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NDIS participant Darcy had employment funding included in his NDIS plan. It meant he could work with an NDIS employment provider to help build his confidence and skills to get a job. Now he's a school crossing supervisor.

As Year 12 came to an end, Darcy knew he needed to find work, but he didn't know where to start. Mum, Kathleen, was also unsure and began to worry.

'I didn't know what the next step would be,' Kathleen said. 'Darcy's teachers helped us to understand some options and available supports.'

Back then, at 18, Darcy, who has autism and an intellectual disability, was already a National Disability Insurance Scheme (NDIS) participant and they realised he was able to access employment assistance through the Scheme to help build his job skills.

'It was great to learn Darcy could get help to build his skills and confidence for work,' Kathleen said. 'It really took the pressure off and he got the support he needed.'

Darcy and Kathleen met with NDIS disability employment providers. One stood out.

'The provider was really welcoming, Darcy knew a few faces and he could get there on his own,' Kathleen said.
Darcy started working with Johann, an employment support worker, who used a "4-quadrant" exercise to get to know him – his likes, dislikes, interests, and values.

'It's about finding the right fit – a job Darcy is happy to do, and he will enjoy,' Johann said.

Darcy's answers then helped the pair build a suitable job pathway – one Darcy felt comfortable with.

From there, Darcy got support to build his resume, he went on industry visits and was supported to study, earning a Statement of Attainment in Business.

A talented basketballer and competitor, Darcy also did work experience with the basketball club he's part of. He worked alongside the coach, skills training kids aged 5 to 12, sharing his own tips and tricks.

'I loved helping to coach,' he said. 'I got to create videos to teach the kids basketball skills! It's my dream job, one I'm working towards,' Darcy added.

Not long after, the pair spotted a job ad for a school crossing supervisor. They leapt on it.

With Johann's guidance, Darcy applied and was invited to an online video interview.

Johann helped him to prepare. They got the questions beforehand and talked them through. Johann helped Darcy record his answers in his own words to help him practise them before his interview and to use during it as prompts.

‘On the day, I felt nervous, but ready,’ Darcy said. ‘He spoke really well,’ Johann added. ‘He showed who he was, what he was about and why he would make a good employee!’

The next day, Darcy sent a thank-you email to the employer. Days later, he got the job and was invited to an induction in the city.

‘I was so excited to get the job,’ Darcy said. ‘I felt proud of myself.’

Uncertain about the induction, Darcy asked Johann to go with him. To ease Darcy’s nerves, the pair did some travel training to the venue the day before.

On the day, Darcy met Johann early to make sure he felt okay. They travelled to the venue together. Darcy got to learn all about his new role and Johann did too.

‘I felt good about it,’ Darcy said. ‘I tried on my uniform and practised holding the stop sign.’

At the start of the year, Darcy did his first school crossing supervisor shift. Dressed from head to toe in bright yellow, he helped students, and families cross the road safely before and after school.

‘I didn’t know how I would manage on my first day,’ he said. ‘But my supervisor showed me where to stand, how to hold the sign and how to signal pedestrians across.’

Now Darcy does the job with ease and enjoys greeting and meeting all who cross.

‘My favourite part of the job is when I get thanked for my help,’ he said proudly. ‘Recently, a parent told me I was the best crossing supervisor the school has ever had!’

Darcy still helps coach the kids who are part of the basketball team he plays for. He sings, acts and performs. His job allows him to still do it all.

‘It’s the perfect job for Darcy,’ Johann said. ‘He’s doing everything he said he likes – helping the community, working with kids, meeting people.’

Kathleen said Darcy has grown so much since he’s had NDIS employment assistance and even more so now he’s started work.

‘He’s much more mature and independent. His time management has improved; he’s proud of what he does and he’s earning his own money!’ she said.

‘Without NDIS support and Johann, Darcy wouldn’t have been able to practise interviews, explore job options, build his own identity – it’s all made him who he is today.

‘Darcy’s learned so much more about himself; he’s been engaged in positive activities and built friendships.’

‘NDIS support has helped him succeed. Now he has the ability to enjoy a great future.’

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