

Team Connect

April 2024

Thank you for being patient while everyone is joining the meeting.



Acknowledgement of country

Team
Connect



Endeavour Foundation acknowledges the Traditional Owners of Country throughout Australia, the land where many of our sites are located and recognises the continuing connection to lands, waters and communities.

We pay our respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples, and who join us online today.

‘JOY’ by QArt’s Mya Wilson | Wurundjeri artist



Agenda

Topic	Speaker	Duration
Who we are, what we stand for	David Swain	10 mins
Sector update	David Swain	5 mins
People and Wellbeing	Alicia Coombs Marr	5 mins
Community Solutions and BRACE	Tom Mangan	5 mins
Home and Community	Leanne Rutherford	5 mins
Work	Shannon Foley	10 mins
Q&A	The floor is yours!	30 mins

3 easy steps:

- Get your mobile.
- Scan the QR code or enter the link from the slide.
- Answer the question, hit 'submit'.

It's that easy 😊



Who we are and what we stand for

Mentimeter



Choose the one value you see your colleagues live every day?

What value do you think we should amp up?



Sector update

CEO | David Swain

Disability sector update



Disability Royal Commission

- Choice and control paramount
- Group settings to be reviewed
- Employment outcomes a priority

Disability sector update



NDIS Review

- System facing financial challenges- growth target of no more than 8%
- Structural changes are imperative - focus on early intervention and accessibility
- Need to combat significant fraud

Disability sector update



What is happening for other providers?

- More than 65% are experiencing a financial loss
- Larger organisations face a larger financial burden

What's next?



Coming soon

- Our new Strategic Plan focuses on client outcomes as the primary measures of success
- Future of Work will be a major focus of effort
 - stay tuned for details!

NDIS Certification update

Recommended for re-certification



Feedback

- For an organisation as large and complex as ours, the results really are 'remarkable'
- It was clear there were 'very happy clients and families'
- Community Solutions demonstrates an exemplary level of service to people with disability





People and Wellbeing

Acting Chief People Officer |

Alicia Coombs Marr

People and Wellbeing



Your feedback

Inconsistent compensation compared to sector

Satisfied with salary packaging

Inconsistent culture and leadership

What we're doing now

EF Union Collective Agreement intranet Updates

Continue to promote packaging and superannuation offerings

Investing in leadership training
Extending the use of CultureAmp

How will this benefit me?

Contemporary pay and terms and conditions

Tax advantages
(more take home pay)

Leaders have consistent skills and tools to effectively support and lead our people.
Consistent culture aligned to our Values.

Contact us

Visit **#TeamPossible** support hub

<https://endeavour.service-now.com/supporthub>

peopleexperience@endeavour.com.au

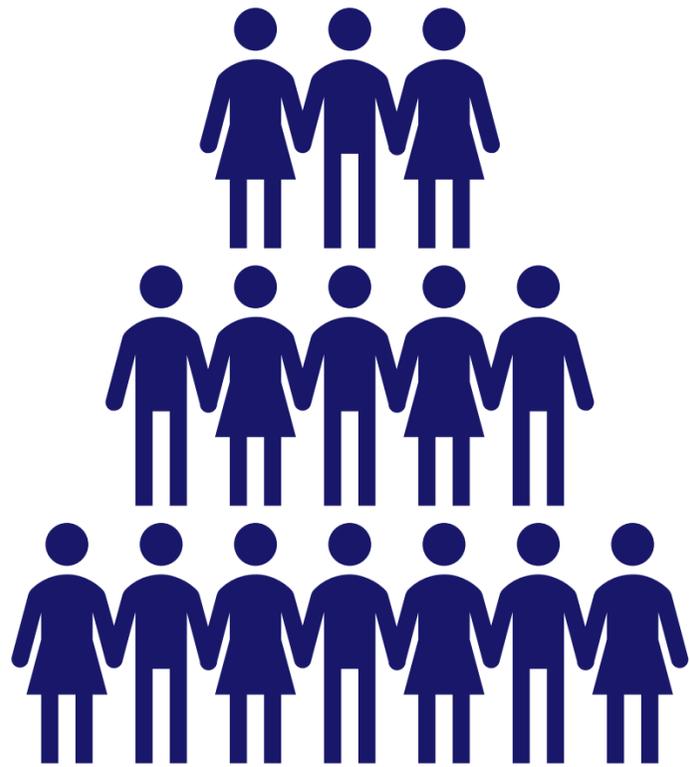
Call us on 07 3900 5460



Community Solutions and BRACE

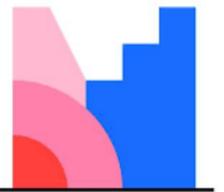
Executive General Manager |
Tom Mangan

Supporting Endeavour Foundation



10 years and 500
team members





Mentimeter



Case study | Women in Construction



Home and Community

Executive General Manager
| Leanne Rutherford

Our FY 2024/25 priorities



Safe



Consistent



Engaged

Safe, consistent, engaged services enable people to live their best lives.

Our top challenges



Our practice

- Improved **reporting** - zero tolerance for harm
- Better understanding of **Choice and Control**

Our team

- Engaged, skilled, motivated workforce

Our business

- Financially **sustainable** services
- Aligning **plans** with support needs

Home and Community



Your feedback

What we're doing now

How will this benefit me?

Workload

Choice and Control (improvement) supports, frontline leadership focus, ISP digitisation, reviewing changes to Health Check process, review of rostering processes

Allows you to focus on caring priorities and value-added activities for people we support.

Rostering processes

Reduction in agency, Onboarding of 500 (approx) new staff in 6 months, after hours on call, review of systems/process (ongoing), CarelinkGo

Helps to address specific challenges
Streamline your workload and process efficiencies.

Communication with managers

Leaders Connect, Team Connect, Zero Tolerance Campaign, Senior Leader engagement with local staff

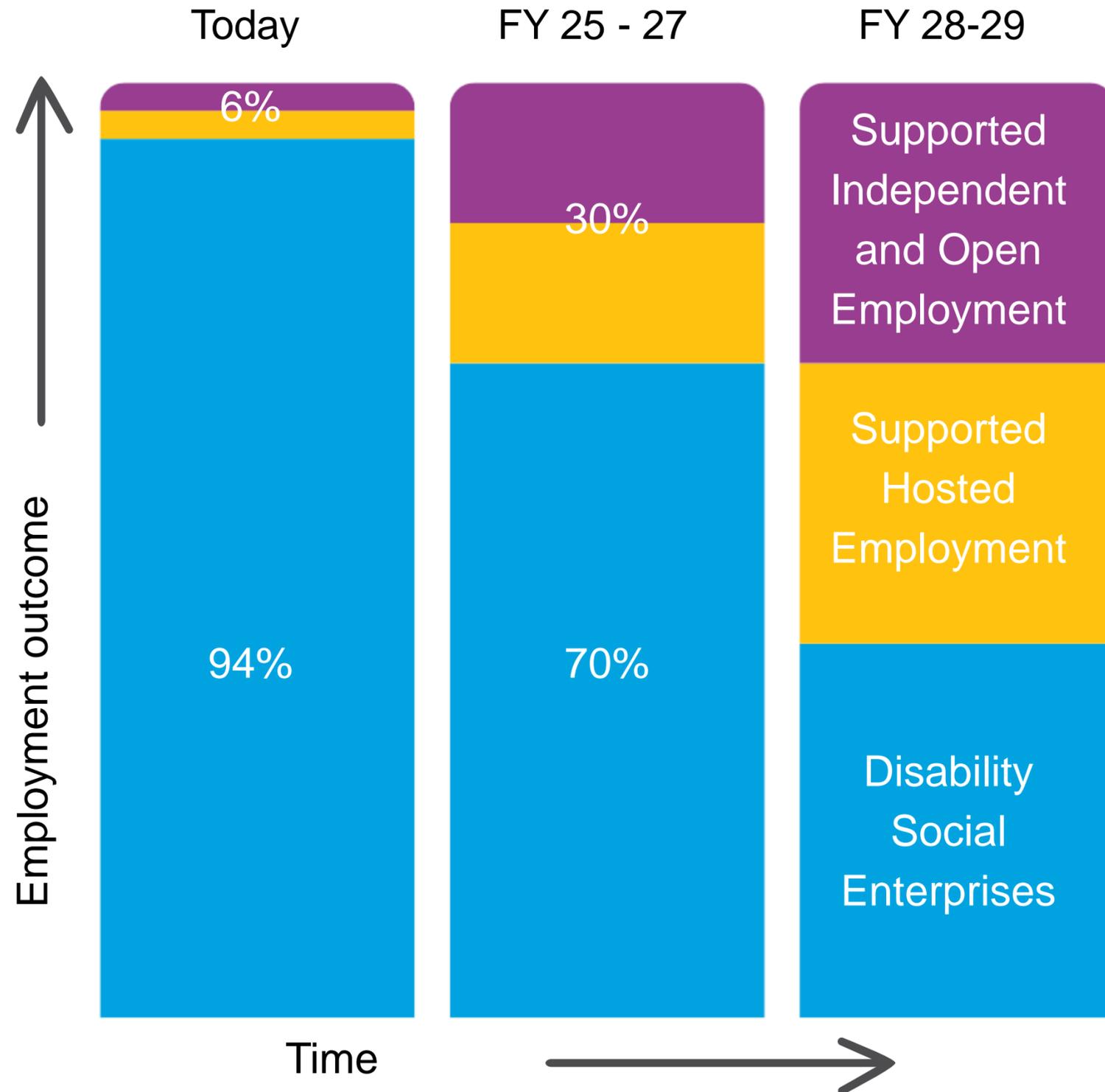
Equips managers with the skills and tools and contribute to a positive work culture



Work

Executive General Manager
| Shannon Foley

Where are we heading?



- Structured, outcome-based education, training and skill development.
- Guide people towards inclusive workplace opportunities.
- Provide a wide range of employment opportunities in modern, safe and climate-controlled environments.
- Ensure people we support receive fair pay for the work they do.

How do we provide choice and control? (Social enterprises)



Employment Academies	Employment Hubs
Employed by us and work at a social enterprise.	Employed by us and work at both a social enterprise and on-site with a mainstream host employer (Hybrid SHE).
Employees to develop skills, gain experience, and build confidence.	Employees growing their employment independence.
High support environment.	Medium to high support environment.
Target B2B customers.	Targets existing and new B2B customers.

How do we provide choice and control? (Employment services)



Endeavour Foundation Employment +	NDVR Employment + Consulting
Employed by us but work onsite with a mainstream employer (SHE) or are in independent employment with our support (SIE)	Employees receive comprehensive employment services for employment in mainstream. Employers partner with us for disability inclusion consulting.
Employees with high levels of autonomy and independence to access a variety of work opportunities and locations.	Employees ready to thrive in open employment.
Low to medium support environment.	Low to no support environment.
Target all levels of government and some key sectors.	Target all markets.

Work

Team Connect

Your feedback

What we're doing now

How will this benefit me?

Administration
burden

Employment Coach role
Automation of critical processes

Helps to address specific challenges
Streamline your workload and
process efficiencies

Market Allowance

Until transition to modern terms and
conditions

Continuity on what you can expect

Change

Continuous improvement that adds value
Planned, purposeful change
communicated well

Minimise disruption caused by
change
Consultation and collaboration
throughout

Any questions?

The floor is yours!

Raise your hand and ask us directly or write your question in the chat.

Next steps



Complete the satisfaction survey.



Read the questions and answers summary when received.



Next Team Connect | September / October 2024.



Have a question you didn't get to ask? Email communications@endeavour.com.au and we will get your answer.



Thank you!

Team Connect

