



Find a Job That Works for You

Inclusive Employment Australia, proudly
delivered by Endeavour Foundation



Inclusive
Employment
Australia

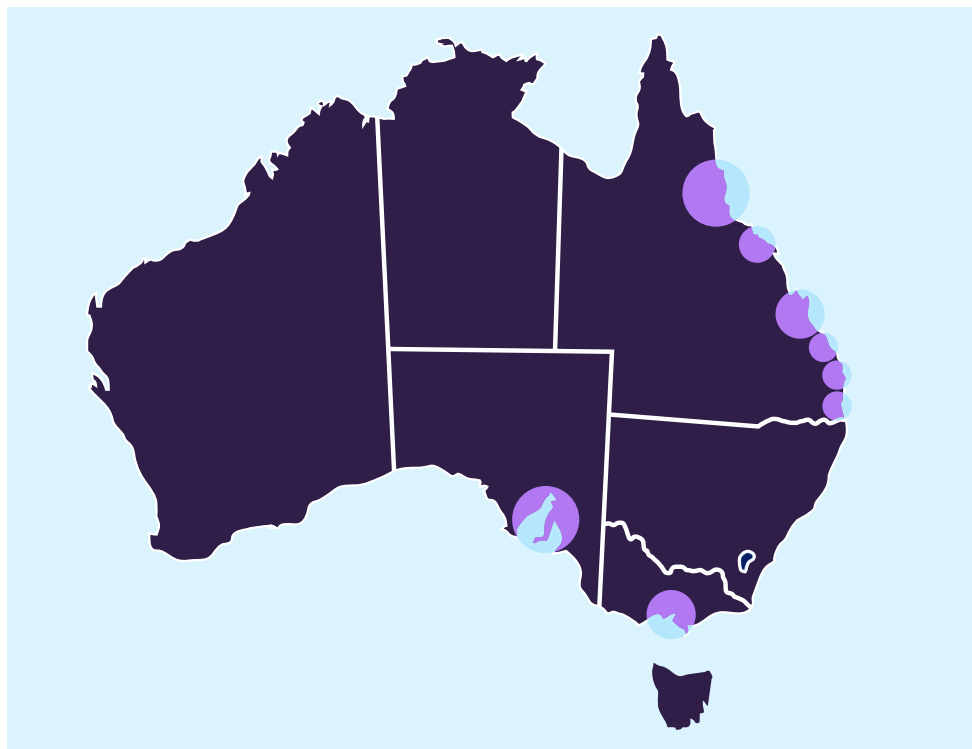
What Is Inclusive Employment Australia (IEA)?

Inclusive Employment Australia (IEA) is a new, Australian Government-funded program designed to give you personalised support to find and keep a job you enjoy.

We can help you achieve your work goals, whatever they may be. We focus on matching your skills and interests with real jobs in the mainstream workforce, providing tailored support at every step.

Delivered by a Partner You Can Trust

Endeavour Foundation was chosen to deliver this program because we are experts in disability employment. With over 75 years of experience and as Australia's largest employer of people with intellectual disability, we have the deep understanding, strong employer partnerships and local community networks to help you succeed.



How We Help You Shine

Through the IEA program, we work with you to:

- Discover jobs that match your unique skills and passions
- Build your confidence and get you ready for the workplace
- Connect you with inclusive employers looking for great people like you
- Settle in and succeed with ongoing support from our team

Are You an NDIS Participant?

IEA is a free government service that is completely separate from your NDIS plan. Your NDIS funding and supports will not be affected if you choose to be part of the IEA program.



"I got my truck and forklift licences through Endeavour Foundation because that's what I love doing, and now others at work want to follow the same path. I'm happy. Endeavour Foundation has helped me get to where I want to be."

**– Arron, truck driver,
Maryborough, Queensland.**

Brendan's Story

Finding His Place at Work

Brendan first joined Endeavour Foundation's Business Solutions team in 2022, where he learned practical skills, built confidence and discovered how much he enjoyed being part of a team. With support from his supervisors and employment coaches, he developed strong work habits and was eager to take the next step towards open employment.

Brendan worked with his Career Development Advisor to explore roles available in his local community. Together they practised interviews, prepared his résumé and found a workplace that matched his interests.

Now Brendan is thriving in his job, gaining new skills and building a more independent future, proving that the right support can make all the difference.



**"I like coming to work.
I've made friends, and
I'm learning new things
all the time."**

**Brendan, Trades Assistant,
Townsville, Queensland.**

Why Choose Endeavour Foundation?

We know that a job is more than just a job. It is about independence, connection and feeling proud of what you do. When you choose Endeavour Foundation, you are choosing a team that is fully committed to your success.

Unmatched experience:

As Australia's largest employer of people with intellectual disability, we understand what it takes to succeed.

Support that lasts:

We do not disappear once you are hired. We will check in and provide support until you feel confident and secure in your role.



Personalised support:

Your Career Development Advisor will get to know your strengths, interests and goals.

Guidance at every stage:

From writing your first résumé to navigating your first week, we are right there with you.

Real opportunities:

We partner with businesses that value diversity and are excited to welcome you to their team.

Your Dedicated Support Team

- **Customer Call Centre:** Your first point of contact and a team to support you and answer your questions
- **Career Development Advisor:** Your personal guide for job searching, training and finding the perfect employer match
- **Workplace Support Specialist:** Your coach, providing practical support for you and your employer to ensure you thrive

Who Can Use IEA Services?

If you want to work and just need the right support to get there, IEA could be the perfect fit for you. You may be eligible if:

- You have a disability, injury or health condition that makes it harder to find or keep a job
- You are aged 14 or over and are under the Age Pension age
- You are an Australian citizen, permanent resident or hold a Temporary Protection or Safe Haven Enterprise Visa
- You are currently unemployed or working limited hours and want to work more

Good to Know:

- You can join IEA even if you are not required to look for work
- Disability Support Pension (DSP) recipients can volunteer with IEA
- We can help you check your eligibility and guide you through the sign-up process
- You can join IEA whether you have an NDIS plan or not
- Our service is free and will not affect any of your other supports

Not Sure if You Qualify?

Call us on **1300 110 090**, and we will help you to find out.





Worried That Working Could Affect Your Disability Support Pension?

We will help you understand how your income, hours and concession cards might be affected, and what options you have to stay supported while you work.

Our team can even contact Services Australia with you to check the most up-to-date information and make sure you are confident about your next steps.

Your Journey With Us – Step by Step

We make the process of finding a job simple and supportive. Here is a look at the path we will take together:

1. Contact us

Call **1300 110 090** or visit **endeavour.com.au**. We start by listening. What are your dreams? What are you great at? We take the time to understand you and your goals.

2. Assessment

If you are eligible, Services Australia may arrange an assessment (such as an ESAt or JCA) to understand your support needs. We can help you prepare for this.

3. Create Your Plan

Together, we create a personalised employment plan that outlines the steps to finding a job that are right for you.

4. Begin Your Journey

We help you get job-ready. This includes preparing a résumé, practising for interviews and connecting you with inclusive employers.

5. Start

Your first day! Once you are hired, we check in regularly to make sure you are settling in well and have everything you need.

6. Thrive

We stay by your side, providing ongoing coaching and support to help you grow your skills, confidence and independence at work.

What if I Am Not Ready for a Job Right Now?

That is okay. We can help you build your skills, confidence and experience through other pathways until the perfect opportunity comes along.

About Endeavour Foundation

Endeavour Foundation is one of Australia's largest and most trusted disability service providers. For more than 70 years, we have supported people with intellectual disability to live their best lives at home, at work and in the community.

We believe every person deserves the freedom to choose how they live, learn and work. Our services are designed to build confidence, skills and independence at every stage of life.

What We Do

Inclusive Employment

Through our social enterprises, inclusive employment programs and partnership with Inclusive Employment Australia, we create real jobs and open tangible pathways into the workforce.

Independent Living

We offer safe, accessible and personalised living supports, including Supported Independent Living (SIL), Specialist Disability Accommodation (SDA) and Individual Living Options (ILO).

Social and Community Participation

Our Learning and Lifestyle Hubs, education and training programs and community participation activities help people build skills, make connections and achieve their goals.

Our Purpose

We exist to make possibilities a reality for people with disability. Every day, we work alongside individuals, families, employers and communities to create opportunities for people to thrive on their terms.

Frequently Asked Questions

What Support Do I Get Once I Start?

You will receive flexible, ongoing support tailored to your needs. This includes help by phone, email or in person at your workplace for things like inductions, workplace adjustments, transport, equipment, licences and ID.

We check in regularly about your hours, pay and wellbeing and provide ongoing coaching for both you and your employer so you can settle in, grow your skills and thrive at work.

Do I Have to Change Providers to Access IEA?

If you already have an employment provider, you can talk to Services Australia about changing to Inclusive Employment Australia (IEA).

Many people choose to partner with Endeavour Foundation to deliver the IEA program because we specialise in supporting people with intellectual disability and take the time to match you with the right job, training and workplace.

Do I Lose My Disability Support Pension (DSP) if I Start Work?

No. Many people continue to receive part of their DSP while working, depending on their income and hours. We will help you understand how it works, what payments you can keep and how to make sure you stay supported.

How Long Can I Stay in the Program?

There is no set time limit. You can stay connected with us as long as you need support. We will help you get job-ready, find the right role and provide ongoing assistance once you start work.

What if the Job Does Not Work Out?

That is okay. We will stay by your side. If a job is not the right fit, we will help you explore other roles that better match your skills and interests. We will also make sure your supports continue so there is no gap in your service or income.



How Is My Privacy Protected?

Your personal information is handled with care and protected under the Privacy Act 1988. We only share information with your consent and when it is needed to support you at work. You can read the Endeavour Foundation Privacy Policy on our website or ask us for a copy at any time.

How Do I Give Feedback or Make a Complaint?

We value your feedback. You can talk to our team at any time by calling **1300 110 090** or by speaking directly with your local staff. If you would like to make a formal complaint or speak to an independent organisation, contact the Complaints Resolution and Referral Service (CRRS) on **1800 880 052**. Your voice helps us improve the service for everyone.

Will I Get Training or Skills Development?

Yes. We can connect you with short courses, accredited training and practical skill-building programs to help you feel confident and ready for work. This could include workplace communication, safety training, digital skills or learning pathways that support your long-term career goals.

How Do I Get Started?

Getting started is simple. Call **1300 110 090** or scan the QR code below to enquire online. Our team will talk with you about your goals, explain your options and guide you through each step towards finding rewarding work that is right for you.



We focus on ability – on dreams, goals and potential.

We will collaborate with you to imagine the possibilities and then work together to make them happen.

Your Rights at Work

You have the right to fair pay and safe, respectful work.

Learn more at the Fair Work Ombudsman: **[fairwork.gov.au](https://www.fairwork.gov.au)**

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1300 110 090



endeavour.com.au