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Developing an Individual Investment Model for Young People at risk of long term unemployment.

YOUR PLAN YOUR WAY provides coordination of support services to NDIS Participants in the ACT and NSW. YOUR PLAN YOUR WAY was established in the belief that the National Disability Insurance Scheme is the way forward for people with disability in Australia and that the individualised funding model offers an opportunity develop genuine social inclusion through community and economic engagement outcomes.

We believe that the NDIS model of individualised funding, applied to specific barriers and monitored for effective outcomes, can be developed to work with young people at risk of systemic long term unemployment, especially those in the role of a young carer or young parent.

The trial phase of the National Disability Insurance Scheme has already evidenced the positive short and long term outcomes that can be achieved from individualised funding plans. In its successes the NDIS model acknowledges:

- The unique and individual barriers each person faces to achieve their goals
- The central role of the person in identifying these barriers
- The high level of engagement of the person when they have a good understanding of how to best utilise their funding
- The greater outcomes achieved when the person is given optimum choice and control in how funding is applied to address their personal barriers.

The implementation of NDIS funded plans has also revealed that many Participants:

- Had been restricted in their access to meaningful supports through the block funded model
- Had very low expectations of outcomes from their funded supports
- Did not have the confidence to explore and try new supports
- Were disconnected from the many community and informal supports that were available to them
- Did not understand how to access their funding for the best outcomes for themselves
- Did not know how to effectively monitor the successful outcomes of their supports

Key to the successful implementation of NDIS plan funding and evidenced outcomes is the role of the Coordinator of Support who can work without conflict of interest and who has good knowledge of the local community strengths and weaknesses. The main feature of NDIS plans with good Support Coordination are:

- Funds accessed within the first 3 months to engage meaningful supports
- The Participant uses a wide range of supports from a number of providers
- The Participant is well connected to informal and community supports



- These informal connections may have been established with the support of paid services but these have since been withdrawn
- Participants understand their own goals, the steps they need to achieve to reach these and how their supports should be helping them.

Building on these learning and outcomes we propose that an individualised model of employment and skills support can be developed and implemented with the following features:

- Support Coordinators sourced from local areas and given training in funding support model. These Coordinators to ideally reflect appropriate the age group and cultural backgrounds of the people they support.
- Support Coordinators to work with a small group of young people to identify the personal barriers they face and well as any group or regional barriers for community and economic engagement.
- Individual plans to then map the services (formal) and community (informal) supports that can progress each individual economic goals, plus the funding required for these
- Clear timeframes and reporting benchmarks set for the outcomes of each plan
- Coordinator to make connections to services and informal supports, then monitor and report on effective outcomes of these on a regular basis
- Reporting of outcomes then determines ongoing need for funding with funding reduced and eventually removed as goals achieved.
- Coordinator works to build the capacity of the whole community to engage with their young people, to identify and connect to new opportunities and support the growth of self-reliance



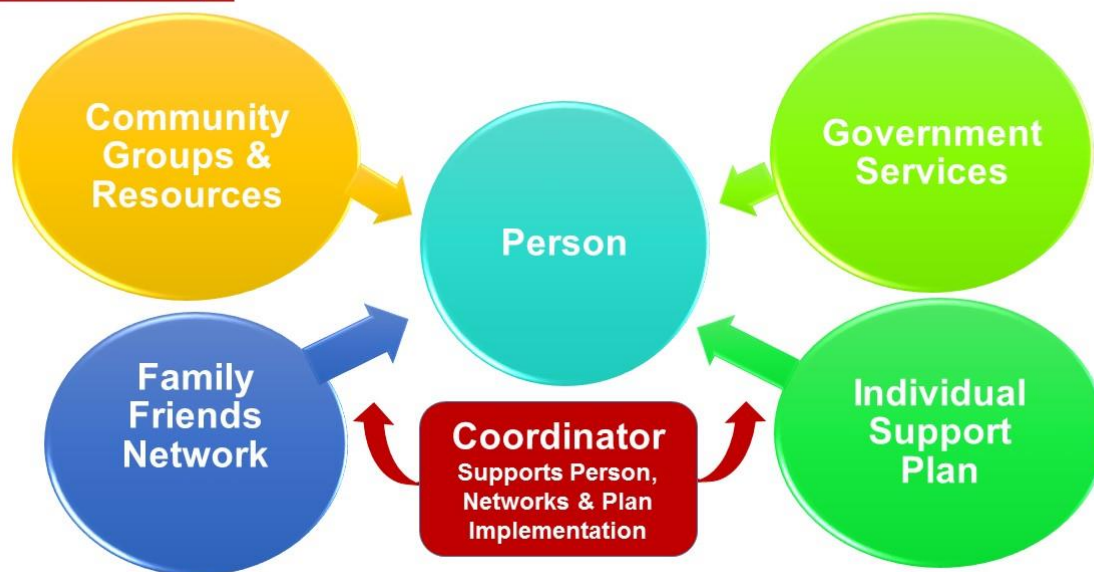
Goals - Supports - Outcomes



By addressing the individual barriers and skills needs of the Coordinator can ensure that all connections made and supports engaged are directly related to the stated outcomes around community and economic engagement. The success of these can then be assessed through the evidenced outcomes and timeframes for ongoing funding set accordingly.



Individual Investment Model



Features of the Individual Investment Model:

- Additional investment of funding may be required but this funding is applied directly to specific needs, monitored and reported against a set outcomes framework
- The model is not designed to replace existing informal, community and formal funded programs, rather to ensure meaningful connection to these and ensure they are working towards the stated outcomes
- Training in the investment model will provide the opportunity to build capacity at a community level to encourage greater engagement and employment opportunities
- The model will initially work best with Participants identified with a willingness to engage and interest in working to achieve their goals. Once established the model can be developed to include initial access programs to develop commitment to goals and a personal plan before working with a Coordinator.
- The model can be further developed to meet the needs of CALD and ATSI communities as well as being able to take into consideration the unique features of urban, regional and remote communities.