National Organisation for Fetal Alcohol Spectrum Disorders

NOW THAT YOU ARE 18

A GUIDE FOR YOUNG PEOPLE WITH FASD TRANSITIONING INTO ADULTHOOD.

And a BIG Thank you! to **BigDog Support Services** for permission to adapt and publish their original publication: "Now You're 18: A Guide for Young People with Disability Transitioning from High School".

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NOFASD Australia acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of this Nation and the continuation of cultural, spiritual, and educational practices of Aboriginal and Torres Strait Islander peoples.

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Welcome!

Reaching adulthood is a huge milestone that can be very exciting...
It can also be a source of concern and anxiety, especially when living with a condition that impacts your capacity to process the world around you.
In addition to the privileges adulthood brings, there are also responsibilities that require skills and preparation. This is particularly true when also living with a hidden brain-based disability such as FASD.

The effects of FASD are challenging to navigate. There are key impairments in sensory, memory, attention and other issues that can significantly impact the person's capacity to respond to the expectations of their environment without the assistance of education, planning, structure, and support.

So, there is a need to empower and prepare young adults living with FASD with the knowledge, skills, and confidence to successfully manage the expectations of adulthood, and to know where and how to seek information and support.

NOFASD Australia is committed to supporting people with FASD and their relationship with the community. This booklet has been adapted to help individuals living with FASD, and their caregivers, by providing a useful guide to many of the public services available.

Now that you're 18

This guide has been adapted to give young people with FASD transitioning into adulthood an overview of supports available through government agencies and in the community.

It connects young adults with a range of services and resources that can help provide options that make a difference. Young adults with FASD (and their supports) can use this guide to help identify any questions or support needs that exist, as well as to plan and implement strategies that will lead to success.

NOFASD Australia is committed to providing a strong effective voice for people living with FASD, and to raising awareness through supporting initiatives such as representation, education and training, helpline services, and through the provision of online and printed resources.

NOFASD Australia has a comprehensive website with a wide range of information, including resources for adults living with FASD (and those who support them) as well as the Australian Foundations in FASD Online Course.

For more information:

www.**nofasd**.org.au

nofasd australia

You can also receive free and confidential support by calling the **NOFASD Australia** Helpline for further information: **1800 860 613**

The Law

Now you are 18

At 18... You are now legally in control of your life... Exciting huh?

YES! There are many decisions that you can now make on your own... but...
WAIT!... there is more to it...
What it also means is that the law says that YOU are responsible for ALL the decisions and agreements that you make.

As an adult, you are expected to know the rules and the law – 'not knowing' the rules and the law is not considered a valid excuse for breaking them, so it is important to empower yourself with the right knowledge and support.

A part of living with FASD is that it can be very difficult to identify, gather and act on all needed the information to make good choices and decisions. So, that also makes it harder to plan for the results or consequences of those choices and it's important to know how to ask for help and set yourself up for success.

It's ok to ask for help, in fact everyone needs some help in the beginning.
Remember: it is much better to ask someone for help to make sure a decision will have positive outcomes rather than need to ask for help when faced with trouble.

Adulthood comes with many decisions that must often be made quickly and may often have serious consequences if you get it wrong.

This can look like: losing your place to live, owing money you can't afford to pay back, missing deadlines and missing out.

Being stuck in contracts you don't want to be in, paying fines, losing your possessions, breaking the law, facing court and maybe even jail.

So, being prepared with the information and support to deal with these decisions, helps to navigate and establish a clear path to success.

Although it is true that as an adult you can do many things without needing permission , it is also true that we all need guidance when first learning how to 'adult'.
This is especially true when also living with FASD. It can get confusing...

The Law

- You will be taken to adult courts if you break the law.
  Even if you didn't know that what you did was breaking the law.
- You can be sent to an adult jail for an offence.
  Even if you didn't mean to break the law, or if you were just following along, or even if you didn't understand what was happening.
- You can buy alcohol and go to a public bar.
  Remember: it is against the law to cause a nuisance and be intoxicated and disorderly in public, and you can also be permanently banned from venues or even detained: Moderation is important.
- You can buy cigarettes.
  But do you really want to? They are addictive, will mess up your health and make you much poorer than you need to be. You can ask your GP for help to quit, or call the Quitline on: 137 848 or www.icanquit.com.au
- You can be held responsible for any agreement you make.
  (for example, if you borrow money, rent a flat, sign any contract)
- Any agreement you sign is legally binding.
  Even if you didn't read it ...even if you didn't understand it.
  There are rules around agreements and contracts so it's important to get the right advice and support while learning about these. It gets easier with practice.

Now that you are 18

- You can get married without anyone's permission.
  Remember: marriage is legally recognised as a contract and there can be serious restrictions and consequences. Ending a relationship is much more difficult when married and you can be held responsible for the debts and contracts that your spouse enters into. It is usual for people to seek advice before getting married
- You can change your appearance by changing the style of your clothes, or the colour of your hair (you can express yourself in this way and it is easy to change your mind to try something different). You can also change your appearance in ways that can have more serious long-term consequences such as getting a tattoo or piercings.
  Remember: These changes are permanent (or expensive to reverse) and can lead to health concerns if not done correctly – you want to make sure you take the time to get it right and that it is done in a safe manner.
- You can make a valid will.
- You can buy a can of spray paint.
  Remember: it is illegal to use on anything other than your personal property unless with the clear and express permission of the owner.
- You can change your name without anyone's permission.
- You can apply for an Australian passport without your parent's consent.
  Remember: laws in other countries may be different – you are responsible for knowing what these different rules are and for following them.
- You can engage in consensual sexual activity:
  if all the people involved are 18 or over.
  Remember: You must understand the meaning and the laws of 'consent'. Not knowing or not understanding the laws is not an excuse for breaking them.
  There can be serious life changing consequences for a person breaking sexual consent laws
- You can enter into contracts with service providers, such as for phone and utilities.
  Remember: You can ask around for the best options, including the best way to stay on top of billing.

Now that you are 18

Public Places

It is an offence to be drunk and causing a nuisance in a public place (for example, the street or a park). Using obscene or insulting language, behaving violently, destroying property, or acting indecently, are all also offences.

Be aware that the police have the power to detain you if they believe:

- you are behaving in a disorderly manner or in a manner likely to cause injury to yourself or someone else, or
- your behaviour is likely to cause damage to property, or
- you need protection because you are intoxicated.

It is also an offence to be acting drunk or disorderly in a licensed place (such as a bar or a club). If you are acting drunk, creating a disturbance, or enter without being allowed, then the venue may ask you to leave.
Remember: They can use force that is reasonable and necessary if you fail to leave when asked. You may also be permanently banned from the venue.

Drug Offences

You can be charged with a criminal drug offence if you:

- have possession of a prohibited drug on you, in your pocket or room, in a locker where you have the only key, or in a bag that you give to a friend.
  (you can also be charged if the prohibited drugs or items belong to someone else)
- have possession of property that police believe is to be used to commit a drug offence.
- supply, traffic or produce a prohibited drug.

Being charged with a criminal offence can often lead to a criminal conviction.
Something "spur of the moment" can have devastating consequences.
A criminal conviction (even without going to jail) has some serious consequences for future employment, and even travel. Ask for advice if you are not sure.

Australian Taxation Office

If you are working, you must pay income tax on payments you receive from your employer. Your employer will deduct tax from your pay automatically and send it to the Australian Taxation Office (ATO).

The time period that is assessed for taxation is called the financial year and is from 1st July to 30th June.

If you have been working, you must lodge a tax return before October the 31st.
If you don't, you may be fined. You may also miss out on the opportunity to get some money back if you've paid more tax than you need to.

*You can call the Australian Taxation Office on **13 28 61***

*Or visit **www.ato.gov.au***

Tax Returns

If you had tax taken from any income you received during the financial year from 1st July to 30th June, you need to lodge a tax return before the end of October.

Tax returns are a way of working out how much income you made, and whether your employer has taken out the correct amount of tax. If you buy anything for the purposes of your work, keep the receipts in a safe place, as you may be able to claim money back on some of them through myDeductions' on the ATO website.
You can find more information about what you can claim back here: www.ato.gov.au

The ATO also has an App available to download. You can find it on their website or at Google Play or the App Store. You might prefer it to help you manage your deductions and tax returns. Remember to keep your login details safe.

You can do your own returns online (myTax), via the ATO app,
or you can use a registered tax agent. It is ok to ask for help – most people do at the start.

myTax

myTax is the quick, easy, safe and secure way to lodge your tax return online. It is accessed through your myGov account. It's web-based, so you don't need to download anything. All your income (either through employment or from government support) will be pre-filled. You only need to add your details and claim any eligible deductions.

Australian Taxation Office

myDeductions

myDeductions is a record-keeping app tool to make it easier and more convenient for you to keep track of your records all in one place.

Registered Tax Agents

You can use a registered tax agent to prepare and lodge your tax return. **Registered tax agents are the only people allowed to charge a fee to prepare and lodge your tax return.**

You can find a tax agent, or check if a tax agent is registered, by searching the Tax Practitioners Board website here: www.tpb.gov.au/registrations

Registered Tax Agents will often display their tax agent registration number along with the symbol above.

Financial Assistance

If you are an Australian citizen or permanent resident and have a disability, there is financial assistance available to enable you to live and access the support you need.

This can be through the **National Disability Insurance Scheme** and through **Services Australia**

Looking to apply for NDIS support?

The main objective of the NDIS is to provide "reasonable and necessary supports" to a person with a permanent disability, that substantially impacts how they manage their lives. FASD is a permanent condition, and you may be able to get support for the difficulties that you live with, to help you reach your goals successfully.

FASD is a complex whole-body disorder. Each person has unique needs, strengths and weaknesses. In order to achieve the best outcomes, it is important to think about your:

- daily activities, and
- what you want to do (goals), and importantly,
- what "goes wrong" in your life
  (although this can be hard to look at, it will give clues about the supports and strategies that will help you achieve your goals)

When applying for NDIS funding, it helps to ask for support (letters , reports, forms) from the services that know you or that you have been around in your life. Your doctor, counsellor, social worker, therapist, teacher and others can all help to describe the impact FASD is having on your daily life. They may also be able to give support or advice on how to best advocate for what you need.

Contact NOFASD Australia for additional resources to support NDIS applications or for help referring you to an appropriate advocacy service: www.nofasd.org.au

Financial Assistance

What Does NDIS Funding Cover?

The NDIS can provide funding for the reasonable and necessary support, goods, services, or equipment needed to help maximize your ability to do the things you want and need to do. When it comes to accessing NDIS funding, it's useful to know about the different NDIS support categories and what kind of help they can offer.

Core
These services assist you as an NDIS participant in being able to complete daily living activities, as well as help you work towards your individual NDIS goals. This could include transport to daily activities, or assistance with daily tasks. You can ask for advice to know what is covered.

Capital
These supports relate to any investments that you need to make to assist you in daily life (for example, home modifications or assistive technology).

Capacity
Many of the NDIS support categories are classified as capacity-building activities. This relates to any support or service that helps you build skills that will enable you to live as independently as possible. This often includes accessing psychological, speech and occupational therapy.

For more information on what supports are covered: www.ndis.gov.au/understanding/supports-funded-ndis

For other NDIS information call **1800 800 110** or visit: **www.ndis.gov.au**

NDIS Quality and Safeguards Commission

NDIS Quality and Safeguards Commission

NDIS participants have the right to be safe and to receive quality services from the providers and workers they choose to support them under the NDIS.

The NDIS Quality and Safeguards Commission is an independent agency established to improve the quality and safety of NDIS supports and services. The NDIS Commission regulates the NDIS market, and handles complaints about the quality and safety of NDIS supports and services.

For more information or to make a complaint: call 1800 035 544 or visit: www.ndiscommission.gov.au

Financial Assistance

Services Australia

Services Australia includes:
Centrelink (which provides a variety of support payments) and,
Medicare (which assists with the cost of medical and allied health services).

Centrelink will give you a Customer Reference Number (CRN) when you get payments and services from them.

Disability Support Pension (DSP)

Financial help if you have a permanent physical, intellectual or psychiatric condition that prevents you from working.

For more information:
Visit Services Australia at www.servicesaustralia.gov.au or
www.servicesaustralia.gov.au/individuals/services/centrelink/disability-support-pension

Rent Assistance

Rent Assistance is a non-taxable automatic supplement for people who rent in the private rental market or community housing. You are assessed for eligibility when applying for a support payment, and will need to show proof of how much rent you pay and to whom.

For more information:
www.servicesaustralia.gov.au/individuals/services/centrelink/rent-assistance

Rent Deduction Scheme

This allows you to pay your rent for public housing straight from your Centrelink payments. You can arrange this with your state or territory housing authority. It's a free service.
For more information:
www.servicesaustralia.gov.au/individuals/services/centrelink/rent-deduction-scheme

Utilities Allowance

This is a quarterly (every 3 months) automatic payment to help with household bills. You are eligible if you get a DSP and are under 21 years of age with no dependent children.

Financial Assistance

Telephone Allowance

This is a quarterly (every 3 months) automatic payment to help with phone and Internet costs. You are eligible if you get a DSP and are under 21 years of age with no dependent children.

Other Payments

If you are not eligible for the DSP, there are other payments to support looking for work or study, such as Jobseeker, Youth Allowance, Austudy, or Abstudy.

More information on these payments is included in further sections of this guide.
You can look at the Education section (page 21) or the Employment section (page 22).

For more information about:
Disability Support Payments: you can call **132 717**
Other payments and services: you can call **132 468** or visit: www.servicesaustralia.gov.au

Medicare can pay for all, or part of, the fee involved with seeing a doctor or other health professional. When Medicare pays for the entire cost, the fee is **"bulk billed".** When Medicare pays for part of the cost, you will have to pay upfront for the total cost before you receive a partial refund, or **"rebate".**

In order to get bulk billed, or to receive a rebate from a specialist doctor (not a GP) or another health professional, your GP will need to write a referral. Some of these referrals can also be called an **Enhanced Health Care Plan (EHCP)**, a **Mental Health Care Plan (MHCP)**, or a **Chronic Disease Management Plan (CDM).**

In order to access Medicare Services, you must have a Medicare Card.
You are eligible for your own card from the age of 15.

If you need to pay to access a lot of Medicare rebated services, you can reach what is called the "**Medicare Threshold**" or "**Medicare Safety Net**". When you reach this point, you will receive higher rebates from your following appointments.

Once you reach the threshold you can get 80-90% of your money back.

For more information you can call Medicare on **13 20 11**
or visit: www.servicesaustralia.gov.au/individuals/medicare

Financial Assistance

MyGov

myGov is a secure way to access government services online with one login and one password.

The myGov inbox will keep your letters, statements, and messages safe, secure, and in the one place.

You can update your address and contact details in your myGov account, and your changes will also be made with your linked member services.

You are responsible for your myGov account and making sure only you can access it. You must have an email address that is not shared with another person, to be able to open a myGov account.

You must not allow someone else to sign-in or use your myGov account. It is private.
You must keep your myGov password, myGov PIN and your secret questions and answers safe.

You can ask for advice and support on how best to keep your details safe.

You can choose to receive myGov Inbox message notifications via SMS or by email.

What services can you access?

- Australian Taxation Office (ATO)
- National Disability Insurance Scheme (NDIS)
- Centrelink
- Medicare
- Child Support
- Australian JobSearch
- My Health Record
- My Aged Care
- Other National and State Schemes and Grants

Call the myGov Helpdesk for assistance on 13 23 07 or visit www.my.gov.au

Education

Do you have a passion or interest you would like to learn more about?
Do you have a career in mind that requires a certain qualification?
Perhaps further education is for you!

There are many avenues to add to your learning and pick up new skills. Whether it's for a specific job, or because you always wanted to know how to do something, there is a course for you. There are choices available to fit in with the other things happening in your life. Some courses are short (days or weeks), while others can spread over years.

The two main types of further education that give you qualifications are:
Technical and Further Education (TAFE), and University.

Both types can lead to accreditation in various areas of employment, and both are eligible for government support while studying.

Education

TAFE

At TAFE, you can study many levels of qualifications, starting at, Cert-I, Cert-II, Cert-III, and Cert-IV, before proceeding to a Diploma or an Advanced Diploma.
You can have a look at TAFE courses (and where they are available) here:

www.tafecourses.com.au/courses

The courses taught at TAFE are called **Vocational Education and Training (VET)** courses. **VET** courses focus on practical training to get you ready to work in a particular industry. **Some VET courses can begin while you are still in high school.**

Every Australian state has different TAFE organisations and offers slightly different courses.

The important thing to remember is that when you want specific qualifications for a specific job, you want to study with a **Registered Training Organisation (RTO).**

All **RTO**s are recognised as providers of quality-assured and nationally recognised training and qualifications. They can offer students training and qualifications, or statements of attainment, which are recognised across Australia and are accepted by industry and other educational institutions.

If you do not study with an RTO, your course may not be recognised by employers.
There are currently around 5000 RTOs in Australia. A complete list of RTOs is available at: www.training.gov.au/Search/SearchOrganisation

For more information on available VET courses visit: www.myskills.gov.au

Apprenticeships

Apprenticeships offer you the opportunity to study and earn an income while undertaking a TAFE qualification.

They are available to anyone of working age, and offer opportunities to learn new skills and be paid in over 500 different jobs.

The Australian Apprenticeship Support Network (AASN) is your first point of contact for all queries about apprenticeships.

The Australian Government contracts eleven AASN providers who deliver support services from around 400 locations nationally. You can search for one in your area on:
www.australianapprenticeships.gov.au/search-aasn

You cannot start an Australian Apprenticeship without an Australian Apprenticeship Support Network (AASN) provider.

Education

Free apprenticeships?

Apprenticeships require you to pay a training fee, as you are also completing a qualification. Sometimes, specific Australian states have pathways that lower the cost, or offer free apprenticeships to young Australians (aged 17-24).

To check the available courses in your state, visit:
www.myskills.gov.au/jobtrainer

Like the idea of an apprenticeship but have no idea what you want to do?

If you want to do an apprenticeship but are unsure of the type of course you want to do, Apprenticeship Pathways (AAP) has a "Find My Work Type" online tool that allows you to explore different options.

www.aapathways.com.au/career-research/interest-explorer-page

Apprenticeship Central

Apprenticeship Central is an initiative created to promote apprenticeships and traineeships as a career path. It has some great online resources, and helps job seekers and employers to connect all over Australia.

For more information:
www.apprenticeshipcentral.com.au & www.busyatwork.com.au

Group Training Organisations

Some organisations hire apprentices and trainees, and place them with host employers. Group Training Organisations (GTOs) operate across Australia, with some specialising in particular industries, while others cover many.

GTOs complete employer duties, which include:

- selecting and recruiting apprentices and trainees
- paying wages, allowances, superannuation, workers compensation, sick/ holiday pay and other employment benefits
- managing the quality and continuity of training, both on and off the job
- providing any care and support the apprentices needs to complete their training.

For more information visit: www.australianapprenticeships.gov.au/group-training

Education

University

If you like to study and have completed your HSC or equivalent, you might want to pursue higher education and look at the options available at university.

University study begins at an 'undergraduate' level (Bachelor degree) and can then move on to further study at a 'postgraduate' level (Master's and Doctoral Degrees).

Australian institutions offer a wide range of courses – from science to management and commerce, humanities to engineering, and law to health sciences.

There are 43 universities in Australia. Each will have support available to assist a person living with a disability who wants to pursue further education.

Along with these universities, many other institutions offer higher education courses.
You can explore these here: www.teqsa.gov.au/national-register

Community Colleges / Adult Education Classes

Adult Community Colleges (ACE) offer a wide variety of short courses, depending on where you live. They offer a range of opportunities to develop useful skills, from learning how to use Microsoft Office, how to design a website, do basic bookkeeping, how to cook, or even how to service your car. Adult Community Colleges can often help provide complimentary and supportive skills to help you reach your goals.

Find a college near you: www.cca.edu.au/members

Supporting Students with a Disability

Universities (and most other education providers) are committed to providing a fair environment for students with conditions that impact on their ability to study and achieve success.

Once you are registered for disability support, a Student Equity Officer can coordinate the implementation of reasonable adjustments and services determined during your interview. These will be outlined in your Learning Support Plan (LSP).

Further information about the different types of disability or long-term medical conditions, and their impacts upon the learning environments, is available at the: Australian Disability Clearinghouse Training website: www.adcet.edu.au

Government support while studying

There are various Centrelink support payments you may be eligible for when studying: www.servicesaustralia.gov.au/individuals/students-and-trainees

Education

Youth Allowance for Students

This provides financial help if you're 18 to 24 and a student studying full time, or an Australian Apprentice.

If you have a recognised medical condition or disability that prevents you from studying fulltime, **a medical certificate provided to Centrelink can allow you to study part time and still receive financial support.**

Austudy

Austudy provides financial help for full time students and Australian Apprentices aged 25 or older. The amount of Austudy you receive depends on how much you earn, and how much your assets are worth. www.servicesaustralia.gov.au/individuals/services/centrelink/austudy

Abstudy

Abstudy provides financial help for Aboriginal or Torres Strait Islanders who are studying or undertaking an Australian Apprenticeship.

Fares Allowance

This helps with travel costs between your permanent home and your place of tertiary study in Australia. This is especially useful if you must relocate to study.

Student Start-up Loan

If you are an eligible higher education student, you can apply for a voluntary loan. It is available up to twice a year to assist with study expenses (for example, textbooks).

Remember: you can ask for assistance navigating all these issues because the impacts of FASD can make deciding the best way forward more difficult.

Higher Education Loan Program (HELP)

HELP is a loan scheme that allows you to defer paying the fees for your study until you are earning a certain income after graduation.

The HELP loan scheme for TAFE is called VET-HELP, and for undergraduate and some postgraduate university courses it is called HECS-HELP. For all other postgraduate university courses, it is called FEE-HELP.

This loan scheme is available as an option from your learning institution when you enrol in your course. Ask your learning institution for further details.

If you want more information on HELP: www.studyassist.gov.au/help-loans/hecs-help

Employment

Perhaps you are already working or have a good idea of what you want to do, and that's great! But if you don't, don't worry!

There are options for support when it comes to looking for work and for supporting you to keep working. Work schedules can take many forms: they can be casual, part time or full time, and have flexible hours or start times.

There are many options that can be tailored to best support you to meet your goals with work.

Government support while looking for work

You may be eligible for various Centrelink payments when looking for work: www.servicesaustralia.gov.au/individuals/job-seekers

Youth Allowance for Job Seekers

This provides financial help if you're 21 or younger and looking for work, or temporarily unable to work.

Job Seeker

This provides financial help if you're 22 or older and looking for work, or temporarily unable to work.

Employment Services Assessment

This is an assessment of the impact of your disability, illness, injury or other barriers to work.

Employment

Your assessor will talk to you about:

- any barriers to work you may have, including any medical conditions
- any recent help or rehabilitation you've had, and
- services to help you find and keep a job, if needed.

For more information:
www.servicesaustralia.gov.au/individuals/topics/employment-services-assessments/37496

There are some key things to prepare:

Once you have an appointment booked in, it is a good idea to get any medical documentation together. You can also prepare for talking with the assessor by writing down the important points about what creates issues with and at work.
This way, you don't have to remember under pressure – not an easy thing to do when you live with FASD. You can bring a relative, friend or advocate to your assessment if you like.

Job Capacity Assessment

You will be required to have a Job Capacity Assessment (JCA) if you are applying for the Disability Support Pension (DSP).
When receiving the DSP, you may also be required to have another Job Capacity Assessment (JCA) as part of a medical review.

Remember: Individuals with FASD often feel they need to hide the things they struggle with in order to fit in. This is definitely not one of those times.

It's important to discuss all the things that impact you.

FASD is a hidden brain injury/whole body disorder that affects every person in a different way, but sleep, memory, attention, sensory and many other issues are impacted in FASD. You can ask for support and it's ok. You can find resources and helpline at: www.nofasd.org.au

Your assessor will talk to you about:

- your condition and how it impacts you
- your medical evidence
- any barriers to work that you may have
- any recent help or rehabilitation you've had, and
- services to help you find and keep a job, if needed.

For more information visit: www.servicesaustralia.gov.au/individuals/services/centrelink/disability-support-pension/how-we-assess-your-claim/job-capacity-assessment

Employment

Employment Services

After your assessment, you may be referred to a government employment service to help you look for work. Depending on which payment you are receiving, and what your goals are, you will be referred to Job Active or Job Access.

JobAccess is the national hub for workplace and employment information for people with disability, employers, and service providers.

For more information:
call JobAccess on 1800 464 800
or visit: www.jobaccess.gov.au

Through **Disability Employment Services (DES)**, eligible people with disability, injury or health condition can receive help to prepare for, find, and keep a job.

Help can include career advice, employment preparation, resume development, and training. You can also get help with job searching, and ongoing support at work, including funding for necessary workplace modifications, as well as wage subsidies to employers.

For more information: www.dss.gov.au
www.dss.gov.au/our-responsibilities/disability-and-carers/programmes-services/disability-employment-services

Jobactive connects job seekers with employers, and is delivered by a network of providers in over 1700 locations across Australia.
Jobactive providers have a good understanding of local labour markets, and help to match job seekers with jobs. They know where the jobs are, and what to do to help job seekers get ready for work.

For more information: www.jobactive.gov.au

Employment

Australian Disability Enterprises (ADEs) are generally not-for-profit organisations providing supported employment opportunities to people with disability.

ADEs support people with disability to engage in a wide variety of work tasks, such as packaging, assembly, production, recycling, screen-printing, plant nursery, garden maintenance and landscaping, cleaning services, laundry services, and food services. ADEs also offer similar working conditions to other employers, and an opportunity for people with a disability to contribute and connect to their local community.

For more information: www.dss.gov.au or www.dss.gov.au/disability-and-carers-programs-services-for-people-with-disability/supported-employment

Department of Education, Skills and Employment (DESE)

Wage Subsidies

Wage subsidies are a DESE financial incentive to encourage employers to hire eligible participants in ongoing jobs, by contributing to the initial costs of hiring a new employee. Wage subsidies can help to build business and give employers greater flexibility in their hiring options.

Wage subsidies might be given by your employment service (e.g., JobAccess) to your future employer, as an incentive to employ and support you in your transition to work.

New Enterprise Incentive Scheme

Individuals not in employment, education or training who are interested in running their own business may be eligible for New Business Assistance with NEIS.

The program offers participants financial support, business training and mentoring for their business idea. The NEIS participant is assisted for the first year, to plan a way forward as a business owner.

For example: Let's say you are skilled at photography.... and that you have a great idea that you would like to turn into a business... then NEIS may be just what you need to get started!

When participating in NEIS you receive:

Employment

- accredited small business training
- personalised mentoring and support from an NEIS provider in the first year of the new business, to help you put your business idea into practice
- NEIS Allowance for up to 39 weeks
- NEIS Rental Assistance for up to 26 weeks (if eligible).

NEIS allowance is similar to the payment you may currently receive from Centrelink: the big difference is that it is not affected by the income you make from your business.

To search for a local NEIS provider in your area visit: www.dss.gov.au or directly here: www.dss.gov.au/disability-and-carers-programs-services-for-people-with-disability/supported-employment

For more information:
www.dese.gov.au/new-business-assistance-neis

Employment Skills Training

The Department of Education, Skills and Employment (DESE) offers several training schemes to get you ready for employment:

www.dese.gov.au/skills-and-training

This includes the Skills for Education and Employment (SEE) program which helps eligible job seekers to learn the skills they need to get the job they want, by improving language, reading, writing and maths skills.

You may get referred to this program from your employment service (e.g. JobAccess).

For more information: www.dese.gov.au/skills-education-and-employment
For **general DESE inquires** call 1300 488 064 or for **Job Seeker DESE** inquires call 1800 805 260

Employment

my future - This is Australia's career information and exploration service.

You can find all kinds of information about different careers here, as well as activities to build your career profile, explore career ideas, consider career options, and develop your career plan. You can revisit your myfuture account at any time to update and review

For more information visit www.joboutlook.gov.au

The Job Guide website includes hundreds of occupational profiles and their education and training pathways. It will provide information on what a particular job is, and how to get qualified to do it.

For more information visit www.myfuture.edu.au

Fair Work Ombudsman

Australian Government Fair Work OMBUDSMAN

Having a problem at work? Does your boss get you to work overtime without pay, or without increasing your pay on public holidays? Does your working environment result in you hurting yourself? Were you unfairly fired from your job?
The Fair Work Ombudsman can help.

Employee Entitlements

Every employee is entitled to fair work conditions.
The Fair Work Ombudsman is an independent statutory agency of the Australian Government that serves as the central point of contact for free advice and information on the Australian national workplace relations system.

The Fair Work Ombudsman can:

- provide education, assistance, advice and guidance to employers, employees, outworkers, outworker entities and organisations
- promote and monitor compliance with workplace laws
- inquire into and investigate breaches of the Fair Work Act 2009
- take enforcement action.

Fair Work Ombudsman

Pay and Entitlements

Below are some of the areas that the Fair Work Ombudsman can assist with:

- penalty rates and allowances
- minimum wages
- types of employees
- awards and agreements
- tax and superannuation
- annual leave
- pay slips and record-keeping
- protections at work
- unpaid work
- unfair dismissal
- redundancy
- ending employment
- bullying and harassment
- workers compensation.

Supported Wage System

The Supported Wage System (SWS) applies to employees living with a disability, and those who have a reduced work capacity.

The Department of Social Services gives out information and advice about who is eligible for the SWS. It also accepts applications for the SWS and can deal with disputes: www.servicesaustralia.gov.au

If you are eligible, and access JobAccess/Disability Employment Services, they can assist you with applying.

For more information: www.fairwork.gov.au or www.fairwork.gov.au/pay/minimum-wages/employees-with-disability-pay-rates

Money and Banking

Managing your money is a skill that is developed, and most people need some help at various times in their lives. When you live with FASD, managing money is often a lot more challenging. The following can help you explore the information you need to help you manage and protect your money.

ASIC
Australian Securities & Investments Commission

Australian Securities and Investments Commission (ASIC)

ASIC is Australia's corporate, markets, financial services, and consumer credit regulator. They license and monitor financial services businesses to ensure that they operate efficiently, honestly and fairly. They also license and regulate people and businesses engaging in consumer credit activities (such as banks, credit unions, finance companies, and mortgage and finance brokers).

If you have concerns about your banking or investments, or the companies offering these services, you can contact ASIC.

For more information: call ASIC on 1300 300 630
or visit www.asic.gov.au/for-consumers

Money and Banking

Money Smart

Money Smart is an initiative that helps you learn to manage your money better with free tools, tips and guidance: www.moneysmart.gov.au

Debit Cards

A debit card allows you to carry less cash and buy things over the phone or online with your own money. It offers the convenience of making payments with a card, without the extra obligations and costs of a credit card.

So it works like a credit card – but it's your own money.

The most common type of debit card is an ATM (automated teller machine) or EFTPOS card. This card is used to withdraw money at ATMs and make purchases. You may have to provide a personal identification number (PIN) before you can withdraw money or make a purchase. Some other debit cards can be vouchers.

Some retailers apply a surcharge to debit card purchases.

Credit Cards

Credit cards allow you to "borrow" money up to an agreed amount (the "card limit"), and they can sometimes be useful to help manage bigger expenses.

You do need to be careful: credit cards impose the condition that you agree to pay back the money borrowed, as well as paying interest and charges – this can quickly become hard to manage and repay. Asking for advice and starting with a low card limit is the best option.

Credit cards tend to have higher interest rates than other types of loans, and the rate can vary depending on what features the card offers. You will be charged interest on all outstanding transactions that you don't repay by the end of each month. If applying for a credit card, it is best to start with a low limit to make sure you can manage the repayments. Most credit cards have an annual fee.

You will also need to remember to check your monthly credit card statements carefully to make sure you are being charged correctly.

Checks and Licenses

Criminal Record Check

A criminal record check (or 'police check') is sometimes required before starting work. It is called different things in each state, including: 'police clearance', 'criminal history screening', or Yellow Card.

Employers ask for police checks to see whether the potential employee has been in trouble with the law, resulting in a criminal record. Employers find this useful to reduce the risk of theft, fraud, or other criminal activity being performed by a potential new employee. Some industries will not employ you if you have a criminal record; and there are some who may decide on a case-by-case basis.

Police checks are used to protect the public, children, vulnerable communities, and information and resources. There are some industries where a police check is part of the conditions of employment.

Examples of jobs that require a police check are:

- working in positions funded by the government (for example, teachers)
- working with the public (such as bus drivers, taxi drivers)
- working with children (childcare, coaching)
- working with the elderly (aged care)
- working in vulnerable communities (disability support).

Checks and Licenses

Employment that requires a 'criminal record check' will state this clearly in the job ad, and information sent out to applicants and recruitment agencies. Employers can also assist you with information on how to apply.

Assessment is based on a national check of criminal history.

If the police information changes, suitability to hold a criminal record check may be re-assessed and/or suspended.

Criminal record check holders are responsible for renewing their card prior to expiry.

For more information visit: www.afp.gov.au/what-we-do/services/criminal-records/national-police-checks or visit your state-specific police department website.

Working with Children Check

Any adult working with people under the age of 18 is required to have a 'working with children' check. This is also known as a Blue Card.

Employment that requires a 'working with children check' will state this clearly in the job ad, and in information sent out to applicants and recruitment agencies.

Like a 'criminal record check', the 'working with children check' is a criminal history check, but specifically about child-related charges.

For more information, or to apply for a 'working with children check', please search for your specific state (for example: www.workingwithchildren.wa.gov.au).

Driver's License

Once you are 16 you are allowed to begin learning to drive. You will need to apply for and pass a test to have a Learner's Permit/License ('L plates').

Your 'L plates' do not mean that you 'can drive'. What they mean is that you have permission, under strict conditions, to learn how to operate a vehicle, and learn to control it safely on the road.

You will need to follow ALL the rules of your learner's license in order to keep it. Consequences of not following the rules can lead to long delays in getting your driver's license.
Always remember to only learn to drive with an experienced, responsible driver, and always place your 'L plates' on your vehicle when driving.

Once you have completed the requirements and passed your first driving test, you will receive your Provisional License ('P plates'). You are still considered to be learning, but now you are expected to know how to control the car you are driving, and the rules of the road.

Checks and Licenses

A provisional license allows you to keep learning to drive by gaining experience by yourself.

There are two phases of provisional license to keep you and others safe while you are developing your driving skills:

- The first phase ('Red Ps') has strict driving rules and restricted speed limits.
- The second phase ('Green Ps') has less strict rules and restricted speed limits.

You must display your correct red or green 'P plates' on your vehicle when driving.
BOTH phases have rules about when and how you can drive (late night curfews, number of passengers, max speed limits, zero alcohol). If you break these rules, you can permanently lose or significantly delay your licence.

Once you finish your provisional driving stage and pass the final test, you are considered to know how to drive, and you get a regular, or 'open' license.

Road rules can be slightly different in each state. You can find the rules for your state here: www.ntc.gov.au/laws-and-regulations/australian-road-rules

Photo Identification Card

This is a form of valid, legal photo identification for people who do not have other forms of photo ID, such as a driver's licence or passport.

It replaces the adult proof of age card, and the 18+ card.

Search for 'how to apply for a photo ID' in your specific state.

Disability Assessments

Comprehensive Health Assessment Program (CHAP)

A CHAP is designed to help minimise the barriers to healthcare for people with intellectual disability, by prompting health care and screening.

The CHAP tool is a two-part questionnaire requiring collaboration between the person with the intellectual disability, their supporter or advocate, and their GP.

For more information: www.eshop.uniquest.com.au/chap or ask your GP.

Legal Capacity

Some adults with a mental illness, an intellectual disability or a brain injury, may lack legal capacity if they can't make decisions about property, money management, medical treatment or lifestyle decisions.
An adult may lack legal capacity to make decisions in one area of life but not in others.

Assessing capacity is a complex matter, and you should get legal advice.
You must have legal capacity to:

- enter into a contract
- get married
- make a will.

If it is shown that you didn't have legal capacity when you signed a contract, made a will, or got married, then the contract, will, or marriage, may be invalid.

For more information: visit the Legal Aid website for your state (see 'Legal Services Section' further in this guide)

Government Services

Office of the Public Guardian/Advocate (OPG/OPA)

The OPG or OPA (depending on your state) is an independent statutory office established to protect the rights, interests, and wellbeing of vulnerable adults, as well as children and young people in the child protection system.

This includes those in out-of-home care, such as a foster home, the home of a kinship carer, a residential care facility, a youth detention or adult correctional centre, disability service or mental health facility.

Search for 'Public Guardian/Advocate' in your specific state to find out more.

The Public Trustee

The Public Trustee provides a range of services including 'enduring powers of attorney', where the public trustee is appointed to make financial decisions on behalf of an adult who has been determined to lack capacity to make those decisions.

The Public Trustee can also assist with free will-making and financial administration for people with decision-making impairment.

For more information, visit your state 'Public Trustee' website.

Civil and Administrative Tribunal (CAT)

CAT is an independent, accessible tribunal that efficiently resolves disputes on a range of matters. The tribunal's purpose is to provide a quick, inexpensive avenue to resolve disputes between parties, and to make decisions.

For more information: visit your state 'Civil and Administrative Tribunal' website.

Legal Assistance and Advocacy

We are all faced with times when we need legal advice, and when we need to know how to advocate for our requirements and rights. This can be especially challenging when you live with a hidden disability such as FASD.

There are two parts to advocacy:

- knowing your legal rights and obligations
- using this knowledge to communicate your needs effectively.

Self-Advocacy is a skill that is developed over time. Learning as much as you can about how FASD impacts your life, helps you to talk about it. Knowing that there are places where you can go for guidance and assistance will help you to get the best outcomes.

Legal Services

Legal Aid provides free legal advice and service, and is available in every Australian state and territory:

- Western Australia: www.legalaid.wa.gov.au
- Queensland: www.legalaid.qld.gov.au
- Northern Territory: www.legalaid.nt.gov.au
- South Australia: www.lsc.sa.gov.au
- Victoria: www.legalaid.vic.gov.au
- New South Wales: www.legalaid.nsw.gov.au
- ACT: www.legalaidact.org.au
- Tasmania: www.legalaid.tas.gov.au

Youth Law Australia

Youth Law Australia

Youth Law Australia is a community legal service that is dedicated to helping young people under 25 (and their supporters) to find a legal solution to their problems.

They provide free and confidential legal advice, assistance, and referrals, to young people under 25 and their advocates, through their online service, available 24 hours a day, 7 days a week. Youth Law can help you find legal solutions to problems before they escalate.

For more information: contact your local Youth Law centre by visiting www.yla.org.au.

Legal Assistance and Advocacy

National Information Service

The National Information Service (NIS) provides information and referrals about a range of human rights and discrimination issues. The service is free and confidential.

The NIS can:

- give you information about your rights and responsibilities under federal human rights and anti-discrimination law
- discuss whether you may be able to make a complaint to the Human Rights Commission, or how the law might apply to your situation
- give you information about how to make a complaint, respond to a complaint, or deal with specific discrimination issues
- refer you to other organisations that may be able to help further.

For free and confidential information and advice, you can call the National Information (NIS) on 1300 656 419.

Australian Human Rights Commission

Australian Human Rights Commission

The Australian Human Rights Commission is an independent statutory body that handles complaints and education on:

- rights and freedoms (including disability rights)
- discrimination
- harassment and victimisation.

For more information: www.humanrights.gov.au

Privacy

Privacy is considered to be a human right. Every person has the right to protect their person, personal information, and to enjoy their private life free from intrusion.

You have a right not to have your privacy, family life, home, or correspondence (mail or email) interfered with. This also applies to the collection of personal information by public authorities, results of medical tests or examinations, and other confidential matters.

You have the right not to have your reputation attacked unlawfully.

Privacy includes the right:

- to be free to lead your life without interference and intrusion
- to be able to associate freely with whom you want
- to be able to control who can see or use information about you.

Can this right be limited in any way?

Yes. Your right to privacy is limited if your actions impede the rights to safety and privacy of others, and/or when it is suspected that you are in danger, or that there is criminal activity.

For more information: www.oaic.gov.au/privacy/your-privacy-rights/what-is-privacy

Consent

What is Consent?

Consent talks about giving permission. It means to **freely give an agreement to the conduct that is being considered**, by a person who is in a **competent state to make the decision.** Consent must be given **freely**: the person must not be bribed, pestered, intimidated, or threatened. **If so, there is no consent.**

There are many situations in which you will need to decide if you give consent (permission) for something to happen. But you also need to know how to ask for consent from another. There can be some very serious consequences to actions taken without the consent of the other person.

Some **types of consent** include:

- giving permission to a website or an app to use some of your information (such as, your gender, name and birthday)
- giving permission for the storage and/or sharing of your personal information (for example, when you see a therapist and they want to share with your doctor)
- giving or asking for permission to touch and be touched (e.g., hugging, kissing, touching and sexual relations).

For **consent to be valid** it must be:

- Informed - You (or the other person) must be told and understand all the details.
- Voluntary - You (or the other person) must not be pressured into saying yes.
- Current - You (or the other person) cannot use consent given a while ago, or given for a previous request.

You (or the other person) can withdraw consent AT ANY TIME.

Capacity to Give Consent

To be able to give consent you (or the other person) must have the ability to:

- understand the request
- understand the consequences of giving or not giving consent
- use reasoning to decide
- communicate the decision.

If there is concern that you cannot provide consent, for example if you don't understand a written agreement or how your personal information is being used, you can ask for support to help understand.

Consent

For more information: www.oaic.gov.au/privacy/your-privacy-rights/your-personal-information/consent-to-the-handling-of-personal-information

Sexual Consent

Now that you are 18, you can legally consent to sexual activity with another adult over the age of 18, who also consents.

The age of sexual consent is 16, but there are special rules.
It is a crime to have sex with someone who is under 16 years of age.
It is a **serious offence** that can have life-changing consequences, including limiting your ability to travel to some countries, limiting the kind of job you can do, and potentially leading to incarceration.

Although an adult can have sexual relations with someone over 16, there are some special rules and regulations prescribed by law.

You **can only** have a sexual relationship with someone aged 16 and 17, **if they consent**, and **you:**

- **do not** share semi-nude, nude or sexually explicit photos of each other with one another, **even if the person who is 16 or17 consents**. This is because a 16- or 17-year-old is not considered an adult, and any sexual photos of them are considered child pornography. **You can be charged – this is a serious offence.**
- do not have a position of authority over them (for example, you cannot be their teacher, carer, supervisor, or their employer).

For more information and support on sexual consent:

Kids Helpline has a section for Young Adults: www.kidshelpline.com.au/teens/issues/what-consent

Reach Out.com: www.au.reachout.com/articles/5-things-you-need-to-know-about-sexual-consent

1800RESPECT: www.1800respect.org.au

If you are 18-25 years old you can also call Kids Helpline to chat about it, on 1800 55 1800.

Other resources

Every Australian Counts

Every Australian Counts is the grassroots campaign that fought for the introduction of the National Disability Insurance Scheme, and won.

EAC is made up of hundreds of thousands of people with disability, families, carers, and those who work to support them, who have come together to fight for a fair go for people with disability in Australia.

Every Australian Counts didn't end with the introduction of the NDIS. The campaign continues to fight to make sure the NDIS delivers on its promise to people with disability.

For more information: www.everyaustraliancounts.com.au

National Disability Coordination Office (NDCO)

The NDCO seeks to increase the knowledge and awareness of people with disability about their options after school, and of the supports that can enable them to participate in education and employment to the same extent as people without disability.

The program seeks to address barriers to participation in tertiary education and employment.

For more information: www.dese.gov.au/access-and-participation/ndco

Thank you for reading :)

National Organisation for Fetal Alcohol Spectrum Disorders

This guide has been adapted for YOU!
We hope it helps give you confidence to know where to get the information you need.
You can use it to identify what applies to you, and where to get guidance and support to achieve your goals.

"You've Got This!" and remember...
It's always ok to ask for help.

We hope that you have found this guide helpful.
Let us know at: Email us admin@nofasd.org.au

For more information on services and resources provided by NOFASD Australia visit: www.nofasd.org.au

Call us on our National Helpline: 1800 860 613

Follow us on Facebook: www.facebook.com/NOFASD.Australia
Follow us on Instagram: www.instagram.com/nofasd.australia
Follow us on Twitter: www.twitter.com/nofasdaustralia
Follow us on LinkedIn: www.linkedin.com/company/nofasdaustralia

BigDog SUPPORT SERVICES

And a BIG Thank you! to **BigDog Support Services** for permission to adapt and publish their original publication: "Now You're 18: A Guide for Young People with Disability Transitioning from High School".

For more information on BigDog Support Services, visit www.bigdogsupport.com.au

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