

Artwork
'Kabora' - Dean John Tyson

**Statement of
Commitment to
First Nations
Australians**

Help Enterprises

Standing proudly with our First Nations communities and vowing to make a difference.

Acknowledgement of Country

Help Enterprises acknowledge the Aboriginal and Torres Strait Islander peoples, the Traditional Custodians of the lands and seas of Australia. We acknowledge the Traditional Owners of the land in which our offices are located.

Our commitment to Indigenous participation is supported by a high level of accountability with reporting on progress and outcomes, along with objectives stated in business plans and staff member work instructions.

Help Enterprises makes a firm commitment to achieving high levels of First Nations participation within our organisation, in both formal and informal settings.

We expect to be held accountable, but just as importantly, we expect to create genuine relationships with First Nations communities that flow through to many successful outcomes for the wider community.

As an ethics based organisation that has the social and economic inclusion of disadvantaged groups at the core of its values, Help Enterprises understands the absolute importance of fostering increased independence of marginalised groups through improving this inclusion and participation.

Help Enterprises stands proudly with our First Nations communities and vows to make a difference.



DENVER FRESSER

Chief Executive Officer,
Help Enterprises

About Help

WHAT WE DO

OUR MISSION

To create an ecosystem of opportunity, empowering people with disability through high impact services shaped around their goals.

OUR VISION

An inclusive world, where people with disability lead fulfilling, independent lives.

OUR VALUES

● COLLABORATION

We work together to create solutions. We believe every person is the master of their own journey. We're led by the people we serve.

● INNOVATION

We are listeners, learners and leaders. We focus on providing support that makes a difference in people's lives.

● INTEGRITY

We are our actions and our words. As a social enterprise with a long-standing history, we're in a position to positively impact the lives of many. It's a big responsibility and we're honoured to be trusted with it.

● COURAGE

We are accountable, open and brave. Pursuing a better world for people with disability means standing up for the things that matter, embracing change, and being unafraid to break new ground.

● RESPECT

We are diverse, inclusive and empowering. Every person looks at the world a little differently. We are dedicated to creating an environment where differences are embraced and everybody feels they belong.



HELP ENTERPRISES INDIGENOUS COMMITMENT STATEMENT

Help Enterprises is committed to developing relationships of trust and respect with Indigenous communities across Australia. We acknowledge Traditional Owners, their heritage, customs, culture and connection to land and sea.

Help Enterprises recognises that past government policies and injustices have strongly impacted Indigenous communities. As a result, many Indigenous people have faced barriers to employment and economic opportunities. Our organisation aims to be sensitive to this history and to engage openly with Indigenous communities and listen to their perspectives. We welcome opportunities to build on our understanding of the many diverse Indigenous cultural groups of Australia.

We are dedicated to building enduring relationships with Indigenous communities and to foster employment and business opportunities for Indigenous Australians in our areas of operation.

This Indigenous Opportunity Statement applies to all Help Enterprises operational locations in Australia and is supported by all Help Enterprises employees from the Board, Executive to front line staff. It is maintained by careful management and hard work on the ground to deliver appropriate and meaningful initiatives.

Our aim is to recruit Indigenous employees across a range of departments from entry-level to professional roles. We seek to foster a workplace culture that enables Help Enterprises to attract and retain Indigenous employees through:

- Building local networks with Indigenous people to understand their aspirations and design training and career development opportunities;
- Utilising specific recruitment strategies to ensure Indigenous communities in reasonable proximity to our operations are aware of employment opportunities that exist and encouraged to apply;
- Reviewing recruitment and selection practices and adapting as required, in recognition of specific needs of Indigenous Australians to ensure applicants are engaged in the process;
- Providing tailored individual support, mentoring and training to build confidence and enhance skills of Indigenous Australians upon entry into in the workplace and ongoing;
- Commitment to ongoing cultural awareness training and learning for all employees and employer networks along with our participants.



Initiatives

OPPORTUNITIES

Proactively engage with Indigenous communities to build relationships through shared experiences

- Review programs and activities in collaboration with community to ensure they are inclusive and accessible to Aboriginal and Torres Strait Islander peoples and businesses.
- Recognising and respecting Elders and Traditional Owners through acknowledgement at key meetings and events.

Invite local Elders to contribute to the implementation and review of Help's Indigenous participation plan

- Seek community stakeholders for consult and review of HELP's Indigenous participation plans.
- Schedule review dates to ensure agreed strategies are on track and areas for improvements are addressed.

Indigenous Workforce & Support Model

- Strive for representation of Aboriginal and Torres Strait Islander staff at all levels within organisation including leadership and decision-making roles.
- Embed inclusive practice within HELP's recruitment methodology
- Implement training programs that promote ongoing development and identify future talent.

Service Delivery Coordination & Support

- Establish a servicing model with culturally appropriate discussions in a supportive environment.
- Create employment options for participants based on their preferred pathway.
- Ensure the service delivery of employment and training opportunities and programs, are appropriate and reflect the needs of participants.
- Nurture strong relationships with all who live, work and employ in our communities.

Increasing Capability through Partnerships and Engagement

- Develop partnerships across all sectors and industries to create pathways and opportunities for Indigenous participants.
- Influence others to champion actions and behaviours that improve outcomes for Indigenous Australians.
- Build strong diverse networks based on genuine relationships to support ongoing capability and success.

Help Fast Facts

Data accurate at 1 July 2023

294
SUPPORTED
EMPLOYEES

705
TOTAL
STAFF



750+

customers
chose social
procurement
with Help

55,000+

customers
served across
our 2 cafes

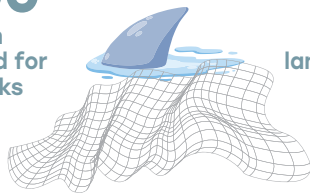


Almost 1000 catering
platters made by our
Brew Crew in six months



10,000

plants grown
and delivered for
Brisbane parks



4584 metres of shark netting
woven for QLD beaches

31 TONNES

of waste diverted from
landfill through BlockTexx QLD



500

Translink sites
supported with
materials and bus
stop infrastructure



7.35%

of our DES clients
supported into
work each
month, on
average



**80% OF DES CUSTOMERS
RATED OUR SERVICES
'GOOD' OR 'EXCELLENT'**

30,674

mailboxes
produced



150 outings for NDIS
participants to discover
new places and activities



50+
recipes
learned and
cooked



160+ hours of Zumba
danced together



950+

masterpieces
crafted in our
Creative Crew
activity



250+

sports
activities
on our
tennis and
basketball
courts



5 Year Goals 2024 – 2028

GOAL 1

500 PEOPLE with
disability will be
employed in our
commercial businesses

GOAL 2

10,000 PEOPLE
with disability will
have entered open
employment

GOAL 3

275 PEOPLE with
disability will access our
community supports

GOAL 4

200 PEOPLE with
disability will access our
hub programs

GOAL 5

70 PEOPLE with disability
will be supported in our
Supported Independent
Living services



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