

# Changing lives through the power of employment

2021/2022 ANNUAL REPORT





**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**



## Edge Board of Directors

<b>Terry Agnew</b>	Chairman Non-Executive Director
<b>Matthew Woods</b>	Geographical Lead Partner Enterprise and WA Government Client Lead Partner, KPMG
<b>Luigi Mottolini</b>	Non-Executive Director
<b>Doug Aberle</b>	Business Consultant, Marple Bridge Pty Ltd
<b>Karen Brown</b>	Non-Executive Chair, Cannings Purple
<b>Amanda Cox</b>	Chief Financial and People Officer, Racing and Wagering Western Australia
<b>Linda Kenyon</b>	Non-Executive Director
<b>Jennifer Grove</b>	Partner, Gerard Daniels

## Senior Leadership Team

<b>Sally Hollins</b>	Chief Executive Officer
<b>Maria Lloyd-Jones</b>	Chief Operating Officer and Deputy CEO
<b>Di Browning</b>	Chief Risk Officer
<b>Dave Scragg</b>	Regional Manager, Subiaco and Cockburn
<b>Lee Woodbridge</b>	Regional Manager, Joondalup and East Victoria Park
<b>Julie Stewart</b>	NDIS Operations Manager
<b>Ra Grimm</b>	Business, Growth and Development Manager
<b>Dave Sones</b>	Financial Controller
<b>Sara Grimster</b>	Program Assurance Manager
<b>Bec Guilbert</b>	Marketing and Communications Manager



# CEO Report | Sally Hollins

CHIEF EXECUTIVE OFFICER

Welcome to our 2021/2022 Annual Report! We have begun our 38th year of operation with a renewed sense of optimism and excitement fuelled by the once-in-a-lifetime employment market we are currently experiencing.

With the current DES contract up for renewal on June 30th 2023, the past year has been one of consolidation, preparation and anticipation.

Our Star Ratings improved across all sites. At the same time, we've been delivering on key activities from our business plan.

We continued to engage employers with Edge's purpose and saw a 20% increase in vacancies from our platinum employers. Our employer base has grown, and we have continued to focus on strengthening these important relationships.

We held our Employer Appreciation Night in November to recognise and thank our employers. The evening was a celebration –of both the jobs that have been created and our long-standing relationships with businesses.

## 37

**Our NDIS services continued to grow with 37 participants supported in the last financial year.**

## 30

**We further developed our Training offering and delivered over 30 Mental Health First Aid Training sessions across Australia.**

## 90%

**In the four school terms of 2021, our Charged Up for Work program achieved an employment pathway outcome of 90%.**

## 107

**We supported 107 clients to achieve a 52 week outcome.**



**Our research told us there are many misconceived ideas holding employers back from hiring a person with disability."**

In 2020/2021, we laid the groundwork for a three year marketing plan by researching barriers that stop employers moving from 'Intent to Action' when it comes to employing people with disability. Moreover, the research investigated ways we can break down these barriers too.

Our research showed that many misconceived ideas hold employers back from hiring a person with disability. We set out to change their minds through a digital marketing campaign to build awareness and understanding around disability employment.

Can. Do. centred on sharing empowering stories of people with disability and their employment experiences. We developed a series of short videos highlighting the capabilities of people with disability. As Solicitor and Disability Rights Lawyer Rita aptly said in one of our videos, "It's not what you can't do, it's about what you can do."

The 'Intent to Action' research also told us a major barrier stopping employers from employing a person with disability was concern about how to do it. We set out to debunk some myths and developed an easy-to-action Employer Handbook detailing how to successfully recruit and employ a person with disability.

We are a people business. Our staff surveys show Edge enjoys an exceptionally strong staff alignment with purpose. This asset must be celebrated and protected as we prepare for change. People are at the heart of what we do. None of our goals can be achieved without them.

I hope you enjoy reading this year's Annual Report, which shares highlights and stories across our business. We are very optimistic about the future. We are a strong team led by a very capable Board. In an ever-changing environment, it's reassuring to have experienced hands at the helm. We give our sincere thanks to our Chairman Terry Agnew and the rest of our Board.

Finally, I want to take this opportunity to recognise all of our staff and thank them for the wonderful and essential work they do. In 2021/2022 they have lived our values and delivered our results with commitment and resilience. For this, I say a heartfelt thank you.

# 2022 Operations Review

BY MARIA LLOYD-JONES

This year, our team’s resilience and initiative have shone through, turning challenges and changes in WA’s employment landscape into opportunities at every turn.

By living our brand and values, maintaining the highest standard of service and focusing on relationships, our team has once again delivered a high number of registrations, repeat business and long-term employment outcomes.

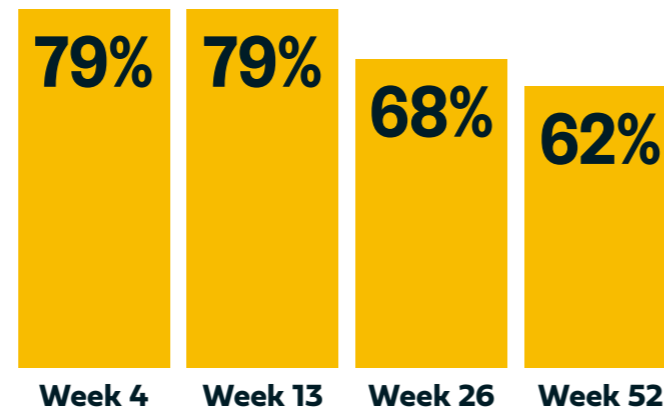
These are numbers on paper, but most importantly reflect the real-life impact that Edge delivers – bringing a sense of meaning, purpose, belonging and independence to the lives of people with disability through open employment. In turn, creating diverse and culturally rich workplaces here in Perth.

We have seen an increase in both registrations and employment outcomes this financial year. An increase in our placements with platinum employers has played a big part in achieving these results. It reflects on the focus we have been placing on driving repeat business from strong, long-term employer relationships.

**460** Registered number of new job seekers.

**365** Number of jobs found for job seekers.

### Conversion rates:



Our strong outcomes, particularly our 52 week outcomes, have been steady and maintained from previous years, reflecting our team’s dedication to matching the right person to the right job.”

### Top employers for 2021/2022:

EMPLOYER	JOB
Woolworths	22
Coles	19
Kmart	15
Quad Services	11
Australia Post	10
St John of God Health Care	10
Hungry Jack’s	8
Crown Perth	7
Edge Employment Solutions	7
McDonald’s	7
Wesfarmers	7
Programmed	6
Spotless	6
Spudshed	6
Synergy	6
AYLA Inc.	5
Department of Communities	5
Department of Health Western Australia	5
Dôme	5
Perth Eye Hospital	5
Water Corporation	5
CTI Logistics	4
Department of Education Western Australia	4
KFC	4
RAC WA	4
Spotlight Australia	4
Sunpalm Australia Perth	4
TGI Fridays	4
Turban Chopsticks	4



**52%**

Jobs secured through new business.



**48%**

Jobs secured through repeat business.

**43 months**

Average tenure of job seekers placed by Edge.

**78**

Workers assessed and exited as independent.

**989**

Total registrations on June 30th 2022.

**85995**

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

A good balance between jobs secured through repeat business and those secured through new business is again a result of our team's focus.

Repeat business has been driven through nurturing and optimising opportunities through new and existing relationships. Working with employers to create meaningful roles for our job seekers has been more successful than ever this year, with employers increasingly willing to think outside the box.

Our efforts to engage new employers were particularly focused on small to medium businesses aligned with the needs and skill sets of our job seekers, in order to find them suitable and meaningful roles.

**TYPES OF DISABILITIES WE SUPPORTED**

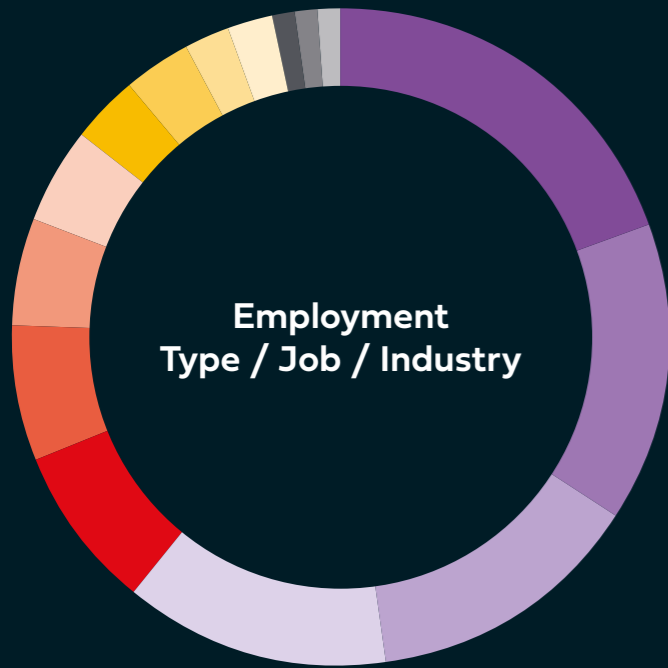
Mental Health	31.6%
Autism	20.1%
Intellectual	16.3%
Physical	10.5%
Learning	9.2%
Neurological	7.6%
Hearing	3%
Vision	1%
Speech	0.4%
Acquired Brain Injury	0.3%

**REFERRAL SOURCES**

Direct	33%
Re-registration	22%
Secondary School	16%
Centrelink	15%
Medical or Mental Health Provider	11%
Transfer from another employment provider	3%



The most notable change we have seen in the type of jobs we have secured is a doubling of placements in apprenticeships, traineeships, logistics, NDIS support workers and hospitality. This is a reflection of the increased needs in these sectors due to COVID-19."



● Retail Trade	19.3%
● Health / Community Services	14.6%
● Other	13.7%
● Hospitality	13.1%
● Government / Defence	8%
● Personal and Other Services	6.6%
● Fast Food	5.3%
● Manufacturing	4.8%
● Transport / Storage	3.5%
● Education	3.3%
● Property / Business Services	2.4%
● Communication Services	2%
● Mining	1.3%
● Electricity / Gas / Water	1.2%
● Construction	0.9%



# Subiaco Update



**Our Subiaco team continued to support over 300 people on their individual employment journeys. Over the last 12 months, we have secured 114 new employment opportunities across various industries.**

We have continued to forge new relationships with employers while maintaining existing ones.

Our on-the-job support has ensured employment is secure and sustained, enriching the lives of our job seekers, their families and their employers.

Like all of our offices, Subiaco provides support to a variety of clients with a diverse range of ages, gender, capabilities and experience. Each one has individual needs and requirements, which our team fulfils all year round.

One constant is the passion and energy our team brings to ensure that each of our clients gets every opportunity to be the best they can be.

The team has evolved and grown with the ever-changing employment landscape. We have complemented experienced staff with new additions from a variety of industries. They have the same values and commitment to make a positive impact on the lives of not only our clients but everybody they engage with daily.

# 300

**Over 300 people were supported in their individual employment journeys.**

# 114

**New employment opportunities across various industries.**

# Joondalup Update

**The past 12 months have created changes and challenges. Still, with a positive lens, the Joondalup team have focussed on opportunities, resulting in a great year for our clients.**

By the end of July, we had officially exceeded our target for our number of new placements.

As a team, we are proud to work with our clients and supportive employers.

From our humble beginnings as a local office nine years ago, we have continued to grow each year. Due to that growth, we've created more conversations around diversity, networked within our community, and found more supported employment opportunities for people with disability. By doing so, we positively impacted everyone in the community.

Working in a sector with so many different types of people and organisations, we regularly get asked what our greatest achievement is. The answer is simple: seeing the positive impact we make on people's lives every day.



# East Victoria Park Update

DES and the disability sector as a whole are on the cusp of some big changes and East Victoria Park is excited about what the next challenge will bring.

As a newer site in the Eastern region we have steadily grown, not only in our client base and staff but in our reputation within the local community. East Victoria Park has gone from strength to strength this past financial year, culminating with the achievement of 4 stars at the most recent Star Rating assessment.

Our high standards and strong commitment to our service has allowed us to branch out to build bigger and better connections with the wider community.

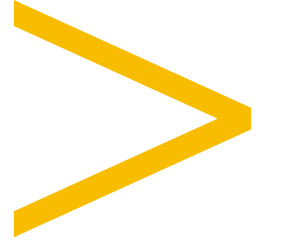
These connections have opened doors for new partnerships, leading to further employment opportunities for people with disability.

Inside our bright red windows in East Victoria Park, there's a team of dedicated and experienced staff passionate about changing lives through the power of employment.

The new financial year will undoubtedly bring new challenges but also life changing opportunities for our clients.



# Cockburn Update



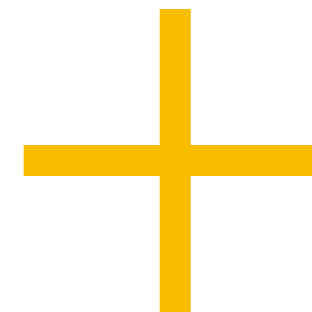
Edge Cockburn has seen a strong, resilient team come together over the past year. We've had a major focus on youth and empowering the younger generation's first steps on their journey into employment.

The Cockburn team has seen a strong increase in registrations which has boosted our employment assistance caseload and kept the team motivated on securing the best possible outcomes for our job seekers.

One of the key indicators of our team's persistence and hard work this year has been demonstrated through a newly formed relationship with Spudshed. This new partnership has seen Edge and Spudshed work together collaboratively to find employment outcomes for our job seekers.

We have worked hard to increase awareness of our brand within the community with pop-up marketing stalls in various stores to cement our presence and reach a broader demographic of potential clients.

In the next financial year, we are looking forward to expanding Edge's name to the greater Peel region, with a particular focus on Mandurah. With a solid and committed team, we are excited to see what the possibilities and successes a larger geographical reach will mean for our team.



# Workplace Modifications | Bethany

**In certain circumstances, people with disability may require changes to be made in their workplace. This can include physical changes, buying equipment, modifications, or accessing services like communications technology and Auslan interpreting services.**

Once an Edge job seeker secures a role, we work in partnership with the client and their employer to overcome challenges, discuss workplace modifications, and ensure everyone feels supported.

The Edge team helps with the modification process and accessing funding for the workplace amendments or specialist equipment, ensuring the new employee can work to the best of their ability.

Bethany is one of our clients who received assistance with workplace modifications. Bethany reached out to her Edge Job Coach Natalie to help her with the process.

With available funding provided by Job Access, our Edge team helped create the most productive workplace for Bethany, saving time and money for her employer.

Bethany is legally blind with significant visual impairment and required some adjustments for her role at Probe Joondalup Contact Centre.

“My workplace modifications included zoom text, larger computer monitors, ergonomic setup and lighting. It has assisted me with eye strain, my productivity increased and helped reduce stressors at work.”

Bethany has greatly benefited from the process and modifications, saying, “My previous Team Leader welcomed my Job Coach to put in place adaptations to assist me. The process was easy. My Job Coach organised it all. She helped with transportation to and from work and the setting up of my computers and workspace. Edge has been supportive with occupational therapy assessments, liaising with my Occupational Therapist and Team Leaders, off-site support, medical appointments, informal counselling and encouragement.”

Knowing Edge’s support is available has helped Bethany adjust quickly. “Knowing Edge is there has allowed me to relax. I have been able to focus on the moment and become more comfortable in the role.”

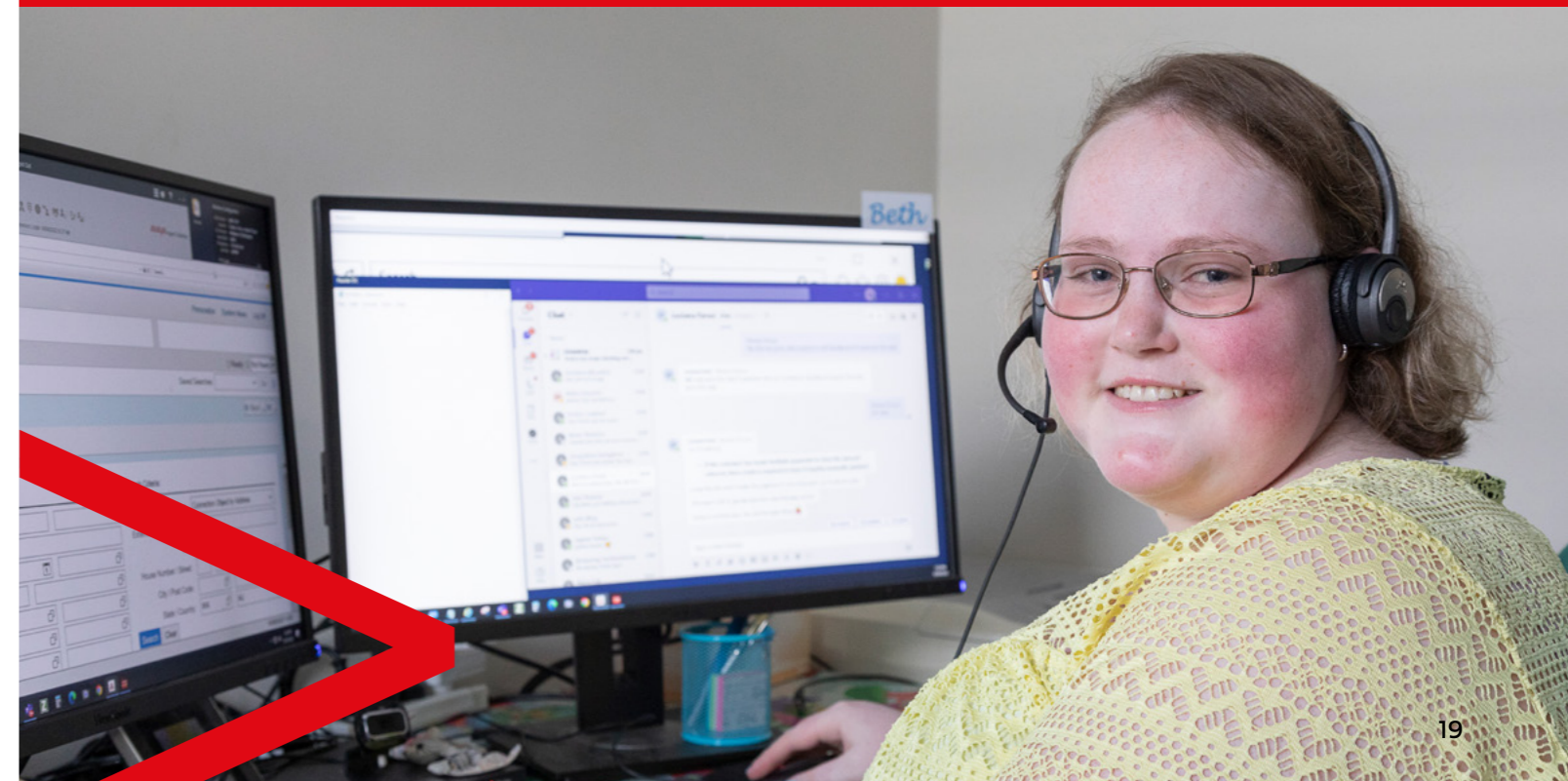
With the help of her Edge Job Coach Natalie, she has gained confidence and has found her place in the working world. “Edge and my Job Coach have made me feel valued, supported, encouraged and important. They have helped me see that I am capable.”

Employment has opened many doors for Bethany. “Since taking on full-time employment, I have found a purpose and am able to see a wider range of opportunities in life. I am financially independent and never thought or considered I would be accepted for a mortgage to build my first home.”

Having workplace modifications has allowed Bethany to thrive in her role—so much so she was even recently promoted to Call Centre Agent!



**Knowing Edge is there has allowed me to relax. I have been able to focus on the moment and become more comfortable in the role.”**



# Ongoing support | Linda

25 years – that is how long Linda has worked at Coles Mirrabooka. Edge helped her secure the job all those years ago, and amazingly, she's still there today, working as a Team Member of Grocery. The journey, she said, has been life changing.

Everyone knows that securing a job is only the first step. There are hurdles at every stage of employment. So to make sure our clients enjoy a long and happy career, we're here to support them the whole way through.

Nine years into her role at Coles, Linda had a stroke and temporarily lost the use of her right side. But with the help of her family, friends, the Edge team, and Coles, she gradually returned to work and has reached her incredible 25 year milestone.

"I regained my confidence and personality and managed to get back to work with Edge's help," said Linda.

As a Team Member of Grocery, Linda's job involves stacking and cleaning shelves and helping customers. With her experience and charm, she's become a valued member among her community and colleagues.

"Linda's attitude to both her team and customers is unbelievable. Linda takes pride in her job.

She's constantly looking for ways to improve and is the first to contribute to anything team-related," said Store Support Manager Carmel.

"Her bubbly disposition makes everyone smile... Her energy picks up the whole team, and she proves life is great no matter her barriers."

Edge is proud to have been alongside Linda and Coles Mirrabooka for every step of her journey.

"Edge has been a pivotal part of Linda's employment. Ensuring any issues are brought to the attention of management and anything that management needs to convey to Linda is undertaken in a careful manner," Carmel said.

As a self-motivated, hard-working team member and a person with Down syndrome, Linda would like to share, "It is important for people like me to feel part of the workplace and be treated like everyone else."

Congratulations on 25 years Linda and we cannot wait to celebrate the next milestone with you!



**The social aspect is great and I feel very independent. I also like that I can financially help my parents and have been able to go to ballroom dance classes and attend a gym."**

# NDIS Update

In April 2021, Edge officially became a registered NDIS provider. With 38 years of experience supporting people with disability into employment, our expertise in this area led to a natural progression into NDIS with a focus on employment support.

Edge's move into NDIS allows us to offer clients further supports and opportunities as they progress along their employment journeys. As a business, it has allowed Edge to become more diverse in its offering and income streams.

The first year has centred around building a solid foundation for our NDIS offering. It's involved ensuring that we have the right infrastructure, processes and quality procedures to deliver the same high-quality service that Edge is renowned for.

Initially, two NDIS supports have been offered, Finding and Keeping a Job (FAKAJ) and School Leaver Employment Supports (SLES).

FAKAJ is a broader support that can be delivered to people with disability at any stage of their employment journey or career.

SLES focuses on those beginning their employment journey, as they prepare to leave school and enter the workforce.

The response to our new NDIS offering has been extremely well received by our clients and industry partners alike. We've grown our team, who now support individuals to build capacity, gain skills and progress to work experience opportunities leading to employment.

We are moving into the new financial year with great momentum and excitement. This year we will build and grow our team internally to increase our service capacity and look to offer additional NDIS supports that align with our focus on employment.



# School Leaver Employment Supports | Dawt

As mentioned SLES is one of the NDIS supports Edge is currently offering. It is a transition-to-work option available to NDIS participants leaving school, forming the critical bridge between school life and work.

These supports are individual, reviewed periodically, and can include helping the participant explore and understand their work potential by focusing on capacity building, developing skills, independence and confidence to work.

Dawt is one of our SLES participants. She receives our individually tailored support, which is customised for each individual's needs and skills to reach their employment aspirations.

Dawt was born and raised in Burma before she and her family sought refuge in Australia three years ago for a better life. With English being her second language, she was referred by her NDIS Support Coordinator to Edge. She received help in improving her English and increasing her confidence to continue working towards reaching her goal of finding employment in the makeup and cosmetic industry.

Our NDIS team created individual supports to help Dawt's journey towards transitioning into work and engaged her family and carers around her goals.

The supports, which includes hard and soft skills, depend on each participant's current skill level.

Some of the supports Dawt has received includes assistance with money management, life skills, organisation, decision making, time management, Centrelink referrals, researching and enrolling in the Skills for Education and Employment (SEE) program and borrowing books from the library.

Dawt has built a strong and trusting relationship with her NDIS Consultant. "Rochelle is so kind and caring, she takes me shopping and helps me to practice my English. She makes me feel happy," Dawt said.

The NDIS program has assisted Dawt to reach her employment potential. "Edge has helped me find the SEE program to practice my English. Rochelle takes me shopping in the local community and I am now able to order drinks by myself. Edge's support has been good, it has made me more confident."

We are looking forward to seeing Dawt gain the skills and abilities she needs to reach her employment goals.



Dawt is a kind and loving young girl with a bright future and passion for everything in life. She constantly inspires me with her positive and energetic outlook on life."

ROCHELLE, NDIS CONSULTANT



# Work Assist | Shelley

Life is unpredictable, and situations may arise that leave you facing difficulties at work or just needing a little extra help to get things done. No matter your situation, Work Assist provides you with dedicated support.

Work Assist is designed to help an individual maintain their current employment while we help them work through any obstacles that may be in the way.

The process begins with our team meeting with the individual to assess any areas preventing them from thriving in their role. This is how we helped Shelley. 23 years into her employment at Amana Living, she required some additional assistance in her role as an Injury Management and Wellness Advisor.

Our team worked alongside Shelley and her employer, providing ongoing support to ensure she could continue working. "Edge has helped me maintain work. Having somebody there who understands what you are going through, they support you so you are not going through something on your own," said Shelley.

Shelley is regularly supported by her Edge Job Coach Pauline who has proved to be invaluable for Shelley. "Maintaining somebody who understands and supports me.

I have someone I can talk to about my issue without talking to people at work."

"I do find it difficult being who I am, but Pauline makes me feel like I'm okay, I'm alright being who I am. It's nice having someone there who will accept that you have some wobbly days, everyone has days like that. It's nice that I can phone her up when I need to."

Shelley appreciates Edge's ongoing support, "I feel it is good. I've actually had to go and get support for the first time in my life, now it's nice to know when I do need support, it's there."

Work Assist is crucial in allowing people with disability to maintain the jobs they love. "I enjoy this job because I like the outdoors, I like being out in the open and around people. I like to be able to assist people with their gardens."

It is also crucial in allowing them to keep the roles that have helped change their lives. Employment allows you to uncover your purpose and find your passion. Shelley can continue to pursue hers due to the ongoing support from our Edge team.



“

**My goal was to stay employed for at least 10 years and to have a sense of discipline. No matter what would happen in my life, I would still have my job. My employer has supported me, it's important to be supported by an employer that understands you.”**



“

**I am appreciative of the support from Edge with hiring clients and working with the Edge team to further grow my business.”**

**JOSEPH, OWNER OF BOBOULO MOBILE CABINET & SONS**

# Apprenticeships and Traineeships

## | Stephen

**An excellent way for someone to get a head start in a chosen career or to learn a new role is through an Apprenticeship or Traineeship. Combining work and training, you are provided with a nationally recognised qualification and on-the-job experience, which can be completed full-time, part-time or while a student is still at school.**

Without supportive employers providing opportunities, our team at Edge couldn't continue changing lives through the power of employment. So we're grateful to people like Joseph, the Owner of Boboulo Mobile Cabinet & Sons. Our team has helped with training, support, mentoring in the workplace and assisting Joseph to access funding for disability employment and training.

Since beginning our relationship in 2018, Joseph has employed two Apprentices with Edge's support, one of them being Stephen, a Carpentry Apprentice who's completing his Certificate III in Carpentry.

Through Joseph providing an opportunity, Stephen has experienced new-found freedom, empowerment, and financial independence.

"It was nice to be offered my first full-time job at 17 with a supportive employer who I get along with well," said Stephen.

Joseph has also enjoyed working with Edge, saying that he's loved being able to share his knowledge and skills with people who are eager to learn and grow.

"Anytime I reach out to Luke [an Edge Job Coach], he responds in a timely manner and attends the site regularly for support for Stephen and myself."

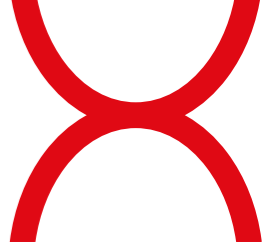
Luke supports Stephen fortnightly in the workplace and has been helping him understand his payslips. For Stephen, Luke's help has been pivotal.

"I feel extremely supported by Luke in the workplace and feel I would not be successful without the support provided," said Stephen.

Supportive and passionate employers like Joseph allow us to continue providing suitable opportunities to job seekers with disability, injury, illness, health condition or impairment.



# Charged Up for Work Update



**Charged Up for Work (CUFW) assists school-aged students to prepare for their transition from school to work. By creating employment pathways for students with disability or long-term health conditions, we help start their journey to paid employment, work experience or further education.**

Introduced as a pilot program in partnership with Curtin University in 2020, CUFW has been a huge success. With the help of Edge Training, we've successfully developed and delivered a unique workshop series across 2021 and 2022. We have received ongoing positive feedback and taken on board suggestions from our reference group, schools, parents, and other support networks.

To date, CUFW has delivered workshops to 127 students, with another 20 students enrolled in Term 3. Our students' success remains our priority. Once they complete CUFW, our support doesn't stop. We work collaboratively with Perth businesses to create tailored employment pathways for students who have completed their workshops.

On top of the workshops, we've placed 12 students in School-Based Traineeships, two in paid employment and multiple students have had work experience opportunities.

We are truly proud and encouraged when we see this young group's growth, development, and independence. In the four school terms of 2021, we achieved an employment pathway outcome of 90%.

A parent of one of the students recently applauded the program, saying, "What I loved was that it 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 privileged to work with an inspiring group of youths, watching them grow and achieve their own success. We are excited to see what the future holds and are looking forward to partnering with new schools, employers and community organisations to increase the opportunities for our students.



# Charged Up for Work | Darren

One of the students who has benefited from the CUFW program is Darren. After graduating from the work preparation training, the team helped Darren find a job as a Food Manufacturing Process Operator at Turban Chopsticks.

The CUFW program helped Darren prepare for employment. "It gave me the basis to perform my role. They have helped me to focus on my skills and preferences to enjoy my job. CUFW helped me maintain my job by improving my skills and giving me advice on my daily routine."

Being supported in preparing, finding and keeping a job has been invaluable for Darren, "Employment has given me financial independence, which has allowed me to explore new hobbies, buy new stuff and improve my everyday life at home which I am grateful for."

The program is also benefiting businesses that provide opportunities to the students. "Edge's support has been excellent in helping us understand the student's disability in further detail, educating us on how we can shift roles to help suit the work capabilities for each student. The support has been excellent, consistent and helpful," said Mei Yong, CEO of Turban Chopsticks.

Darren is grateful the CUFW program introduced him to the team at Turban Chopsticks. "My employer and supervisor are always open to allowing me to communicate my thoughts. They make me feel that I am a reliable and valued team member as I have multiple tasks that are important in the manufacturing process that I am responsible for."

CUFW doesn't just prepare and find students employment. It provides ongoing support too. Edge Job Coach Josephine regularly assists Darren who said, "My Job Coach has been helpful in developing new skills and building my confidence. The team make me feel more confident, supported and important."

As a young man with ASD, Darren would like to share with other people with disability that you should "always fight for your goals, be patient and be true to yourself."



“

My Job Coach has been helpful in developing new skills and building my confidence. The team make me feel more confident, supported and important.”



# Training

**Edge has continued to empower our staff, clients and business partners to increase the participation of people with disability into employment. The key to doing this is by sharing our knowledge.**

We are proud to report that in the last 12 months, we have engaged in various training, including Employability Skills, Disability Awareness, National Standards for Disability, Mental Health Awareness, Mental Health in the Workplace, Mental Health First Aid and individual coaching and mentoring.

We have delivered training to over 300 individuals across organisations including Pan Pacific Perth, City of Melville, Australian Wildlife, The Perth Mint, Shell Australia Pty Ltd (QLD), Monash University (VIC) and NDIS (QLD, NSW, VIC & SA).

Edge understands the importance of raising awareness around mental health. This year our Trainer was a guest speaker to raise awareness about the employment barriers for people with poor mental health at a Consumers of Mental Health WA event.

Our Mental Health First Aid training has been expanded to include a blended online course which allowed us to train nationally. We've delivered over 30 Mental Health First Aid courses to individuals, community organisations, the public sector, private businesses and not-for-profits nationally.

We are excited to announce we will be releasing the much-anticipated Mentoring Co-Workers with Disability this coming financial year. The course is for anyone who plans to recruit a person with disability, or has done so already, and seeks guidance on how to best support them.

The Edge team is committed to continuing to uplift our community both internally and externally. We look forward to working with you.

# Experience the power of diversity

edge.org.au  
1300 253 065



## SUBIACO

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38 Hood Street WA 6008

## JOONDALUP

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Shop 9, 87 McLarty Avenue WA 6027

## COCKBURN

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Shop 11A, 816 Beeliar Drive WA 6164

## EAST VICTORIA PARK

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Unit 1, 8 Welshpool Road WA 6101

ABN 16 435 961 698



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