**Every student with disability succeeding vignette transcript –**

**Post school transition – Trinity Bay State High School**

- My name is Rod Ives, I'm a teacher at Trinity Bay High School, where we run an intensive program for students in our senior schooling area to post-secondary options. This year we've had a lot of successes in that area with students achieving part-time jobs and leading to full-time employment opportunities after that.

We've worked hard at establishing strong links with an employment agency in the community. So we have a range of students that we're supporting. We've got quite a big group of students with hearing impairment, as well as students with physical impairment, intellectual disability and ASD students. So it's been great to find employers who have been really interested in developing skills in these students and wanting them to achieve their best in the workplace.

One of the main programs we've used to achieve the outcomes that we’ve been achieving has been the Certificate II in Workplace Practices that we've been running at school. It's an excellent program because it provides the opportunity to develop a lot of daily living skills through the program that relate specifically to employment for the students. So it's looking at communicating in the workplace, we do a lot of specific motivational stuff, like looking at how to achieve your goals showing initiative in the workplace. And that program's really linked to our work experience program which has allowed the students to access a range of employment options.

It's been really beneficial in that that's when we started to bring in employers around the area, and find employers who really wanted to work with our students. We've been really lucky to find an employer who's taken her business to the path of wanting to use it as a training program for the students with disabilities, which has been really good. One of the areas where our students have been working has been a cafe called Eat Real. And the lady who owns the cafe, Elsa, has been absolutely amazing with our students.

- My name is Elsa Lim and I'm the co-founder of Eat Real Cairns, and I work closely with Trinity Bay High School. Just last year I have approached the school about doing possibly a work experience or a traineeship with their student.

I felt that there was not many places where many young school leavers could gain work experience, especially with a disability. And from my background, I found a lot of people I was supporting had no work experience at all. And I felt like that was where I fitted in with the business and it's been such an amazing journey. We went from two students, to three to now five students. And it's in the process of a couple of those students are now employed part-time, and they're no longer at school. And this year we've got three of them in Year 12 they're doing actual traineeship that will get them to study at TAFE, at school and work at the same time.

One of the things that I really wanted to focus on is about communication, so the communication between my students and my regular customers and what we did was we got a board out with basic signs, and we also teach all our regular customers to also sign for their coffees. And what I wanted to do was also show other people, that even though you can't hear or you can't communicate, there's always ways to communicate.

So what I found was when you have the deaf students and the regular customers coming in, then they're signing each other and they're learning. I felt that was the most common ground for them was the communication. So you have two people, or two different kinds of people coming in in the middle and having a common language. And it wasn't even just the signing, it was being willing to take the time and having an open relationship.

So I found that has been a really positive effect on my business. So you've got the young people, now feeling like they can do something with their life, and the possibility. And you have my regular customers who realise that there's more to life than work. And you see them grow and they see them change. And they are part of the change. They are all part of this thing that we're trying to do I guess. So my expectations are really high, because the end goal is for them to be employable because of their ability, not their disability.

So one thing that I wanted to emphasise was their attitude and their work practise. So when they came in, after 6 months or 12 months I want them to feel that confident that they can go and get their own job and work with that person, and that person be blown away by their work ethic, and the willingness to work. What I tell them is, "Yes it probably isn't what you want, you probably don't want to be in a kitchen all your life. But what it does teach you is how to be fast-paced thinking, how to be pro-active, and how to be under pressure. If you can deal with these things now, you can deal with anything in life."

(Link:  <https://mediasite.eq.edu.au/mediasite/Play/8b50342a4f3a44a89ce8f7bae1fe94291d>)