

ANNUAL REPORT 2020/2021



Experience the power of diversity



OUR PURPOSE:

Changing lives through the power of employment.

OUR VISION:

Building an inclusive and accepting society through the power of employment.

OUR MISSION:

Delivering services to create better outcomes for job seekers and employers.

Our values guide everything we do.



Growth

We know our goals and deliver on our promises.



Empowerment

We support and trust our people to do their best.



Commitment

We have a can-do attitude and go the extra mile to get the job done.



Collaboration

We work as a team, achieving more together.



Respect

We treat others the way we want to be treated.

Leading the way towards shared success



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Bec Guilbert	MARKETING AND COMMUNICATIONS MANAGER

Our top employers for 2020/2021

Businesses of all shapes and sizes play a large role in our shared success. Each year, we are proud to recognise the businesses we partner with, who share our purpose and vision of changing lives through the power of employment.

EMPLOYER	JOBS
COLES	26
KMART	23
WOOLWORTHS	22
ST JOHN OF GOD	13
CTI - LOGISTICS LIMITED	12
EDGE EMPLOYMENT SOLUTIONS	10
PAN PACIFIC PERTH	10
STAR RETAIL GROUP	9
CROWN PERTH	8
HUNGRY JACKS	8
AUSTRALIA POST	7
ECO SPRAY CAR WASH CAFE	7
GBI HOLDINGS	7

EMPLOYER	JOBS
SPOTLIGHT	7
SYNERGY	7
BIG W	6
COMESTIBLES	6
DEPARTMENT OF EDUCATION	6
DEPARTMENT OF HEALTH	6
DISABILITY SERVICES COMMISSION	6
PROBE ASIA PACIFIC	6
SPOTLESS GROUP	6
SUPERNATURAL HAIR	6
TIP TOP CLEAN WORKS	6
TURBAN CHOPSTICKS	6
RAC WA	5

Chief Executive Officer's Report

BY SALLY HOLLINS

I began last year's report by saying, "Coronavirus has affected everyone. Its social impact has been unrelenting, and businesses everywhere have had to come to grips with a 'new normal' for work practices and service delivery." It's hard to believe that we are still in the midst of this pandemic a year on. Despite this, our clients, our employers, and our Edge team continue to demonstrate the powers of resilience, determination and humanity.



Rebecca
NDIS Coordinator

Jenny
NDIS Consultant

Tony

As I reflect on the year that has been, I'm pleased to report that Australia's Disability Employment Services (DES) program is still the best opportunity for people with disability to find meaningful work. The 30 June 2021 Labour Market Information Portal figures reports that employment for DES participants is up by 45%. DES providers are now supporting more people with disability into employment than at any point since the program started 30 years ago.

Edge proudly continues to make this happen. This year alone, we have:

- Maintained our register of 978 people with disability.
- Registered 475 new job seekers and placed 372 people into meaningful employment.
- Achieved high employment retention rates across 13-week, 26-week, and 52-week outcomes.

These strong conversion rates mean we now have a 3-star rating across all four Edge sites. At the same time, we've been delivering on key activities from our business plan:

- Charged Up for Work (CUFW) school leavers program started in February.
- NDIS School Leaver Employment Supports program has commenced.
- The development of our training offering, including Mental Health First Aid and the revamp of Mentoring Co-workers with Disability.
- The ongoing growth of our employer base, with a continued focus on strengthening these important relationships.
- The completion of our [Intent to Action Research Report](#).
- The transformation of our website to create a more inclusive and accessible site for all.

- A continued focus on compliance as a critical priority.
- The preparation and release of our exciting new [Can. Do.](#) campaign, including the filming of four Edge clients and one of our employers.

We've enjoyed another successful year with strong financial results, leaving us in a position to continue resourcing these exciting initiatives and more. I hope you enjoy reading this year's Annual Report, which shares highlights and stories from each of our four Edge sites: Subiaco, Joondalup, Cockburn, and East Victoria Park.

We are very optimistic about the future, as a strong team led by a very capable Board. In an ever-changing environment, it's reassuring to have experienced hands steering us. We therefore give our gratitude and thanks to our Chairman Terry Agnew, and the rest of our Board.

“
We've enjoyed another successful year with strong financial results.
”

Finally, I want to take this opportunity to recognise all our staff and to thank them for the wonderful and essential work they do. They have lived our values, always delivering with commitment and resilience, and continue to work together to find meaningful work for our clients. For this, I want to say a heartfelt thank you!

2020/2021 Year in Review

44 months

Average tenure of job seekers placed by Edge.

475

New job seekers.

75

Workers assessed and exited as independent.

41%

Jobs secured through repeat business.

978

Total registrants recorded on June 30 2021.

8251

Total jobs secured by Edge for people with disability since 1984.

83

52-week outcomes.



Alex



Our operations report for 2020/2021

BY MARIA LLOYD-JONES

As we reflect on another year, it is evident that the impact of COVID-19 has continued to change the way we engage with our clients and employers. Now functioning in the 'new normal', Edge has continued to deliver on our purpose to change lives through the power of employment.

Sabine
Edge Job Coach

Bec



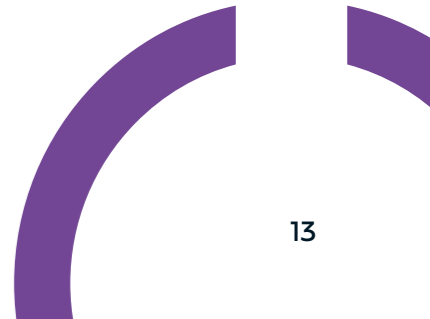
Pleasingly, we have accomplished fantastic outcomes this year. We have achieved above target results across all of our goals, including registering clients, securing roles, and exceeding our 13-week, 26-week and 52-week outcomes for the financial year.

We understand that having a disability does not mean that someone can't do a job, but often means they may do a job or task differently than someone without a disability. We are passionate about helping people find meaningful work, irrespective of their disability. In the last year, mental health remained the highest cohort on our caseload.

// We are incredibly proud that we successfully sourced meaningful work 372 times for our Edge clients, successfully surpassing our target of 350. //

The top five disabilities we supported this financial year were:

Mental health	31%
Autism	19%
Intellectual	16%
Physical	13%
Specific learning	9%



Ongoing growth and potential

Over the year, we successfully balanced our service delivery both face-to-face and virtually. We were acutely aware of the impact that COVID-19 had on our staff, clients, and employers, often creating many changes to the way that they worked and operated.

Like many businesses, we forecasted that the uncertainty surrounding COVID-19 would have a negative impact on our ability to secure jobs for our clients. Therefore, to maintain financial viability during this period, we chose to be innovative by partnering with emerging industries. We are pleased to report that some of these businesses are now repeat customers, and we are now proudly working together to create better opportunities for our clients.

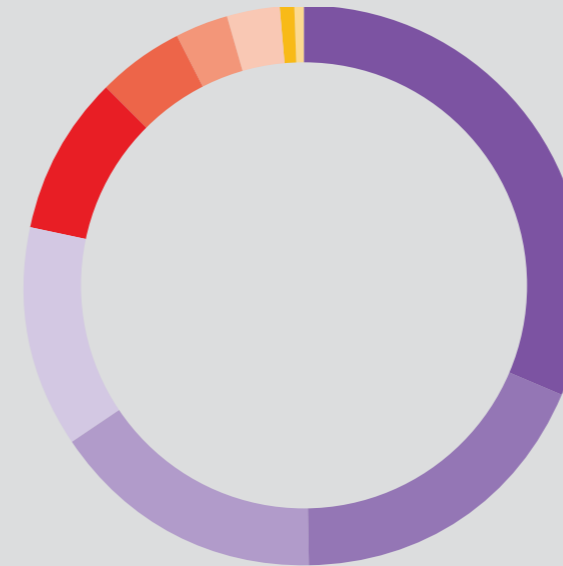
At the same time, our focus has been on growing our relationships with schools and the community. We are pleased that 16% of our referral sources are from secondary schools, with our main registrations continuing to come from repeat business.

Looking ahead, our goal is to continue to support people with disability to have fair representation and participation in the workforce. Our aim is to secure 440 new job placements over the next financial year. To achieve this, we will expand and grow our services so that we can help to make a lasting, positive difference on people's lives.

A snapshot of our referral sources include:

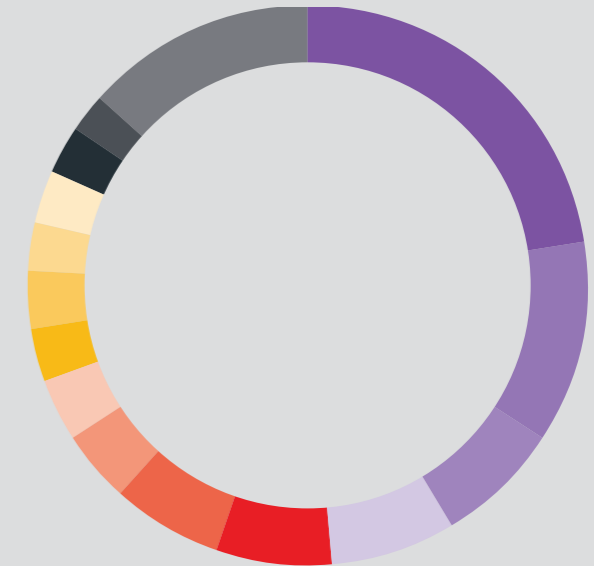
Direct	46%
Re-registration	20%
Centrelink	16%
Secondary school	16%
Transfer from another DES provider	2%

Types of disabilities we supported:



MENTAL HEALTH	31.4%
AUTISM	18.5%
INTELLECTUAL	15.8%
PHYSICAL	12.8%
LEARNING	9.0%
ACQUIRED BRAIN INJURY	5.0%
NEUROLOGICAL	3.2%
HEARING	3.0%
VISION	1.0%
SPEECH	0.3%

Types of jobs we secured:



RETAIL TRADE	22.5%
HOSPITALITY	11.8%
HEALTH / COMMUNITY SERVICES	7.3%
MANUFACTURING	7.3%
PROPERTY / BUSINESS SERVICES	6.7%
PERSONAL AND OTHER SERVICES	6.2%
TRANSPORT / STORAGE	4.3%
COMMUNICATION SERVICES	3.5%
EDUCATION	3.2%
MINING	3.2%
ELECTRICITY / GAS / WATER	2.9%
GOVERNMENT / DEFENCE	2.9%
CONSTRUCTION	2.7%
FAST FOOD	2.4%
OTHER	13.1%

Edge Subiaco

At Edge Subiaco, our people are passionately committed to changing lives through the power of employment. We are delighted to have created valuable partnerships and strong relationships with a variety of Perth employers, who share our vision of creating diverse and inclusive workforces.

Our Subiaco site currently supports 320 people with disability in various stages of their employment journey, from pre-vocational activities to ongoing support. Over the last 12 months, our team has secured over 100 new employment opportunities for our clients. These include casual, part-time and full-time roles across a range of industries. We are incredibly proud of this achievement, and of the positive impact we help to create in the lives of individuals, their support networks, and the wider community.

Though 2020/2021 again provided plenty of uncertainty, it also gave us the time and opportunity to focus on our people. As part of our growth strategy, we were pleased to appoint a new Regional Manager, Dave Scragg, who brings with him considerable industry experience. We look forward to achieving ongoing success under his leadership, as well as the continued growth and support of our team.

As in previous years, we have continued to place great importance on the support of youth with disability. With early intervention helping to create improved future outcomes, we are committed to exploring new and exciting initiatives to achieve this. We also champion the promotion of diversity awareness in the workplace, working with employers to offer training opportunities and programs to make their workplaces more accessible.

At Edge Subiaco, every person we help is a success story that touches our hearts. Bec's story is an illustration of this. With her positive manner and shining smile, she made a lasting impression from the moment she stepped through our doors.

The world was Bec's oyster. However, work experience in Fiji as a Marine Biologist changed this. Whilst diving in Fiji's pristine waters, Bec contracted meningitis, which left her with a significant sight deficiency. As a result, her hopes and dreams for the future were uncertain – but she wasn't about to give up. So Bec, a newly qualified Marine Biologist, came to our team for help.

We desperately wanted to find Bec a job in the field of Marine Biology, so she could use the skills she had worked so hard to obtain and continue to follow her passion.

Marine Biology was a unique skill set, so we approached the Department of Primary Industries and Regional Development (DPIRD). They were looking for someone to join their Strategic Policy team tasked with protecting our oceans and sea life.

It was the right fit. Bec started her role as a Fisheries Management Officer in June 2020. She is currently working on a range of natural resource management projects, drafting ministerial advice and briefing materials, and undertaking administrative tasks.

In July 2021, Bec's contract was extended for another 12 months. She is passionate about her role, and has this to say: "The type of work I'm involved in is very different to what I had envisaged myself doing, but I really enjoy being able to try new tasks and gain more experience in an area I'm passionate about."

Working with the great team at DPIRD has given me purpose and made me more confident in my abilities.

Working with the great team at DPIRD has given me purpose and made me more confident in my abilities, both at work and in other aspects of my life."

We are proud to partner with organisations like DPIRD who offer a values-driven culture where everyone makes their best contribution. And that's exactly how Bec feels with the opportunity to bring her best self to work and thrive in her role. Bec's story is just one of many success stories of employing people with disability – and we're driven to continue to bring more of these to life.



Bec

Edge Joondalup

At the start of the new financial year last July, there was once again some uncertainty about what the next 12 months would hold. Not just for the Edge Joondalup team, but for everyone affected by the global pandemic, which continued to play havoc in our lives.

At Edge Joondalup, we remained committed to our service delivery. In these uncertain times, our clients needed our support more than ever, so we focused on being more flexible to suit their needs. By working together as a united team to help and support our clients, we helped to drive success throughout the year.

Our client-centred approach, team first mentality and resilient nature helped us achieve our most successful financial year for job placements since we opened our Joondalup doors back in 2013.

To achieve these significant results, our team created strong partnerships with external providers and continued to build rapport with local businesses. We also regularly attended networking events throughout the Joondalup area and surrounding suburbs.

As the provider of choice in the Northern corridor, we are incredibly proud of our achievements over the last 12 months. We have delivered great outcomes, stood up to every challenge, and continued to create long-term opportunities for our clients. This is what drives us forward as a team, and we can't wait to see how many more lives we can change in the coming financial year. One story that definitely stood out in 2020/2021 was Alex's.

Alex is currently studying a Bachelor of Education and is motivated to make a difference in the lives of others. He's hardworking and a reliable team player, with a fantastic attitude. Alex is never afraid to try something new and give anything a go.

When he's not studying, Alex is either completing triathlons or working at Sovereign Arms Bar & Bistro in the busy Lakeside Joondalup Shopping Centre. Alex is a Barman, responsible for providing great customer service, the responsible service of alcohol, and ensuring the venue is clean and presentable. When asked what he loves about his role, Alex said "I really enjoy meeting people and have made great connections."



From the beginning, Alex made a positive impression on his manager, Emma. "Alex has been an amazing fit. He has been a team player since day one and has integrated and applied himself one hundred per cent." For Alex, one of the significant benefits of his role is how it has opened him up to new environments and situations. "I have gained so much more confidence and have learned to communicate more clearly," he said.

Alex has the utmost respect for Emma, and is incredibly grateful for the doors she has opened for him. "Emma has been very welcoming from the start. She is very understanding and compassionate," he said. Thanks to the support of Emma and the Edge Joondalup team, Alex has enjoyed his employment journey and encourages other employers to give people with disability a go.

To those people with disability, he says: "step outside your comfort zone."

Emma's experience with Alex and Edge has been inspirational. "We would like to work closer with Edge and provide more opportunities for other clients. Alex has been a perfect example of how disabilities shouldn't be a barrier to employment. If we all showed more compassion and inclusion, the world would be a better place."

// If we all showed more compassion and inclusion, the world would be a better place. //



Alex



Edge Cockburn

Due to increased demand for Edge's employment services in Cockburn, we were excited to relocate to a newer, larger office in February 2021. Our office can now be found in the same complex as Cockburn Gateway Shopping City, close to public transport and the freeway.

Our Edge Cockburn team has grown steadily over the last year. Our new employees not only understand the diverse needs of our clients, but also have a sound knowledge of our Southern region. Together, our office serves a very large area that spreads from Cockburn City to Mandurah.

Our team provides support to 165 people with disability, with this number continuing to grow. Over the last 12 months, we have also successfully placed over 60 clients into jobs. These achievements make us incredibly proud and we are confident that we will continue to grow our service offering into the future.

At the same time, we have forged strong partnerships with local schools, community organisations and employers throughout Cockburn. As such, we are delighted to be working together and making positive changes in our community, because we love to see everyone succeed!

One success story we're thrilled to focus on this year is Gordon's. Gordon is currently working for Rise Network as a Work Health Safety Administrator and is hardworking, motivated and creative. These personal attributes are just a few of the reasons why his manager, Julie, sings his praises. "Gordon is a great asset to the team. He has made my life easier by creating new safety policies and procedures, which has significantly helped my workload," said Julie.

Gordon's self-motivation and outgoing nature are just some of the traits that have

enabled him to be successful in developing himself over the years. He has a Diploma in Occupational Safety & Health and a Certificate IV in Business Government and Statutory Compliance. He also has a Certificate III in Correctional Services and completed three years' service in the Army Reserves.

In his current role at Rise Network, Gordon is responsible for developing safety work procedures, conducting inspections, and monitoring and reporting on correction actions.

Before finding this role, Gordon was drawn to Edge because he was looking for an organisation that wouldn't just treat him like a number. From Gordon's perspective, he felt Edge cared for the person and not just the end result, recognising him as an individual. "Although I've been confident in my skills, I appreciated the support from Edge. They have been

genuinely interested in me, have listened, and followed up on any concerns. I know they have looked for employment opportunities with me and my needs in mind, and that is why they have found me my perfect role at Rise Network," said Gordon.

Having a job has changed Gordon's life by giving him a sense of self-worth through the opportunity to contribute. "I have a great manager, and I love the autonomy in my role. I am in a position where I can positively influence a safety culture, can be creative, and think outside the box, too," he said.

Gordon also has a few important words of wisdom for others with disability. "Believe in yourself. And remember, you are both your greatest support and worst enemy. Walk out every day with your head held high and yell out: *Here I am – you are going to love me!*"

To employers considering offering people with disability roles in their business, Gordon's advice is to "Not miss out on this opportunity. They are more than their disability and can enrich you and your company."

Our Edge Cockburn team have loved being a chapter in Gordon's story, because he truly appreciates us. "Edge's belief in me is what gave me the opportunity to believe in myself."

“**Edge's belief in me is what gave me the opportunity to believe in myself.**”



Gordon

Amy
Edge Job Coach

Edge East Victoria Park

Behind the bright red windows of the Edge East Victoria Park (EVP) office, sits a small team that is making a big difference to the local community. More specifically, a big difference to the lives of people with disability.

Our office was faced with many challenges over the last financial year, not least the challenges created by COVID-19. As a smaller site in a new region, our EVP office looked to forge our own identity in an area surrounded by established competitors. Though it wasn't always easy, our Edge EVP team embraced the challenge and rolled up our sleeves.

We were driven by clear goals: to deliver a high-quality client service experience, build our brand in the Eastern region, and grow our numbers.

To achieve this, we implemented a detailed strategy to engage with local referral sources, schools, health professionals, and communities. At the same time, we built strong relationships with employers, companies, businesses, and training providers. We provided high-quality support to all of our clients, and above everything else, we worked incredibly hard.

Pleasingly, our efforts paid off and EVP not only succeeded, but grew quickly. Over the last year, we exceeded our job placement target by 122%. This is an amazing accomplishment for our site, but an even greater accomplishment for our clients who are now employed and supported by Edge.

Not only did we exceed our job placement goals, but we also exceeded our support targets and nearly doubled the number of people with disability we support in employment.

It goes to show that teamwork really does make the dream work, which is evident in the way our office works together for our clients. After so many achievements, we are excited to see the positive impact we can make on people's lives over the next financial year.

Ajay's story is one example of how our team have helped to make a positive impact on someone's life. He engaged with Edge when he was looking for assistance to find employment. Describing himself as an easy person to get along with and someone who loves a joke and a laugh, Ajay knew he had a lot to offer an employer. He just needed to be given a chance.

This opportunity came over two years ago in the form of a cleaning role at KFC Thornlie. In this role, Ajay is responsible for completing carpark checks, cleaning tables and chairs, and cleaning the restrooms.

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I'm just so happy I got a job, and it makes life more fun!

//

Ajay loves his job because he has always enjoyed KFC food and has been going there since he was a child. It's now an added bonus that he gets to work there – "I'm just so happy I got a job, and it makes life more fun!"

Ajay's manager is Shannon, who has supported him every step of the way. "Shannon is really funny and it's great to have a manager with a sense of humour. The energy at KFC is really good, so I love working here because it makes me feel energised, too," said Ajay.

Ajay also recognised the support from Edge EVP and his Job Coach, Dan. "Dan has helped me along the way. He is really helpful and very supportive. He's not just a coach to me, he's a friend and a mentor and I respect him greatly," he said.

Ajay's future is looking bright. He is grateful to Shannon for giving him this opportunity, because he knows how hard it can be for businesses in the current environment. Therefore, his advice to other employers is to "Go to Edge. They are good at helping people to find work, and you can count on them to help you, too."

For other people with disability, Ajay's words of wisdom are that "It's not as hard as you think to find work. Just give it a go. It doesn't matter what your disability is – you can do it."

Ajay



Employer feature – Water Corporation

Employer relationships are central to Edge’s success, as we work in partnership to support people with disability to find meaningful employment.

We are passionate about supporting and engaging our employers on their inclusive journey, and providing helpful guidance at every stage. Together, we have important roles to play in helping to change lives for the better. We take that responsibility extremely seriously.

One of our key employers is Water Corporation. Our valued partnership has been ongoing since 1995. Since then, we have assisted a total of 10 clients to find meaningful work at Water Corporation.

This year, we embarked on a new school-based traineeship program with Water Corporation, partnering with them and local schools

to find students interested in completing a Certificate II in Workplace Skills.

In consultation with Edge, Water Corporation successfully recruited four young people with disability to be involved in this school-based traineeship program. The students are the first of 15 school-based trainees that Water Corporation will employ over the next six years.



Three trainees are now based in Water Corporation’s head office in Leederville, while the fourth trainee is working from their Balcatta office.

Giacinta Smith, Principal Diversity and Inclusion at Water Corporation, recognises the challenges faced by people with disability. “For Water Corporation, creating an inclusive workplace that provides equal opportunities to people from diverse backgrounds is incredibly important. Our partnership with Edge is one way we can help empower young people with disability to achieve their goals,” she said.

Research from Disabled People’s Organisations Australia states that “Many young people with disability do not enter the labour force at all over the first seven post-school years, and are much more likely to experience long-term unemployment than those without a disability.”

This research underlines the importance of programs and partnerships like this, that can offer life-changing results for students.

Water Corporation reached out to the trainees to ask about their experience of the program.

Talia, a student at West Coast Secondary Support Education Centre said, “I’ve been placed in the Health & Wellbeing team, which I’m so happy about because mental health is really important to me. I’ve learnt so much already about mental health and how it applies to myself, but also how I can support my friends, too.”

Tasha, a student at Shenton College’s Deaf Education Centre, feels incredibly supported. “I’m working in the Marketing department. The best part about working here is the people. Everyone has been so lovely and willing to learn Auslan to communicate with me, even though I have a translator.”

Bailey, a student at Duncraig Senior High School, is interested in numbers and has been assigned to his perfect role. “I’ve been placed in the Strategic Finance team. I enjoy maths, so it’s a good place for me to be. I’m really enjoying both the work and the team, who are all so friendly.”

Callum, a student at Trinity College, is also thriving in his new role at Water Corporation. “I love working at Water Corporation as they always give me the best jobs. Edge helped me get the role and I have

had great support from my Edge Job Coach, Chelsea, who regularly checks in on me.”

Giacinta is impressed with how easily the students have settled into their teams. “The team at Edge helped us find the most suitable candidates for the traineeship positions. Our trainees have already made a positive contribution to their teams and to the wider business. This is in part due to the support provided by the trainees’ Job Coach, which has really helped with a smooth transition from the classroom to the workplace.”

Edge is confident we have the knowledge and experience to support the employer, students, schools, and everyone involved in Water Corporation’s school-based traineeship program. We are committed to delivering our purpose of changing lives through the power of employment, and look forward to seeing what the future holds for each of the four trainees.



School Leaver Employment Supports

Our passion for supporting youth with disability at Edge has seen us become a registered NDIS provider.

This important partnership gives us the opportunity to expand on our services, including delivering School Leaver Employment Supports. It also enables us to further assist young people with disability to reach their employment goals.

As part of the School Leaver Employment Supports, we prepare Year 12 students for their transition into the workplace, through a range of individualised activities to get the students job-ready.

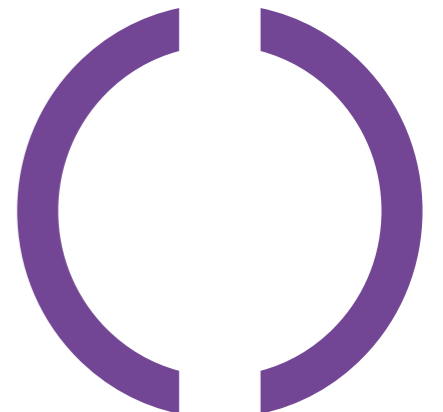
These include goal setting and career planning, work experience, money handling, resume writing, transport training and interview preparation. Our School Leaver Employment Supports activities are delivered one-on-one, or in small groups, to ensure a safe and beneficial learning environment.

A wonderful story we're proud to share is Tony's, who approached Edge after completing Year 12. From the outset, it was clear Tony was driven and motivated, with so much potential to offer any future employer. We were delighted to help Tony navigate his transition from school to work, with the School Leaver

Employment Supports funding forming part of his NDIS plan. His NDIS Consultant, Jenny, immediately saw his potential. She provided individualised supports to help Tony transition his skills from his Certificate III in Hospitality into the workforce.

From the day we met Tony, he kept growing and flourishing, with a newfound confidence and skillset. Since Tony was such a standout, he was invited to be part of a recruitment drive at one of Perth's 5-star luxury hotels. We were thrilled when we were told that Tony had been offered the opportunity to work in one of their premium fine dining restaurants as a waiter, and put his new skills to the test. We're immensely proud of Tony and can't wait to watch his journey unfold in his new role.

Tony



Charged Up for Work program



Edge's Charged Up for Work (CUFW) program supports high school students to prepare for their upcoming transition from school to work.

As an employment pathway for school students with disability or long-term health conditions, CUFW helps students start their journey towards paid employment, work experience, or further education. Our goal is to provide students with the right skills and tools to set them up for future success.

CUFW was introduced as a pilot program in 2020 in partnership with Curtin University, and has already been a huge success. With the help of Edge Training, we developed and delivered a unique workshop series for the first two school terms of 2021. We are incredibly inspired by this program and expect it to go from strength to strength. The feedback so far has been overwhelmingly positive, as well as some helpful

recommendations for future improvements.

Our CUFW program to date has delivered workshops to 50 students, with another 22 students enrolled in Term 3. The training has been so successful that some participants have shown a preference for attending the CUFW workshops, rather than going to their mainstream school classes. This engagement has been amazing to see.

Once each student completes the CUFW program, our support doesn't stop there. We are fortunate to work collaboratively with Perth businesses to create tailored employment pathways for students who have completed their workshops. These include paid work opportunities, work experience, and receiving referrals to Disability Employment Services and Australian Disability Enterprises.

To date, we've placed 12 students in school-based traineeships, two students in paid employment, and gained work experience placements for multiple students.

Students have shown considerable growth in confidence and independence both during and after the workshops. We are truly proud and encouraged to see the positive change in these students, and to watch them adapt and thrive in new environments.

A parent of one of the students recently had this to say: "What I loved was that CUFW was delivered in a 'non-disability' way and everyone made my daughter feel valued. Now she wants to do it all again, despite already graduating!"

We feel deeply privileged at Edge to be able to work with such an inspiring group of youths, and to watch them

grow and achieve their own hard-earned success. At the same time, we're excited to see what the future holds for this program. We are continuing to receive overwhelming interest from schools across Perth who are wanting to engage their students in CUFW, so we look forward to making that happen.

Alan
Edge CUFW
Consultant





Training

The last year has seen Edge increase our focus and commitment to deliver quality training and development programs, both internally and externally.

Whilst many organisations have the intent to become more inclusive and diversified, we know the journey to get there can be challenging. However, it doesn't have to be. Our Edge Training services offer specialised packages to assist employers on their journey, including Mental Health First Aid, Mentoring Co-workers with Disability, and customised Disability Awareness workshops.

At Edge, we take the time to understand each organisation's training needs and work collaboratively with them to design training packages that will work best.

We are passionate about raising diversity awareness in all organisations, and are eager to empower everyone with the knowledge that can help them on their journey towards successful inclusion.

In the last year, our Edge team delivered over 25 workshops and training sessions to more than 600 participants. We helped attendees with resume writing and job search skills, awareness of mental health in the workplace, tackled unconscious biases, and delivered specific and general disability awareness training.

To help us support our valued clients and employers, we take the time to invest in the development and growth of our own team. Since July 2020, we have delivered a total of 30 training sessions to 80 of our Edge employees, equipping them with essential knowledge on the National Standards for

Disability Services, as well as information on post-placement and ongoing support for Edge clients. We also offered individualised on-the-job training to our new starters, to help and support them every step of the way.

During the year, our Edge team attended various conferences and forums, both locally and nationally, to discuss, share, and build on our own knowledge of the importance of disability awareness. In the year ahead, our team will continue to support individuals and businesses, and to be champions of change to the current mental health narrative. We accept this challenge with deep compassion and commitment, working together with fellow organisations to create positive change.



Experience the power of diversity

www.edge.org.au

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