

Anne and Andrew's Story

INCLUSIVE EMPLOYMENT

Andrew was born in 1987 and I was told, by a very sympathetic doctor, that he would probably never be able to feed himself and that it was unlikely he would ever walk.

Let me introduce you to my action man!

Andrew is a keen swimmer, skies at intermediate level, rides horses, competes in charity fun runs, and sails solo around Middle Harbour.

He also enjoys travel and regularly holidays with Careaway, an organisation which provides supervised tours for adults with mild to moderate intellectual disability. His recent trips have been to the United States, New Zealand and Japan.

And trust me when I tell you he can feed himself! Andrew is a competent cook – I love his crispy skin ocean trout with wilted spinach and spicy risoni. His other specialty is lasagne.

There have, of course, been tough times. Andrew's learning difficulties meant that he was slow to read, and he has never acquired a working knowledge of maths. However, he studied hospitality and achieved a (modified) Higher School Certificate. And, aside from a period of 18 months unemployment during the Covid lockdown, he has always had meaningful work. He is currently employed by a financial services company in the city and travels independently from our home in Turramurra.



»»» **Looking back on the joys and challenges of parenthood over 35 years, I am cognisant of important changes which have transformed the lives of people with Down Syndrome notably, that there is now strong support from organisations such as the Down Syndrome Association; that the medical profession has greatly improved its knowledge and attitude; that NDIS has been established; that there are more employment opportunities; and that the general public is more aware and accepting of people with special needs. There is no doubt, however, that the most difficult challenge for parents, and the greatest impediment to our children's success, is dealing with intransigent bureaucrats at the Department of Education and Centrelink. The latter has been the bane of my life!**



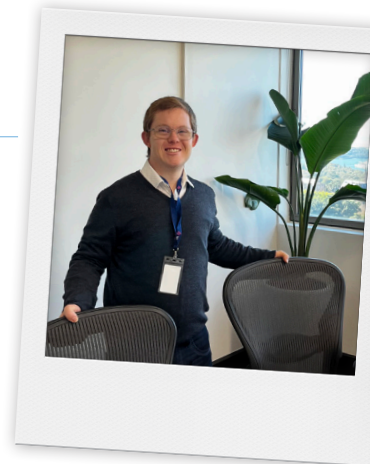
Anne Case, 30 January 2023

Andrew Case – Working at Lumi for 1 year

Q. HOW HAS ANDREW'S ROLE BEEN PROGRESSING?

»» Danielle Sassine, Supervisor, Lumi

Andrew's role has significantly progressed over the last year. He has both willingly and enthusiastically taken on additional responsibilities and continues to excel. During the first few months, it was a learning experience for myself as much as Andrew. I was not sure what he would be interested in, if tasks were suitable to his skillset or if there was too much of a variation in tasks. I decided to take the plunge and slowly introduce new tasks and Andrew was over the moon. He is really happy about the increase in hours and often discusses how he loves working at Lumi with his mum. Looking back to his and mine first few months till now I think we have both come a long way.



Q. WHAT HAS HELPED ESTABLISH ANDREW'S ROLE WITHIN YOUR ORGANISATION?

When we were seeking a candidate for this role, Andrew's job experience, interests and skills jumped out as we could see alignment. Over time, the role has grown and so too has Andrew's skills. It's been a bit of trial and error at the start but the assistance we all received in ensuring a smooth transition was great.

Q. HOW DO YOU THINK THE ROLE COULD BE FURTHER EXPANDED?

As new tasks come up, we introduce them to Andrew so the role is constantly expanding.

»» Yanir Yakutiel, CEO, Lumi

Since joining Lumi, Andrew's positive attitude and unwavering dedication have been truly inspiring. His passion and drive have not only contributed to our success but have also enriched our work environment. Andrew's exceptional performance has motivated us to push beyond our limits. His presence has further fostered inclusivity within our organisation and we are grateful to have him as part of the team.

»» Andrew, Office Assistant, Lumi



I have been working at Lumi since May 2022, on 3 days a week, then 4 days and now I am working there 5 days a week which I love. Dannie my supervisor says she is happy with my work and the CEO Yanir has said he wishes all his staff were as conscientious as me!

I love my job and I look forward to going every day. I am very busy at work and do lots of jobs like unpacking groceries, stocking cupboards, packing the dishwasher, cleaning the coffee machine and taking out the recycling. I also walk Ziggy and Huxley in Hyde Park.

Dannie is my supervisor and she is very kind. She helps me learn new tasks.

The Lumi people are friendly and they all talk to me when they come into the kitchen. We have staff lunches every month and I am invited. We also have cake when it's someone's birthday. And some days the big boss (Yanir) makes salad for the staff for lunch.