

YOUTH DISABILITY



ADVOCACY SERVICE

**WORKFORCE STRATEGY
AND THE CONSUMER
PERSPECTIVE**

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CLIENTS WANT STAFF WHO:

- Are reliable (they turn up on time, committed to the job)
- Are suitable (suited to their personality, needs and lifestyle)
- Have the right attitudes
 - Support them the way they want to be supported
 - Support them to make their own decisions and lifestyle choices



WE NEED TO BROADEN THE BASE OF THE DISABILITY WORKFORCE BY:

- Increasing and improving conditions (more competitive with other industries and reducing micro shifts)
- Upskilling clients to be more “attractive” to work with (clients need skills to manage staff)
- Being more open to workers without previous experience (to attract young people and a larger and more diverse workforce)
- **Preventing** the introduction of mandatory qualifications (Certificate IV in Disability Work)



A FINAL THOUGHT:

- We need a large, dynamic, flexible and diverse workforce where the needs and preferences of all people with disability are catered for.
- In order for this to happen, the voices of people with disabilities need to be heard
- Policies and strategies need to be targeted towards maximising choice, flexibility and options for people with disabilities.
- Ultimately the quality of support is dependant on the quality and availability of support staff.

