

## Questions and Answers – for staff

Question	Answer
<p><b>Why are we making changes? And why now?</b></p>	<p>For more than 50 years, BRACE has been a trusted name in education and training.</p> <p>Since joining Endeavour Foundation in 2014, BRACE has continued to support people – continually changing and adapting to help <i>make possibilities a reality</i> for the people we support.</p> <p>We have faced significant financial challenges in fulfilling this mission and no organisation can continue to have adverse financial outcomes over the long run.</p> <p>Faced with these challenges, we need to make some difficult decisions to ensure we can keep providing quality services for the people we support over the long term.</p>
<p><b>What does this mean?</b></p>	<p>This means we will be making some changes to the way we work, and how we provide our services.</p> <p>These changes are not just necessary – we believe they are the right thing to do to uphold our commitment to the people we support. We must keep adapting to continue to support people long into the future.</p>
<p><b>What changes are proposed for BRACE?</b></p>	<p>As part of these changes and after careful review, we’ve made the difficult decision to close BRACE and to stop accepting new enrolments.</p> <p>Our Registered Training Organisation registration will remain active until we meet all our obligations and ensure everything is wrapped up properly.</p> <p>During this time, our focus will be on helping current students finish their training or find other training options that suit their needs.</p> <p>We commit to working closely with everyone to make sure their transition from BRACE is smooth and respectful.</p>

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<p><b>How does the consultation process work?</b></p>	<p>Consultation starts on Thursday 19 June with conversations about what the proposed changes mean and support options available.</p> <p>Staff will be given time and support, with plenty of chances to ask questions, and get the information they need to decide what their next steps will be.</p> <p>After the consultation period ends and all feedback has been reviewed, final decisions will be communicated to the team.</p>
<p><b>How long is the consultation period?</b></p>	<p>The consultation period will end on Friday 27 June 2025. This time allows everyone involved to ask questions, provide feedback, and explore options.</p>
<p><b>What happens after the consultation period?</b></p>	<p>Once consultation ends, all feedback will be reviewed and considered. Outcomes will then be communicated to staff in meetings on Wednesday 2 July 2025.</p>
<p><b>What support is being provided to help people process the proposed changes?</b></p>	<p>We understand that change can be challenging, and support is available for anyone who needs it.</p> <p>We'll provide regular updates to keep everyone informed and encourage people to talk with their leader, connect with our EAP provider (<a href="#">Converge International</a>) for a confidential conversation or reach out to the People and Wellbeing team.</p>
<p><b>How can feedback be shared during the consultation period?</b></p>	<p>We are committed to providing staff with clear information, support mechanisms, and the opportunity to work through options.</p> <p>Feedback can be shared with us by:</p> <ul style="list-style-type: none"> <li>• Speaking with a leader</li> <li>• Contacting the People &amp; Wellbeing team</li> <li>• Emailing <a href="mailto:yourfeedback@endeavour.com.au">yourfeedback@endeavour.com.au</a></li> <li>• Sending an <a href="#">anonymous comment</a></li> </ul>
<p><b>Are redundancies being proposed?</b></p>	<p>Redundancies may be an option for some roles. If roles are determined to be redundant following consultation, people who are impacted will have all relevant entitlements honoured in full.</p>
<p><b>Will staff on leave or away sick be told about the proposed changes?</b></p>	<p>Everyone will be engaged about the proposed changes. If an impacted staff member is on leave or unwell, they will be engaged as soon as practical and in a way that is respectful and appropriate to their situation.</p> <p>Our People and Wellbeing Business Partner will work closely with the relevant leaders to ensure the timing and approach is right for each person.</p>

Question	Answer
<b>What does this mean for current students?</b>	<p>We will be supporting our current students to finish their training with us by December 2025 or find other training options that suit their needs.</p> <p>Our Registered Training Organisation registration will remain active until we meet all our obligations and ensure everything is wrapped up properly.</p>
<b>When will students be told about this proposed change?</b>	<p>We will be sending our students an email the week commencing 23 June to explain what this means for their training. We are committed to working with them to find another training option that works for them.</p>
<b>When will trainers be told about the proposed change?</b>	<p>We will be contacting trainers to explain our decision and what is proposed.</p> <p>It is important that we work closely with our trainers and students to transition everyone successfully.</p> <p>We want our students to hear this news directly from us first and will ask our trainers to work with us to support our students' transition.</p> <p>If contacted by a trainer with questions, please direct enquiries to Rachael Lloyd.</p>
<b>What do we tell people who call asking about new courses?</b>	<p>Please explain that we have had to make the difficult decision to close BRACE and will no longer be accepting enrolments.</p> <p>Our focus will be on supporting current students to finish their training or transition to other suitable options by the end of 2025.</p> <p>While BRACE is closing, our commitment to helping people into employment will continue.</p> <p>Our Registered Training Organisation registration will remain active until we meet all our obligations and ensure everything is wrapped up properly.</p>
<b>What do I say if I get a call from the media?</b>	<p>Please follow our usual media process and refer the journalist to Kirrily Boulton on 0429 077 886. Alternatively, take their contact details, the specifics of the questions and call or email details to Kirrily Boulton, Chief Corporate Relations Officer.</p> <p>Please do not make any comment to a journalist – there's no such thing as "off the record".</p>
<b>If I have a question, who can I ask?</b>	<p>Please reach out to your leader or to the People &amp; Wellbeing team.</p>

