

# Providing Purpose, Pride and Belonging through Inclusive Employment

## 2022 Impact Report





At **ABILITY WORKS** we believe employment is the best way for people living with a disability or experiencing social disadvantage to achieve a sense of *Purpose, Pride and Belonging.*

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## Our Vision

### Our Long Term Aspiration is to Provide:

Equal access to employment (supported or mainstream) for ALL

Help more people living with a disability or experiencing disadvantage into long term employment

All people in employment at Ability Works have a greater sense of self worth and connection with the community.

## The Issue

Unemployment is a significant economic and social problem for Australia, leading to social exclusion and strain on Government.

People living with disability and/or those experiencing social disadvantage, face several additional barriers<sup>1</sup> to employment due to a disparity between the job opportunities available and their skills and perceived capabilities.

These barriers include:

- Misconceptions about the skills and capabilities of people living with a disability and those experiencing social disadvantage
- Mainstream employment not well-placed to cater for these cohorts' support needs
- Lack of opportunities for people to gain work experience.<sup>1</sup>

1. Willing to Work, Australian Human Rights Commission Inquiry into Employment Discrimination Against Older Australians and Australians with Disability (2015).

## Our Response

Ability Works provides tailored support and employment for people living with disability (including people with complex support needs) and/or people experiencing disadvantage.

We provide unique work opportunities across a portfolio of work lines / products so employees can explore different jobs and build skills.

Ability Works' support includes the configuration of machinery, process aids and provision of specialised training to address the needs and safety of the employees.

## Portfolio of Employment Opportunities



Metal and Wire Fabrication



Packing and Rework



Document scanning and management  
Logistics; mailroom services, pick, pack & dispatch



Inclusive Design

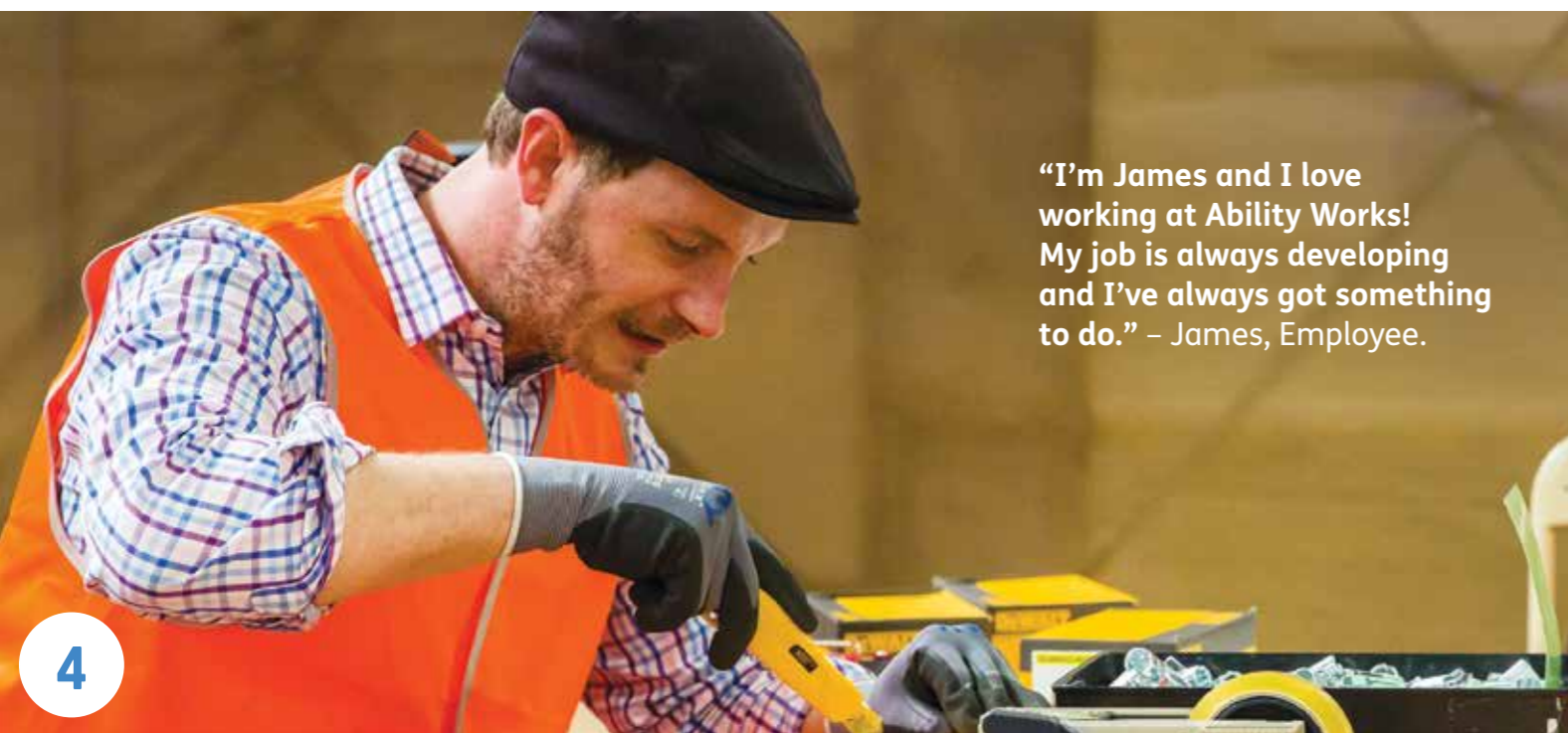


## Provision of Employment Support

- Regular monitoring and check-in with employees to understand work goals and progress
- Technical skills training using cue cards, jigs and photographs
- Soft and personal wellbeing skills training
- On-going supervision and support while working
- Customisation of equipment

## Our Impact - How we are making a difference!

	2018	2019	2020	2021	2022
Number of people with disability	126	127	144	142	129
Number of people from socially disadvantaged backgrounds	9	13	40	22	26
Total Number of people employed (excludes permanent support staff)	135	140	184	164	155



**"I'm James and I love working at Ability Works! My job is always developing and I've always got something to do."** – James, Employee.

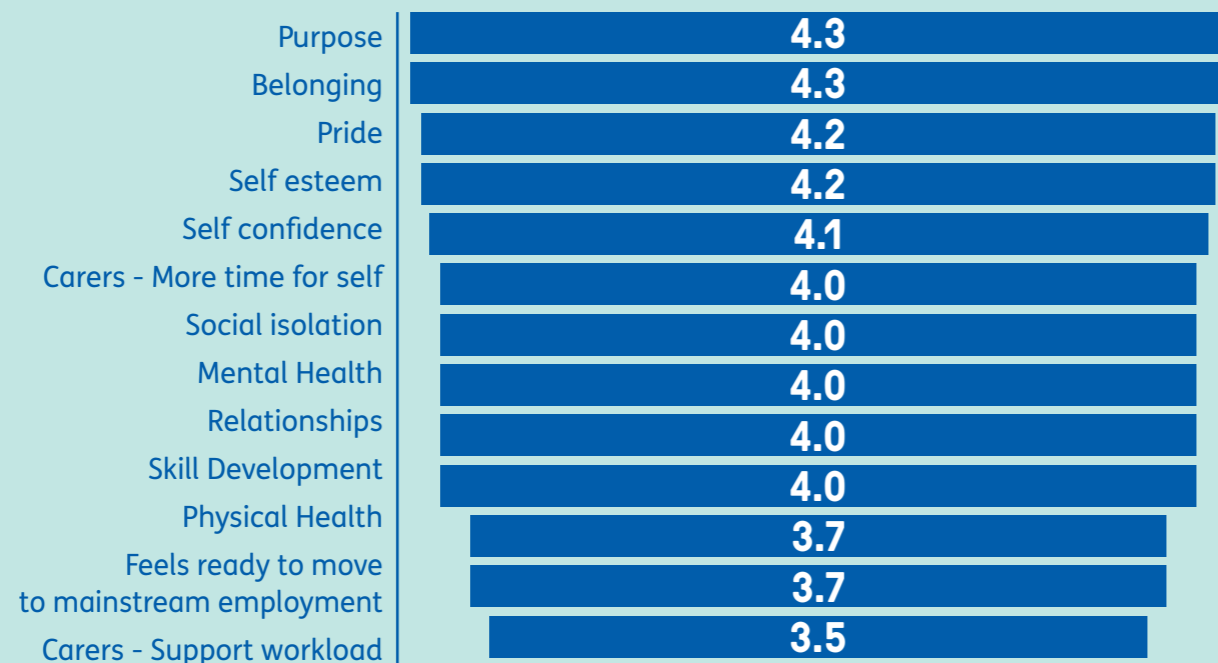
# What our employees & families are saying about us!

Our social mission is to provide the people we employ with *Purpose, Pride & Belonging*.

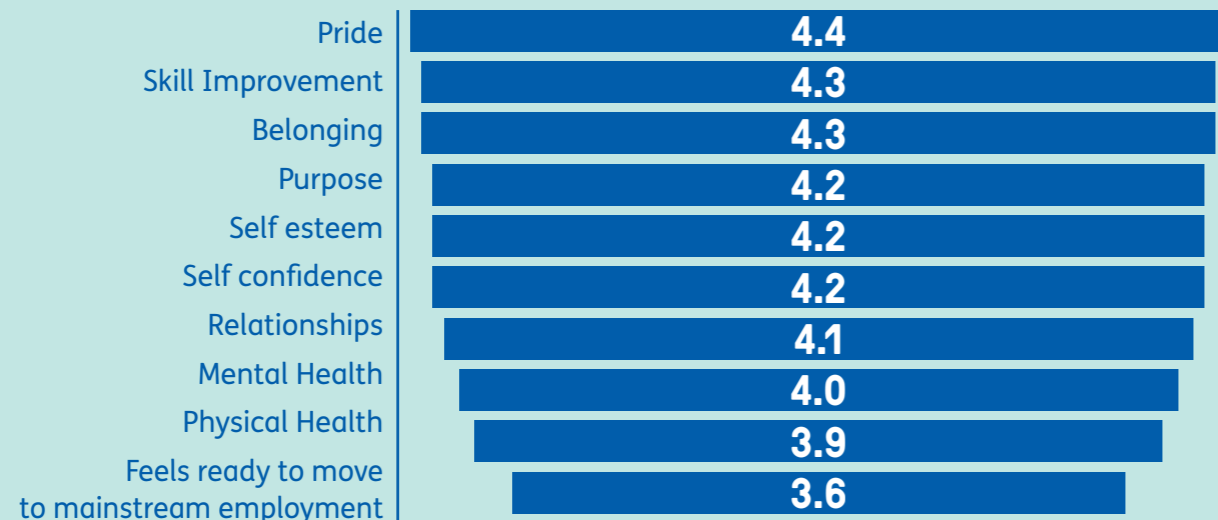
Short to medium term outcomes also include skill development and less social isolation. Long term outcomes include increased self-confidence, self-esteem, improved physical and mental health.

We asked our employees and families to rate us and here are the results:

## EMPLOYEES & CARERS - combined results



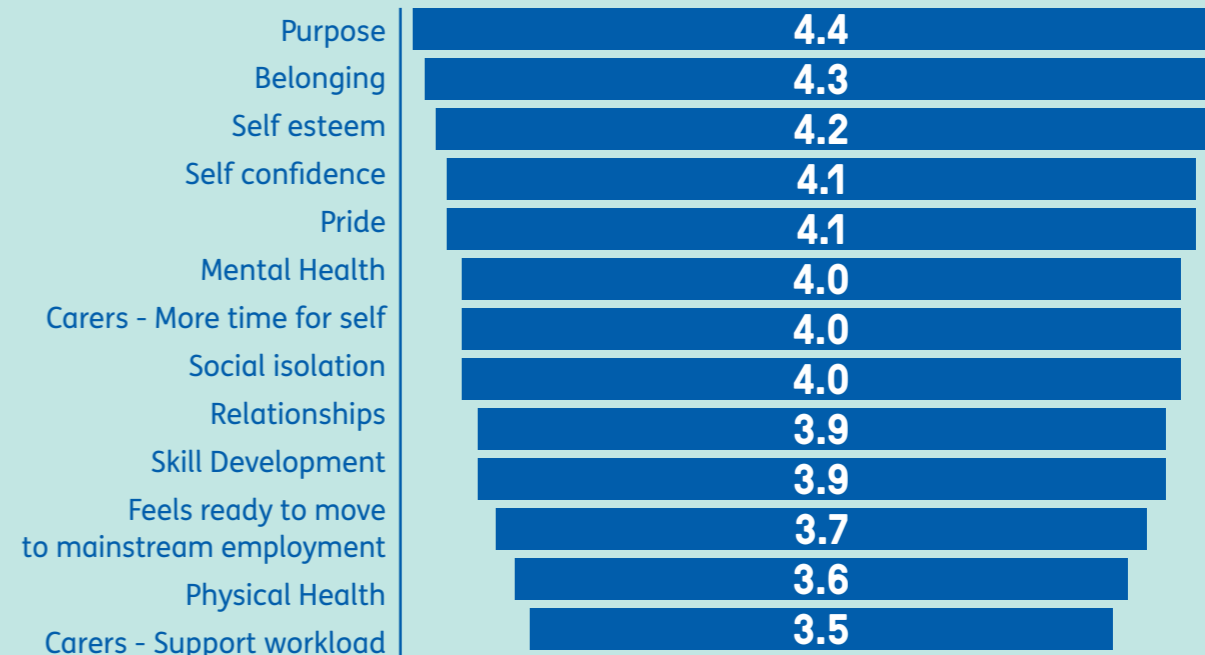
## EMPLOYEES



Strongly Agree = 5   Agree = 4   Neutral = 3   Disagree = 2   Strongly Disagree = 1

- Responses were received from 54/150 employees and 44 carers. This survey had a lower response rate than usual due to Covid.

## CARERS - about their loved ones



## EMPLOYEES

Over 90% of employees strongly agree or agree they had:

- Increased skills
- Pride (in self)

Over 80% strongly agree or agree they had improved:

- Self-confidence
- Developed friendships
- Self-esteem
- Relationships with parents / carers

Over 70% strongly agree or agree they had improved:

- Physical and mental health

Over 35% (15/43) strongly agree or agree they felt ready for mainstream employment

## CARERS

Over 80% strongly agree or agree their loved ones had improved:

- Purpose
- Friendships
- Skills Development
- Reduced feelings of isolation
- Belonging
- Self-esteem
- Mental health

Over 70% strongly agree or agree their loved ones had improved:

- Pride
- Soft skills (follow instructions, safe practices)
- Time for self (Carers)

Over 60% strongly agree or agree their loved ones had improved:

- Relationships with parents / carers
- Self organisation
- Soft skills (communication)
- Mental health has improved (Carers)

Over 50% strongly agree or agree their loved ones had improved:

- Physical health

Over 40% strongly agree or agree (with regards to self):

- Reduced reliance on support networks
- Physical health improvement

Over 29% (11/34) strongly agree or agree their loved ones felt ready for mainstream employment



Number of staff **+181**



Annual revenues **\$4 million +**



Net Equity **+\$2.9M**



Contract size **Up to \$2m**

### Does your business need a competitive edge to win big government contracts?

Ability Works can help give you that edge by providing compelling evidence of the social procurement value that your business generates by working with a certified social enterprise. This includes creating competitive advantages on government tenders, more staff engagement, building brand equity, transforming lives and reducing social inequity.

### Do you need to leverage commercial advantage through social procurement?

The Victorian Government’s Social Procurement Framework offers benefits for businesses that implement their own social procurement strategies. Partnering with Ability Works is a great way to realise these benefits. As social procurement experts, we can also help ensure your social procurement strategies operate smoothly.

### Need a supply partner that fully understands your needs?

At Ability Works, we’re proud of our long-standing relationships with our commercial clients. Each and every one is based on trust and efficiency. That is, delivering inventive, design-led solutions for all kinds of manufacturing, packaging and records management needs. Prioritising relationships with our clients and our employees is simply what we do.

### Need a manufacturer that can meet your small production runs and expectations of quality?

Ability Works’ hands-on, bespoke approach is perfect for creating high quality outcomes on small scale production runs. Our ‘out of the box’ thinking enables us to devise work processes and tools that align your needs with the skills of our employees. That means we can always adapt, flex and find solutions in a unique and original way.

### Need a fast and highly responsive supplier?

That’s Ability Works. We respond quickly, collectively and with flexibility to every brief, amendment and deadline. We actively listen to work out the precise solution that meets your needs.

### Are you motivated to contribute to a greater social mission at the same time as achieving strong commercial outcomes?

At Ability Works, meeting our social mission of “purpose through employment” is as important as delivering great commercial value and results. We know our costs and quality are equal to and often better than the rest of the market. You’ll be surprised at how competitive we can be!

#### Our Accreditations and Certifications



#### Follow us on Social Media!



Ability Works Australia acknowledges the traditional custodians of the land on which we operate, the Wurundjeri people of the Kulin Nation. We pay our deep respects to the elders, past, present and emerging.

Ability Works Australia is a LGBTQI friendly service



PURPOSE THROUGH EMPLOYMENT

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