

# Ready4work

-----▶ Disability Support Work Induction

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## Learning Activities

for disability support workers

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2nd edition 2009

## Acknowledgments

Produced by **field**.

Funded by the Victorian Department of Human Services (DHS).

Original design, research and development by the Community Services & Health Industry Training Board of Victoria (CS&H ITB), in partnership with **field** (formerly DISTSS Inc.). **field** would like to thank the people and organisations who have been involved in the update of this resource and the original development.

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# Learning Activity 1.1

## Disability awareness

Read the following case studies and then answer the questions on Worksheet 1.1.

### CASE STUDY 1:

Helen and Maria are both in their mid-twenties and have been friends since school days. They often discuss their differences and the impact these have on their lives. Helen was born with spinal damage from a condition called spina bifida and has used a wheelchair since early childhood. Her dream is to one day have her own car. Maria also has a spinal cord injury and uses a wheelchair. Maria was hit by a car on a school crossing when she was nine years old. She has been driving her own car since she was eighteen – paid for from her compensation funds. Both women have full-time jobs.

### CASE STUDY 2:

Georgia has always lived on the family farm. She has cerebral palsy and a severe intellectual disability which was diagnosed at birth. She has always been supported by her parents and a married sister. Now that she is forty-five and they are in their seventies, Georgia's parents are finding it increasingly difficult to meet her support needs and to manage her temper outbursts. Georgia's sister has suggested respite care to give her parents a break, and as a way of trying out alternative accommodation and support. 'Over my dead body,' says Georgia's father.

### CASE STUDY 3:

Bill's parents don't like to discuss their child's hearing loss and speech difficulties with his teacher as they find her overly direct and negative. The teacher realises this and asks if they would prefer to talk about Bill's needs with a Koori health worker. The parents are glad to accept this suggestion. They appreciate the health worker's shared understanding of their family and community values. They are glad to have her background support as they visit specialists and plan for Bill's hearing assessment and possible speech therapy.

### CASE STUDY 4:

Tran lost his hand in a landmine explosion when he was a child in Vietnam. He says that when he went to the market with his grandparents, they always told him he should keep his right arm tucked into his shirt so people wouldn't know. Tran's parents explained to him that his grandparents believed the accident happened as a result of some earlier wrongdoing in the family and that they wanted to protect him from this shame. As an adult in a different country, Tran still finds himself hiding his hand when he is out in public places.



**Worksheet 1.1**

3. In your own words explain the following terms and provide an example to illustrate your understanding:

- impairment
- activity limitation
- participation restriction

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4. How can you find out more about the impairments that affect support needs of the people you support?

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5. What is the difference between a developmental and an acquired disability? Provide an example.

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Signed (Support Worker)

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Date Completed

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Signed (Supervisor)

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Date Completed



## Learning Activity 1.2

### The history of disability services

In this Learning Activity you will learn about the origins of your own organisation and how this fits into the general background outlined in this topic. Is it a government, non-government, not-for-profit or commercial organisation? Who started it up? When? How is it managed? What is its purpose or mission? What services does it provide?

Ask your supervisor for information about the history and other background of the organisation where you work. Use the worksheet on the next page to summarise your findings. For further information, talk with support workers in different organisations to learn about the origins of a wider range of organisations. Has their origin affected the disability services they provide? If so, how?

**Worksheet 1.2 and 3.1 are the same. If you have already completed 3.1 there is no need to complete 1.2.**

## Worksheet 1.2

### The history of disability services

1. Organisation background and history

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2. Mission statement or statement of purpose

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3. Funding source/s

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4. The historical and current structure of the organisation:

- founded by parents, and/or other groups
- board/committee of management
- staff structure (Attach organisational chart)

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**Worksheet 1.2**

5. The types of services provided

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How has the way services that are provided by your organisation changed over time?

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Ask other workers how service provision has changed since the Disability Act 2006.

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6. Location/s (Attach site map if available)

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7. Other organisation information, e.g., data on people with a disability who are supported

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Worksheet 1.2

8. What do you think are the five most important background information topics a disability support worker needs to know about before starting in a new job at this organisation?

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Signed (Support Worker)

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Date Completed

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Signed (Supervisor)

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Date Completed

