

Aim Higher:

"Pathways to open employment for students with a disability and/or needing additional educational supports"

Community Bridging Services (CBS) Inc., a specialist disability service provider, is giving South Australian schools the opportunity to participate in the Aim Higher initiative. The goal of Aim Higher is to work collaboratively with schools, young people with a disability or experiencing educational challenges, and their parents/carers to prepare them for a wide range of career options. CBS Inc. has curated key information, guiding resources, and supports to assist students in their final years of high school into their chosen employment pathway. The Aim Higher package has been designed as a wrap-around resource that works in parallel with existing school resources and will be delivered at no cost to participating schools.

For 26 years CBS Inc. has provided a high-quality service across South Australia. We work alongside people with a disability, or those needing some additional supports to achieve their life goals through gaining meaningful employment.



In our experience young people with a disability often choose Australian Disability Enterprises (ADEs) post school. Hourly rates of pay in ADEs start at \$3.50 and research has shown that less than 1% of ADE employees move into open employment. CBS Inc. has supported clients to explore, navigate and gain skills and knowledge to identify and choose open employment, rather than commence work with an ADE.

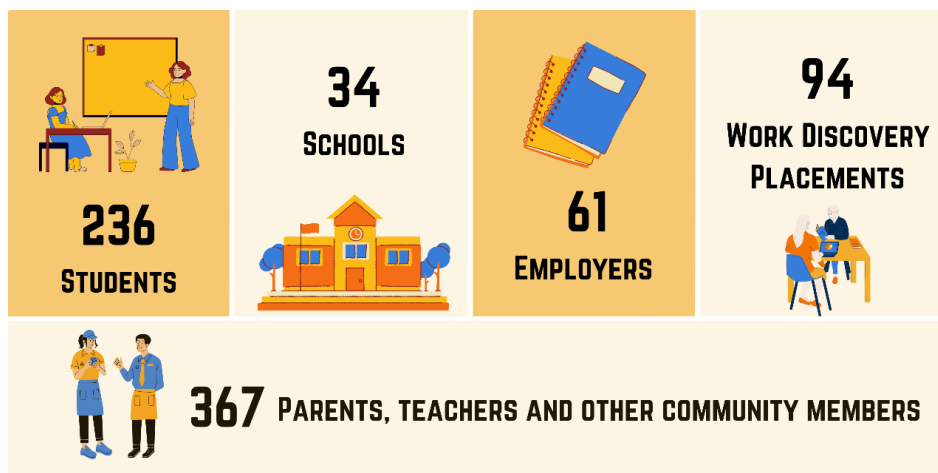
Young people with a disability who enter open employment based on strengths and interests have seen the benefits and how it can positively impact their whole life course.

In contrast to most ADEs, open employment provides:

- hourly payment above the national minimum wage (\$21.38 per hour)
- opportunities to build networks, friendships, and linkages in the community
- ability to choose and plan typical life goals and access mainstream supports and services
- opportunity to achieve healthy independence through the job market and wider community

Aim Higher resources have been developed in conjunction with our clients, who contribute their lived experience and knowledge within our workshops. Our clients understand the ceiling on job choice, income, and the importance of independence for young people with a disability or those needing some additional educational support.

Since June 2021, the team has been raising the ceiling on career expectations for young people with disability or experiencing educational challenges, with:



In late 2022, the Department for Social Services announced a funding extension for Aim Higher until June 2024 which will allow the continuation of the program from 2023.

Additionally, Flinders University will continue to independently evaluate the program. The first full evaluation report is expected to be finalised by early 2023. This will include collecting pre and post intervention information, conducting interviews and case studies. If you would like a copy of the evaluation report, please contact the Aim Higher team.

Classroom Based Workshop

- Facilitators work alongside students to provide disability specific guidance and career planning information
- Includes presentation by CBS Inc. client with lived experience
- Based on data from 'My Futures' students will identify strengths and skills required to achieve their career goals
- Students will begin developing a Career Action plans based on their strengths and interests
- Aim Higher diary will be provided, including useful tips and tools

1 on 1 Consultation

- For parents, caregivers and teachers
- Information and Q&A about access to open employment for student after finishing high school
- Involves case studies and stories about the open employment journey from our 'Moonlight Speakers'

Work Discovery and Exposure

- CBS Inc. will work in partnership with your schools to support students to gain work discovery placements
- Work discovery activity will commence, with support from local disability employment officers
- Review of students' goals will continue following Work Discovery activity
- Local CBS Inc. and Aim Higher teams will continue to support students to achieve their career goal and explore work experience.