



STAR TRAINERS PROJECT

Sarah MacDonald (Project Worker)

Community Living Association, Brisbane

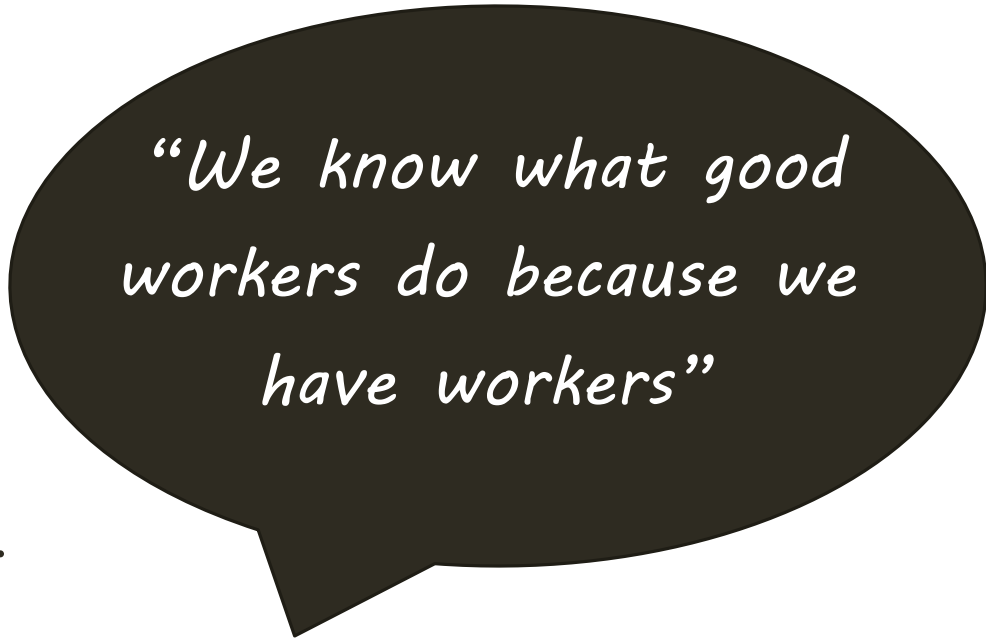


COMMUNITY LIVING ASSOCIATION, BRISBANE



THE STAR TRAINERS

- **We teach** people how to be good workers.
- **We share** our ideas for being a good worker.
- **We share** our stories of things good workers do (and don't do).



“We know what good workers do because we have workers”

PRESENTATION OUTLINE

1. Project Aims

2. Project Stages

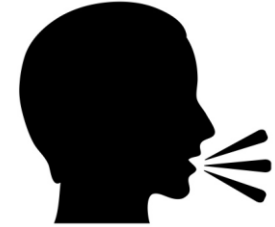
3. Practice Lessons

4. Outcomes & Future Directions

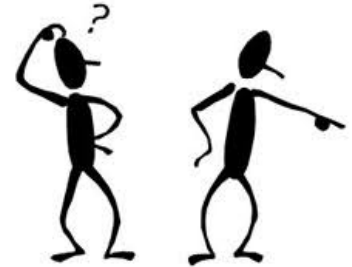
5. The Good Worker's Checklist

PROJECT AIMS

To provide a voice and direct input by people with intellectual disability into workforce development



To build workforce knowledge of the lived experience of intellectual disability and support



To generate paid employment opportunities for people with intellectual disability



PROJECT STAGES



DEVELOPING THE TRAINING

- 4 meetings
- Facilitated group discussion
- Content recorded
- Themes summarized and checked
- “The Good Worker’s Checklist”



DELIVERING THE TRAINING

- 3 workshops
- Panel-format
- Participant feedback
- Group review and changes



PRACTICE LESSONS

Voice

- Personal and task benefits of sharing stories
- Don't assume people will use or reject disability labels
- Balancing right to voice with right to privacy

Role

- There are many opportunities for valued roles
- Some roles are overlooked
- Take a developmental approach to building skills, confidence and taking on new roles

Choice

- Opportunities for individual and group decision making and choice.
- Individual choices impact the group and vice versa
- Managing tensions between individual and group choice

Support

- Seeking a support role, but knowing when to step forward
- Explain the support role for mutual expectations
- Knowledge of the individual informs good support



Voice

- Personal and task benefits of sharing stories
- Don't assume people will use or reject disability labels
- Balancing right to voice with right to privacy



Role

- There are many opportunities for valued roles
- Some roles are overlooked
- Take a developmental approach to building skills, confidence and taking on new roles



Choice

- Opportunities for individual and group decision making and choice.
- Individual choices impact the group and vice versa
- Managing tensions between individual and group choice



Support

- Seeking a support role, but knowing when to step forward
- Explain the support role for mutual expectations
- Knowledge of the individual informs good support

OUTCOMES & FUTURE DIRECTIONS

Aim 1: To provide a voice and direct input by people with intellectual disability into service provider training and workforce development



- Star Trainers group formed (5 members)
- Training developed (Good Workers' Checklist)
- 3 training workshops delivered
- Feedback from Star Trainers demonstrates voice and valued role

FEEDBACK FROM STAR TRAINERS

"We are giving our experience to them. Because workers are very vital to us. We've done the training to make sure they learn to understand and help" (SE)

"I wanted to be a part of something new. I wanted to be involved with people like myself. To speak for people with a disability who can't speak for themselves. I've learnt something everytime. I've learnt speaking up is not that scary". (OE)

"We're laying it out for them. Seeing if you're here for the right reason. Being a social worker isn't for everyone" (SEi)

**Aim 2: To build workforce knowledge
of lived experience of intellectual
disability and receiving support**



- 3 workshops delivered
- 32 participants attended (service providers and students)
- Participant feedback demonstrates knowledge development through shared stories.

FEEDBACK FROM TRAINING PARTICIPANTS

"Very insightful and makes me reflect on my practice. I'm surprised how tiny acts/words could impact on the constituents and the fact that they appreciate it not because we are doing our job but because we care and genuinely want to help." (Staff Member)

"I like the real examples that were given by the constituents. It was good to hear some things that were said because I hadn't thought of that." (Social Work Student)

"The checklist is a great idea for me and future social workers because you shared what is important in your point of view. It will help me to become a good worker as well. Thank you for sharing your stories." (International Student)

Aim 3: To generate paid employment opportunities for people with intellectual disability



- Two paid training sessions (one trial)
- Sector funding for staff training presents barrier to paid employment
- Training fees should include direct contact and preparation time
- Opportunities to work in training role increase with free training

THE GOOD WORKER'S CHECKLIST

Presented by



**The Star
Trainers**



☐ GOOD WORKERS **SUPPORT ME NO MATTER WHAT IT IS**

- Crisis and emergencies
- Solving problems
- Achieving goals
- Learning new skills
- Having someone to talk to
- Talking to other people and services



☐ GOOD WORKERS KNOW IMPORTANT THINGS ABOUT ME

- Things I can have trouble with
- My ways of learning
- My feelings
- The important people in my life
- My accomplishments and goals



☐ GOOD WORKERS RESPECT ME

- They respect my privacy
- They listen to me
- They tell me what is happening
- They tell me if they are running late
- They are honest with me
- They work as a team with me



❏ GOOD WORKERS ARE GOOD AT COMMUNICATING



- They listen to me
- They help me understand
- They help me talk to other people
- They help me have tough conversations



☐ GOOD WORKERS ARE GOOD TO WORK WITH

- They are friendly
- They are fun
- They are on my side
- I can trust them
- I can count on them
- They celebrate my achievements





THE STAR TRAINERS
C/O COMMUNITY LIVING ASSOCIATION
5 STATION STREET, NUNDAH, Q, 4012

Enquiries to:
Sarah Macdonald (Project Worker)
smacdonald@communityliving.org.au
