



EMBRACE
DISABILITY GROUP

**Exceptional Food.
Inclusive Employment.**

www.embracedisabilitygroup.com.au



Beyond Embrace

Employment Pathway Program

Supporting independence, confidence and real workplace outcomes

Contact Details

Embrace Disability Group

Email: hello@embracedisabilitygroup.com.au

Phone: (02) 6140 3258

Location: Canberra (multiple sites)

Organisation Overview

Who is Embrace Disability Group?

Embrace Disability Group is a social enterprise operating across hospitality environments including cafés, catering, events and canteens. We provide supported employment opportunities for people with disability, combining real work experience with tailored support.

Our model bridges the gap between:

- Skill development
- Real employment
- Long-term independence

We support individuals to build confidence, develop capability and understand what they need to succeed in the workplace.

Who we Support

We work with participants who:

- Have NDIS funding under Capacity Building or Core supports and a goal to employment independence
- Are interested in employment (particularly hospitality)
- Need support to build confidence before entering the workforce
- May have had previous challenges with employment

We support individuals across a range of support needs, including:

- 1:1 learning support
- Small group support (1:2–1:3)
- Transition to lower support environments

Service Offering Summary

Beyond Embrace Pathway: Beyond Embrace improves confidence, capability and workplace participation for people with disability, while creating a commercially sustainable workforce model that reduces risk for employers and supports long-term employment outcomes.

Phase 1: Learn (6–8 weeks)

- Workplace exposure and confidence building (Unpaid)
- Supported by 1:1 Job Coach (Role funded by NDIS Plan)
- Focus on participation and self-awareness
- Approx. 32 to 64 hours over 8 weeks
- Complete development plan and workplace support assessment

Phase 2: Try (6-12 months)

- Paid supported employment (Paid by Embrace as Employee)
- Skill development and consistency
- Job Coach support tapers pending assessment (Role funded by NDIS Plan)
- Approx. 8 hours a week

Phase 3: Fly (Ongoing)

- Sustained employment
- Internal, external or agency pathways
- Ongoing support as needed

Alumni (Ongoing)

- Peer connection and mentoring
- Employer engagement
- Continued participation and growth

How support is delivered

- Real workplace environments (not classroom-based)
- On-the-job learning through participation
- Support delivered by trained Job Coaches
- Flexible ratios based on individual needs

Key Principles

- Confidence before performance
- Individualised pathways

- Real work, real expectations
- Gradual reduction or stabilisation of support

NDIS Alignment

Beyond Embrace is designed to support participants to build confidence, capability and independence in real workplace environments. A key part of this model is the **Job Coach**, who provides practical, on-the-job support to help participants learn, succeed and build sustainable employment pathways.

Services are delivered under:

Assistance with Social, Economic and Community Participation

(e.g. Core or Capacity Building supports, depending on individual plan and service agreement and most importantly the individual goals)

This aligns to participant goals related to:

- Increased social and economic participation
- Greater independence
- Pathways to employment
- Skill development in real environments

A participant's NDIS funding is utilised to build capacity, confidence and economic participation through real work, rather than passive support alone. This makes the program both goal-aligned and outcomes-focused.

A Job Coach is a dedicated support person who works alongside the participant during their shifts to help them:

- Build confidence in a workplace environment
- Learn tasks through practical, real-world experience
- Develop communication, teamwork and routine
- Understand workplace expectations
- Identify what support helps them succeed
- Gradually build independence over time (where appropriate)

The Job Coach is not there to “do the work for” the participant. Their role is to support the participant to learn, participate and build long-term employment success.

Many people with disability can work successfully when they have the **right support at the right time**. By using part of an individual's NDIS package to fund Job Coach support, the participant is investing in:

Short-term:

- Safe workplace exposure
- Confidence building
- Skill development
- Opportunity, repetition and an inclusive workplace culture.

Long-term:

- Identify and utilise strengths in the workplace
- Better employment outcomes
- Clear understanding of workplace needs
- Increased independence
- Greater chance of sustaining employment

This model recognises that **meaningful employment success often requires structured support first**.

Pricing Schedule

Embrace Job Coach Support

- NDIS Rate: \$70.23 per hour (as at April 2026 weekday)
- Delivered at Workplace Assessment requirement: 1:1 support
- Shared support (1:2–1:3, pro-rata)

Phase 1: Learn (Unpaid Work Experience)

- 4–8 hours per week
- 1:1 Job Coach support
- Funded through participant NDIS plan

Phase 2: Try (Participants begin earning a supported wage while continuing to access Job Coach support.)

- Participant paid supported wage
- Job Coach funded via NDIS (ratio-based)
- Supported through business operations

Phase 3: Fly

- Paid employment with Supported Wage assessment
- Support may reduce
- Support may stabilise
- Support may continue depending on individual goals

Additional

- Service agreements tailored to individual plans
- Support ratios adjusted based on assessed needs
- Transparent invoicing aligned to delivered support

By funding Job Coach support through the participant's plan, Beyond Embrace can provide:

- Real workplace opportunities
- Individualised support
- Reduced employer risk
- Better long-term employment sustainability

We believe that the right support, in the right environment, can create stronger pathways to meaningful and sustainable employment. This employment can be long term with Embrace at over 12 locations in Canberra and the surrounding region or with one of our hospitality partners.

Outcomes & Impact

At Beyond Embrace, outcomes are defined by the individual. We work alongside each participant to build confidence, capability and clarity about what success looks like for them in the workplace. Through real work experiences, participants are supported to:

- **Feel more confident and comfortable** in workplace environments
- **Discover their strengths, interests and preferences** for employment
- **Build practical, transferable skills** through hands-on experience
- **Understand what support helps them succeed**, both now and into the future
- **Work towards meaningful employment outcomes** aligned to their goals

Our focus is not just on getting a job, but on ensuring each person has the right foundations and support to **sustain employment and grow over time**.

How to begin

We aim to make the referral process simple, supportive, and responsive to individual needs.

1. **Submit an Expression of Interest (EOI)**

Complete our online EOI form. *Recruitment is run in small intake groups to ensure quality support. We typically recruit 10–20 participants per intake. If a program is full, participants will be placed on a waitlist and contacted for the next intake.*

2. **Initial Intake & Conversation**

A Job Coach will connect with the participant (and their supports, if appropriate) to:

- a. Understand their goals and interests
- b. Discuss support needs and preferences
- c. Confirm availability and suitability for the program

3. **Service Agreement & Support Planning**

A tailored service agreement is developed, outlining:

- a. **1:1 Job Coach support** during the Learn Program
- b. Recommended hours (typically 4–8 hours per week)
- c. Any additional supports required (e.g. transport)

4. **Program Commencement**

Participants begin the Learn Program with:

- a. **Up to two 4-hour supported shifts per week** for 8 weeks
- b. Real workplace experience across Embrace sites
- c. Ongoing guidance from their Job Coach
- d. End of program assessment and workplace readiness
- e. Transition to Try program.

We work closely with participants, families and Plan Managers to ensure the program aligns with individual NDIS goals and sets each person up for success from day one.

Next Steps

If the Beyond Embrace pathway feels like the right fit, we'd love to hear from you.

Step 1: Submit an Expression of Interest (EOI)

Participants, families or support coordinators can complete a short EOI form to get started. This helps us understand the individual's goals, interests and support needs so we can determine the best entry point into the program.

Complete the EOI: https://form.jotform.com/Embrace_hello/beyond-embrace-eoi

Our team will review the information provided and be in touch to:

- Confirm eligibility (including NDIS support requirements)
- Answer any questions
- Talk through goals, interests and availability

Not Ready Yet? That's Okay

If the timing or funding isn't quite right, we can still support by:

- Providing program information for upcoming NDIS plan reviews
- Staying connected for future program intakes