



**FOR EMPLOYERS
AND HR MANAGERS**

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 EMPLOYERS AND HR MANAGERS

Looking to hire or diversify your workplace?

If you're looking to hire, our team will help you fill the position with the right candidate and create a unique opportunity for both you and the person you're hiring. Professional, knowledgeable and reliable, at 4gr we're committed to delivering a positive outcome for both parties and prepare our candidates to thrive in the workplace.

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 a job seeker. One of our friendly team members will meet with you to discuss the position you want to fill, the skills and requirements needed for the role and the overall company culture. We'll then help you find the right candidate whose skills, interests, strengths and career goals match your specific need and negotiate elements of the role that might need to be customised.

Work Ready Candidates

Our ongoing work simulation is designed to help our candidates 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 you've selected a suitable candidate, we'll assist you to support them in a work integrated learning opportunity in your workplace which allows you to test the waters with your new candidate, so you and your employee can see if it is a good fit for both of you.

Meaningful Paid Employment

If you feel the work integrated learning is successful, we'll transition the candidate into paid employment.

Diversify Your Workplace

If you're looking to successfully diversify your workplace, and not sure where to begin, our team can assist you develop a range of systems and processes to



implement more inclusive recruitment strategies. Our goal is to create unique employment opportunities that bring positive transformations to peoples lives and workplaces and have a ripple effect in the community.

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

1

EMPLOYER CONSULT

We meet with you to discuss your company culture, recruitment goals and positions that need to be filled or created.

2

WORK READY CANDIDATES

We'll connect you with our candidates who match your needs and help negotiate opportunities to create successful outcomes.

3

WORK INTEGRATED LEARNING

Test the waters with your new employee with a work integrated learning to ensure its the right fit.

4

PAID EMPLOYMENT

If all goes well for both parties, you can officially hire your new employee. Congrats!



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.

ONGOING SUPPORT

We ensure each participant 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