

WINDGAP'S LIFE AFTER WORK PROJECT

Transitioning Older Employees Into Other Support Options



Presented By:

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What is LAW?

Life after Work (LAW) is a specialised Day Program for adults with disabilities, who have retired from the workforce or are transitioning to retirement.

📍 Based in Eastlakes, Sydney

Includes:

- Woodwork shed
- Garden & veggie patch
- Creative project spaces





Why Was LAW Developed?

We saw a need and responded:

- Increasing participant age
- Reduced productivity in supported employment
- Sustainability and wage assessment challenges

LAW was originally called TTR: *'Transition to Retirement'* however renamed through participant voice.

LAW has since evolved with the changing needs of our participants and the industry. We have a strong focus on linking individuals to appropriate supports to assist with the challenges of aging, develop their existing skills that are transferable to their hobbies and interests and forging stronger individual and community connections.



Windgap's Philosophy

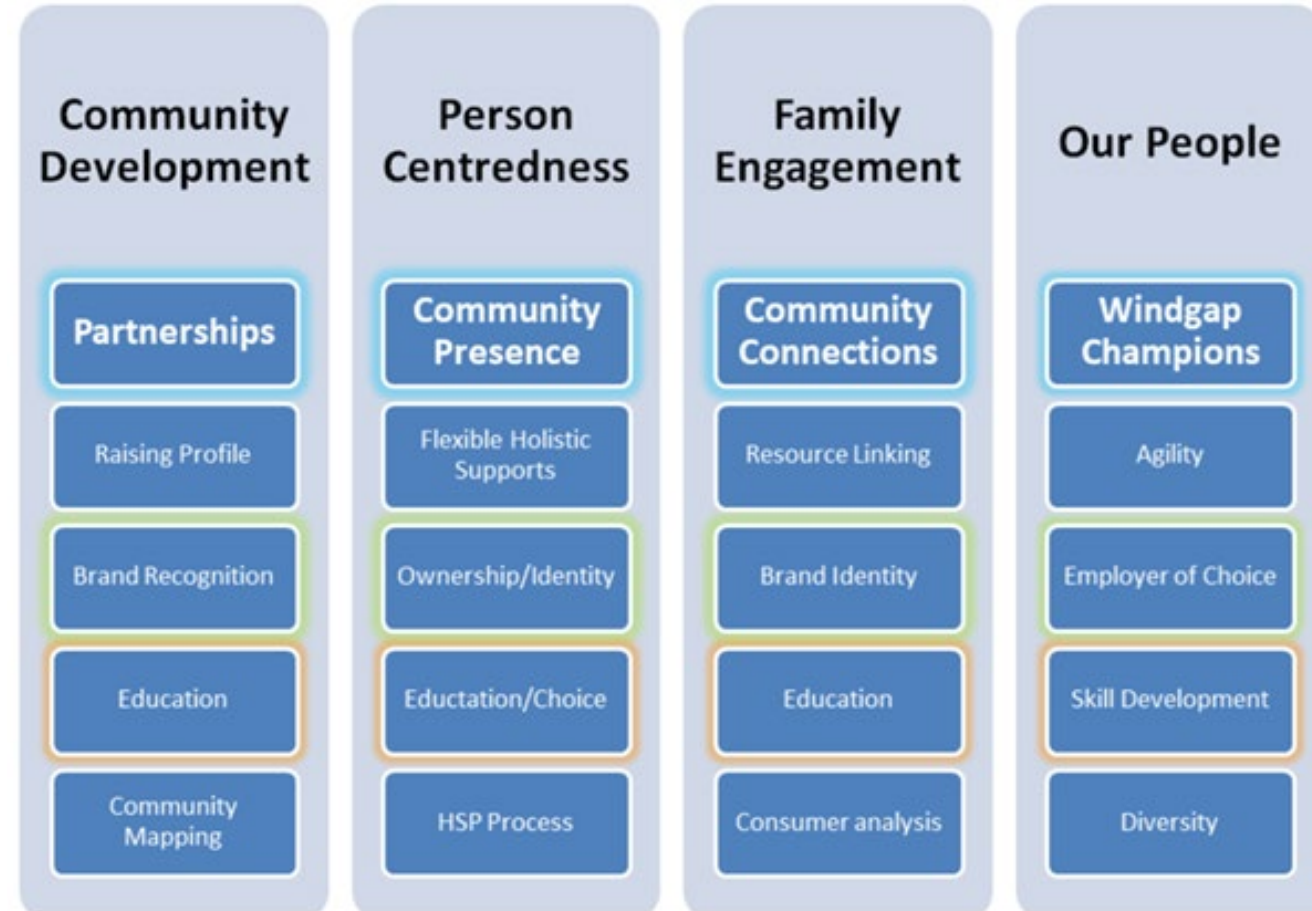


We support people others may not

- No minimum productivity requirements
- Always inclusive (DMI 4)
- A legacy of 70+ years advocating for inclusion



Windgap's Philosophy



Key Milestones 2012

- TTR Program begins + Art Café launched
- Strong community engagement

The image shows two posters for 'The Art Cafe' and 'That Place'. The left poster is white with a pink header and lists the cafe's principles and a welcome message. The right poster is yellow with a pink header and features a painting of a woman in a red dress, a coffee cup, and text about the cafe's activities and location.

The Art Cafe

"That Place"
at 343
Gardeners Road,
Rosebery,
is based on
the principles of:

- Social inclusion
- Community engagement
- Respect for diversity
- Establishing and maintaining wellbeing, friendships and skills in a supportive and familiar café-style setting in the heart of the community
- Working with complementary partners

Volunteers and community members are welcome to join in the Art Café activities, with an especially warm welcome to anyone who is planning to retire.
To find out more, please contact Catherine Maitland at Windgap Foundation on 8337 3600

Windgap's mission is to support people with intellectual disability to reach their full potential
www.windgap.org.au

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The Art Cafe

An inclusive community space for seniors at 343 Gardeners Road, Rosebery

known as "That Place"

Art Café Gallery managed by the group displaying and selling their art

Current social and cultural activities include:

- "Knit and Knatter" group to knit blankets for Save the Children
- "The Diamonds" Community Choir

Great Coffee always!

Transition to Retirement Community initiative:

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Painting by Dale Stephenson



Key Milestones 2015

- Officially renamed *Life After Work*
- Moved to Botany

Community Growth

- Woodwork shed (with retired carpenters!)
- Community garden
- Partnership with daycare for intergenerational play groups





Growth Through Change

2017

NDIS begins (CORE funding)

2018

Continuity of Support (CoS) for 65+

2020

COVID - Reduced services

Relocated to Florence Ave (familiar warehouse space)

2024 - Today

Refreshed, age-friendly environment

Mixed funding streams (NDIS + extended CoS)



Supporting Transition

















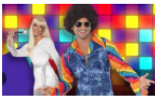










We make retirement a journey, not a drop-off

Flexible pathways offered:

- Participants could trial LAW using leave from supported employment
- Gradual transition (e.g. 2 work days and LAW days)
- A simple but powerful reframe of programs to encourage participation, such as “Coffee Club”



A Glimpse Into Our Programs

Monday 20 April	Tuesday 21 April	Wednesday 22 April	Thursday 23 April	Friday 24 April
 Sewing Group 9.30-12.30  All Stars Preschool Visit Intergenerational Play Program 10-11am  Coffee Club Be back for Art by 11.00  Art class 11.30-1.00 Bayside Council Presents.....  MOVIE TIME 1.45-2.30	 Gardening 9.00-9.45  CHAIR YOGA 9.45-10.30  Shopping Group 10.00-12.30  10.30-12.30  Coffee Club & Outing 10.30-12.30  KARAOKE 1.30-2.30	 Walking & Coffee Club 9.30-12.30  9.30-12.30 Men's Sewing Group  Coffee Club & Outing 9.30-12.30 Dressed to Disco  1.30-2.30	 9.30-12.30 Art & Craft  Cooking Class \$5.00 Lunch Provided 9.30-12.00 Women Of Wonder Group  1.00-1.30 Band of Brothers Group  1.00-1.30 GAME TIME!  1.30-2.30	 QUIZ! 9.00-9.30  Indoor Plant Watering 9.00-9.30 Open Studio with Florence Day Program  9.30-10.30  Coffee Club & Outing 9.30-12.30  Choir 1.30-2.30

Choice-driven programs:

- Individual and group art sessions
- Restaurants & cafés
- Theatre & cinema
- Libraries & museums
- Parks & walking groups
- Diamonds Choir
- Yoga facilitated by the Yoga Foundation
- Gardening
- Cooking
- Woodwork & restoration
- Creative arts & crafts
- Photography
- Intergenerational play groups



Staff and Participant Lead Programs





Employee Development Programs

Our staff are the heart of LAW as much as the participants, and they are empowered as leaders to bring program ideas to life.

Our staff are supported through ongoing learning, such as our Employee Development Program, which staff have used to attend courses and training to provide engaging programs at LAW.

Some include:

- Kodama
- Ukelele program (to support the Diamonds Choir)
- Shibori dying







More Than A Day Program

We are active members of our community through:

- Participation in advisory & advocacy committees
- Visits to aged care facilities
- Contributions at local markets
- Links with local businesses such as Bunnings
- Community choir performances
- Community gardens
- Intergenerational play groups (All Star Early Learners at Botany)
- Relationships with nonprofits such as Fix It Sisters, Yoga Foundation, Cycling Without Age



Our goal: To contribute, not just participate.



LAW Today



We currently support 29 participants across 5 days.

- ♂ Male participants 17
- ♀ Female participants 12



The majority of participants are aged 60+, with the largest cohort in their 70s, highlighting the importance of tailored, age-appropriate supports and activities.



LAW Today



Over the last few years, we have seen a shift in support requirements for not just the individuals but also for the group:

- Living with dementia
- Mobility supports - assistive tech and modified vehicles (hoist vans)
- Coping with grief and loss – of friends and parents/siblings
- Participants with psychosocial disabilities, now funded through NDIS



Closing Message



Life After Work is not the end... it's a new beginning

At Windgap, we are proud to:

- Walk alongside participants through transition
- Honour their past contributions
- Support meaningful futures





Questions?



windgap.org.au

  **WindgapFoundation**