



Inclusive Hiring **That Works**

Inclusive Employment Australia, proudly delivered by Endeavour Foundation

Partner with Endeavour Foundation to build a workplace where inclusion drives success.



**Inclusive
Employment
Australia**

About Inclusive Employment Australia (IEA)

Inclusive Employment Australia (IEA) is a new Australian Government-funded program that helps employers connect with skilled, work-ready people who live with disability.

IEA offers personalised, flexible assistance to help you connect with motivated, work-ready candidates whose skills and interests align with your business needs. We provide tailored support throughout the hiring process to ensure successful, sustainable employment outcomes.

Delivered by a Partner You Can Trust

Far North Qld
Ayr
Cairns
Townsville
- Deeragun
- Garbutt
- Kirwan
- West End

North Qld
Cannonvale
Mackay

Central Qld
Agnes Waters
Gladstone
Mount Morgan
Rockhampton
Yeppoon

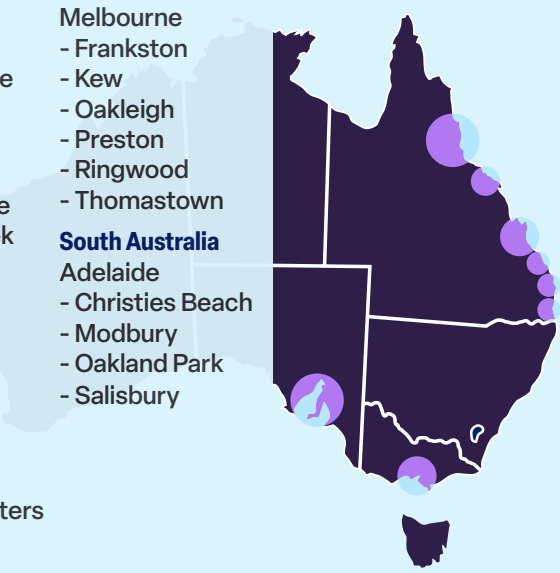
Fraser Coast
Maryborough
Hervey Bay

Sunshine Coast
Bokarina
Coolum
Maroochydore
Nambour

South East Qld
Brisbane
- Acacia Ridge
- Albany Creek
- Bowen Hills
- Beenleigh
- Geebung
- Kippa Ring
- Lawnton
- Milton
- Darra
Gold Coast
- Burleigh Waters
- Southport
Ipswich

Victoria
Melbourne
- Frankston
- Kew
- Oakleigh
- Preston
- Ringwood
- Thomastown

South Australia
Adelaide
- Christies Beach
- Modbury
- Oakland Park
- Salisbury



Endeavour Foundation is proud to deliver IEA as a specialist provider for people with intellectual disability across Queensland, Victoria and South Australia.

We understand that every person brings unique strengths and that with the right guidance and support, inclusion benefits both the individual and the business.

Why Inclusive Employment Makes Business Sense

Inclusive hiring is not just the right thing to do – it is a smart business decision that improves performance, loyalty and reputation.

Inclusive Employment Australia (IEA) makes it simple for your business to experience these same benefits, with full funding and expert support at every step.

The Business Value of Inclusion

Reduce Recruitment and Turnover Costs

Employees with disability often deliver higher retention rates and are among the most reliable and consistent team members.

Boost Morale and Engagement

Inclusive teams report stronger collaboration, higher trust and improved job satisfaction across all staff.

Increase Productivity and Quality

Clear processes, better communication and strong workplace support often lead to fewer errors and higher overall performance.

Enhance ESG and Social Procurement Outcomes

Partnering with Endeavour Foundation showcases your commitment to social impact and helps achieve diversity and corporate responsibility goals.

Strengthen Customer and Community Trust

Inclusive hiring builds customer goodwill, loyalty and trust.

Drive Innovation and Adaptability

Diverse thinking leads to new ideas, better problem-solving and a culture of continuous improvement.

Inclusive hiring through IEA is fully funded and supported, meaning there are **no program or recruitment costs** for your business.

Specialists in Intellectual Disability Employment

Endeavour Foundation has supported people with intellectual disability to build careers, confidence and community connections for more than 75 years.

We are Australia's largest employer of people with intellectual disability, operating inclusive workplaces in packaging, manufacturing, logistics and commercial services.

That experience makes us uniquely equipped to help other employers create meaningful, sustainable jobs that deliver measurable value for their business.

Our team understands the practical realities of hiring, training and supporting people with intellectual disability. We work closely with you to match the right person to the right role and to provide the training, communication tools and on-the-job guidance your team needs to succeed.

Why Employers Choose Endeavour Foundation

- Australia's largest inclusive employer, with more than 2000 supported employees
- Strong networks across packaging, logistics, manufacturing and commercial services
- Consistent national standards with local support across Queensland, Victoria and South Australia
- A trusted partner of government, business and community
- Specialists who understand communication, workplace learning and inclusion best practice

Our Promise to You

We will make inclusion practical, professional and productive. Our goal is for every partnership to deliver measurable value for your business and genuine opportunity for your employee.

Our Employer Partnership Model

Endeavour Foundation's employer partnership model is designed to make inclusion easy and effective for every business. From first contact to long-term success, we provide the structure, expertise and ongoing support that get results.

How We Help

- A dedicated Account Manager who understands your business needs
- Tailored candidate matching based on skills, interests and workplace culture
- Workplace inclusion and communication training for supervisors and teams
- Advice on simple, practical adjustments that improve accessibility
- Guidance to access wage subsidies and other supports
- Ongoing coaching for both you and your new employee
- Help to build long-term inclusion into your workforce planning



Practical support for lasting inclusion.

Ways to Partner with Us

Endeavour Foundation supports employers in two key ways.

Whether you are hiring new staff or helping a current team member stay employed, our team is here to help.

	Hire New Talent (IEA)	Retain Existing Staff (Work Assist)
Purpose	Connect with motivated jobseekers with intellectual disability	Support employees who are struggling due to injury, illness or disability
Support Includes	Recruitment, onboarding, inclusion coaching, wage subsidies, long-term support	Job redesign, mentoring, workplace assessments, practical adjustments
Outcome	Build a diverse, engaged team	Retain skilled employees and reduce turnover
Duration	Ongoing partnership	Flexible, short-term or ongoing
Cost to Business	None	None



Keeping Great People Employed with Work Assist



When valued team members face new challenges at work, early support can make all the difference.

Work Assist helps you retain experienced, skilled employees who may be struggling due to illness, injury or disability, keeping your workforce strong, stable and productive.

Delivered by Endeavour Foundation under the Inclusive Employment Australia program, Work Assist offers confidential, practical support at no cost to you or your employee.

What We Provide

- Tailored support plans for each employee
- Coaching for supervisors and staff
- Workplace assessments and adjustment advice
- Access to allied health and ergonomic support where eligible
- Recommendations for equipment or job redesign
- Ongoing check-ins to maintain performance and confidence

Our team works in partnership with you to identify the right mix of support that keeps employees engaged and your business operating smoothly.

Government Incentives That Reward Inclusive Hiring

Hiring through Inclusive Employment Australia (IEA) gives your business access to government-funded incentives that make inclusion easier and more rewarding.

The IEA Wage Subsidy Scheme offers up to \$10,000 to help cover onboarding, training and supervision costs.

It is a simple, low-risk way to grow your team while strengthening your social impact and workforce goals.

Subsidy Levels at a Glance

Level	Weekly Hours	Subsidy Value	Suitable For
1	8 or more hours	Up to \$3000	Entry-level or part-time roles
2	15 or more hours	Up to \$5000	Standard part-time roles
3	20 or more hours	Up to \$7500	Skilled or semi-skilled positions
4	30 or more hours, or 20 or more for under-25s	Up to \$10,000	Full-time or youth employment

Eligibility

- You may qualify if your business:
- Has a good employment record with no recent redundancies
 - Has not received a subsidy for the same position or person in the past year
 - Offers ongoing work for at least six weeks at eight or more hours per week

Your Pathway to Inclusive Employment

Inclusive hiring through Inclusive Employment Australia (IEA) is simple, supported and designed around your business needs.

With Endeavour Foundation as your specialist partner, you gain access to expert guidance, clear communication and measurable results at every step.



Connect with Us

Call **1300 110 090**, visit **endeavour.com.au** or scan the QR code to start the conversation.



Understand Your Business

We learn about your operations, workforce goals and culture.



Candidate Matching

We identify people whose skills, interests and support needs align with your workplace.



Work Trial

Optional placements help you and the candidate confirm the fit.



Onboarding and Support

We assist with induction, communication strategies and workplace adjustments.



Ongoing Success

We stay connected to provide coaching and resolve any challenges early.



Results You Can Expect

- Improved retention and job satisfaction
- Greater team cohesion and awareness
- Reduced recruitment time and costs
- Stronger community and brand reputation

Frequently Asked Questions

What if I Have Never Hired Someone with Disability Before?

No experience is needed. We guide you through every step, from identifying suitable roles to onboarding and ongoing support. Our inclusion specialists train your managers and teams to create an environment built for success.

How Does Hiring Someone with Disability Benefit My Business?

Inclusive hiring is both socially responsible and commercially smart. Employees with disability often stay longer, take fewer unplanned absences and strengthen team culture. You will also enhance your ESG performance, meet diversity targets and build a reputation as an employer of choice.

Can I Hire Someone Part-Time or on a Trial Basis?

Yes. We offer flexible options, including work trials, part-time roles or gradual onboarding. This helps you confirm the fit before making a long-term commitment. We also provide coaching and regular check-ins throughout the process.

What Funding and Wage Subsidies Are Available?

You may be eligible for wage subsidies of up to \$10,000 per employee, depending on the role type and eligibility. We manage all paperwork with Services Australia and provide coaching, training and ongoing advice at no cost to your business.

What if My Business Is Outside Endeavour Foundation's IEA Regions?

We can still help you explore inclusive employment opportunities. Through our network and partners, we support employers across multiple states with both hosted and open employment models.

How Do You Support Workplace Culture and Inclusion?

We provide tailored inclusion training, communication guides and coaching for supervisors and staff. This creates understanding, reduces uncertainty and helps your team welcome new employees with confidence.



What Happens if a Placement Does Not Work Out?

If the placement is not the right fit, we work with you to make adjustments, provide additional support or find another suitable candidate. Our focus is long-term success for your team and the employee.

Are There Any Risks or Challenges?

Inclusive employment is low risk and high reward. We handle all compliance, safety checks and assessments, and stay involved to ensure ongoing success. Most employers say the experience exceeds expectations and strengthens engagement.

Can You Help Fill Multiple Roles?

Yes. We support multi-site employers across Queensland, Victoria and South Australia. You will have one point of contact who coordinates recruitment, onboarding and reporting across all your sites.

How Do You Communicate During the Hiring Process?

You will have a dedicated Account Manager who provides updates on candidates, timelines and next steps, and stays connected after placement. We also offer post-placement reports so you can easily track outcomes and success.

How Do I Get Started?

Getting started is simple. Contact our team on **1300 110 090** or visit **endeavour.com.au**. We will arrange a short consultation to learn about your business, discuss available roles and outline the next steps.



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.

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Inclusive
Employment
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1300 110 090



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