



STUDENT PATHWAYS PROGRAM

SCHOOL RESOURCE

orana
Creating Opportunities



ABOUT ORANA

Orana has played a vital role in supporting South Australians with disability since 1950. We create opportunities for people to live the life of their choice through a range of employment, housing, short-term accommodation, skill development programs and daily support. We aim to provide people with disability the chance to live and work as part of their community, as independently as possible.

About the program

Orana's Student Pathways Program provides students in their final years of school with an opportunity to explore post school options to assist them in making decisions about their future.

We work in partnership with the school and students to get the best opportunities and real results for the students involved.

The Student Pathways Program offers students an opportunity to explore both Orana's Supported Employment and Community Options programs. More information about both work experience and Community Options experience can be found in this resource.

Students can participate in one or both areas to find the support that is right for them.

About this resource

This School Resource aims to provide an overview of the program, the processes and the responsibilities of each party involved.

If you would like more information about the Orana Student Pathways Program please reach out to our Intake team on **8375 2000** or **intake@orana.asn.au**

Why choose Orana Student Pathways Program

At Orana, we understand that each person's pathway is different. We aim to provide students with real experience and insight into what some of their post school options are to assist them to make the right choice.

Orana offers flexibility to ensure that each student is able to engage in a way that is meaningful and explore the options available within our services.

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Work experience

Work Experience is great for students who are looking for employment as an option when they leave school. Orana provides supported employment, which means people with disability are employed directly by Orana and work in a range of roles available across our various employment sites.

Supported Employment is a great option for students who might require ongoing support at work or those who want to build their work skills and confidence in a supported environment before stepping out into open employment. Supported Employment allows people to try a range of jobs that best suit their interests and abilities, and helps people to earn a wage, learn new skills, make new friends, and boost their confidence in a supported environment.

Locations

Orana provides supported employment services in the areas listed below.

Adelaide Metro

- Netley
- Para Hills West

Regional

- Murray Bridge
- Loxton
- Port Pirie
- Port Augusta
- Mount Gambier

Type of work

Orana offers a variety of jobs with different options available at each location, including:

- Assembly and packaging
- External Services (gardening, maintenance)
- Industrial sewing
- Furniture assembly
- Timber manufacturing
- Wine packaging
- Plant propagation

Talk to us about the jobs currently available in your area.

If Open Employment is your goal we can help you! While working at Orana we can support you to access Open Employment programs that will assist you to move towards your preferred Jobs in Open Employment at the same time you are learning employment skills and earning a wage at Orana.



About work experience

Students

Orana's Work Experience is designed for school students in **their last year of school**, who have a genuine interest in exploring supported employment as a post school option. Orana aims to give students experience in the range of roles available at that site, which suit their skills and interests.

With the nature of work undertaken at Orana, there are some requirements that supported employees need to be aware of when working at Orana. Some of these include:

- The ability to stand (or be mobile) for a long period of time (up to 2 hours)
- Lift, move and shift materials in a safe manner (up to 12kgs)
- Basic level of literacy to read and understand instructions
- Be independent with personal care needs
- Not display aggressive, unsafe or disruptive behaviour in the workplace (if people display behaviours of concern these need to be discussed prior to ensure a safe and supported environment for them and others).

To ensure that we are setting students up for the greatest chance of success, please consider these requirements when identifying students for work experience at Orana.

As a first step, we encourage the school to book in a tour with of the Orana employment site to give your students and staff an overview of the program, work environment and the roles available. This helps students and teachers to make an informed decision whether Work Experience at Orana is right for them. Parents and carers are also welcome to attend the tour with a maximum group of 12 people.

Work Experience structure

Orana can work together with the school to structure a program that best suits the needs of students and the school.

Schedule: One day per week for a full school term

Hours: 9.00 am – 3.30 pm

Location: Various Orana employment sites across SA

Employment tour



About work experience

Intake Assessment

All students must complete Orana's intake process before starting, including review of:

- Behaviour Support Plans (BSPs)
- Medical plans
- Any other relevant information required to support the student safely and effectively

Number of students:

A maximum group of 5 students can attend Work Experience at Orana at any one time. This number may be lower at some of Orana's employment sites.

Supports at Work Experience

A school-appointed SSO must attend with each student at all times while attending Orana Work Experience.

Orana's employment supervisors will be available to provide work task information, support and engagement, however the school has the responsibility of supporting students at all times whilst on site.

Behaviour

The safety and wellbeing of Orana's supported employees and staff is paramount, Orana does not support aggressive, unsafe or disruptive behaviour in the workplace. If students have any behaviours of concern that may pose a risk to themselves or others, please communicate these to Orana prior to ensure Work Experience is a safe and supported environment for them and others.

About work experience

Work Experience process

1. Read through this School Resource carefully to ensure you understand the responsibilities of both Orana and your school.
2. If you are interested in going ahead with work experience at Orana, return the School Interest Form to Orana
3. Orana will contact you to book a tour of your local employment site.
4. Following the tour, if students would like to go ahead with work experience, each student will need to complete and return to Orana a Student Pathway Program Student Information Form.
5. Once all forms are returned the Intake Assessment process will commence. Once approved, Orana will contact you to book a start date for work experience.
6. Work Experience commences.
7. Schools will receive a Work Experience assessment at the end of the placement.

Important information

It is the responsibility of the school to phone the Orana employment site one business day before each work experience session to check the work tasks available. If there is insufficient work available Orana may need to cancel a work experience session.

We ask that teachers and school staff do not complete work tasks while supporting students, this helps us to ensure there is sufficient work available for students and other employees.

If a student is repeatedly not engaging in or attending the work experience program, or they are displaying unsafe or inappropriate behaviour, Orana will discuss this with the school and may choose to discontinue the work experience for that student if necessary.

Employment opportunities

Being part of the Student Pathways Program does not guarantee that the student will be offered employment at the end of their work experience. If Orana chooses to offer employment opportunities to students and the student is interested, Orana will work together with the student, school and family to create a transition plan to meet their needs.



Community options experience

At Orana, we understand that many students are looking for supports other than employment when they leave school.

Community Options supports people to connect to their community, make new friends and supports people to develop skills to achieve their goals.

We understand that the transition process is equally important for these students as those looking to go into employment which is why Orana also offers experiences in our Community Options programs.

Community Options programs can be a great stepping-stone for students looking to develop their skills before moving into employment options or as a part time option.

Within the Community Options Experience students are able to trial the programs available to help them make the best choice for their post school pathway.

Orana's Community Options programs include:

Life Education Program (Life Ed)

Days: Monday to Friday

Times: 9.30am - 3.30pm

Location: Ridleyton (Adelaide Metro)

Western Metro Program

Days: Monday to Friday

Times: 9am - 3.30pm

Location: Ridleyton (Adelaide Metro)

Port Augusta Community Options

Days: Monday to Friday

Times: 9am - 3pm

Location: Port Augusta

At each of our Community Options programs, participants are supported to engage in a range of activities both in-house and in the community. Some of these activities include:

- Literacy and Numeracy skills
- Social Skills
- Life Skills
- Leisure and Recreation
- Sports and Fitness
- Community Access



ABOUT community options experience

Students

The Community Options Experience is for students in their final year of school who are interested in exploring Community Options programs as part of their post school pathway.

Program tour

As a first step we encourage the school staff and students to book and attend a tour of the Orana Community Options program. This allows students and school staff to have an overview of the program, environment and the supports available prior to their experience program. Parents and carers are also welcome to attend the tour.

Experience structure

Due to the smaller nature of the Community Options programs, Orana invites students to attend 2 x 2-3 hour sessions preferably one week apart, where they are able to participate in planned program activities alongside other participants. It is a great chance to meet the staff and other participants of the program.

At each of the Experience sessions, a maximum of four students are able to attend however this may differ as determined by the Program Manager.

Supports for students

School staff are responsible for supporting students at all times whilst attending Orana Community Options programs. Orana staff will be available to provide support and engagement around the activity and program, however it is the schools responsibility to ensure the students are supported.

Behaviour

The safety and wellbeing of Orana's clients and staff is paramount, Orana does not support aggressive or unsafe behaviour in the program. If students have any behaviours of concern that may pose a risk to themselves or others, please communicate these to Orana prior to ensure the experience is a safe and supported environment for them and others.

ABOUT community options experience

Resources

Number of students



As part of the Community Options Experience, students will receive a Student Resource with information and activities to help them decide if it is the right pathway for them.

Community Options Experience process

Read through this School Resource carefully to ensure you understand the responsibilities of both Orana and your school.

If you are interested in going ahead with Community Options Experience at Orana, return the School Interest Form to Orana

Orana will liaise with you to book in a tour of the Community Options program.

Following the tour, if students would like to go ahead with Experience, each student will need to complete and return a Student Pathway Program Student Form.

Once all forms are returned, Orana will contact you to book in your experience sessions and provide students a copy of the Community Options Student Resource.

Students and school staff participate in Community Options Experience.

Follow up discussions can be held for students who have identified that they are interested in Orana Community Options programs.

experience real post school options so students can make an informed decision about the right pathway for them.

If you have any questions about the School Pathway Program or Orana's services, please contact us for more information on **8375 2000** or intake@orana.asn.au

The aim of the Orana School Pathway Program is to give students an opportunity to