



'PARADIGM' – A NEW SERVICE INITIATIVE OF THE PARENT AND FAMILY RESOURCE CENTRE

Paradigm Summary

'Paradigm' is a new service approach established to support young disabled people to live the lives they want. The intention of the service is to support young people to:

- build networks of support to secure their future;
- find work and/or establish new businesses that develop and support individual and community economic growth;
- walk alongside and with families to plan for their son/daughters future;
- contribute to community development.

The programme target group will be 20 young disabled people AT ANY ONE TIME aged 17 to 23 years.

The young person will meet the eligibility criteria (MoH definition) for Disability Support Services who have a intellectual, physical, sensory, disability or Autism Spectrum Disorder.

Initially, 'Paradigm' will serve people who live in the Greater Auckland region, based on the three District Health Board areas of Waitemata, Auckland, and Counties-Manukau.

The 'Paradigm' team includes the Project Leader and will employ up to five part time Facilitators. Each Facilitator will be responsible for working with young disabled people and their families. Facilitators will be trained and mentored to facilitate person-centred planning and support micro-enterprise development.

'Paradigm' differs from other service approaches in that:

Paradigm will build a socially valued role for a person that is based solely around that person, their gifts, talents and interests and it may take that role into a small business venture or employment. The philosophical theory underpinning the work of Paradigm is Social Role Valorisation Theory (SRV). The basis of SRV is where people have socially valued roles within a society, they are more likely to have access to better opportunities and a more satisfying standard of living within that society. PFRC management staff and future senior staff for Paradigm currently receive skilled mentoring and leadership from an independent NZ based organisation Standards Plus run by Lorna Sullivan, who has

extensive networks and connections with leaders in the national and international disability sector.

Paradigm recognizes the struggles involved in securing meaningful and sustainable roles for disabled people and uses the Circle of Support concept, specifically a circle with a focus on the development of socially valued roles, they hold the vision for what is possible for the person and provide the assistance, support, ideas and problem solve around the establishment and maintenance of the role.

The facilitator will have an active and paid role in securing the work role, or small business venture and providing the practical assistance in enabling the venture to be sustained. So they will have a facilitation role with the Circle of Support which could well diminish overtime, the centrality of the facilitator does not necessarily reduce. They will also have a facilitation role around developing and sustaining the venture.

Background

In October 2007 a group of interested agencies (Auckland Community Workforce Group) met to discuss workforce issues affecting disabled people, workforce development and employment opportunities in Auckland. The group discussed the potential for developing relationships with New Zealand corporate and business sectors and considered the offer of international mentoring and support from Social Ventures Australia. PFRC led meetings for the Community Workforce Group and will continue to network with leaders from these key Auckland agencies. A major outcome of that first meeting was for PFRC to develop a response by way of a new service approach.

The intention of this new initiative is to provide support to young disabled people to build networks of support to secure their future; to find work and/or establish new businesses including micro-enterprises that develop and support individual and community economic growth and contribute to community development.

We believe that the new service approach is an innovative and highly responsive way to serving disabled people. It is an initiative that a new generation of families and young people expect to have access to when the time comes for their child to leave the education sector.

Bridget Snedden
Centre Director
PFRC

Vision

To create and lead change within our society so that disabled people and their families can live the lives they desire.

Mission

PFRC will create and lead change through the provision of current accurate information, knowledge and guidance.