

287_564_Internship, Mentorship and Workplace Inclusion (實習、指導和工作場所包容)

TOTAL DURATION: 00:26:40

Time in	Time out	Transcription	Translation
00:00:15	00:01:51	<p>Ryan: 歡迎收聽 Speak My Language 母語講故事這個節目，每一集中我們都會分享生活，在我們多元文化社區內的殘障人士的精彩生活經驗我是你的主持人 Ryan Chan。我正服務於 Ethnic Communities Council of Queensland，在節目中我們會聽到生活，在我們多元文化社區中身體有殘障的朋友，如何用到新學到的技能，以及社區的資源去過好每日的生活，我們邀請有身體殘障的朋友分享他們自己的故事，同時都會找來來自各個機構的特邀嘉賓，告訴我們有甚麼好地方，以及有意思的活動適合身體有殘障的朋友參與。大家好呀！我是 Ryan，今日我們邀請到的嘉賓，她叫 Tia Kwan，我會叫她做 Tia，她是來自 Australian Network on Disability, 又叫 AND，如果翻譯成中文，我們會叫做澳洲殘障人士網絡，Tia 今日來是主要會介紹他們機構所營運的兩個求職以及職業輔導的計劃，這些計劃都會幫助到殘障人士或者有長期病患的朋友，可以更好去融入職場，以及得到職業的輔導。Hello，Tia，今日多謝你抽時間來參加我們的訪談節目。</p>	<p>Ryan: Welcome to Speak My Language, a podcast where in each episode we share the exciting life experiences of people with disabilities within our multicultural communities. I'm your host Ryan Chan. I am serving the Ethnic Communities Council of Queensland. In the podcast, we will hear about the life led by friends with disabilities in our multicultural community, learning how to use newly acquired skills and community resources to live a better life every day. We invite friends with physical disabilities to share their own stories, and we will also find special guests from various organisations to tell us about nice places and interesting activities suitable for friends with physical disabilities. Hello everyone! I'm Ryan. The guest we have today is Tia Kwan. I will call her Tia. She is from the Australian Network on Disability, also called AND. If translated into Chinese, it is 澳洲殘障人士網絡 (Australian Network on Disability). Tia is here today to mainly introduce the two job search and career counselling programs run by their organisation. These programs will help people with disabilities or long-term illnesses to better integrate into the workplace and obtain career counselling. Hello, Tia. Thank you for taking the time to join our podcast today.</p>
00:01:51	00:01:53	<p>Tia: Hello，Ryan，大家好，我是 Tia</p>	<p>Tia: Hello, Ryan. Hello everyone, my name is Tia.</p>
00:01:54	00:02:18	<p>Ryan: Tia，我知道，你是負責營運，這兩個項目的負責人，你的 Title 是 Program Coordinator 來自... Australian Network on Disability 的機構，你可以簡單講講兩個項目叫甚麼名字，以及他們的內容是甚麼嗎？</p>	<p>Ryan: Tia, I know that you are in charge of the operations of these two programs. Your title is Program Coordinator from Australian Network on Disability. Can you briefly tell us the names of the two programs and what they involve?</p>
00:02:18	00:04:35	<p>Tia: 無問題，我主要 Run 的兩個計劃，一個叫 Stepping into Internship program，是一個實習計劃，另一個叫 PACE Mentoring Program 是一個職業輔導計劃。Stepping into Internship program 是一個實習計劃，專門供有殘障，或者長期病患的大學生感受，一個實習的機會，這個實習的機會，是跟我</p>	<p>Tia: No problem. I run two programs, one is called Stepping into Internship program, which is an internship program, and the other is called PACE Mentoring Program, which is a career mentoring program. Stepping into Internship program is designed for college students with disabilities or long-term illnesses to obtain an</p>

		<p>們的成員，組織機構是去做的，當中包括好多大公司，銀行，一個政府的機構，甚至是...他們都會舉辦一個實習計劃，而且他們會比錢，所以不是一個無償的實習計劃，學生就可以通過，這些計劃得到...履歷表上面會有更多的經驗，以及他會更加理解職場上如何運作，可以得到好多職業上面的輔導，另外一個 PACE Mentoring Program 是一個輔導計劃，就是供所有無論你是否學生，只要你是十八歲以上，年紀好大都無問題，只要你是一個殘障或者長期病患人士，你就可以申請這個職業輔導計劃，然後我們就會將你跟一個職場上面的一個導師去配對，這些導師都是來自我們的我們網絡成員的機構，所以我們剛才所說的大公司，大政府機構等等，他們會有個不同的職業人士配對，你就會通過同他們見面或者開會，去理解你們的求職路上有甚麼需要注意的地方，或者幫助你職業規劃等等，更加令到你的職業生涯會有幫助。</p>	<p>internship opportunity. This opportunity is provided by our members and organisations, including many large companies, banks, government agencies. They run internship programs, offering paid positions. The internship is not an unpaid. Through these programs, students can expand their resumes, gain a better understanding of workplace conditions, while receiving professional guidance. The other PACE Mentoring Program is for everyone no matter you are a student or not. As long as you are over 18 years old with disabilities or long-term illnesses, you can apply for this career counselling program. No age limit. Then we will match you with a mentor in the workplace. These mentors are from organisations that are members in our network. So the big companies, big government agencies, etc., that we mentioned will have people from various professions as potential mentors. You will meet or have meetings with them to understand what you need to pay attention to in your job search, or to help you with your career planning, etc. It will be helpful to your career.</p>
00:04:35	00:05:00	<p>Ryan: 聽落這兩個 Program 都幾有針對性，是針對我們長期病患的人士或者是殘障人士，去扶助他們，幫他們在他們遇到困難時消除障礙，以及可以順利步入職場，可否簡單介紹一下兩個 Program 最主要有甚麼價值，或者有甚麼獨特的優勢呢？</p>	<p>Ryan: Sounds like these two programs are very targeted. They are aimed at people with long-term illness or disabilities to support them, helping them to overcome obstacles and successfully enter the workplace when there are difficulties. Can you briefly introduce the main value of the two programs, or what are their unique advantages?</p>
00:05:00	00:06:23	<p>Tia: 主要上我們的兩個計劃的理念就是幫助我們的澳洲的職場或者僱主去消除障礙，是我們殘障人士或者長期病患者經常會遇到的，譬如有顯示，大概通常每五個殘障人士入面會有一個會遇到歧視，通常歧視部份會來自僱主，我們希望通過，令更多僱主或者更多機構去加入我們的計劃會令到他們認識到，其實我們是需要有對殘障人士，有更多的包容性，更加多元化的職場或者多元化的僱員，我們希望消除這些障礙，另外我們都會希望會幫助我們計劃的參加者，譬如學生或者求職者去理解到他們的長處，去認清他們的職業方向，能夠最大地激發他們的潛力，令他們步入職業生涯更加順利。</p>	<p>Tia: The main idea of our two programs is to help our Australian workplaces or employers to remove barriers that people with disabilities or long-term illnesses often encounter. For example, it is said that usually one out of every five disabled people in the workplace encounters discrimination, part of which comes from their employers. We hope that by inviting more employers or more organisations to join our program, they will realise that there is a need to be more inclusive, to have a more diverse workplace and employees. We want to remove these barriers, and we also hope to help participants in our programs, such as students or job seekers, understand their strengths, recognise their career direction, and maximise their potential to make their</p>

			career smoother.
00:06:23	00:06:35	Ryan: 我想了解一下參加你們項目的機構，剛剛提到會有些大公司，政府機構，可否介紹幾個，舉個例？	Ryan: I would like to know about the institutions participating in your programs. You just mentioned that there are some large companies and government agencies. Can you give a few examples?
00:06:35	00:07:30	Tia: 其實我們有好多參加機構，好多都是來自澳洲好大的公司，營運，他們有私營或者公營，其實都好多不同的，好多不同的範疇都會包括 我們有銀行，有大學，我們會有法律的 Law firms ，有工程方面的公司，譬如我們有 NDIA，都會有參加我們的計劃，我們甚至會有 SBS，電視台，動物園！IT 科技公司都會有的，其實好多都包含到，其實我們會了解到，其實澳洲有好多機構都會願意去改變或者願意參與更加多元化，或者包容性方面的計劃。	Tia: In fact, we have numerous participating organisations, many of which are big companies in Australia, private and public ones. In fact, they are from many different fields, including banks, universities, law firms, engineering companies. Another example is NDIA. They are all part of our programs. We even have SBS, TV stations, and zoos! IT companies as well. They are across the board. And we actually learned that there are many organisations in Australia willing to change or participate in plans about diversity or inclusion.
00:07:30	00:08:21	Ryan: 真是各行各業，都會參加的機構，我真是大開眼界，我以前都不知道有這種針對性的項目，以及可以適合各個專業的學生，或求職者可以去參加。接下來，我想稍稍了解一下你們...你們項目入面的內容以及做法，我想知道你們機構是會以甚麼方式去支持或者幫助參與者，在參與這些 Program 的過程中一步一步去前進，以及這些導師，他們是有甚麼作用，以及是扮演一個甚麼樣的角色去幫助這些參加者？	Ryan: It is an organisation that all walks of life participate in. It is really an eye-opener for me. I never knew that there is such a targeted program and that it could be suitable for students of different majors or job seekers. Next, I want to know a little bit about the content and approach of your programs. I want to know how your organisation supports or helps participants step by step? And what is the mentor's role in helping the participants?
00:08:21	00:10:47	Tia: 這是一個很好的問題。首先我們可以從 Stepping into Internship Program 實習計劃開始，我們作為 Program Coordinator，一個統籌，我們會有一個，我們會經常會跟我們的實習生，學生以及每個實習生都會一個 Supervisor，即是一個監督。在職場上，或者經理，我們會經常跟他們 Check in，我們可能會 Email 或者打電話跟他們談談天，了解一下他們究竟在做甚麼，有沒有需要幫助，有沒有遇到甚麼困難，通常我們，尤其是實習學生，我們都會明白到，其實你一個學生，在一個實習...在一個公司開始他的職業生涯會有可能有些學生會又有点不安，我們盡量會通過電話或者電郵的溝通，希望他們會覺得沒那麼孤單，通常我們都會盡量，問他們究竟在做甚麼工作，比如他們的上司或者同事之間有沒有好好的安排，或者我們通常比較專門會問的是 Workspace adjustment 一個	Tia: That's a great question. First of all, we can start with the Stepping into Internship Program. This program has an overall program coordinator. Then, we keep contact with our interns and students. Each intern has a supervisor. We often check in with their managers in the workplace. We may email or call the interns to talk about their day and find out what they do, whether they need help or encounter any difficulties. We all understand that intern students may find it a little uneasy in a workplace when they just start the internship. We communicate by phone or email, trying our best to make them feel less lonely. We usually talk about what kind of work they actually do, such as whether their bosses or colleagues have good work arrangements. Workspace adjustment is the thing we specifically ask about. When we hand over an intern student name list to participating institutions,

		<p>工作場所的...我們將實習學生的名單交給參與機構時，我們會講到這些學生需要甚麼的工作條件，可能有些學生會需要一些時間上的調整，辦公時間上的彈性時間之類我們會確保溝通的時候，我要確保所有調整都會有做到。我個人好享受去做這些 Check in 去做這些聊天的工作，因為我覺得學生有時候會覺得好開心，會有人不這麼孤單，會有人跟他們聊天，也會談到他們其實在做甚麼項目，他們好開心認識到甚麼人，我們亦會跟他們慶祝，亦會為他們感到開心。</p>	<p>we mention the working conditions these students need. Some students may need some time adjustments, such as flexible office hours. We ensure that after communicating all adjustments are achieved. I personally enjoy checking in and chatting with interns because I think that makes students really happy. Some of them will stop feeling so lonely, having someone chat with them and discuss what projects they are working on. They are also happy to meet other people. We also celebrate with them and feel happy for them.</p>
00:10:47	00:11:06	<p>Ryan: 聽起來除了職業上面的發展，亦都會可能建立到一些工作上跟同事，上司，甚至是工作中遇到的其他人，有一些比較正面的關係，例如是職業上的一些 Network 方面的關係，可以這樣說嗎？</p>	<p>Ryan: It sounds like in addition to professional development, it is also possible to establish some relatively positive relationships with colleagues, bosses and even other people you meet at work. It is just like professional networking. Can I say so?</p>
00:11:06	00:13:00	<p>Tia: 無錯，因為我們所有參加的 Supervisor 或者經理，他們都需要在實習開始之前，都會要上我們一個叫 Disability Awareness and Confidence Training，就是所謂一些對殘障人士方面會有更多的認識，這個訓練，令到他們更加有信心去幫助這些殘障學生，或者殘障學員去提供一些支援。你都有講到一些關於建立不同關係，其實無錯，因為我們有好多的學員同導師，在 PACE Mentoring Program 職業輔導計劃入面，他們通常會建立好多的建立一些比較深厚的關係，因為他們要每兩個星期見一次，他們會談很多不同的事。我們配對的時候都會將個人興趣納入考慮之內，如果剛好我們有導師跟學員是...我們曾經有導師，跟學員都對影相好有興趣，我們就將他們配對成一齊，他們結果變成好朋友，亦會約到一起出去影相。所以不只是職場上一個好專業的關係，已經變成一個長期的 partnership，即是一個夥伴的關係，大家會在對方身上學習不同的事，他們會做一些，他們覺得有興趣做的事。</p>	<p>Tia: That's right. All our participating supervisors or managers need to attend a training called Disability Awareness and Confidence Training before the internship starts. This training helps them better understand students with disabilities, making them more confident in helping or providing some support. You also mentioned building different relationships, which is actually correct. A lot of students and their mentors in the PACE Mentoring Program develop deeper relationships because they meet every two weeks and they talk about a wide range of things. When we do the matching, we will take personal interests into consideration. We happened to have a mentor and a student who are both interested in photography, and we paired them. They are good friends now and they go out and take pictures together. So it is not just a good professional relationship in the workplace. It has become a long-term partnership, that is, like partners. Everyone learns different things from each other, and do interesting things together.</p>
00:13:00	00:13:34	<p>Ryan: Tia，我知道你們的項目，兩個項目都已經是 Run 了好長一段時間了，例如這個實習的項目，Internship 已經是由 2005 年開始有，而這個 PACE，即是職業輔導的計劃，是 2013 年開始做了，我想知道過去這麼多年，你們有沒有收集到一些數據上的訊息，可以反映到這兩個計劃是可以如何幫到我們的參</p>	<p>Ryan: Tia, I know that both your programs have been running for a long time. For example, the internship program has been in existence since 2005, and the PACE career counselling program started in 2013. I would like to know if you have collected any data over the past few years to reflect how these two</p>

		加者？	programs can help our participants?
00:13:34	00:14:51	<p>Tia: 我們都有好多不同的數據反映到我們兩個計劃，是可以在不同的範疇上面幫助到我們的計劃參加者，即是我們的實習學生，以及我們職業輔導的學員去幫助他們有更好的職業發展，我們之前2018年做的一個調查顯示到，我們有八成的實習學生，在畢業之後四個月之內就找到工作，至於在職業輔導 PACE Monitoring 的計劃，我們2020年的調查顯示，我們有39%的學員是在計劃的四個月之內，是成功找到工作，有41%的學員表示他們對工作面試更加有信心，所以我覺得，這些數據是可以反映到我們兩個計劃，是對殘障學生或者殘障人士有好大的幫助，我們亦都有88%的學員，表示他們之後是會繼續跟他們的導師聯繫，或者有聯絡，他們不單止是一個職業上面專業的關係，更多是會邁進成他們的人脈。</p>	<p>Tia: We have good amount of evidence that shows our two programs really help participants in different aspects. Students in our internship and career counselling programs have better career development. A survey we conducted in 2018 showed that 80% of our intern students found a job within four months after graduation. As for the career counselling PACE Mentoring plan, our 2020 survey showed that 39% of our interns successfully found a job within four months of the program, and that 41% said they were more confident in job interviews. So I think these data show that our two programs are of great help for students with disabilities or people with disabilities. 88% of our students said that they will keep contact with their mentors in the future. It is not only a professional relationship, but also more of a positive connection.</p>
00:14:51	00:15:48	<p>Ryan: 而我覺得除了你以上說到這些有力的數據，我覺得這個部分，即是說會有可能建立到長期健康的關係，都是很重要，因為我們做節目我們知道殘障人士很多時會需要一些...這些健康關係是我們帶著殘障去生活得快樂的一個好重要的元素之一。我想知道，Tia 你講了好多由你的角度出發看到這個項目帶來的一些優點，以及對參加者產生的幫助，我想知道有沒有一些項目的學員，他們會在參加完計劃之後會有一些反饋，一些意見，或者一些好的 feedback 跟你們說。</p>	<p>Ryan: And I think in addition to the convincing data you mentioned above, I think the possibility of establishing a long-term and healthy relationship is very important. When we produce these podcasts, we have learned that people with disabilities often need healthy relationships, which serve as one of the most important elements of living happily with a disability. Tia, you have talked a lot about some of the advantages brought by these programs from your perspective and the benefits it generates for the participants. I would like to know if there is feedback from students after participating in the program, some opinions, or some good feedback.</p>
00:15:48	00:17:16	<p>Tia: 當然有，我們有好多學員在輔導期間會跟他們的導師做很多不同的活動，譬如他們會做一個模擬面試，會叫他的導師去幫他們看看他們的履歷表，求職信等等，幫他們...導師作為一個有經驗以及值得信任的人，去幫他們的學員提供一些意見，建議，所以我們有好多不同好正面的反饋，好多故事我們聽到後都...好激發到好多不同的思考，好鼓舞，不單止是學員或者學生方面，其實我們導師或者是我們經理，職場經理都有好好的反饋，譬如我們又有超過九成的 Supervisor，經理都會同意，他們覺得有一個...團隊入面有更加多元化是對工作上面很幫助，亦都有超過八成會同</p>	<p>Tia: Of course, many of our students do different activities with their mentors during the mentoring period. For example, they conduct a mock interview and ask their mentors to help review their resumes, cover letters, etc. Mentors, as an experienced and trustworthy person, provide opinions and suggestions to their students. Thus, we receive a lot of positive feedback, and many stories that we hear are inspiring, very encouraging. Not only from interns or students, in fact, our mentors, our managers and workplace managers all have good feedback. For example, more than 90% of our supervisors and managers agree that they feel that having more</p>

		<p>意他們更加多...通過這個計劃他們會對於管理或者對於支援一個有殘障的團隊的成員會更加有信心。</p>	<p>diversity in the team is very helpful at work, and more than 80% of them agree that through this program, they have more confidence in managing or supporting team members with disabilities.</p>
00:17:16	00:17:52	<p>Ryan: Tia, 我們前面談到好多, 關於你們的項目以及參加者的經驗, 另外我想知道另一個方面在職場方面, 公司, 政府部門? 這些部分呢? 其實我相信他們可以做到很多, 即是說令到一個工作場所, 令到招聘的過程等等的這些環節, 更加無障礙更加有包容性, 對於我們有殘障或者長期病患的人士即是這方面呢? 可以舉一些例子嗎?</p>	<p>Ryan: Tia, we have talked a lot about your program and the experience of the participants. Now, I would like to know about other aspects from the views of workplace, companies and government departments. What about their role? In fact, I believe they can do a lot, that is, make the workplace, the recruitment process, etc. more accessible and inclusive. What can they do to support people with disabilities like us? Can you give some examples?</p>
00:17:52	00:19:07	<p>Tia: 當然可以, 作為僱主方面, 無論他們是公司, 機構或者是政府部門, 其實他們有幾個重點是可以去考慮, 可以去令到他們整個工作環境, 更加有包容性以及更加無障礙, 我覺得首先第一步就是要去長遠去建立一個計劃, 一個 Plan, 去考慮究竟他們想做甚麼, 他們的目標是甚麼? 第二個是推廣工作場所調整, 我們所謂的 Workplace adjustment, 即是令到... 這些調整是幫助到我們有殘障的人士或者有長期病患的人士, 更加多去... 令到他們在工作場所更加... 有一個無障礙的工作場所, 令到他們的工作能力或者工作的表現是會有幫助, 令到他們在工作上更加安全, 第三點是就是我們所謂的 disability confident, 就是幫助他們的團隊要更加去推廣... 即是幫助他們團隊的成員, 或者是他們的管理層更加有包容性!</p>	<p>Tia: Of course. As employers, whether they are companies, institutions or government departments, there are actually several key areas they can consider and do to make their entire workplace environment more inclusive and accessible. I think the first step is to establish a long-term plan and consider what exactly they want to do and what their goals are. The second is to promote workplace adjustments. Workplace adjustment is to help the disabled people or people with long-term illnesses feel more comfortable in the workplace, enjoy a barrier-free workplace, which helps improve work capability or performance, in addition to making them safer at work. The third area is what we call disability confident, which means helping their team members or their management to become more inclusive!</p>
00:19:07	00:19:18	<p>Ryan: 如果僱主想了解更多如何去提升他們這些方面的能力, 有甚麼地方他們可以得到你的訊息?</p>	<p>Ryan: If employers want to learn more about how to improve their capabilities in these areas, where can they get your information?</p>
00:19:18	00:20:48	<p>Tia: 有的, 其實我們有好多, 我們澳洲有很多不同的資訊內容, 譬如我們 Australian Human Rights 他們有個網站, 是專門談到僱主如何可以在招聘過程中避免有歧視的情況出現, 譬如另外新南威爾士, New South Wales Department of Family and Community Services 這個政府部門, 他們有一個計劃叫 See the possibilities, 他們的網站亦都有好多不同的資訊, 以及資源去幫助僱主或者機構去聘請殘障人士的。如果你是僱主, 我就非常建議去這種機構</p>	<p>Tia: Yes, a lot of information is available in Australia. For example, we have Australian Human Rights. They have a website that specifically deals with how employers can avoid discrimination in the recruitment process. Another example is New South Wales. New South Wales Department of Family and Community Services. This government department has a program called See The Possibilities, and their website contains all sorts of information and resources to help employers or organisations hire</p>

		<p>上，這種網站上去看看，至於求職者其實都有好多不同的資訊，澳洲政府有個 Disability Employment Services，DES 就專門是負責幫助殘障人士，長期病患者，去做一個持續性的支援，去幫助他們求職搵工，我們的機構 Australian Network on Disability，AND 都有提供諮詢 Consulting 的服務。如果是一個機構，你是一個僱主呢，你想加入我們的網絡，我們好歡迎你加入我們...成為我們的成員，我們就可以提供服務，諮詢的服務令到幫助我們機構更加有包容性，更加無障礙。</p>	<p>people with disabilities. If you are an employer, I highly recommend checking out this kind of organisations or websites. As for job seekers, a lot of information is quite handy. The Australian government has Disability Employment Services (DES), which is specifically responsible for ongoing job seeking assistance for people with disabilities and long-term illnesses. Our organisation, Australian Network on Disability (AND), provides consulting services. If you are an organisation, an employer, and you want to join our network, we welcome you to join us and become a member. We will provide consulting services to help organisations become more inclusive and more accessible.</p>
00:20:48	00:21:19	<p>Ryan: 我相信聽到這裡有好多的聽眾，或者他們的親友都會覺得有興趣去參與這些求職或者職業輔導的計劃，我們就想知道我們好多聽眾是在澳洲的各個州以及領地的，在不同的這些地方，你可以建議他們通過甚麼方式找到類似你們的服務呢？還是你們這個服務是全國性的？</p>	<p>Ryan: I believe that many listeners, their relatives and friends here would be interested in participating in these job seeking or career counselling programs. They all live in various states and territories across Australia. What are your suggestions for them to find services similar to yours? Or is your service nationwide?</p>
00:21:19	00:22:17	<p>Tia: 其實無錯，我們這個服務是全國性的服務，我們的計劃，無論是實習計劃，還是職業輔導計劃，亦都是全國性的。我們參與的實習機構或者我們參與的職業輔導導師，他們都是來自各個州份的，他們包括了譬如墨爾本，悉尼，布里斯班，珀斯，甚至塔斯曼尼亞都有。如果你是來自於偏遠地方呢，我們的實習輔導計劃都會提供一個遠距離線上的輔導，你就可以跟你的導師在線上見面，去做你們的職業諮詢，職業輔導的活動，不需要一定要面對面見面的。</p>	<p>Tia: Actually, that's right. Our service is nationwide, and our programs, both the internship program and career counselling program, are available nationally. The internship agencies or the career counsellors we deal with are located in various cities and states, including Melbourne, Sydney, Brisbane, Perth, and even Tasmania. If you come from a remote area, our internship and mentoring programs provide remote online mentoring. You can meet with your mentor online to conduct career consultation and career counselling activities. It is not always necessary to meet face to face.</p>
00:22:17	00:24:27	<p>Ryan: 嗯，我都知道你亦有推薦一些其他全澳洲，關於殘障以及求職方面的資訊的網站，我會稍後收集這些訊息，然後我會列在我們的網址上，聽眾朋友到時可以留意，都可以去看看這些網站。好快喔！又差不多到我們的節目的尾聲啦，我在此感謝 Tia，今日再次多謝她抽時間跟我們分享這麼多有用，關於殘障人士求職方面的資訊，我個人學到了很多，簡單重點總結一下這個項目，首先是分兩個部份的：實習的部分，就是適合在大學就讀大學課程的朋友去參加，另外一個職業輔導計劃是適合任何</p>	<p>Ryan: Well, I know that you also recommended some other websites with information about disabilities and job seeking across Australia. I will collect the information later and then put it on our website. Our audience who may be interested shall refer to it and these websites. How time flies! It's almost the end of our podcast again. I would like to thank Tia. Thank you again for taking the time to share with us so much useful information about job seeking for people with disabilities. I personally learned a lot. I will briefly summarise our discussion. First of all,</p>

		<p>十八歲以上有殘障，或者有長期病患的朋友都可以參加，無論你的年齡多大都沒有問題，覺得有興趣參加這個項目，你可以上到他們的網站 AND.org.au，就可以進行申請。我覺得除了在求職方面可以幫助到我們的求職者，踏入職場之外，Tia 亦都分享了很多通過這個過程，他們的工作人員以及輔導的導師，以及職場中我們參加者所接觸到的同事或者客戶等等這些人都有機會，跟參加者會建立一個正向的關係可能是一些長期的，就是有益身心的 或者有益於職業發展的關係，所以這個部份亦是我覺得很能幫助到各位殘障人士，去符合返我們的主題 Living well with disability，即是過一個好的生活，有一些好的關係是起到好大的幫助。請問 Tia 在節目最後有任何說話是想留給我們的聽眾嗎？</p>	<p>there are two parts: one is the internship, which is suitable for people who are studying in college or university, and the other is career counselling program, which is suitable for anyone over the age of 18 with disabilities or long-term illnesses. No age limit. If you are interested in participating in these programs, you can go to their website AND.org.au to apply. In addition to helping our job seekers to enter the workplace, Tia also mentioned their staff, mentors, and colleagues or clients that participants meet at workplaces all obtained some opportunities in the process. That is, to establish a positive, possibly long-term, relationship with the participants that is beneficial to wellbeing or career development. This is something I think can help people with disabilities a lot and it resonates with our theme, Living well with disability. Living a good life with some good relationships can be of great help. Is there anything Tia would like to say to our listeners at the end of the podcast?</p>
00:24:27	00:25:22	<p>Tia: 首先多謝，Ryan，今次可以來到 Speak My Language 談到我們的 Program，其實我想提澳洲其實還有好多資訊，以及資源提供給殘舊殘障人士或者長期病患者在求職路上，或者職業生涯發展的資訊，我亦想說這些好多計劃的出現正正就反映了，其實我們澳洲職場上面是更加有進步中，有好多機構參與我們的計劃亦都是致力發展，致力向一個多元性以及包容性發展，正正就反映到我們社會進步中，以及我們都希望可以激發到我們最大的潛能去幫我們有殘障的人士，或者求職者去更加順利地在澳洲生活。</p>	<p>Tia: First of all, thank you, Ryan, for this opportunity to come to Speak My Language to talk about our programs. I want to add that Australia actually has a lot of information and resources for people with disabilities or long-term illnesses that will help in their job search journey and career development. I would also like to say that the popping up of such programs reflects that workplaces in Australia are in fact making progress. Many organisations participating in our programs are also committed to development towards diversity and inclusiveness, which exactly shows the progress of our society. We all hope to stimulate our greatest potential to help people with disabilities or job seekers live better in Australia.</p>
00:25:22	00:26:31	<p>Ryan: 如果你喜歡我們的節目，請登入我們的官方網站了解更多，我們的網址是 speakmylanugage.com.au，請你將這個好節目介紹給你的親戚朋友聽，另外你亦可以登錄我們的社交媒體專頁 Facebook，Twitter，Instagram 及 LinkedIn 去了解更多的資訊，亦都希望你可以在社交媒體上面，將我們節目的這些專頁分享到全澳洲以至世界各地的聽眾，令到他們都可以關注到我們的內容。 Ethnic Communities Council of</p>	<p>Ryan: If you like our podcast, please visit our official website to find out more. Our website address is speakmylanugage.com.au. Please introduce this good podcast to your relatives and friends. You can also check out our social media pages Facebook, Twitter, Instagram and LinkedIn to learn more information. We also hope that you can share our podcasts on social media to listeners across Australia and around the world, so that they can follow our content.</p>

		<p>Queensland 對於能夠為昆士蘭州製作的 Speak My Language 這個節目感到非常榮幸。Speak My Language 這個節目是由 Department of Social Services 資助，並由各個州及領地的 Ethnic and Multicultural Communities' Councils 及 Multicultural Councils，即是各個州的多元文化社區理事會負責製作，我們的播放平台合作方包括有 SBS 及 NEMBC。</p>	<p>The Ethnic Communities Council of Queensland is proud to produce Speak My Language for Queensland. Speak My Language is funded by the Department of Social Services and co-produced by the Ethnic and Multicultural Communities' Councils of each state and territory and Multicultural Councils. Our broadcast partners include SBS and NEMBC.</p>
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