

One Endeavour



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Enjoying online spaces every day and identifying online dangers

People enjoy different social platforms and often practise online safety. Sometimes things happen that you don't expect. Like encountering an online scam.

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In the spirit of reconciliation, we acknowledge the Traditional Custodians of Australia and their continuing connections to land, sea and community. We pay our respects to Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

One Endeavour is the official Endeavour Foundation magazine full of news, stories and content penned for and by people with disability.

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On the cover:

Kassidy and Bring a Plate dance troupe, dancing at the Imagine What's Possible Ball.

A message from the CEO

Welcome to the 2023 Autumn edition of One Endeavour.

It's hard to believe that 2022 has come and gone and we have started to embrace all that 2023 has to offer!

Our landmark \$45m My Home, My Life initiative has now entered its third year of a four-year project. We're on-track to renovate and build more than 90 modern houses, townhouses, duplexes and apartments across Queensland.



This is the most significant spending initiative in Endeavour Foundation's history—a feat impossible without the support of our generous lottery ticket buyers, supporters and donors. To share the impact this initiative has already had on people, page 4 features a beautiful story about three best friends. Keith, Bob and Frank have lived together in Mackay for 50 years. Their new home is now complete and has extras like a fishpond, a mandarin tree and a much-loved raised garden bed.

In October, Social Services Minister, Amanda Rishworth, held a roundtable to discuss existing and future employment options for people living with a disability. Only a limited number of social enterprise providers were invited. To

ensure all employment options for people with disability are considered by the government, we hosted a forum the week before the minister's meeting that saw 40 national providers come together to discuss the sector's position on the future of supported employment. We all agreed it was time to bring our collective knowledge, experiences and expertise into the conversation. You can find out more about the ADE Futures Forum on page 7.

Our new website went live in November. Accessibility and readability were front of mind in the website's creation. We now have a tool that gives users direct control over how they view and interact with the content based on their individual needs and preferences. From a usability perspective, the new format is cleaner, more agile and easily accessed across mobile, tablets and desktops.

I want to say a huge thank you to our Endeavour Foundation community, who continue to work tirelessly in our local communities to advocate for people living with a disability. Together we do make a difference, and I welcome all that we can achieve with dedication and purpose in 2023.

Enjoy this edition of One Endeavour, and don't hesitate to get in touch with me at ceo@endeavour.com.au for any reason.

David Swain
Chief Executive Officer





Best mates unlock endless possibilities with their new accessible home

Keith Perry, Robert MacKenzie and Frank Jenson met at school in the 70s. The Mackay trio have lived together for more than 50 years and recently were handed the keys to a brand new home during a spectacular event.

In front of an exuberant crowd including family and friends, along with Dawson MP Andrew Willcox, Mackay MP Julieanne Gilbert and Mackay Regional Councillors Laurence Bonaventura and Michelle Green, Keith officially untied the ribbon on the home's entrance door.

With a private patio off each bedroom, assistive technology, built-in help alarms, and a mobility-accessible floor plan, these best friends are excited to embrace their independent living with the support of each other and our wonderful Mackay employees.

"I like all my friends with me," Frank said.

"[We're] always helping each other," Bob added.

A fourth member of the household, John O'Sullivan, attended the event and also calls the new house home.



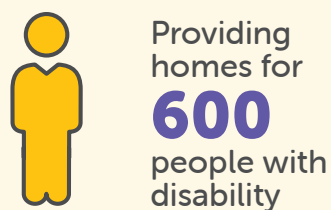
Their close bond is captured in a memory photo wall filled with five decades of special moments. Created by Home Site Supervisors Dannielle Gallagher, Mary Denton and Terry Stacey, the memory wall has photos of the housemates living, working and simply hanging out together.

Bill “The Legend” Pascoe, a close friend, who lived with the men for many years passed away prior to the completion of the new home. During the event, Keith, Robert, Frank and John unveiled a special wooden bench built by the team at our Mackay social enterprise, in memory of Bill. Robert also kickstarted their garden by planting a mandarin tree with a little help from Mr Willcox.

Since moving in, the men have agreed they love the fishpond, which now has several varieties of fish. They look forward to making the backyard their own. The friends have years to make their mark on the home – it’s their home for as long as they choose.



Endeavour Foundation is Australia’s largest owner-operator of Supported Independent Living for people with disability. We are investing over \$45m in the *My Home, My Life* initiative, which will see us renovate and build more than 90 custom homes for people with disability.



Making your homes better

We are dedicated to continuous improvement to better support people with disability. That’s why we’re holding ourselves accountable.

We want to hear from you

If you want more information about living independently or have feedback on your current living arrangements, call us on **1800 112 112** or visit endeavour.com.au

In other news

Endeavour Foundation partners with Defence

Endeavour Foundation is excited to partner with the Department of Defence in our ongoing commitment to providing employment opportunities to people with disability.

The Defence Assistance Program (DAP) has been successfully operating since 2014 as a Defence initiative providing access to employment for people living with disability in all Australian states and territories. DAP provides support such as mentoring, training, adjustments and technology to employees with disability.

Under the three-year program, Endeavour Foundation is directly responsible for Defence sites in QLD, NSW and VIC, with key partners running day-to-day operations in ACT, WA, SA and NT.

Disability Royal Commission

In February, the Disability Royal Commission held its 32nd public hearing.

Our CEO David Swain represented Endeavour Foundation in two panel hearings focusing on the policies and practices of service providers to identify best practice responses in how to prevent the violence, abuse, neglect and exploitation of people with disability.

Since the Commission was established in April 2019, we have welcomed their work and are pleased it has provided a platform for people with disability to share their stories and experiences.

We look forward to the Commission's final report in September 2023 and learning from their recommendations to ensure greater safety and a stronger human rights focus, especially when guided by the voices of people with disability.

2022 Annual Report is now available

Endeavour Foundation's annual report celebrates key achievements and provides performance overviews for 2021-22.

In 2022, we supported over 4,000 people with disability:



500 people
in accommodation



1,700 people
in employment



1,000 people
through learning and
life skills programs



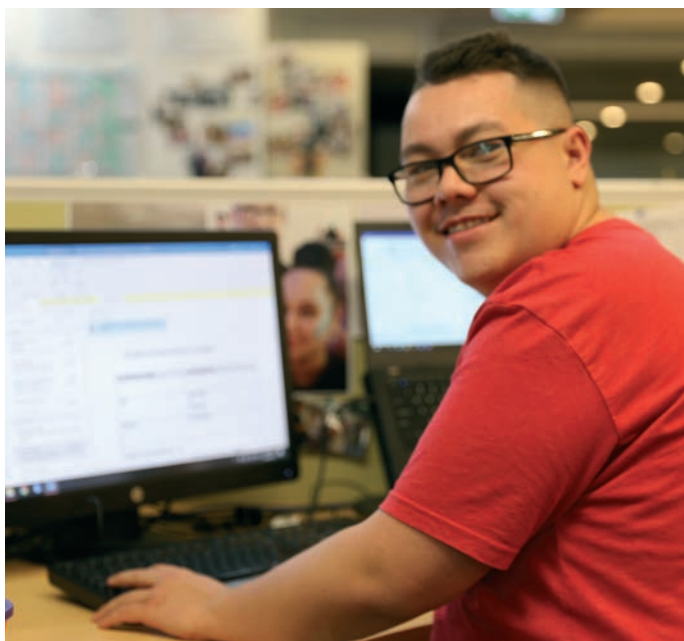
1,100 people
with in-home support
and community access

When you get the time, read Ben McLoughlin's story in the annual report. Last year, he was proud to have his photography featured in the UNSW project funded by Endeavour Foundation's Disability Research Fund. You can also read about the 8,800 tonnes of waste Endeavor Foundation's recycling operations diverted from landfill in one year.

This is just a snapshot of the information available in this year's annual report now available on our website. An Easy Read version is on the website and included in the printed report from page 42.

Providers work together to create employment opportunities

Australia continues to have some of the lowest unemployment rates since records began, yet unemployment rates for Australians living with disability remain stubbornly high.



Endeavour Foundation wants to change this outlook.

In 2022, we brought together 40 disability social enterprises to discuss how to create sustainable employment changes for the people we support.

Endeavour Foundation CEO and forum organiser David Swain said, “We know disability social enterprises should not be the only answer to employment opportunities for people with disability, but they exist for a reason. Almost a third of working Australians with severe or profound disability are employed in a disability social enterprise, which provides the level of support they need to be working successfully.” Mr Swain said.

At the Forum’s conclusion, 40 social enterprise organisations - representing 9,000 employees with disability - signed a consensus statement offering insights into sector-wide concerns and a vision for the future.

Endeavour Foundation employee Andrew Negrelli lives with disability. “For a person with disability it’s really hard to find a job. There are different barriers involved,” Andrew said.

“If Endeavour Foundation work wasn’t available, I’d feel really disappointed, because I don’t think there are as many opportunities in more mainstream jobs, nor do I think they’re as flexible.”

Our second Futures Forum in March 2023, with the theme #KeepInnovating, drew more than 50 disability social enterprise CEOs and senior staff together. We examined innovative employment models to deliver better employment outcomes, and heard the results of the Our Voice Australia survey of supported employees and carers. The Department of Social Services also presented a series of supported employment principles that will underpin government action and reform.

Endeavour Foundation believes everyone has a right to access employment and work in a job of their choice.

We remain committed to working with other disability providers (and the government) to create employment options for people with disability.





Finding independence in a new community

Moving out of home is a big deal! It's common to be a little unsure when you make the decision to live independently. It's something that often involves the whole family and can be a big change for everyone.

Andrew says he was ready to move out of the family home and live independently in early 2021. Making the decision to move from Toowoomba to Ipswich was easy, it's where his dad and step mum live. Andrew felt excitement mixed with uncertainty and nerves.

With support from his dad and step mum, Andrew's NDIS team found the right home for him.

"They worked with my carer and family to find a house for me. I went to visit a house, to see my room – my own space, and where all my stuff would go. I got to decide if I liked it – if it was a nice place to live, and I said, yep, I like it!" Andrew said.

Having found Supported Independent Living he liked, the next step was to meet his potential housemates and support workers. Andrew said he enjoyed meeting his housemates, "I met my future housemates and liked them. We talked

about who does the cooking and cleaning, favourite music, TV shows, and general stuff we liked to do," he said



Andrew said meeting the housemates and transitioning into the home was a positive experience. It gave him and his family the opportunity and time to get to know everyone a bit better and make sure he was happy and confident with his choice.

Andrew said he has settled well into his new home. ***"I've got the best housemates. We have a good life, and great support."***

My Home, My Community

Friendship is an important part of everyone's life. While it can be challenging to meet new people you truly connect with, social connection plays an important role in living your best life.



Andrew has developed a network of friends and support around him. He has quickly established himself at home and within his local community of Ipswich.

As a social person, Andrew likes to be out and about in the community. His home is in a great location with easy access to transport, amenities and local shops and facilities.

Andrew spends his weekdays working on his goals at the Learning and Lifestyle hub. "I go to Endeavour Foundation Monday to Friday and I have a lovely time with my friends," Andrew said.

A highlight of his week is Men's Shed. Andrew said he also enjoys arts, cooking, workshops and going out for coffee with friends.

Andrew's weekends are about relaxing and catching up with family and friends whether it's heading to the movies or for a walk and coffee in Queens Park.

"Ipswich is close to everything like transport, people and friends. One of the best places in Ipswich is the Sunday markets for fresh fruit and vegetables. I'll catch the bus there and the library because they have comic books – Batman is my favourite superhero character!" Andrew said.

Inspired by a trip to a local Bunnings, Andrew recently turned his hand to gardening, creating a veggie garden in his backyard.

"I'm growing cauliflower, snow peas, onions, tomatoes and broccoli. There's also spring onions and some herbs," he said.

Andrew has settled into a relaxed environment with housemates that have become his friends.

Andrew said he particularly enjoys cooking and is happy to be in the kitchen. As the self-appointed 'best cook' he enjoys healthy eating and has a 'health start' plan in place. With a veggie patch now in the backyard, homegrown goodies may feature on the menu very soon.

"I like my life. I have my own space, my own TV, and I've got nice posters in my room. I have a great life with my friends," he said.

A house you'll love with the supports you need



As a leader in Home Services for people with disability, we believe that the most important thing is that you are in the driver's seat. When it comes to support and how you want to live your life we will always take our cues from you.

Learn more about Supported Independent Living at endeavour.com.au/sil

Tips and Tricks

for employment success

There are many ways to succeed in your career. The best way to get started is having a good idea of what you want to achieve. Having a goal helps you and your support coordinator choose job opportunities that align with what you want to do and what you care about.

Talk to your support coordinator about:

- what you like
- what you're good at, and
- what you want to achieve in your career.

Your support coordinator will consider your strengths and abilities when exploring the different options available to you.

Use different funded supports

If employment is one of your goals, there are several types of support available.

Coordination of Supports

If you're already working with a support coordinator, you might know about this one. You can use this funding item to get a support coordinator to help you work out the type of job you want to do and to investigate employment opportunities.

Supports in Employment

This is the most common and flexible type of employment support available in NDIS plans. You can use this support to learn basic work skills and explore options related to your employment goals.

Individual Employment Support

This item allows you and your support provider to manage any barriers you may have to keeping a job. This might mean, doing a TAFE course while working part time, or changing one of your days of work to activities at the Learning and Lifestyle hub.

Individual Assessment, Therapy and/or Training (Including Assistive Technology)

You can use this item to arrange for an occupational therapist to visit your workplace to ensure you are set up to succeed.

Specialist Behaviour Intervention Support

Managing tough emotions or behaviours while at work is hard some days, but that's okay. This funding item gives your support worker access to your workplace to help you on the days when you struggle emotionally.

Your support coordinator can also help you create a plan that includes ways to build your skills to achieve specific career goals – like working in mainstream employment.

Employment isn't just about earning money – although that is one of the benefits! At Endeavour Foundation, we believe helping the people we support to find jobs is an important part of creating an inclusive, empowered life for people with disability.

Employment can bring many positives, such as:

- a sense of purpose
- an opportunity to contribute to your community
- social inclusion
- opportunity to gain new skills, plus
- a boost to your confidence and self-esteem.

Interested in exploring employment opportunities? We're here to help! Enquire about supported or mainstream employment options today at endeavour.com.au

Now is the perfect time to start those goals

The year is in full swing, so now is the perfect time to reflect on the challenges of the past and to:

- think about what you want,
- set new goals, and
- make plans to achieve them.

Do you want to learn new skills? Or perhaps make new friends and have some fun along the way? Lots of people, both with disability and without, use the beginning of a new year as a time to learn, grow and connect.



Identify your goals

Goal setting can be difficult. But there is a way to make it easier. Start small with little steps and short-term goals – things you can work towards at your own pace.

What makes a good goal?

A 'good goal' is different for each person; however, there are several basic characteristics that make a good goal.

- **Outcome focused:** Instead of thinking about the support you need, think about what you want to achieve.
- **Flexibility:** When a goal is flexible it means you can adjust the outcomes you want as you need – or want – to.
- **Personal:** The best goals are those that allow you to achieve what you want! Good personal goals help you create the life you want.

Support to stay on course

Once you've set your goals, the next challenge is to stay on-track. It can be hard to keep goals at the front of your mind when life gets busy, or when you have other challenges that pop up. But the good news is you aren't alone, we are here to help.

Our Learning and Lifestyle hubs offer a range of activities to support you to stay on track towards achieving your goals. If you want to learn new skills or get more comfortable with socialising through group activities, they have you covered.

Whatever your goals are, the team at our Learning and Lifestyle hubs are there to support you.

Setting your 2023 goals

Setting goals can be difficult. Sometimes, it's hard to stick to your goals. One easy way to set goals and stick to them is to use the SMART method.

- S** Specific
- M** Measurable
- A** Achievable
- R** Relevant
- T** Timely



Enjoying online spaces every day and identifying online dangers

Endeavour Foundation Administrative Assistant, Madison Beresford, enjoys different social platforms and practises online safety. Sometimes things happen that you don't expect. Like encountering an online scam.



Scammers have been in the news a lot lately. Unfortunately, Madison recently encountered one of these scammers. Rather than considering it a negative experience she wants to use it as a tool to help others be more vigilant.

One morning, Madison was told by her colleagues that they received hostile messages from Madison's Instagram account. These messages were insisting they help reset her password. Luckily, her colleagues knew the messenger couldn't have been Madison.

They told Madison her account had probably been hacked.

Madison is a frequent user of Instagram. Using the platform to connect with friends and celebrities she adores. She would message celebrities and comment on their posts.

Scammers use comment sections of celebrity accounts to identify potential targets.

Madison received a private message from someone claiming to be a celebrity's manager. They offered Madison a VIP ticket to meet the celebrity. In exchange, Madison had to disclose personal and financial details.

This is a common trick and can look and sound legitimate. Madison provided this information. The scammer threatened to sell Madison's information online unless she sent them an iTunes gift card.

It was at that point a link was clicked and her account was hacked.

"When my colleagues told me someone was pretending to be me, I was scared for everyone's safety and my own, and I was devastated that an awful person would stoop so low," Madison said.

She said she felt silly that she fell for such a trap. But she shouldn't; this situation could happen to anyone. In fact, one in nine Australians experienced personal fraud in 2020-21 (ABS, 2022).

When asked why she wanted to share her story, Madison said, "I have grown into a more mature person because of this experience. I'm aware now and I want to help others be aware too."

Madison wants other people to be able to identify potential online dangers. "Make sure you only friend people you actually know and don't answer messages or click on links sent from strangers. Just block and ignore them." Madison said.



Visit the Prize Home at 34 Treehaven Way, Maleny

Prize home address:

34 Treehaven Way, Maleny

Lottery close:

10pm AEST

Thursday 8 June 2023

Lottery drawn:

11am AEST

Thursday 15 June 2023

Crafted with love for one lucky winner

Since 1962 Endeavour Foundation Lotteries has been raising much needed funds to support people with disability to live their best lives! The Anniversary Prize Home is a celebration of our history and the incredible support we continue to receive.

You now have the chance to win a brand-new \$2.8 million home in the Sunshine Coast Hinterland. You'll fall in love with this timeless country manor situated on over an acre of lush estate.

We look forward to handing over the keys to one very special winner.

Buy tickets



endeavourlotteries.com.au



1800 63 40 40



How the right support helped Meaghan balance study with full-time work



Meaghan was working fulltime in the disability sector when she started her Certificate IV in Disability with BRACE.

She works for a company that employs people with disability and provides opportunities and the skills to support employees to excel in their workplace and beyond into mainstream employment.

She wanted to continue working in the sector and decided to complete a qualification that would expand her career options.

Meaghan works in HR training and support and wears a lot of different hats. She looks after about 100 employees by:

- supporting them to set goals in their NDIS plans
- organising training
- supporting them to overcome any barriers in the workplace.

She also guides the employees in their search for outside-of-work interests and hobbies. Meaghan also makes sure work policies are up to date and that people with disability contribute to the creation of these policies.

Meaghan's job provides her with different situations every day and her qualification from BRACE has helped her tremendously. "Every unit that I did in my Certificate IV in Disability I could bring back into work."

Meaghan admitted going back to study was difficult. At first, she found it challenging to adjust, but she can't praise her teacher enough.

"I was never someone who was good at school and taking on the course while working full time with two kids at home was stressful," she said.

"But my teacher took the stress away and really put it into everyday situations that I could understand. It was great."

Starting studies with great support

To Meaghan, one of the things that stood out for her at BRACE was that the experience was so interactive. She said there was tremendous support at BRACE.

"I could email and say I was having trouble with a particular module, and I was always offered time for one-on-one support, and would get back on the right page to keep going," she said.

Meaghan wants to continue the disability career pathway and is considering undertaking more qualifications.

"If I do study, I will go through BRACE. The whole experience has been amazing. I'm better off for it."

Learn more about BRACE Education and Training at brace.com.au

Kassidy lights up Brisbane City Hall



A page out of a fairy tale for Kassidy whose dream of hosting a Ball at Brisbane City Hall was brought to life in December.

Making a Cinderella-like entrance on the arms of Brisbane Broncos players, Delouise Hoeter, Sam Thaiday and Billy Walters, Kassidy was blown away by the reception she received from over 300 guests who shared in her dream.

"It felt like I was a princess in a movie walking in with my entourage. It'll be a memory forever," reminisced Kassidy.

Entering her dream into Endeavour Foundation's Imagine What's Possible competition, Kassidy wanted to create an opportunity for young adults to have fun and dance together.

"Dancing is my thing. And I just want everyone to experience the thing that I love. It makes me happy and joyful," Kassidy said.

And Kassidy did not fall short on her promise – Brisbane City Hall was buzzing as over 300 people of all abilities joined her on the dance floor in what can only be described as the celebration of the year.

"To actually have a dream come true is rare, and it wasn't just Kassidy's dream, it was a dream for a lot of people," Kassidy's father, Ed, said.

"Thank you to everyone, including Endeavour Foundation, for making my dream come true," Kassidy said.

"Endeavour Foundation gave me the confidence to give me a great future," Kassidy added.

"It really helps to have very supportive people around you. I'd say to others, to keep dreaming because one day they could come true. Just go for it and make it happen."

Kassidy is employed and supported by Geebung social enterprise in a varied role, which includes packaging items and mailing. She was among five people to have their dreams come true from the Imagine What's Possible competition.



Edmen Group are proud to sponsor the Imagine What's Possible Ball, contributing to making Kassidy's dream a possibility.



Kelley's Great Endeavour Rally dream becomes a reality

For more than three decades, the Great Endeavour Rally has been driving for disability on roads less travelled. Each annual adventure has seen the "Rally Family" explore Australia while raising money to help people with disability live their best lives.

A major part of the event is the three lucky Endeavour Foundation clients, chosen from a special draw, joining the rally for the experience of a lifetime.

Kelley McDonagh always wanted to be chosen for what she considers one of Australia's most incredible driving adventures. For years, she had been watching clips from the Great Endeavour Rally's YouTube channel and dreaming of one day being involved.

Then Kelley found out her dream was coming true! Event Specialist, Nathan Woolhouse, made a surprise visit to the Bokarina Learning and Lifestyle hub where he told her that her name had been drawn out of the rally lottery.



"I felt elation, honey!" Kelley said.

"I said, No I'm not! [because] I didn't believe it at first, but it sunk in."

Alongside fellow Endeavour Foundation clients Anthony and John, Kelley pushed herself outside her comfort zone in so many ways, and totally enjoyed the experience.

The highlights for Kelley and her new friends? The 4WD experience, which is at the heart of what makes the rally the adventure that it is.

As the Rally Family headed north, they traversed the Great Dividing Range several times, stopped in Airlie Beach and at remote stations before crossing the finish line in Cairns on Saturday, September 10.

There were steep slopes where Kelley and the others saw wide open plains and river crossings that made quite the splash. They also ran into some fantastic characters with interesting stories to tell!



For Kelley, John and Anthony, this event was a great way to build confidence. Throughout the trip they connected with a wider community to see more of the world on their own terms. You could say the event allowed each of them to find new and exciting ways to thrive.

Nathan said, "One of the real highlights for me and so many others was when one of our winning teams acknowledged Kelley, John and Anthony as the real heroes of the event by handing them their prize trophy. I know Kelley has kept that close ever since.

"This to me highlights the opportunities in life that we can provide on the rally, and through the funds raised by our participants.

"The funds raised this year will be invested into our Thrive program, to help the people we support develop important skills such as numeracy, literacy, cooking and social skills; things that many of us take for granted."

These skills, and the potential they have to support Kelley and others to live their best lives, fuelled two years of record-breaking fundraising. There's high hopes that even more can be done in 2023.

Nathan said preparations were already underway for the 2023 Great Endeavour Rally, which heads to Cape York in Far North Queensland.

"We want this rally to grow and take on more participants and clients who want to have an adventure like no other and who share our drive for helping everyone thrive each and every day," Nathan said.

"It's really the experience of a lifetime and if anyone would like to have an adventure like Kelley's, we'd love to hear from people about this year's rally ASAP."

We cannot wait to see who follows in Kelley's footsteps in 2023 and what more can be achieved by this amazing community.

If you want to learn more about the Great Endeavour Rally, visit great.endeavour.com.au today.



Paving the road to mainstream employment for people with disability

Endeavour Foundation's Disability Research Fund invests in projects that improve life for people with disability.

Recipients Dr Ashokkumar Manoharan and Flinders University research team are conducting research to increase mainstream employment for people with disability. Their study focuses on the hospitality industry.

The study is currently in its first stage, where the team set out to identify the barriers employers face when hiring people with disability. We spoke to Senior Lecturer at Flinders University, Dr Manoharan who is leading the study.

"Delivering sustainable mainstream employment for people with intellectual disability is of high priority. Yet most research in the area focuses on job readiness rather than employer readiness," said Dr Manoharan.

"The hospitality industry is a potentially attractive employer of people with intellectual disability, but barriers exist. Some large organisations in the hospitality industry employ people with intellectual disability. However, 76% are small and medium-sized enterprises (SMEs) and have been slower to support their recruitment."

Engaging with key hospitality workers is an essential focus of the study. This is to assess the attitudes and expectations of employers when hiring. Understanding their perspectives will help the researchers understand the barriers to employment. Hospitality workers can identify



Senior Lecturer at Flinders University Dr Manoharan (left), Senior Research Fellow Dr Claire Hutchinson (middle), Associate Professor Janice Jones (right).

enablers for sustainable employment of people with intellectual disability.

Research Officer Dr Graeme Payne has completed 40 interviews with senior staff in the hospitality industry.

Those interviewed* have addressed challenges for people with disability. They have reported successful and rewarding experiences for their teams.

"Our business is about integrity and trust. We show we care for our staff, patrons, and our community. Taking on a person with an intellectual disability aligns with our values and shows we go the extra mile."

Hotel Owner / Manager

"People with intellectual disability may need additional support, but so do new workers".

Hotel Assistant Manager

Independent Advocacy and Disability Royal Commission (DRC) consultant, Sundara Rengasamy, is a passionate advocate. Sundara strongly backs people with intellectual disability in sustainable mainstream employment. Sundara hopes the study will surge the demand for people with disability in the hospitality industry.

"From this experience, I have learnt that hospitality workers are interested in talking to employment services. They want to help people with disability enter the hospitality industry." Sundara said.

"I would like to tell the hospitality managers hiring people with intellectual disabilities to look at their ability and skill sets."

The research team continues their work to identify barriers of sustainable mainstream employment. Next, they will launch a national-level survey. The findings will guide the development of a toolkit for SME businesses. The toolkit will support employers to recruit people with intellectual disability.

*Names withheld due to confidentiality and research ethics.



What's on?

Endeavour Foundation Home Run

When: 1 April - 30 April 2023

Find out more: endeavour.com.au/events

World Autism Understanding Day

When: 2 April 2023

Find out more: autismawareness.com.au

Great Endeavour Rally - Weekend Edition

When: 29 April - 1 May 2023

Find out more: great.endeavour.com.au/WE23

Great Endeavour Rally

When: 31 August - 10 September 2023

Find out more: great.endeavour.com.au

To keep up to date with events happening at Endeavour Foundation, go to endeavour.com.au/events.

Tell us. We are listening. We will act.

If you have a concern about the service you are receiving from us, it is important that you tell us.

We want to hear from you – we are listening.

With your help, we can continuously improve the quality and safety of services we provide – to you and to others.

Please contact our Quality Safeguarding Team:

1300 730 334

feedback@endeavour.com.au

endeavour.com.au/feedback

Tell us.

There are several ways you can tell us your feedback.

1. Speak to us. Share your feedback with a manager who will bring the matter to the attention of the safeguarding team.
2. Email us at **feedback@endeavour.com.au**
3. Call us on **1300 730 334**
4. Submit an online form via the Feedback and Complaints page on our website **endeavour.com.au/feedback**
5. Contact BDO Secure, our external whistleblower service
Call: **1300 408 955**
Email: **securedbdo@bdo.com.au**
Internet: **bdo.com.au/bdosecure**
Post: **BDO SECURE – GPO Box 457, Brisbane Qld 4001**

Any details you provide to BDO are held in strict confidence to protect your identity.

You can provide feedback without sharing your name. However, it does assist us to have your contact details if we need more information.



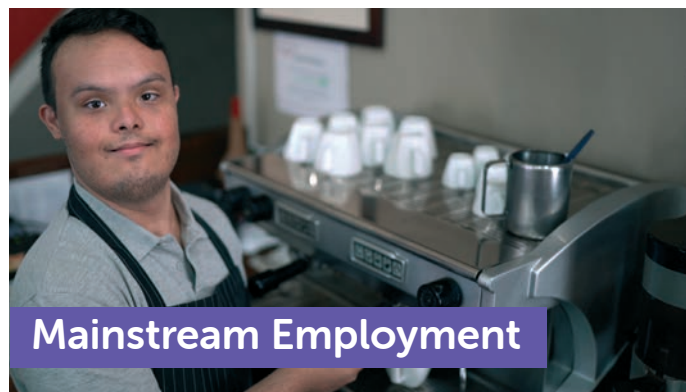
We're hiring! Find a job you love

Employment opportunities are a critical part of an inclusive, empowering community for people with disability.



Employment with Support

We offer supported employment opportunities for people with disability wanting to gain new skills, feel part of a team and earn an income.



Mainstream Employment

We work in partnership with Community Solutions, a Disability Employment Service (DES) provider who can help you find mainstream employment in Qld and Vic.

Employment gives you the opportunity to earn an income, have fun with friends and experience new activities, all in a safe and supported environment.

Endeavour Foundation are hiring right now across Sydney, Melbourne and Queensland. Visit endeavour.com.au/supported-employment to find a job you love!

