

Career pathways and skills development



Agencies employ people because of the skills and abilities they bring to their job. Added to this is the future potential an individual can give to a workplace.

Many people with disability often have not had the opportunity to explore future career pathways. Employers are in a key position to encourage and work with employees with disability to think about the skills and experience they currently have and what they will need for future career opportunities.

Assisting a person with disability to further their career goals may take additional planning. Points to consider may include time, resources, workplace adjustments and support through the process.

The following areas can be explored with the employee and Manager or Mentor:

- **Self-Exploration**

- analysis of existing individual skills, strengths, talents and interests.

- **Career Exploration**

- linking identified skills, strengths, talents and interests with other positions that are currently available, may be available in the future or are in other fields
- consider factors such as what the financial remuneration might be, skills and education required, location of the work (access to public transport might be an issue), supports that may be required, workplace adjustments, skills development to undertake the new role etc.

- **Identifying possible jobs**

- where employee skills and interests meet in-demand occupations, skills shortages and current work available
- current jobs to apply for, work experience or secondment opportunities.

- **Assist to develop a tentative career plan with a pathway that may include:**

- setting a clear career goal
- exploring networking, voluntary and work experience opportunities
- developing the skills required
- education (short and long term)
- training (possibilities within the Agency)
- possible timeframes to meet the goals.

- **Be flexible within any plans.**

- For some people with disability unexpected issues (e.g. with equipment, support networks or health) may occur which may impact or delay plans
- Encouragement and support will be greatly valued.

Work with the employee on appropriate goals and the pathways by providing constructive feedback. A Manager should not assume an employee's disability will be a barrier to achieving career goals, there just might be alternative ways to achieving them.

Disability Employment Services (DES) are able to assist individuals in career pathways, skills development and with customised employment options.

This project is a NDIS Information, Linkages and Capacity Building (ILC) initiative.



Government of **Western Australia**
Department of **Communities**

