



Pathways Program



Too often the traditional approaches to redeployment miss the mark and individuals are left to aimlessly navigate their way through procedural requirements as opposed to working collaboratively toward better health outcomes. Recovery Partners has designed the Pathways Program to move away from more traditional redeployment approaches by reinforcing more contemporary approaches.

The key message of the Pathways Program is to use work to recover, rather than recovering to return to work, as work forms a key component of treatment and rehabilitation regimes. We focus our energies at the commencement of our vocational rehabilitation interventions to ensure that we truly understand the individual and they are suitably engaged to progress onto their respective vocational pathways.

Historical Outcomes

This approach typically results in job outcomes for some skilled workers with few employment barriers. A historic benchmark has been approximately 40% of participants finding new employment. Essentially meaning that only every two in five workers obtain gainful employment. Service Providers are often too actively focused on outcome achievement that they often lose sight of the unique individual before them. Accordingly, for those that fail to return to work, stakeholders are left to assume that some individuals will successfully return to work while others simply will not.

So why doesn't this always work?

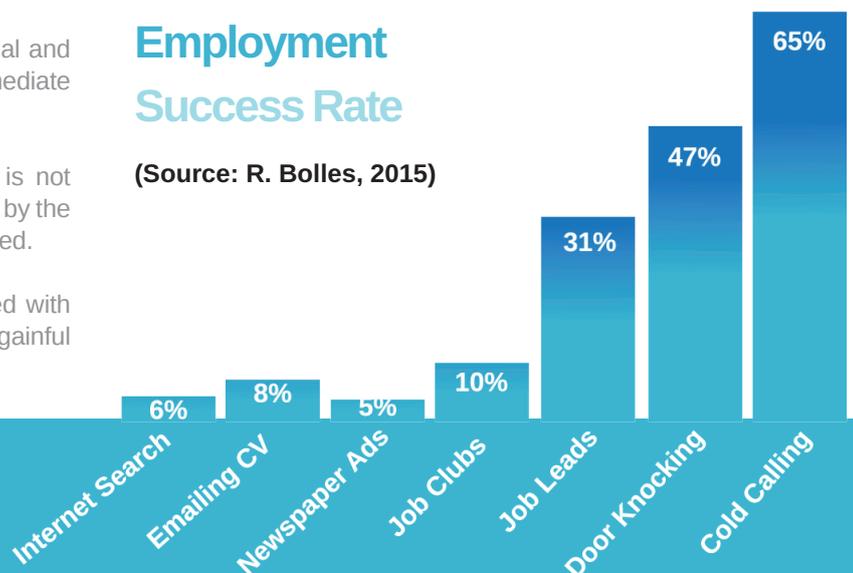
Individuals often present with a range of psychosocial and secondary barriers, which are overlooked in the immediate assessment to job application model.

Job goals are often established that an individual is not intrinsically motivated to pursue resulting in little effort by the individual, and structured pathways are left not followed.

Traditional approaches to job seeking are associated with with low success rates for obtaining sustainable gainful employment as highlighted to the right.

Employment Success Rate

(Source: R. Bolles, 2015)



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Alternate Approach

Recovery Partners have recognised an alternative approach by combining key messages about the health benefits of work with a well-researched step by step guide to job search success.

Our unique Pathways Program places a large emphasis on workers owning their most appropriate path, and equipping workers to use networking as a major component of their job search in addition to other traditional jobs seeking methods. Individuals are guided to complete an array of practical activities and personal evaluations to establish how & where they fit, and what path ultimately matches with their personalised profile. This moves away from the traditional methods that are often geared towards a provider's motivation to effect a new employment placement as opposed to the individual acting as a key driver to returning into an evoked vocational field.

Ultimately, our co-facilitation approach enables the participant to come to find the right path for them and the initial identification components ("COGS") create an appropriate vehicle for the individual to launch into bespoke employment canvassing.

The Pathways Program directly targets key modules ("COGS") that are critical in promoting an understanding of the individual and how they will be successful in managing their future vocational endeavours. Senior facilitators work in tandem with the individual at the initial stages to discover suitable paths, considering all potential obstacles and resolve for the necessary navigational tools. Subsequent canvassing is then independently aligned to the individual's COGS and channels their elected final destination. Research demonstrates that an alternate method is required and to promote the best outcomes the individual's need to be heavily engaged to create the momentum and accelerate their potential to own their next vocational pathway.



"The Pathways program really helped me to understand where I was at and where I could go."

Previous program participant

Call 1300 OHS RTW (1300 647 789)