

Great work: Mahi Rawe



Te Pou recently spoke with a range of young, culturally-diverse job seekers, to explore their understanding of disability support work.

We found that many young job-seekers have misconceptions about what the work will involve, leading them to believe it might not be for them.

So we've come up with five things you can do to attract a new generation of young, diverse candidates for disability support work roles.



1. Highlight the importance of this work.

A career in disability support work can help younger people feel valued, respected, and supported in their mahi. Disability support roles often carry with them a sense of purpose and meaning, helping people feel pride in the work they do.



This is work that values you.

Do you want to feel a sense of pride in the work you do? Are you keen to create great relationships with those you work with, share laughter, and create moments to remember? This could be just the job for you.



2. Help find someone's perfect match.

Forming positive relationships is a key driver of job satisfaction. Finding the right match between a support worker and someone needing support can unlock new opportunities and possibilities. Let's shine a light on this potential.



Make a difference in someone's life.

This work enables you to help people realise their potential, just by being you. You can support someone to get involved in their community, score their dream job, or become the parent they want to be. It's pretty exciting!



3. Highlight the human aspects of a role.

When writing job descriptions and role titles, use simple language that isn't filled with jargon, or unnecessarily focused on medical aspects. Some of the best support workers are those who have highly developed soft skills, like communication, empathy, respect and kindness.

“We'll support you to get qualified.

You might not have experience, or a qualification, and that's okay. What we're really looking for is someone who understands people: how to connect, empathise, and bring out their best. We're looking for someone who can work in mana-enhancing ways, and enable others to be their best selves.

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4. Capture people's imagination.

This is an opportunity to expand applicants' horizons and stretch their thinking beyond existing stereotypes and assumptions of both support work roles and disabled people, too. Let's try to disrupt stereotypes, and share real, human examples of what else to expect.

“Think you know disability support work? Think again.

Much of your time will be spent hanging out, going on adventures in the city, and having fun at the beach. There are some more personal elements, too, which you'll be provided plenty of training and support on.

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5. Connect with people's values.

Research suggests that financial freedom is important to many young, culturally diverse job seekers. However, they're also attracted to roles that have potential for growth and learning, a supportive fun environment, and flexibility of hours.

“This is a position that grows with you.

You don't need to know it all! We'll help you learn all you need to know, and build loads of skills along the way. We also know that everyone needs balance, which is why we work with a flexible roster, meaning you get a range of free days and nights each week.

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