



WE ARE ON KAURNA LAND

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Today, over **400 ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS** are enrolled in courses at Flinders University.



Lunch & Learn

The use of Systematic Instruction to drive quality employment outcomes for people with intellectual disability

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DDA

Under the
Disability
Discrimination Act
1992, employers
are obligated to
provide ***workplace
adjustments*** that
are deemed
reasonable



Image Source: <https://bestwebsiteaccessibility.com/disability-discrimination-act-26-years/>

Workplace adjustments

Workplace adjustments may include:

- Soft or hard accommodations
- Assistive Technology
- Modifications
- **Training** - specialised on-the-job training



Why is on-the-job training important?

- Using the correct training strategies for employees with disability not only ensures compliance with legal requirements but also promotes accessibility, effective learning, empowerment, retention, and inclusivity within the workplace. It is an essential aspect of creating a supportive and equitable work environment for all employees.
- If job consultants/coaches use the correct training strategy effectively, this can result in:
 - a wider variety of tasks and more complex tasks can be taught to employees with disability
 - job consultants/coaches can fade to natural supports earlier
- ***However, staff knowledge of training strategies is minimal despite a plethora of strategies available.***

What on-the-job training do job consultants generally provide?

- Show & Tell
- You Tube



(Alexander, 2024)



What other on-the-job training strategies can be used?

Strategy	Skills that can be taught
Systematic Instruction	Operating machinery and equipment; Inventory management; Food preparation and service; Cleaning and maintenance tasks; Administrative tasks etc.
Social Scripts	Dealing with changes and transitions; Handling feedback and criticism; Interacting with coworkers; Dealing with workplace stressors etc.
Video Self Modelling (VSM)	Task completion such as assembling a product, operating machinery, or performing computer tasks; Social interactions etc.
Role Plays	Customer service; Conflict resolution; Teamwork and collaboration; Interview skills etc.
Visual Supports	Time management; Safety Procedures; Task sequencing and organisation etc.



Click here to watch the video -

<https://www.youtube.com/watch?v=ONnMpgMyupA&t=11s>

**Notice anything
different?**

Image Source: dudethecreator - <http://www.redbubble.com/people/dudethecreator>

Systematic Instruction

1. Write a task analysis
2. Trainer needs to be prepared
3. Use graduated prompts
4. Limit verbal instruction
5. Remain positive/"Try another way"
6. Allow learner initiation
7. Errorless learning. Trainer must prompt before the learner makes a mistake, hence if the learner makes a mistake, the trainer says "Sorry my mistake"

Review on ‘What works to improve employment outcomes for people with intellectual disability? - **Job Design**

Job Design Element	What it means
Cognitive & Communicative load	<i>Plain language, No information overload</i>
Structural Complexity of Tasks	<i>Predictable steps, consistency</i>
Task Clarity	<i>Demonstration, step-by-step workflow, feedback</i>
Job Customisation	<i>Role designed for clarity and success, not lowest skill</i>
Supervisor Capability	<i>Uses clear communication, coaching is predictable</i>
Environmental Conditions	<i>Physical layout allows task success</i>
Supports	<i>Front-loaded coaching at start, prompts and fade supports as skills stabilise</i>

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