

People First
Nga Tangata Tuatahi



People First New Zealand Inc. – Nga Tangata Tuatahi

People with learning disability speaking up for ourselves.

“Nothing about us without us”

OUR NAME

People First got it's name because people with intellectual disability said,
“We are people first!”





- People First saw a need for advocacy for people in employment
- Works4us is an employment advocacy service.
- The idea for this service came from some research People First did in 2004
- The research found out most disabled people did not know their employment rights

YOUR RIGHTS AT WORK



BACKGROUND

- The NZ Disability Strategy Objective 4
- Meaningful work is important so everyone can feel they are contributing
- The most disadvantaged workers in our society don't need to be stuck in boring, repetitive work
- Everyone has the right to try and develop to their full potential



Na to toutou na taku rourou,
ka ora ai te iwi

With your food basket and my food basket
The people will thrive



Aims to:

- Provide information about employment issues
- Provide advocacy and support to disabled workers negotiating employment agreements or minimum wage exemptions (MWEs)
- Tell other agencies about the rights of workers with disabilities, to support those workers in the future

THE ADVOCACY TEAM



From the Left: Dave Wickham, Gerry O'Farrell, Ezekiel Robson, Stewart Haig, Rainus Baker, Pam Shanks, Phyllis McPherson, Hamish Taverner, Kaeti Rigarlsford, Margaret Boyes, Bill Dalwood



Real Jobs

In January this year we made a DVD about 'Open Employment' of people with disabilities. The DVD is about me and I would like to show it to you.

ABOUT WORKS4US



- The service has a National Manager, Dave Wickham and trained employment advocates across New Zealand
- Our aim is to inform, educate and advocate
- MSD have funded us until June 2012. By that time we hope other agencies and unions will be able to carry on with the service without our help.

Dunedin Perspective

- ‘Steps’ Employment Forum participants said might help Dunedin businesses access the benefits of employing a person with disability.

Step 1

- Form an “Action Group’ from people who attended the Forum to help improve the chances of people with disabilities finding meaningful employment.

Step 2

- Form and mentor a group of people with disabilities that are available to employers to provide education and problem solving expertise.

Step 3

- Make funding currently available to public sector employers (like Mainstream funding) equally available to private sector Dunedin businesses

Step 4

- Set up a database able to assist potential employers identify people with disabilities with the skills and/or job flexibility they are seeking. The database might also detail the resources available to support employers hire each potential employee.

Step 5

- Promote business awards that acknowledge and celebrate workplaces that have a diverse workforce. Similar awards overseas include prize money to assist the recipient to present disability related employment initiatives at national industry conventions.

Step 6

- Develop ways that help employers to record the number of disabled employees and their impact on outcomes like retention and recruitment, productivity and market share.

Step 7

- Provide disabled people and the business community with role models that lift expectation and enhance knowledge of the diverse and sometimes unique skills and competencies disabled people bring to the labour market.

Step 8

- Policy and service practices that engage families, natural community support and the education sector in job planning and search processes

Step 9

- Address the transition to adult roles, including employment, early in service planning for people with disabilities.

Step 10

- Use the resources and energy of people already engaged in conversation with Dunedin business. The Dunedin Chamber of Commerce, for example, is in regular contact with over 1700 Dunedin businesses and Dunedin Employment Agencies have existing relationships with local employers.

CONTACT DETAILS

- People First NZ Inc.

Disability Information and Advisory Service

mail@peoplefirst.org.nz

0800 20 60 70

- Works4Us Employment Advocacy Service

dave@peoplefirst.org.nz

0800 40 40 49

- People First NZ Website:

www.peoplefirst.org.nz