

Growing Together

LIFE STAGES
WITH ALKIRA

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The Alkira Life Stages Model is a framework that reflects who we are and how we stand apart. It has been shaped by the leadership of Bell Thompson, underpinned by a rich body of research, and grounded in the lived experience of the people we support. Creating a model of this calibre – in a sector facing constant pressures and change – is a remarkable achievement, and one we are proud to share.

Growing Together

LIFE STAGES WITH ALKIRA

Think of adulthood as an ever-changing garden.

Just as plants need different care through seedling, flowering and harvest stages, we all need varying levels and types of support as we move through life.

By looking at life as a garden – where things are never the same from one year to the next – you can see how our **Life Stages** model works.

Our model adjusts and supports your individual needs at different times of your life.

We believe in “Growing Together for Life” – nurturing partnerships that bloom and adapt as your needs change and your dreams take root.

We walk alongside you on your journey through the garden of life.

At Alkira, we've developed our **Life Stages** model for meeting your specific needs across 3 big stages of adulthood.

The years following school and childhood

BECOMING ADULT

The heart of your adult years

BEING ADULT

The 'golden' years of later adulthood

ALWAYS ADULT

TENDING YOUR LIFE

OUR APPROACH IS SIMPLE

We get to know you and what you need to grow as you develop and change through your adulthood. Then we work with you to create the ideal conditions for your unique life to flourish.

Whether you're planting new seeds of possibility, weathering a tough season or celebrating a beautiful achievement, we're here with the right tools and encouragement.

And we don't just focus on you as an individual – we understand that healthy people are part of bigger ecosystems. We nurture connections with your family, friends and community, so everyone can thrive together.

THE SEEDS OF PARTNERSHIP

YOUR LIFE IS YOUR OWN.

We never tell you what you should do, or how you should grow. Instead, we're here to listen, learn what matters to you and help tend your life adventure so you can bloom in your own special way.

How we grow together

THE ELEMENTS OF LIFE STAGES

WE TEND THE WHOLE ECOSYSTEM

HOLISTIC AND CONTINUOUS CARE

Healthy gardens aren't just about one bright, beautiful flower - they also include the weeds, the muddy patches and other less desirable things. From health to friendships to learning opportunities, everything is connected. We take that interconnectedness into account when working with you on your personal growth.



WE PLANT ROOTS DEEPLY

LONG-TERM COMMITMENT

We're here for the long haul - through every growth spurt, dormant periods and everything else in-between. Our commitment doesn't waver when life gets challenging or when your needs shift.



WE HELP THROUGH SEASONAL CHANGE

LIFE TRANSITIONS

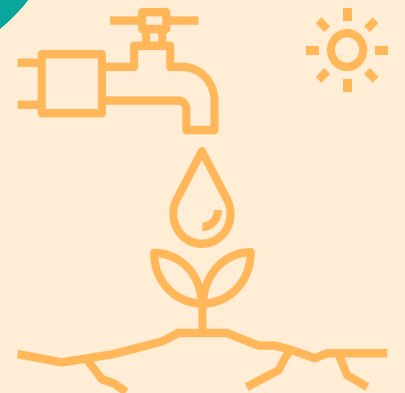
Life has natural transitions - like moving from the shelter of school into the wider world of work or learning to be independent. These changes can feel overwhelming but, with the right support, they're opportunities for amazing new growth and wisdom.



WE KNOW YOU WELL

PERSON-CENTRED SUPPORT

No one is the same - for instance, what makes your roses bloom may not work for your neighbour's vegetables. We take the time to understand you, the conditions you need, and the ambitions you want to cultivate. You're the expert on your own life. We're here with the right tools and encouragement to help you out.



WE 'WATER' REGULARLY

SUSTAINABILITY

Good gardening practices help build and nurture fertile soils for future growth. Similarly, we're always learning from what works, listening to your feedback and improving our approach. Our actions today help ensure all our people flourish for many years to come.



WE NURTURE TRUST

BUILDING RELATIONSHIPS

The best partnerships are built slowly - season by season, year by year. We take the time to know you, your family and your support network. When trust spreads and grows, amazing things are possible. Everyone feels heard, valued and part of something bigger.

How we grow together

THE ELEMENTS OF LIFE STAGES



WE HELP DESIGN YOUR LIFE WITH YOU

CO-DESIGN

We never impose our vision - instead, we sit down with you and design something that reflects your dreams, your family's hopes, and what the people around you need. Your voice is always the most important one in these conversations.

WE ADAPT AND EMBRACE CHANGE

FLEXIBILITY

Unexpected weather patterns - droughts, frosts, excessive rain - make designing gardens difficult. The same goes for life. We know how to stay flexible and we're ready to adjust our approach when your circumstances change.



WE CELEBRATE EVERY BUDDING BLOOM

ENHANCED OUTCOMES

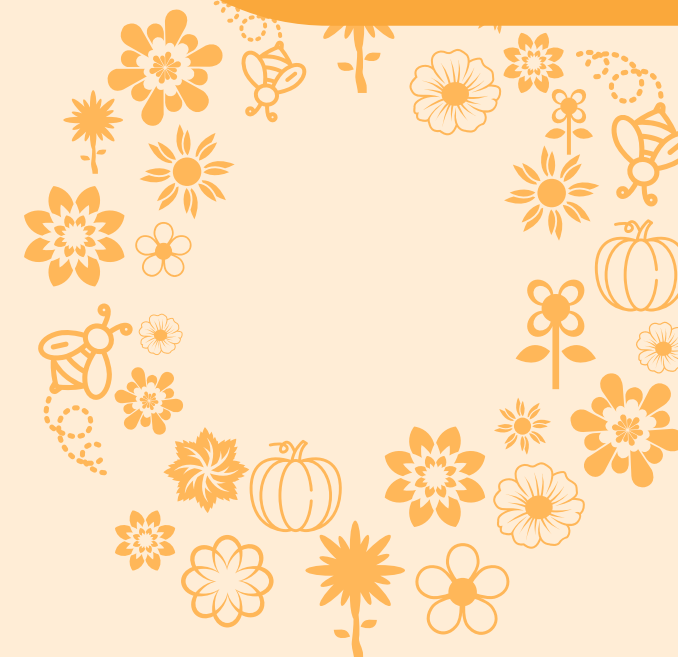
When we tend gardens with patience and care over time, incredible things happen. People achieve goals they never thought possible, discover strengths they didn't know they had, and build lives full of meaning and independence. As you move through life, every small victory gets celebrated.



WE CREATE A SENSE OF COMMUNITY

FAMILY AND COMMUNITY

The best lives are supported by their communities. That's why we love involving your family, friends and neighbours in helping you grow. Regular celebrations, planning sessions and shared decision-making make everything richer, more suited to growth and more sustainable.



OUR TOOL KIT FOR CULTIVATING SUCCESS

Comprehensive service delivery

We leave no stone unturned, and we're here for the long-run, no matter what life throws your way.

Lifespan approach

From school to work, independent living to supported care, we support you across all stages of your life.

Individualised support planning

Your plan is your plan, no one else's. It changes as you and the conditions around you change.

Family and community engagement

It takes a village. We ensure your family, friends and the people around you are part of your growth.

Skill development and independence

We help skill you up. So you can look after yourself as much as possible (and feel good about it).

Social inclusion and community participation

We help you get involved with others. Because, when you're part of something bigger, life gets better.

Continuous monitoring and feedback

By being responsive, we ensure our services remain relevant. It's not about us, it's about you.

Future planning

It's important to live for now, but let's not forget the future. We 'cultivate the soil' so the success you have today continues tomorrow.

The QUALITY OF LIFE MODEL

8 domains for living well

Alkira's Life Stages model is built on The Quality of Life model*

We embed every Quality of Life domain into the three stages of our Life Stages approach, making sure your needs are fully supported as you progress through adulthood.

The Quality of Life model identifies 8 domains that you need to live well:

1. Emotional Wellbeing

Contentment, self-concept, lack of stress

EW

5. Physical Wellbeing

Health and healthcare, activities of daily living, leisure

PW

2. Interpersonal Relations

Interactions, relationships, supports

IR

6. Self-Determination

Autonomy/personal control, goals and personal values, choices

SD

3. Material Wellbeing

Financial status, employment, supports

MW

7. Social Inclusion

Community integration and participation, community roles, social supports

SI

4. Personal Development

Education, personal competence, performance

PD

8. Rights

Human (respect, dignity, equality) and legal (citizenship, access, due process)

R

*Schalock et al, 2002 - an internationally recognised framework for discussing life's challenges with people who have disabilities (Bigby & Hough, 2023)

DIGNITY OF RISK

What is it? Why is it so important?

Dignity of Risk is your right to make informed decisions and take calculated risks, even if these choices could lead to failure or harm.

Like gardening, taking risks is natural. If you protect a plant from every breeze or potential pest, it might never grow strong roots or truly blossom.

If you have good growing conditions and decide to take a chance on planting something new, you may be surprised by how well it grows and how wonderfully it contributes to your garden.

Similarly, avoiding all risks can really limit personal experiences, independence and the chance to achieve anything meaningful in life (La Trobe University, 2024).

Risk-taking might lead to uncertain outcomes, both positive and negative, across these different areas of your experience:

Psychosocial wellbeing

Emotional and social impacts, such as making new friends or feeling excluded.

Physical health and safety

Physical or body-related impacts, such as improving fitness or being injured.

Financial impact

Money and budget-related impacts, such as financial gain or financial strain.

Keeping these outcomes in mind helps you make good decisions for yourself while balancing any potential risk with your personal growth.

Upholding **Dignity of Risk** is a fundamental part of what Alkira does.

Effective use of the **Dignity of Risk** approach looks like this:

THE ESSENTIALS



THE 4 ESSENTIALS OF RISK ENABLEMENT. LA TROBE UNIVERSITY. (2024)

By incorporating **Dignity of Risk** into our **Life Stages** model, we equip you with the tools to make your own decisions and learn from your experiences at every stage of adulthood.

Life Stages

AN ALKIRA JOURNEY THROUGH ADULTHOOD



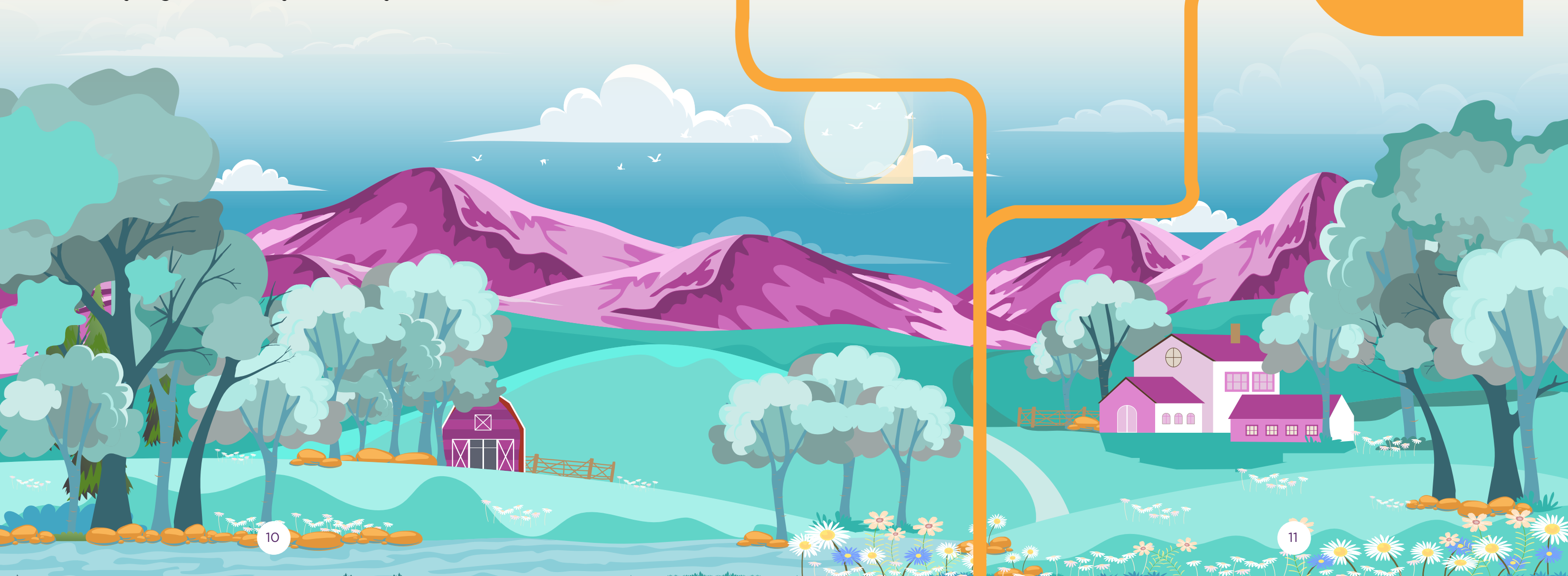
This simple equation is the secret behind Alkira's **Life Stages** model – a powerful approach for helping you grow and live your life fully.

Think of a vast landscape and how the different elements – trees, flower beds, ponds, grasses – come together to make it beautiful.

Your life also has many different elements that define it as a whole. Certain elements may change in nature or become more, or less, important as you journey through adulthood. But regardless, all these elements must be addressed equally to give you balance and ensure each stage of your adult life is a fulfilling one.

That's what Alkira helps you do.

Here's how the 3 Alkira **Life Stages** work and how we grow together...





BECOMING ADULT

At the **BECOMING ADULT** stage of life, you're exploring career options, new and established relationships, and living arrangements.

It's a time for taking calculated risks that enhance quality of life and personal growth – such as looking into job and educational opportunities, developing personal and intimate relationships, exploring and attempting to live independently.

The post-school years, when you're flowering and developing a sense of self.

At the **BECOMING ADULT** stage of life, you're likely to be:

1. Dealing with transitions

Into work or further education and establishing independence with support for mental and emotional health

EW

5. Settling into your lifestyle

With good daily habits and managing any disability-related health needs

PW

2. Building long-term relationships

Exploring friendships and consenting relationships, or maintaining and developing family bonds

IR

6. Deciding on your future direction

About career, living arrangements and relationships; practicing self-advocacy

SD

3. Establishing financial security

Employment or benefits, securing housing and managing financial resources with assistance

MW

7. Becoming socially active

Joining inclusive community programs, forming relationships in work or social settings, and engaging in hobbies and interests

SI

4. Pursuing further learning

Higher education, vocational training or skill-building for employment and/or greater independence

PD

8. Advocating for your rights

That's employment, accommodation, accessible living arrangements or healthcare

R

BEING ADULT

At the **BEING ADULT** stage of life, you're taking on new challenges, such as changing or advancing careers, pursuing new hobbies or interests, and making new social connections and relationships.

The life choices at this stage become more complex, which makes considerations around risk-taking more complex too.

The heart of your adult years, when you've grown into yourself – your most active years.

At the **BEING ADULT** stage of life, you're likely to be:

1. Maintaining your balanced lifestyle

Managing stress and seeking fulfillment

EW

5. Managing chronic conditions

Maintaining physical activity and ensuring access to preventive and responsive healthcare

PW

2. Sustaining and deepening relationships

With family, friends, partners, colleagues and community members

IR

6. Making decisions about your future security

About work and home life, and health needs; advocating for accommodations when required

SD

3. Accessing stable employment or financial supports

Managing housing and ensuring financial security including pensions and disability benefits

MW

7. Participating more actively in community life

Whether that's volunteering or other ways of contributing to community socially

SI

4. Continuing to learn new skills

For career growth, personal interest or adapting to changing needs

PD

8. Ensuring your continued access

To employment rights, healthcare, protection against discrimination and appropriate services

R

ALWAYS ADULT

At the **ALWAYS ADULT** stage of life, you need to make informed decisions about your lifestyle, healthcare, living arrangements and end-of-life support.

Having others respect your autonomy becomes even more important – because your health needs increase in complexity and you may find it difficult to do things by yourself.

The ‘golden’ years, when the pace of life is more leisurely.

At the **ALWAYS ADULT** stage of life, you’re likely to be:

1. Maintaining emotional and mental health

Through interests and connection; coping with change and loss while finding purpose

EW

2. Supporting important relationships

Both family and friendships, and fostering intergenerational and community connections

IR

3. Ensuring your financial security

Through pensions or benefits, and planning for ongoing or increasing care needs

MW

4. Keeping active within your means

With hobbies, lifelong learning, spiritual reflection and recreational activities that foster fulfilment

PD

5. Managing age-related conditions

Maintaining mobility and independence; accessing palliative care when required

PW

6. Making important later life decisions

On living arrangements, healthcare and personal matters with appropriate supports; engaging in supported decision-making where necessary

SD

7. Staying connected to community

Through social groups or accessible environments

SI

8. Upholding your dignity

Through independence and legal protections in aging and end-of-life care, including making informed decisions about care and support

R




Alkira's Services




WHAT WE CAN DO FOR YOU

Alkira's **Life Stages** services are person-centred, holistic and focused on meeting all your needs across adulthood.

**You don't just grow.
You flourish.**

Here's how our **Life Stages** services align with the **QUALITY OF LIFE** Domains:

SERVICE OFFERINGS	QUALITY OF LIFE DOMAINS	LIFE STAGE
Further studies	<div>PD</div> Personal Development: Encourages lifelong learning and skill acquisition	 BECOMING ADULT
	<div>EW</div> Emotional Wellbeing: Enhances self-esteem and confidence through educational achievements	
Work training and placement	<div>MW</div> Material Wellbeing: Supports financial independence through employment	 BECOMING ADULT
	<div>PD</div> Personal Development: Promotes skill development and career growth	
Employment skills	<div>PD</div> Personal Development: Builds essential skills for workplace success	 BEING ADULT
	<div>SD</div> Self-Determination: Enables individuals to pursue their career goals and aspirations	

SERVICE OFFERINGS	QUALITY OF LIFE DOMAINS	LIFE STAGE
Support coordination	<div>SD</div> Self-Determination: Make informed choices about support services	
	<div>R</div> Rights: Understand and exercise your rights within the service system	
Day services	<div>SI</div> Social Inclusion: Fosters connections and participation in community activities	 BECOMING ADULT
	<div>EW</div> Emotional Wellbeing: Provides social interaction that supports good mental health	
	<div>IR</div> Interpersonal Relationships: Building friendships	
After-hours recreational activities	<div>SI</div> Social Inclusion: Encourages engagement in leisure activities and social events	
	<div>EW</div> Emotional Wellbeing: Promotes relaxation and enjoyment, contributing to overall happiness	
Short-term Accommodation	<div>PW</div> Physical Wellbeing: Offers respite and relaxation, reducing stress for both participants and caregivers	 BEING ADULT
	<div>EW</div> Emotional Wellbeing: Provides a supportive environment for recharge and self-care	
	<div>PD</div> Personal Development: Building skills to live more independently	
Live-in specialist independent living	<div>MW</div> Material Wellbeing: Ensures safe and suitable living conditions	 ALWAYS ADULT
	<div>PW</div> Physical Wellbeing: Provides accommodations tailored to individual needs for comfort and health	
	<div>PD</div> Personal development: Building skills to live more independently	
Transport services	<div>SI</div> Social Inclusion: Facilitates access to community activities and social connections	
	<div>R</div> Rights: Ensuring the freedom to move and participate in their communities	

How does your garden GROW?

OUR MEASURES OF SUCCESS

How do we know the **Life Stages** approach supports real progress – **for you and with you?**

We've created a Guided Review of Outcomes and Wellbeing (GROW) plan for charting your success and areas of improvement.

This plan can be used for all Life Stages and is reviewed annually to adapt to your growing needs.

As well as goal setting, GROW helps identify the Alkira services (see pages 18 & 19) that can support you in achieving your objectives. If we don't already provide a specific service, we use this information to inform our Community Partnering Framework, so we can better support you now and in the future.

This information also helps us identify our own service gaps and opportunities for growth.

SEEN
HEARD
ADULT

With our **GROW** plan, we make sure **Life Stages** remains meaningful and relevant.

And that we grow with you in a way that makes life the best it can be.

SEEN
HEARD
ADULT

SEEN
HEARD
ADULT

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