



**FOR EDUCATORS
AND CAREERS
COUNSELLORS**

MEANINGFUL CAREERS, SUCCESSFUL OUTCOMES

Welcome to 4gr, we are Australia's #1 Customised Employment Specialists. Whether you're seeking a meaningful career or want to fill a new position within your company, we're here to help.

Our unique and innovative approach ensures we deliver a successful outcome for both our employment seeking clients as well as the employers we work with, creating positive transformations in peoples lives, workplaces and communities. It's a win-win-win for all.

We are an NDIS registered provider and work with people who may experience various barriers to finding employment.



TRANSFORMING LIVES THROUGH SKILL DEVELOPMENT, KNOWLEDGE AND INNOVATION

OUR VISION

To transform lives, workplaces and communities through knowledge and innovation.

OUR MISSION

We build meaningful connections with all stakeholders, by taking the time to understand each individual's employment and recruitment goals.

Through our Customised Employment model, we encourage individuals to realise their career pathways, delivering positive outcomes for clients of all abilities.

Respect

We believe in the importance of all stakeholders creating enduring and trusting relationships to achieve goals.

Integrity

We communicate openly and transparently with stakeholders, and we believe honesty and dignity should be extended to all members of our community.

Equality

We are passionate about what we do, and we believe completely in accessibility and equity for all. Mutual respect and understanding underpin everything we do, and we recognise that each time we interact with those around us, we are learning and growing.

Innovation

Growing and evolving as individuals and as an organisation is integral to who we are and what we do. We recognise the need to think creatively and to continually strive for growth, change and innovation.

Professionalism

Our approach creates a win-win solution for both the career seeker and the employer who we are equally responsible to.

Knowledge

We are leading change through knowledge, education, information and excellence which creates positive transformation in attitudes and outcomes within the community and the employment sector.

FOR EDUCATORS AND CAREERS COUNSELLORS

Need guidance and customised advice?

Let us assist you in helping the students that need the most guidance, transition smoothly into the workforce. We know that you want to help as many students as possible, but it can sometimes seem challenging to give the right advice.

Customised Employment

Customised Employment is a flexible process designed to bring people together to personalise employment opportunities in a way that meets the needs of both the employer and the job seeker.

One of our friendly team members can meet with your student to discuss their skills, interests, strengths and career goals, and the types of positions they might be interested in. We'll then help them find, create and negotiate a position that matches their specific needs.

Work Ready

Our ongoing work simulation is designed to help students and job seekers not only survive but thrive in the workplace. We coach our participants through the practicalities of being in a work environment.

Test the Waters

When ready we'll match our participant with an employer that is also seeking their specific skills. Work integrated learning allows them to test the waters in their new workplace, and for the new employer to see if it is a good fit for both, before either party commits to paid employment.

Meaningful Paid Employment

If the work integrated learning is successful, we'll help our participants transition into paid employment.

School Talks & Visits

Our friendly team can organise an in-school visit to speak with your students and staff so that we can share more information about the opportunities we can bring to each student.



Through our pro-active approach we can implement various strategies such as:

JOB NEGOTIATION

We negotiate and combine tasks from multiple roles within a business into a new job description.

JOB CUSTOMISATION

We help craft a new job opportunity that includes some, but not all elements or tasks of an existing job description.

JOB CREATION

We assist in creating a new job description from identified unmet business needs of the employer.

JOB SHARING

Two or more people share the same job to fulfill the job requirements.

OUR PROCESS



CAREER PLANNING

We meet with your student to discuss their skills, interests and career goals.

WORK SIMULATION

Our participants learn practical and communication skills to thrive in the workplace.

EMPLOYMENT MENTOR

Our employment mentor will find, negotiate and create employment opportunities on your students behalf.

WORK INTEGRATED LEARNING

Students can test drive their new job with a work integrated learning position.

PAID EMPLOYMENT

If all goes well for both parties, the student is officially hired!



GET WORK READY

At 4gr we've spent years developing and perfecting our Customised Employment resources to ensure our participants have a successful work integrated learning experience.

Flexible, inclusive and supportive, we will coach participants through the practicalities of being in a work simulation setting, building their skills and confidence.

What to expect:

JOB INTERVIEW SKILLS

We help build up their confidence to present well at job interviews.

SIMULATED WORK ENVIRONMENT

We go through the fundamentals of what happens in a workplace, customised to their type of role.

COMMUNICATION & SMALL TALK

We teach how to effectively communicate with managers and mingle with co-workers.

PRACTICAL ACTIVITIES

We think outside the box with a range of activities to ensure each participant will be job ready to meet the demands of their particular role.

UNSPOKEN & UNWRITTEN RULES

We address some of the challenges they might have experienced in the past and make sure they have an adequate ability to work well with others. We go through some unspoken and unwritten rules of social workplace interactions that your students may not be aware of.

ONGOING SUPPORT

We ensure each students not only survives but thrives in their new role by providing ongoing support to update their skills when necessary.

Ready to work with us?

Go to the 4gr website www.4gr.net.au and click on our referral form and one of our team members will be in contact with you.



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YOUR LOCAL CONTACT