

Centre for Inclusive Employment and National Disability Services (NDS).

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Windgap's Life After Work project, focusing on transition to retirement for older supported employees.

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Facilitator: Colin Entwistle NDS.

Colin: Today we'll look at the Windgap Life After Work (LAW) project, which provides older supported employees with a pathway to post-retirement experiences, projects, and activities based on individual needs, interests, goals, and hobbies.

I should also mention we do have our lovely interpreter here today. For those that would like to spotlight her, that would be wonderful. And I look forward to hearing from Joanne and Jenna. It's all yours.

Thank you.

Joanne: We'll just switch over to our slides, and these slides will be made available to you after today's presentation.

As the introduction said, both myself and Jenna have been at Windgap for quite some time, but we just wanted to acknowledge the staff, our predecessors, who have established this program.

Some of them are no longer with us but did amazing work years ago to help set up the program, and to our current supervisor, Andy Jones, who is wonderful in making sure that our participants always come first.

So what is LAW? LAW is an abbreviation for Life After Work. It is our specialized day programs for adults with disabilities, who generally they've retired from the workforce or they are transitioning to retirement. So some people work a few days, but also attend LAW a few days, and they may have worked at Windgap in our supported employment service, or they may have come from another provider. We're currently based in East Lakes, which is in the eastern suburbs of Sydney, so we have the Gadigal people of the Eora Nation.

We have a number of programs that are unique to LAW. We have a woodwork shed, we have a garden and veggie patch, which gets lots of workout, and we have a lot of creative project spaces.

So why was LAW developed? Basically, we saw a need, and we had to respond. We had an increasing age of our participants. We had reduced productivity within our supported employment, and we were looking at the sustainability and the wage assessment challenges which were coming out of the cohort of people we were supporting. This was about years ago. Originally, LAW was called TTR, or Transition To Retirement. There was a little bit of an uprising amongst our participant group, so there was some voting done, and eventually the name was changed to LAW.

It has evolved and is changing constantly to match the needs of our participants and the industry, but we have a strong focus on linking individuals to appropriate supports to meet with their challenges as they age, and they're developing existing skills which can be transferable, which links to their hobbies and their interests.

And we're forging stronger individual and community connections. When we looked back at the beginning of Windgap, we started as a special school, and then we evolved into services as people became older and they wanted to work. Many of those people were not allowed to go to normal school, and some of them did not meet the minimum criteria to fit other supported employment agencies.

We did not have a minimum productivity requirement. For those of you that have been around for a little while before NDIS, most of our supported workers had a DMI assessment level as level four, and many of our participants have been with us for the long term. So we started off -plus years ago, and some of the people in picture one and in picture two there were in both those pictures. So certainly the aging demographic was a real concern for our organization.

So what did we do? The people back in the day, years ago, had a look at the key areas that we wanted to make sure that we had a strong focus on. We wanted to look at community development, person-centeredness, family engagement, and our people.

In the slides, you'll get to read each of those boxes. Excuse me. But certainly we didn't want to be just another day programs. We wanted to make sure that the people that were coming on the journey with us were very much coming on a real journey, which didn't just involve them as a person, but their family. Because we found that if people were looking at not coming to work, many were looking at just staying at home, and we needed to make sure that we encompassed the family on our journey.

So our key milestones. So back in back in years ago, we started off, as I said, it was called TTR, and we opened up as an art cafe. So we were on a main street, busy road of Gardeners Road, if anyone knows the eastern suburbs, and it was a drop-in place for people, not just Windgap participants, but also for the general community. So we focused on art, we focused on music, we focused on knitting, we focused on singing. We had a choir, and we had a very strong community engagement. It was about coming in for a cuppa, sit down, have a chat, and get to meet our participants. In we officially, as I said, we changed our name to Life After Work. And at that point, we moved away from the main road, and we moved to a smaller suburban house at Botany.

But how could we actually do all this work? We had to rely very much on corporate or fundraising activities. Many of our participants back at the beginning of our LAWR days, were already over when they were looking at moving on to other options. If some of you who were around at the time remember that the federal government, the Commonwealth government, funded our supported employment agencies, and after you were too old to actually get into the state-funded services.

So we very much relied on the corporate funding. So the corporate funding helped us to set up the environments that we're in, helping to pay the rent of the Art Cafe. But as time went on and things changed, we had to look at evolving our programs to make sure that we could still meet the LAW outcomes. We did look at grants, and we looked at the woodwork shed.

So we engaged and hired retired carpenters who very much worked with our participants. A council cleanup day was heaven in our industry. We used to go around and buy old coffee tables, old chairs, and many were sanded back and

repainted. Some of the local coffee shops engaged with us and were buying our furniture from us, which allowed us some extra funds to allow us to pay for more supplies, such as sanding machines and varnishes, to continue with the program.

We had a community garden. Our front garden at the site was set up, and we had community members pop in and take some of the mint and take some of the thyme and the rosemary, and that very much joined a relationship with our local community. We also started working with the daycare centres in the areas and introduced intergenerational playgroups. Time moved on, and brought through the NDIS, which in a way was very much a very positive thing for us. Because some of that age limit which was restricting us, the people over changed because we now were able to look at people who were under being registered for the NDIS.

A few years later, continuity of support or COS funding started with New South Wales Health for those participants over and that allowed them to seek support from us still through the extended COS program. In like all of us, we were all affected by COVID. It reduced our services but it also highlighted to us the vulnerability and the isolation that many of our participants had who were living at home still with aging parents or siblings. At this point, we relocated to a Windgap owned property at Florence Avenue, which was our old workshop and a familiar workspace to our participants.

And in until today, we've been refreshed. We have an age-friendly environment. We've introduced ramps and electric doors and a beautiful creative space, which allows us to continue our services through mixed funding of both the NDS extended COS through Department of Health, but also through corporate sponsorships or through fundraising.

So with our transition, we wanted to make it a journey. It wasn't just a drop-off. So we have offered flexible pathways. So participants could trial LAW by using their annual leave for supported employment. As we all know, some of the NDS restrictions are about the buckets of funding, and we can't overuse funding. So we need to work with families and participants to work out ways where people can attend a new program and see how they enjoy it and if this is what they want in the next stage of their life. Some people have a gradual transition. They might work still two days a week, but they're attending LAW two or three days a week as well.

It's simple, but it's a powerful reframing of our programs that encourages participation. And in some ways, we've been able to do that by using simple words such as coffee club. One of our participants, there was no way he was leaving work, but as soon as we mentioned that it was coffee club time, that was the incentive or the support that he needed to know that changing to this new environment wasn't threatening, it was enjoyable, and he would be safe, and he would be okay because he'd worked for most of his life. He didn't know other things. He had to try first, and now we can't get him to come back to work. He says, "No way, I'm retired. I'm not going there," which is a great outcome.

And now Jenna will provide you with some examples of the current programs we're offering.

Jenna: So here is just an example of a week from LAW's April calendar. So although the calendar shows a general timetable, there is opportunity for individual or group projects to take place outside of what's on schedule. We have a mix of on-site activities as well as community access. Our program ideas are discussed through participant meetings, staff meetings, and participants often give feedback and share their ideas on their goals and what they want to do.

At LAW, every day is different, and choice really matters to us, and we want our participants to lead their journey. Sorry, we're just having a fire alarm test at the moment. Here are some photos of our staff and participant-led programs. One of the biggest things we've seen at LAW is that when both our staff and participants take the lead, engagement naturally increases.

A great example of this is our participant-led social groups. So our Women of Wonder began as an idea to build social confidence among the ladies, and it has since grown into a warm and supportive space. We meet every second Thursday, and the group brings women together to share their stories, build friendships, and celebrate one another's strengths.

Staff help facilitate topics and exercises for this. The men saw this and asked for their own space, and program, which led to the creation of Band of Brothers. It's a great reflection of programs being shaped by participant voice.

This same approach carries across our creative programs. While we're fortunate to have a weekly art therapist, we also have staff-led group art projects and open studios where other day programs are invited to join us. Participants are equally encouraged to pursue their own interests. So if you see in one of the images, Nick, he developed an interest in the history of the Titanic, so he was supported to create his own model display of the ship.

We've made things from train model villages, to Christmas displays, to sculptures for our gardens at the request of certain participants. Our group has also taken part in collaborative projects like beach circles. You'll see Joanne in the middle holding a-- not our Joanne, but another Joanne in the middle holding a large globe-looking thing. This was part of our Beach Circles project, where participants captured the beauty of the coast using sand, resin, and stones to create stunning beach-inspired artworks.

We're also incredibly lucky to be supported by skilled volunteers with backgrounds in art, music, and advocacy, and they add another layer of richness to our programs.

To the right, you'll see our garden. It's another space where this shared ownership shines. Beyond being a relaxing place to unwind, it's become a source of sustenance, where staff and participants work together on composting and planting, and the produce grown by our Tuesday gardening group often makes its way into our Thursday cooking program.

Our back garden wall mural was also a collaboration with our art facilitator, Dom, and our talented LAW participants. It continues to evolve as an expression of creativity and teamwork in our space. So overall, this shared ownership, giving people genuine choice and opportunities, we feel drives stronger engagement and better outcomes.

So our staff are the heart of LAW as much as the participants. Our CSWs, our community support workers, they're encouraged to facilitate and lead activities, projects, and events. Their contributions, knowledge, and skills are essential to achieving our goal of person-centred service delivery.

By encouraging our staff to identify themselves as leaders and by giving them appropriate autonomy, we have fostered a dynamic, creative work environment at LAW that's flexible, intuitive, and responsive to the needs of our participants. Staff

have led programs such as jewellery making, sewing, gardening, and screen printing.

Our staff are supported through ongoing learning, such as our employment development program, which has allowed them to attend courses and training to provide engaging programs at LAW. Pictured here is our ukulele program. With the help of instructor Gabrielle Johnson, our staff learnt songs such as "I'm a Believer" and "Down in the Corner." These skills were shared with the group as they learnt to play songs with the Diamond Choir.

Some other skills developed through our employment development programs include our Kokedama, which we were able to sell the creations at market events. Our ukulele program, which you saw, and our shibori dyeing, which you can see here in these slides. So I just wanted to highlight this as it's one of our latest examples of a long-term project inspired by the employment development program.

As part of Windgap's program, the staff attended a shibori workshop with the aim of introducing our participants to an experience with Japanese dyeing techniques that would result in rich and unique patterns with indigo color. This project took months to plan and prepare. Gerard, our volunteer at LORE, he cut and sewed numerous scarves from cotton fabric for our participants to dye. Karen Davis, who is one of the Shibori founders, kindly provided us with dye kit for our LAW projects. After all the preparations, participants were introduced to Shibori in individual -minute sessions that included showing them samples of pattern, the simple tools used, and giving them an opportunity to choose the pattern they wish to create. Rubber bands, tubes, pegs, clips, and tiles were some of the simple tools used in this process. Each participant was given the opportunity to dye a scarf and then a tote bag on another occasion.

A few participants were able to independently complete the preparation of the scarf tote before dyeing. Others required more hand over hand assistance. Here you can see some of our participants were excited about their unique creations, and the pieces are now a permanent display in our space. So at LORE, it's important for our participants to be active members of our community. The aim is for them to be part and give back to the local community.

So within the surrounding council areas, we've registered and taken part in advisory consultation committees. For example, the Disability Advocacy and Disability Access. We often visit aged care facilities such as Southern Cross Aged Care Dementia Day Program at the War Memorial Hospital.

Seen in these photos, we have had stalls in Bunnings Easter and Christmas markets, and we've contributed to the Maroubra Spring Fair. We also have performed at the Diamonds Choir in festivals such as the Brighton Streets Alive Festival, Malabar Community Carols, and ANZAC Day Memorial.

Our community gardens, we have monthly visits with Maroubra Community Garden, and we've worked with them on a proposal for intergenerational sessions with local high schools. That hasn't been approved yet, but currently, we also attend the generational playgroups once a month with All Star Early Learners at Botany.

We have relationships with nonprofits such as Fix-It Sisters, Yoga Foundation, and Cycling Without Age, who share similar values. So for example, twice a month we attend the All Stars Early Learners at Botany, and we join the children for a wonderful morning of play, laughter and connection. These visits are more than just fun. They help build empathy, understanding, and friendships across generations. The children learn to appreciate different abilities and enjoy spending time with the older generation. And our group leave feeling uplifted and valued from spending time with the children.

Bike East, also called Cycling Without Age, is in the middle there you'll see some gentlemen with high vis. They run a service, with volunteers that allows for our participants to be passengers on a trio bike, and they're taken for rides around Centennial Park by the pilots. Some of the volunteer pilots themselves are also retired or transitioning to retirement, whilst also wanting to keep active and socialize.

To the top right, you'll see the Fix-It Sisters. They are a shed and a not-for-profit in Southern Sydney, empowering women of all ages with practical and creative skills. And they often invite us to their shed and events such as the launch of the floating habitat islands they constructed in collaboration with Bayside Council that will provide habitat for wildlife in the park. So a lot of engaging programs and activities.

So what is LAW today? So we currently support twenty-nine participants across the five days of the week, Monday to Friday. Dynamically, we have seventeen males and twelve female participants. The majority of our participants are age sixty plus, with most of the people though being in their seventies, which is highlighting the importance to us of tailoring age appropriate supports and activities. So a bit of fishing there by the river with lots of seats available. But sailability on the harbor is also a favorite for many.

So over the last few years, though, we have seen a shift in our support requirements for not just the individuals, the participants, but also for the whole group. We are learning to live with dementia. We're looking at changing with mobility supports. So looking at assistive technology and modified vehicles. We're dealing with coping with grief and loss of both our friends or parents or siblings. And we are looking at participants with psychosocial disabilities now who are funded through the NDIS and entering our program as well.

So it's a very dynamic and changing place. There was a question earlier, before we started our presentation, is there an age cut off? No, there's not. We can continue to attend LAW as long as we can support you well.

So LAURE is not the end, it's just a new beginning. And at Windgap, we're proud to walk alongside our participants through this transition. We honor their past contributions, and we support their meaningful futures as they age.

So we will lead to some questions. We'll turn the slides off and we'll come back to the group.

Colin: I've got a question, Jenna and Joanne, if that's okay. Yes. You mentioned most of the participants are sixty plus. Is there an age entry limit? In my mind, I'm curious to know where maybe the group that are forty-five, fifty plus might be entering, given it's sort of a discussion in normal terms of when we're starting to think about next steps.

Joanne: Yep. So our youngest participant is forty-five years old. We do find that some participants with Down syndrome, they may experience certain dementia

symptoms earlier, so we've introduced some younger participants to our day programs. Yep.

Anything to add? Yeah. No, I think age is a state of mind. And while we are looking at life after work, life after work for some people could be a lot earlier than the mainstream. And certainly, we don't have a minimum age limit. Wonderful.

And in terms of group size, what sort of group size do you work with?

So our participants can attend Monday to Friday. Some attend one day a week, some five days even. And the groups can be split up into from... In a day, we might have twenty to twenty-five participants attend, and we have the schedule there to give them an idea of what's available.

But in the mornings, they'll usually discuss what they want to do, and the group sizes can change. There might be a group of five or a group of three, depending on what the participants feel like doing. Yeah. And yes, the appropriate staff ratio supports are there, of course, which does link back to the funding. And when we have new people interested in our programs, we may suggest one day that is better-To meet our ratio requirements rather than another day.

But it's working together- Pick up one and ... the outcome.

Hello, Jenna and Joanne, can you hear me?

Yes.

Yep. It looks fantastic. Do you have any jobs? Okay .

I love work. Yeah. I love being team leader at Asset to Hero Toowoomba. But sometimes I wonder if I should get into it. There's no idea. So are all your staff volunteers, did I hear you say, or was that my imagination?

So we have three volunteers. For example, one of our volunteers has a background in theatre and set design, so he just volunteers. But we have a group of permanent staff that assist the participants.

Oh, okay. Oh, that looks great. It looks really fantastic. Because we're working on our quarterly activity planners, and the last job I had, woodwork, creative crafts, we called it, did so well, it excelled, but here it hasn't taken off. But I think we need to re-look at that again.

What's your most lucrative activity?

Don't know if I would say we have a lucrative activity. I know that we've done a number of art exhibitions. Depending on how we've been able to have that art exhibition, if we were able to have that exhibition because we were successful in a grant, the money would go back to the artist.

But where it's a program that Windgap has self-funded, any money earned through the sale of items would go back into being able to do another art project.

All right. Okay. That sounds great. Thank you.

Another question from me, guys, is when do you start the conversation with those working in your supported employment arrangements? And I think this is one that others would be really interested in, when the conversation should start. And I'm also curious in, what's the biggest challenge point for those considering the change from reducing work or moving away from work?

Again, one that always pops up is the consideration around being paid, for anyone to going to something that's more voluntary in nature. So curious how you might work with that.

Look, I think for my experience with being with the guys when I first started working, I started working in supported employment at Windgap when I joined the company a while ago. And everyone is so different, so the conversations are always very different, and I feel that we've been able to individualize those conversations. And sometimes it works and it's great and there's a plan and a whole transition process about it. Whereas there's one lady at the moment where she's in her 50s and there's no way, I think I said to you earlier, before the presentation started, she sees retirement as then you're not going to be around for long after that.

So she sees Laura's got the waiting room, so she's not going. So I think every conversation is different. I think it's very difficult sometimes with families because there is that contribution that the person's income makes to running the family household, which we need to then delicately discuss with the family situation. We need to be mindful of changing needs and what a person can or can't be supported with within the workplace.

One of our big projects we undertook when we first moved into the transition to retirement or LAW program is that, looking at the wage assessment results and looking at the, for those of you that have been in the industry a while, you know the different providers that have been in play that have come out as an independent person.

And for some of our people, while they might be on a supported wage and we might see it as very low, we're being told that we're overpaying them. Now, Windgap would not make that decision to reduce wages, it's just not ethical in our behalf. And we would then have a discussion with the person about, we think you're finding it difficult to keep up or you're falling asleep at the workbench or your quality of work is not as good as what it used to be.

So I think you just need to know your individuals and have those very honest conversations. And then certainly for most of our people, we've worked on a trial. We have worked on a trial basis. It's not just leave work today and then start LAW the next day if that's what they want to do.

They might not want to come to a Windgap program. It might be about looking at something else. But we've very much worked on a plan and we've done a transition and we've allowed people to have three days going to LAW or take three weeks off work and then we can't claim your NDS funding through your work.

But with notice, we're not able to claim, so then you can use that fund for your social and civic to then attend LAURE and give that a go for three solid weeks. Like having a few hours or a day sometimes doesn't mean much for an individual. So it's about having that genuine understanding of them as an individual and what works best for

them. Sometimes it's about bringing families along as well and getting them to sit in the LAW program for a day and getting them to see what LAW means.

So again, I'm just going back to the words, and I'm repeating myself, but it's just so individual. And for some people, it's just an awkward conversation with families, but sometimes they might have been at Windgap for a very long time, but they don't understand that there are other sections of Windgap, and there's something else that can be offered because they've only just looked at the supported employment, the Wing Crew, or the AGE, or the factory that they've worked in for or odd years. It's about, even though we talk about it, and it's in our CEO updates and video releases and stuff, it's about going and experiencing it before they understand what we're talking about.

And you also mentioned, again, please pop your hand up or sing out if there's other questions, but you mentioned that you have participants from other services or other organizations participating.

Do you promote it more broadly, or how do they get access?

Through our support coordination team. Either it might be Windgap or it might be external providers through the various connections that we have in the industry. Word of mouth is a very big one. As you all know, there have been a number of supported employment services over the last little bit that have closed down.

Some of them have been close to our physical location, and those providers have reached out to us. And again, we've provided information, we've allowed for an open day, come along.

So yeah, just lots of different things. There's obviously our website that's available, our social media presence. So just a few different things, Colin.

Wonderful. Thank you. I can see Kylie's got her hand up, so over to you, Kylie.

Thanks, Colin. Ladies, that was just an amazing presentation, and really great to hear that there is life after work. You talked a little bit about the relationship between, I think you go to the dementia clinic, you said at one of the hospitals. Do you have a

relationship with aged care at all? Is there anything that you do that supports people moving over to an aged care profile?

What we're finding is that if you get assessed for aged care and start using that funding, then you can't come to NDIS-funded services. So, we do a lot of work with the dementia unit.

We go to the dementia unit at the hospital, and we sing to the patients that are there. We have group homes as well that Windgap operates, and many of our LAW participants may live in our group homes, but certainly not all of them.

We have a very good relationship with the palliative care team at the Prince of Wales Hospital. And we find that they are very helpful in assisting us to connect with appropriate services that can help our people, whether that be through training, education, support. We have also worked with, and she's just retired, so we're very sad about that, a Dr. Jane Law, who was running an outreach clinic through Windgap. She used to be based at Royal Rehab Hospital at Ryde, if some of you have been there, and Dr. Law would do an outreach clinic with us and see many participants who not just lived in our group homes, but who were, say, in LAW, who did not have immediate family close by, and she was seeing them as well as on top of their GP, which was an amazing beneficial outcome.

I remember one gentleman who we supported very well at Law. He's a great person, very independent, very capable. He started to see her, and then within two months, I think it was, he was in hospital having an urgent hernia repair, which none of us knew about. But certainly with her engagement, was able to help him get not just that job done, but lots of other health checks, which was quite beneficial.

Okay. Thank you very much. It sounds like that broader engagement and connection is really fundamental to weave into the program space.

I can see Alex with their hand up. I'll go to you next.

Kia ora koutou. Thank you for your presentation. I'm Alex. I'm based at the Endeavor Foundation. In terms of navigating the, let's call them tensions, for lack of a better description, between ensuring an equitable experience of work and rest and the NDIS values and employment law.

We've noticed a very valid and real hesitation and concern around talking about retirement as a concept from the employment law side of things. There's obviously ways around it, but are there any approaches or thoughts you have on that intersection?

I think for me, it's about a natural, just general discussion that I use to facilitate with our workers about going back to basic, what is annual leave and what is sick leave and what is long service leave? And talk about workers' comp, so putting all the industrial relations, work law into that perspective. And then we talked a lot about, well, what's this long service leave thing? What is this special bank account that gets set up? And when can you touch it? And what's it for? And then just having those-In a natural discussions, not when you reach this age, you must, because obviously that rule's gone now.

So it's just talking about the importance of what all workers do, what all staff do. And we've been very lucky that we've got a lot of staff that have been at Windgap for a very long time. But we haven't had a lot of staff that retire, so they haven't seen that process. But only in the last three months, we've had staff that have been here for years plus, years plus that have now retired. And the wonderful thing to see for our participants is like, so when do they start at LAW?

So they're seeing it as a natural progression that LAW is not a bad thing, that retirement is not a bad thing, that it's a natural process. And to your point about some of those challenges with the workplace law and whatnot. You look at their funding package and a person, you will provide a quote and you might have that challenge with the support coordinator and they'll talk about the non-face to face and your funding might, I'm going to put it very low, but they say, "No, their funding can really afford dollars" But their contract law, their contract of employment with us is we have to give them hours a week. So we need to sort of balance all that as well.

So I don't know if that's the perfect answer, but it's about juggling it all really. I think so. A few case studies around showcasing that would be wonderful to have and

share. Greg, you've got your hand up, and I'm getting conscious of time, so we'll have to wind up after this question, I think.

No problem. Thanks very much for sharing. And Colin, great follow-up questions as always. One of the questions for me is really about how you position it. So to everything you've said, Endeavor has a very similar ... There's a lot of similarities with the process we've been through and where we started even. So there's a lot of people that we have that are years almost of service, and they want to stay, they want to still be considered working or employees.

Is this something that you've done to talk about that this is similar to work or that this is still about using the context of work, or have you totally separated the programs away from it being like work?

Look, I think it's important to be honest with our participants to say there are opportunities where you can engage in what you like doing, your interests and your hobbies, but you have to be honest to say, "But you're not being paid." Because we all like money. Money makes the world go round. But like, for example, Jenna was speaking about the childcare group before and the natural connection we've had with them.

Well, what we did with one of our first projects with the woodwork, when working with our carpenter, was that we actually made shoe templates, and we actually then were able to teach the children how to tie shoelaces. So you can buy those in the reject shop and stuff for a few dollars. But we made them all and we painted them and whatnot. And our participants very much got the enjoyment of teaching some of the children themselves had to learn how to tie shoelaces, but then going across the road to the children and for a few months teaching them how to tie shoelaces. That was their job. That was their work, and they were happy they were doing it. They knew they weren't being paid for it, but they had a very positive outcome.

So again, it is a very difficult conversation when you're talking about giving up something that you like, and I think that's something probably we all, without a disability, will face at some point in our life. But we need to make sure that honesty and integrity is there. And I think for us, having those trial days and not just a, it's not

a hard cutoff. It's a mix. So some people now only would do LAW one day, but now they're going to LAW three days and have only got work two days. And some of the times they're going to work, they're actually saying, "No, I don't want to go to work today. Drop me at LAW." So we're trying to work on that next process for them about possibly retire in six months. So we work on time frames. Thank you.

And that sort of, that builds on that transition process, doesn't it? Around baby steps away from work, I suppose, if you want to call it that. last question, because we do need to wrap. It's on the chat.

So, do you include any of that broader engagement with families and allied health for funding?

For funding. It's probably grants where we get the funding from. And the grants could have a

purpose. For example, we might be successful. Like in the past, we've been successful for grants who do staff training for manual handling. So maybe a number of people when they first started Law did not use a walk or a wheelchair, but now that they do. So it's about educating and supporting staff to support the people in a different way.

Being able to look at some grants to make some modifications to the buildings. Even simply putting in an electric door cost us, I want to say roughly. We wanted two, but we got one. So at one of the entrances, and then we're putting in some grants to get, hopefully, another one so that people can access the back garden area a bit more safely.

Wonderful. So the key there is that it's taking a range of sources to make it viable, sustainable, and utilizing all those local connections as well. Look, we have just gone over time, so I do want to just wrap up.

This recording will be made available on the Centre hub as well. So just keep watch on that. Might take us a little bit of time to get it up and going, but it will be there. A big, big thank you to Joanne and Jenna for your presentation today. I think it's a great topic and something that we need to promote and educate more around. And



thank you for all people attending today and for the great questions too. It's great to make these sessions as interactive as we possibly can.

Without any further ado, we might close it there. Thank you very much, folks, for your time out, and hopefully you've enjoyed our Lunch and Learn.