

Avenue



Participant Handbook

Avenue

Your Name:

Co-Working Space
Location:

Co-Working Space
Manager:

Co-Working Space
Phone Number:

Co-Working Space
Email Address:



Contents

6	About Avenue	<hr/>
10	Your first day	<hr/>
11	Structure of the day	<hr/>
12	Transport and parking	<hr/>
13	Facilities	<hr/>
14	Notice of absence	<hr/>
17	Contact Details	<hr/>

About Avenue

Avenue was created in 2011 in direct response to the experiences so many young people with disability face, coming out of the school system and into their adult lives, struggling to find quality opportunities for work and continued skill development beyond the classroom.

This was the experience of Shane O'Reilly, younger brother of our Founders Laura and Jordan. Shane left school in 2009 and despite his many skills and talents, the world he graduated into in his late teens saw him only in the context of his profound physical disability.

As a consequence, the opportunities Shane was afforded as a young adult were limited to a handful of recreational pursuits, with no meaningful opportunity to work or to grow his talents, particularly around his computer skills. For Shane, a life without contribution was a life without purpose.

Originally conceived as a retail business selling a range of ethical products through community markets and e-commerce, the goal of Avenue was to give people with disability the opportunity to work, build skills in an experiential setting, and foster social relationships in the context of a professional environment.

In 2018, Avenue evolved into a series of Co-Working Spaces which continue to provide a range of meaningful vocational, skill development and social opportunities, and make work accessible to all.

The Avenue model enables people with disability to come together, to work, and to thrive in collaboration with peers, creating the opportunity to work in a variety of micro-enterprises. We believe Avenue is a game changer for many tens of thousands of people with disability in Australia who want to fully participate in the working world.

Sadly, Shane passed away in 2011 and never got to see the business that his life inspired. But his legacy continues to motivate the Avenue team to create exceptional work, learning and social opportunities for people with disability, regardless of their support needs.

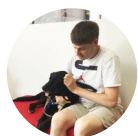


Avenue Work

At the heart of Avenue Co-Working Spaces are work teams, empowering people with disability to engage in meaningful and supported work through the sharing economy, micro-enterprises and entrepreneurship.

Led by a Team Coordinator and assisted by a group of Support Workers, Avenue Participants (known as Team Members within the Co-Working Space) with similar skills and interests work together in teams to generate revenue which is shared equally among all participants.

By joining an Avenue Co-Working Space, you have the opportunity to contribute your skills and talents in work teams such as:



Avenue
Animals



Avenue
Entrepreneurs



Avenue
Order
Fulfilment



Avenue
Markets



Avenue
Hub Management



Avenue
Gigs



Avenue
Flyers

Avenue Social

Coming to a workplace each day is not just about coming to work; it is about connection to the community and building social relationships.

Avenue Social empowers individuals to create their own social calendar and engage in community activities of their choosing.

Avenue Social Team Members choose what they want to do, with whom, and when they want to do it.

Avenue Learning

Avenue Learning supports Team Members to reach their learning and professional goals by developing an individual skill development plan.

Plans are developed with a Learning Coordinator and are tailored to align with each Team Member's goals, abilities and needs.

Avenue also offers School Leavers Employment Supports which aims to build confidence, develop work-ready skills and identify ideal supports so that participants can work wherever they choose, regardless of their support needs.

Your First Day

On your first day at Avenue, you'll be met by a sea of friendly faces, including your fellow Team Members and Avenue Support Workers.

When you arrive at gam, you will meet your Team Coordinator and Support Worker for the day, who will introduce you to the team, help you with your tasks and guide you through your day.

In addition to meeting your new colleagues, you'll learn about Avenue's various teams, and try your hand at different tasks to figure out which team is right for you. You will complete computer work or hands-on tasks with your Support Worker there to assist.

You'll have morning tea and lunch with everyone, which is a chance for you to socialise and meet other Team Members.

At the end of your first day, the Team Coordinator and Co-Working Space Manager will check in with you and your family/carer before you leave for the day to give feedback on how your day went.

Structure of the day

There are several breaks throughout the work day at Avenue. Each Co-Working Space has its own break structure, which may look something like the following

Start of day	Morning Tea Break	Lunch Break	Standard End of day	Late end of day
9:00am	30 mins	1 hour	3:00pm	4:00pm*

**While most people leave Avenue at 3pm, Avenue remains open until 4pm. Speak to your Community Engagement Lead if you would like longer program hours.*



Transport and Parking

Each Avenue Co-Working Space has multiple options for transport, including public transport, parking, community transport and support to book taxis.

Please speak to your Manager or Community Engagement Lead about transport options for the Avenue Co-Working Space you will be working at.

Alternatively, you can view all locations and transport options on the Avenue website.

www.avenuecoworking.org.au/contact-us



Facilities

Break Areas

Each Avenue Co-Working Space has a break area and kitchen with seating where Team Members are able to eat their morning tea and lunch together.

In the break area, Team Members have access to:

- A fridge for storing food
- Plates, cups and cutlery
- Tea and coffee making facilities
- Kitchen appliances such as a microwave and toaster
- Accessible bathroom facilities

Personal belongings

Each Avenue Co-Working Space has allocated space for storing the personal belongings of Team Members.

You will be shown where to store your bags and other personal belongings on your first day.

Notice of Absence

On occasions where you are unwell or cannot otherwise attend the office:

Cancellation of Scheduled Support and "no shows"

In line with Avenue's attendance policy, the Co-Working Space must be notified of cancellation of a scheduled support (i.e. not coming to the program on any given day) by 3pm the day before the scheduled support. If notified by 3pm the day before the scheduled support, no fee will be charged to the Team Member for the cancelled activity.

If you do not notify the Co-Working Space of your intention to cancel a scheduled support by 3pm the day before, the Participant will be considered a "no show". Under the NDIS Price Guide, Avenue (an enterprise of Fighting Chance) reserves the right to charge 90% of the full price of the scheduled support for personal care and community access supports.

Leave and Holidays

Should you wish to take a leave of absence from work, participants and their families/carers/guardians should notify the Co-Working Space.

We encourage all Team Members to give as much notice as possible for leave and holidays. If an individual informs the team later than 3pm the day before, they will be charged for the support the following day, however not for the rest of their leave.

Please note: All public holidays and Avenue holiday breaks are marked as absent with no charge in our systems. Notice for these periods is not required. Avenue is closed at these times.



Contact Us

For all general enquiries please contact:

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Avenue

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Empowered by
**FIGHTING
CHANCE**