligibility requires a person to be able to undertake, now or within 2 years, eight hours or more of work per week in open employment with appropriate DES supports. SLES supports are time limited (generally up to two years). Participants have choice and control in how they use the SLES supports. Discuss SLES with your NDIS plan builder (LAC or planner). For further information on SLES go to www.ndis.gov.au/participants/finding-keeping-and-changing-jobs/leaving-school

You can contact NDIA staff if you have any questions re SLES ☎ Liz Anderson 0475 830688
What is the difference between DES and SLES?

The key difference between DES and SLES is the participant’s current readiness for open employment and the time it might take to prepare participants to build independent living and vocational skills. A SLES participant may need up to 2 years to develop the aspiration, confidence and demonstration of skills sufficient to meet DES criteria.

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<thead>
<tr>
<th>SLES</th>
<th>DES</th>
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<tr>
<td><strong>School Leaver Employment Support (SLES)</strong> is an early intervention approach for Year 12 school leavers with significant disability to support their transition from school to employment. These supports are designed to build the participants capacity to meet the access criteria and transition to a DES. SLES supports are only available to participants who have been assessed as ineligible, or are unlikely to meet, access requirements to DES.</td>
<td><strong>The Disability Employment Services (DES)</strong> supports persons with disability to get ready to look for a job, find a job and keep a job. The DES also have a program that is available to students in their last year of school called the DES ESL (Eligible School Leaver) program. This program is to assist students with disability to transition from school to post-school open employment. For a job seeker to access a DES, they must have a future work capacity, with intervention, of at least 8 hours per week.</td>
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<thead>
<tr>
<th>SLES</th>
<th>DES</th>
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<tr>
<td><strong>NDIS Plan identifies support needs to build independence.</strong> <strong>SLES builds a pathway to economic participation through, for example:</strong> • Unpaid work experience to overcome barriers and build confidence • Developing a working lifestyle – life skills to support transition to work.</td>
<td><strong>DES Job Plan identifies support needed to find and keep a job.</strong> DES continues the pathway to economic participation through, for example: • The Participants Job Plan • Activities and assistance to address barriers to employment • Job search; job-site training; placement • Post placement support in a paid job • Ongoing support to maintain a paid job (if required) <strong>DES Employment Outcome: Paid employment in a sustainable job.</strong> Ongoing employment supports funded by DSS.</td>
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If you would like more information about the NDIS in your area, please see the NDIS website [www.ndis.gov.au](http://www.ndis.gov.au)
National Disability Insurance Scheme (NDIS)

The National Disability Insurance Scheme (NDIS) is a new national scheme to support people with disability to achieve their goals, participate in their communities and to provide them, their families and carers with personalised, flexible care and support. To test your eligibility go to www.ndis.gov.au/applying-access-ndis/am-i-eligible

Call 1800 800 110 to ask for an Access Request form. If you need help filling in the form or making the call, you can contact your Local Area Coordinator.

You will need to provide evidence of your disability. Good evidence is:

- recent
- completed by a treating health professional who is relevant to your primary disability
- confirms your primary disability
- confirms the impacts of your disability on the different areas of your life
- describes previous treatments and outcomes
- describes future treatment options and expected outcomes of those treatments.

Primary disability refers to the impairment that impacts most on your daily functioning.

www.ndis.gov.au/applying-access-ndis/how-apply/information-support-your-request/providing-evidence-your-disability


Local Area Coordination

The role of the Local Area Coordinator (LAC) is to assist people to navigate the NDIS. As part of this, we provide planning and coordination for people with disability to maximise the choice and control over the services they use. This includes supporting people with disability to navigate mainstream services and increase their capability to be an active part of their community.

NDIS Pre-planning Toolkits

Getting the Right Support at the Right Time from the Right People. The NDIS Pre-planning Toolkit is for people with disability entering Higher Education or Vocational Education and Training is designed to be used before you start a tertiary course at university or with a vocational education and training provider. Your disability may mean you require extra support to complete your chosen course to ensure your participation is on the same basis as other students. These booklets will help you identify what supports you may need, who is responsible for providing them and how you can access them.


NDIS Registered Service Providers

To find a registered NDIS provider talk to your local LAC or go to www.ideas.org.au or www.ndis.gov.au/participants/working-providers/find-registered-provider

Some registered NDIS providers may provide outreach services to rural and remote areas.

Boosted App… www.onecommunity.net.au/Boosted/Index
Disclosure
Disclosure of disability presents a number of challenges and choices for people with disability, particularly those participating in education and employment.  

www.westernsydney.edu.au/choosingyourpath

Culturally & Linguistically Diverse
Education and Employment are integral in the settlement journey for newly arrived refugees, migrants and asylum seekers and for other vulnerable people in our community. It provides a valuable pathway to achieving independence. For information on the support available contact Settlement Services International, 1/84-86 Beardy Street, Armidale ☎ 9057 5673  info@ssi.org.au

Advocacy and Legal Services
People with disabilities encounter a range of physical, cultural, social and attitudinal barriers, which prevent them from accessing the same rights as non-disabled people. This includes making decisions about their lives, living independently, getting an education and employment, obtaining an adequate standard of living and healthcare, getting around and being included in society. An advocacy service can assist people with disability if they have a problem or feel they have been treated unfairly.


<table>
<thead>
<tr>
<th>Disability Advocacy</th>
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<tbody>
<tr>
<td>Suite 3, 1st Floor, 422-426 Peel Street, Tamworth</td>
</tr>
<tr>
<td>☎ 1300 365 085 ☎ 6766 4588 - <a href="mailto:tamworth@da.org.au">tamworth@da.org.au</a></td>
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<tr>
<th>Newell Advocacy Inc</th>
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<tr>
<td>147 Balo Street, Moree  ❮ 6752 1215</td>
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<tr>
<th>North &amp; North West Community Legal Services</th>
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<tr>
<td>215 Beardy Street, Armidale</td>
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<tr>
<td>☎ 1800 687687 or 6772 8100 - <a href="mailto:nnwcls@gmail.com">nnwcls@gmail.com</a></td>
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NSW Fair Trading
The National Disability Insurance Scheme (NDIS) means big changes for those with a disability and the sector as a whole. People with disabilities are now responsible for buying products and entering into contracts with service providers. Many are entering the marketplace as a consumer for the first time and won't always have the skills and confidence necessary to make fully informed purchasing decisions. Self-learning tools, information and advice are available to help everyone make the transition.

Ability Links

Ability Links NSW is a way of connecting people with disability, their families and carers in the community. Linkers work closely with people with disability, their families and carers to support them to fulfil their goals, hopes and dreams.

### Ability Links Contacts

<table>
<thead>
<tr>
<th>Location</th>
<th>Address</th>
<th>Phone</th>
<th>Mobile</th>
<th>Email</th>
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<tbody>
<tr>
<td>Inverell</td>
<td>3 Glen Innes Road, Inverell NSW 2360</td>
<td>6720 8870</td>
<td>0488 254 997</td>
<td><a href="mailto:abilitylinks-inv@pathfinders.ngo">abilitylinks-inv@pathfinders.ngo</a></td>
</tr>
<tr>
<td>Armidale</td>
<td>Suite 1A, 161 Rusden Street, Armidale NSW 2350 (Minto building)</td>
<td>6711 1209</td>
<td>0409 137 993</td>
<td><a href="mailto:abilitylinks-arm@pathfinders.ngo">abilitylinks-arm@pathfinders.ngo</a></td>
</tr>
<tr>
<td>Glen Innes</td>
<td>371 Grey Street, Glen Innes NSW 2370</td>
<td>6732 1711</td>
<td>0400 598 754</td>
<td><a href="mailto:abilitylinks-glen@pathfinders.ngo">abilitylinks-glen@pathfinders.ngo</a></td>
</tr>
<tr>
<td>Tamworth</td>
<td>127 Bridge Street, Tamworth NSW 2340</td>
<td>5776 7282</td>
<td>0459 096 935</td>
<td><a href="mailto:abilitylinks-tam1@pathfinders.ngo">abilitylinks-tam1@pathfinders.ngo</a></td>
</tr>
<tr>
<td>Moree</td>
<td>Shop 7A, 147 Balo Street Moree NSW 2400</td>
<td>6751 1199</td>
<td>0457 833 854</td>
<td><a href="mailto:abilitylinks-mor@pathfinders.ngo">abilitylinks-mor@pathfinders.ngo</a></td>
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### Aboriginal Ability Links

Winanga-Li Aboriginal Child and Family Centre: Ability Links
12 Hunter St Gunnedah NSW 2380
02 6743 0999

### IDEAS

IDEAS provide a range of high quality information, education and awareness services and products for people with disability, older people, their families, carers, other supporters and the general community. A list of NDIS service providers is also on the website. 📞 1800 029 904 ☎️ [www.ideas.org.au](http://www.ideas.org.au)

### Community Transport

Community Transport provides accessible transport services to. It provides individual specialised door to door services, group outings and shared transport catering to all members of the community inclusive of participants with a disability, aged and transport disadvantaged.

Agency for Clinical Innovation Transition Care Network

The Transition Care Network aims to improve systems and processes for young people with chronic health problems and disabilities to facilitate their effective transition from paediatric to adult health services. It also provides support and advice on transition planning for young people, their parents and health care professionals.

Northern NSW Transition Care Coordinator ☏ 4936 6678 ✉ Angela.Myles@hnehealth.nsw.gov.au

National Disability Coordination Officer Program

The Australian Government’s National Disability Coordination Officer (NDCO) Program works strategically to assist people with disability access and participate in tertiary education and subsequent employment, through a national network of regionally based NDCOs. NDCOs work with stakeholders at the local level to reduce systemic barriers, facilitate smooth transitions, build links and coordinate services between the education, training and employment sectors. The NDCO Program adopts the Disability Discrimination Act, 1992 definition of disability. The objectives of the NDCO Program are to:

~ improve linkages between schools, tertiary education providers, employment service providers and providers of disability programs and assistance at all government levels;
~ improve transitions for people with disability between school / community and tertiary education, and then to subsequent employment; and
~ improve participation by people with disability in tertiary education and subsequent employment.

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This resource was compiled by the National Disability Coordination Officer (NDCO) Program for Region 2, New England-North West NSW. The NDCO Program is an Australian Government initiative and is hosted in Regions 2, 6 & 7 by the University of Newcastle (UON).

This resource is a work in progress and will be updated regularly to keep information current however no guarantee can be made that information is accurate at all times