

Leadership  
Class  
Self-esteem  
participation  
Community  
Events  
Volunteer  
abilities  
Flash  
All  
Pathways  
Digital  
Inclusion  
Singing  
programs

# PATHWAYS TO PARTICIPATION

## Context

- DSCH was approached by the local DHHS to explore the issues experienced by people with a disability in participating in volunteering & work experience in the City of Brimbank
- A steering committee comprised of representatives from local disability services and volunteer services was formed to guide the project proposal
- Brimbank is a diverse municipality
  - -traditionally low SES however undergoing shifts
  - -large migrant communities
  - -6.4% of the population reported needed help in their day-to day lives due to disability (4.9 for Greater Melbourne)
  - High number of people on disability support pension



# Project Aims

- To identify the barriers experienced by people with a disability in finding and undertaking volunteering and work experience in the Brimbank community
- To identify the current policy, services and strategies in place that support people with a disability to find and undertake volunteering and work experience in the Brimbank community
- To develop and implement a framework that will support five people with a disability to undertake volunteering or work experience in the Brimbank community



# PATHWAYS TO PARTICIPATION

## Benefits of Volunteering

### For people with disability...

- Community engagement and meaningful activity
- Broadens social networks and develops confidence
- Skills development and experience in the workplace
- Increased sense of happiness, wellbeing and life satisfaction

### For organisations.....


- Access to the many strengths, skills & expertise that people with a disability have to offer
- Reflecting the diversity of the community makes the organisation more relevant to that community

### For Society....

- Everyone benefits from its members having a social role & being engaged in the community
- Helps break down stigma and misconceptions
- Significant economic benefits




# Barriers to Volunteering

- Stigma and misconceptions around disability
  - People with a disability not feeling confident to communicate & promote themselves
  - Financial cost of volunteering to the individual (recruitment, transport, etc.)
  - A lack of individualised roles, or organisational willingness to adapt roles
  - The physical environment being inaccessible & issues around transport
  - Organisations being under-resourced to adapt their volunteer programs or support people with a disability
  - Organisational staff not receiving adequate disability awareness training
  - Disability services & volunteer agencies being under-resourced to recruit, match and support people with a disability to undertake appropriate volunteer positions
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## PATHWAYS TO PARTICIPATION

# Best practice & case examples

- Volunteering Geelong: *Geelong Recreational Football Volunteering Pilot*
    - Developed partnership with local sporting club
    - Adapted volunteer roles to make them accessible to people with a disability
    - Support to staff around how to create an inclusive environment
    - Developed a volunteer-based mentor program to provide support to the volunteers who had a disability
    - Good community response
  - Local health service in Brimbank
    - Has formed a partnership with a local disability school to provide volunteer opportunities
    - Commitment to reflecting the diversity of the community they are serving in their volunteer program
    - Focus on recruitment and matching process to ensure people are given appropriate roles and support; willingness to adapt roles where possible
    - Emphasis on developing relationship between volunteer & coordinator
    - Encourage attendance of carer and/or support worker when required
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# DUKE STREET COMMUNITY HOUSE

- Commitment to reflecting the diversity of the community we are serving in our governance and volunteer program
- Willingness to adapt roles and provide on-going training/support
- Allocate work that is important but not urgent
- Provide on-going positive feedback so that volunteer has the foundation for taking on new challenges
- Encourage carer/support worker to attend ( and put them to work too!!!)
- Acknowledge there will be good and bad days



FOR MORE INFORMATION ABOUT THE PROJECT

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