



NDIS Workplace Counselling and Capacity Building.

Presented by Dr Peter Smith & Lauren Pavlidis

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Research and Practice

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Dr Peter Smith

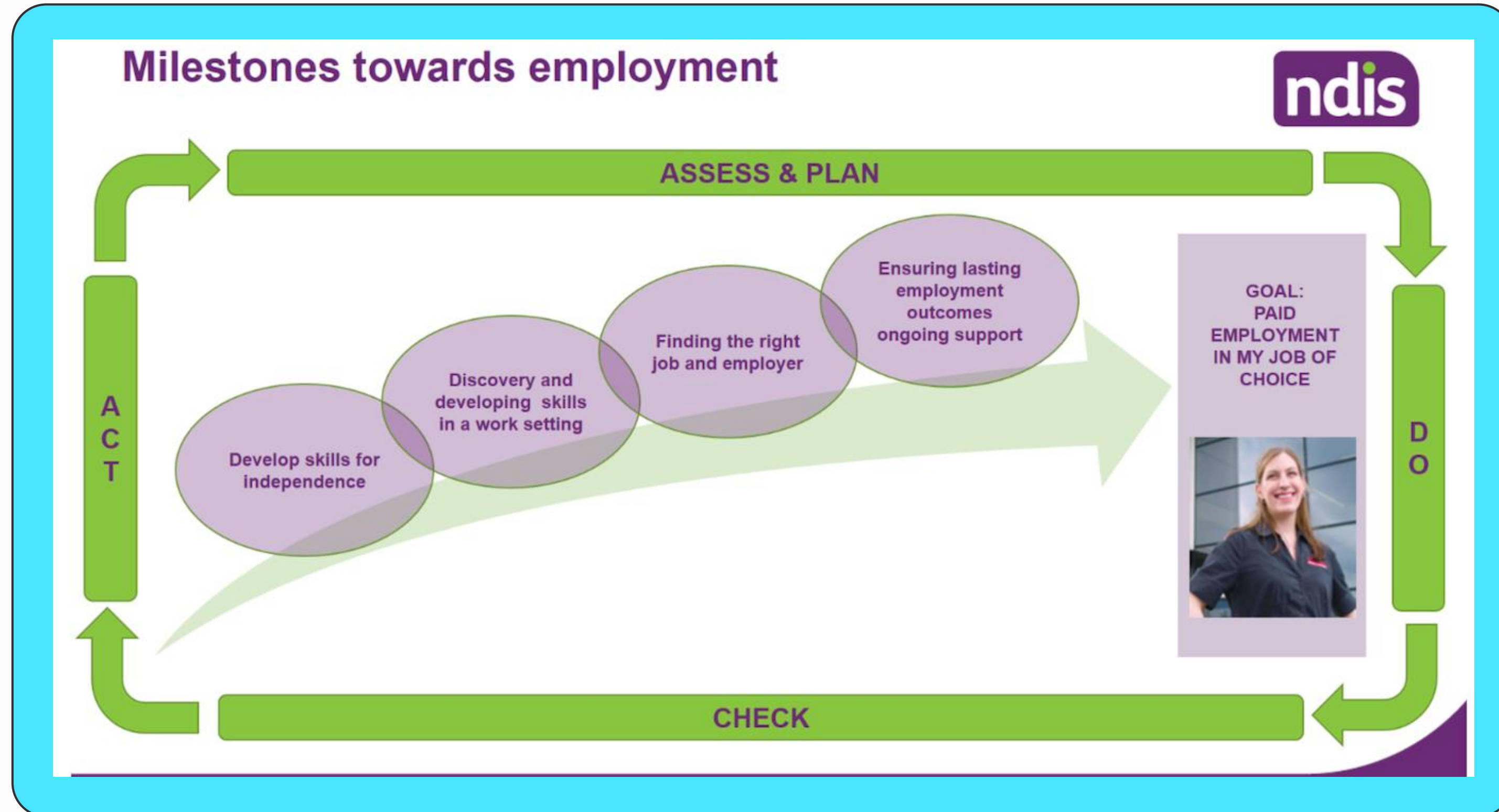
“Employment within the NDIS framework isn’t simply about finding a job.

It’s an opportunity to develop the capacity to exercise choice and control to pursue your dreams supported by personally meaningful employment.”

The NDIS, Choice and Control.



NDIS Perspective - Recap



Employment Process

Skills That Support Choice and Control

- understanding rights and responsibilities in the workplace
- decision-making and problem-solving
- working independently
- time management and prioritising
- conflict resolution and negotiation
- self-motivation and self-determination

Counselling as a Capacity Building tool.



What It Isn't

- Rehabilitation Counselling
 - Rehabilitation Counsellors facilitate social, educational and economic inclusion for people experiencing illness, injury, disability or disadvantage.
- Career Counselling
 - Careers Counsellors provide individuals and groups with information about career choices and assist individuals with self-development.
- Behavioural Counselling
 - Behavioural Counselling focuses on human behaviour and aims to replace unwanted or maladaptive behaviour.

Workplace Counselling

Capacity Building - Finding and Keeping a Job.

Employment Related Assessment and Counselling

This support is designed to provide assessment or counselling to assist participants to successfully engage in employment.

For employment-related counselling, this support may benefit participants who have, for example, experienced traumatic injury and need significant support (over and above a mainstream employment-related service) to develop a new work pathway.

Self-Determination

Choice and control

Self-determination is controlling your own life by making your internal decisions known.

Sense of self

In therapy, this method promotes self-awareness and self-direction.

Three Basic Psychological Need

Relatedness



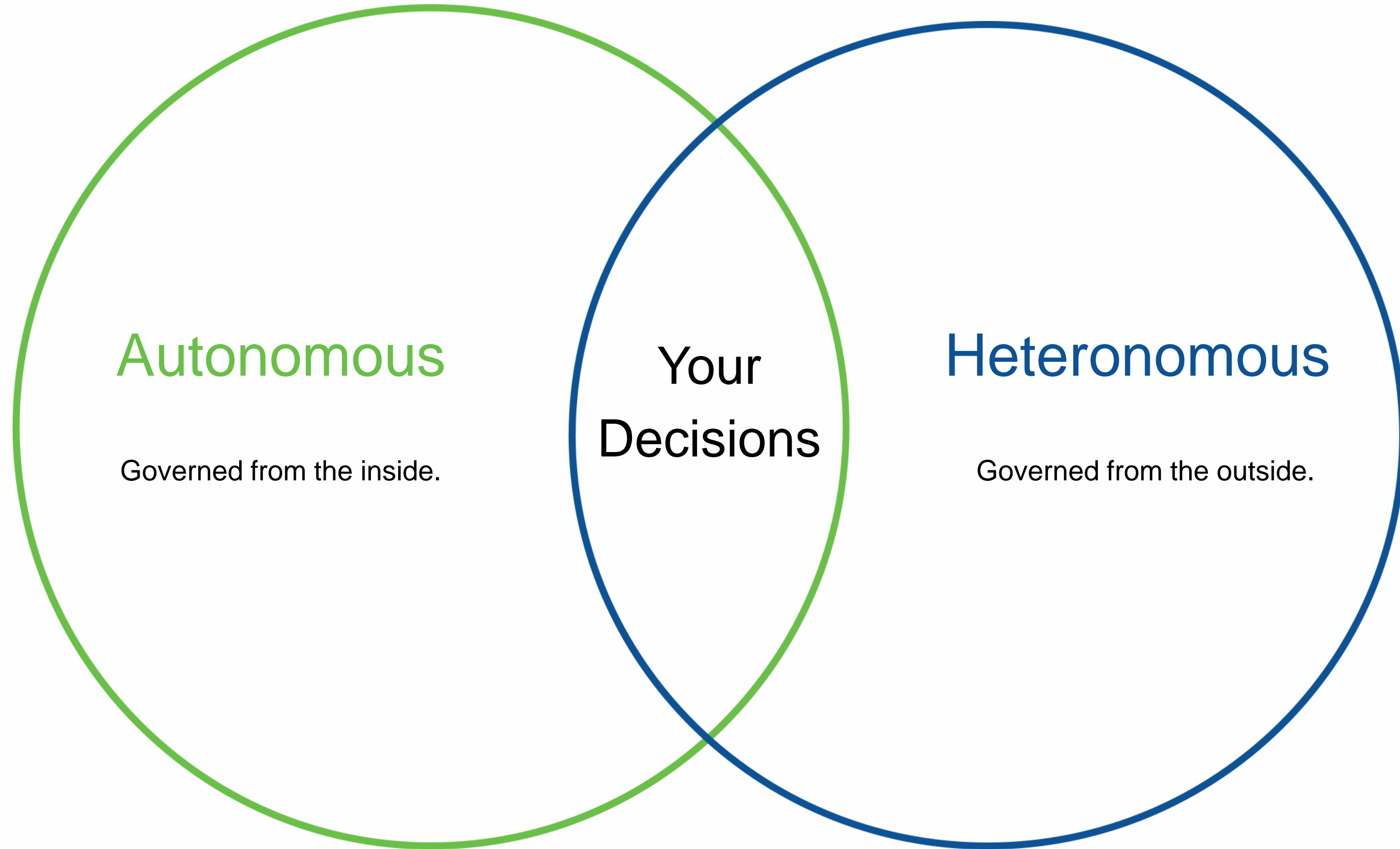
Competence



Autonomy



Self-determination as a personality construct





Work First

Methodology

Evidence Base

Developed in the 1980's by Deci & Ryan

Emphasis placed on self-determination within education and support services by Dr Wehmeyer

Exploration of self-determination supporting transition by Dr Shogren

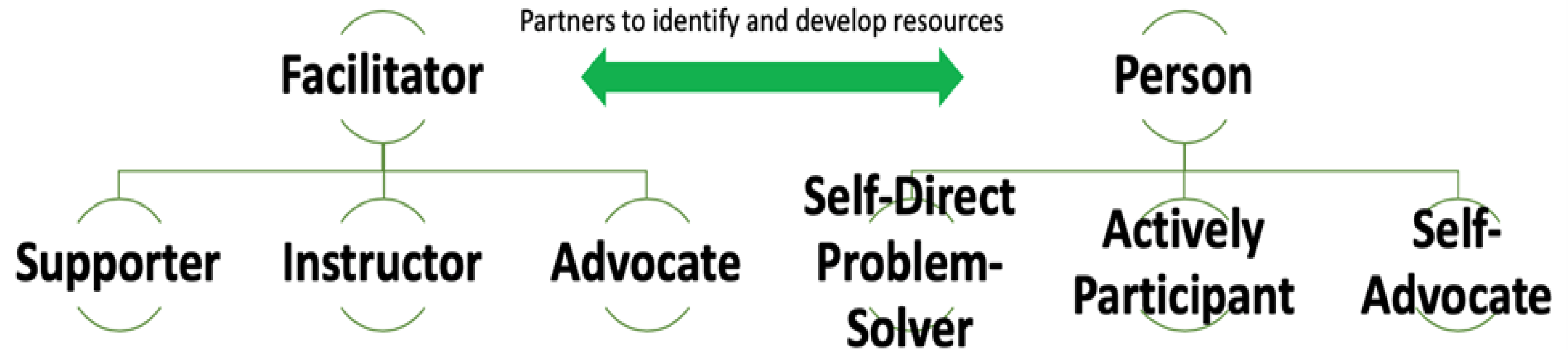
Self-Determination Practice

Shogren, K. A., Dean, E. E, Hagiwara, M, & Wehmeyer, M. L. (2018). The Self-Determined Career Design Model Facilitator's Guide. Lawrence, KS: Kansas University Center on Developmental Disabilities.

Burke, K. M., Shogren, K. A., Antosh, A. A., LaPlante, T., & Masterson, L. H. (2020). Implementing the SDLMI with students with significant support needs during transition planning.

Career Development and Transition for Exceptional Individuals, 43(2), 115-121.

The Role of Facilitator and Person





Work First
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