



**FOR MATURE AGE
CAREER SEEKERS**

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 MATURE AGE CAREER SEEKERS

Looking for a career change or your dream job?

If you're looking for your dream job, it can be frustrating when it seems like there aren't any good options available in your chosen field.

At 4gr, we're committed to helping you find not just any job, but help you transition to a position that's perfectly suited to your skills, abilities and aspirations, in a workplace you can finally call home. We're here to help you develop a meaningful and fulfilling career, on your terms.

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 job seeker and an employer.

One of our friendly team members will meet with you and discuss your skills, interests, strengths and career goals, and the types of positions you see yourself working in. We'll then help you find, create and negotiate a position that matches your specific needs. Even if you're not sure of your direction, or want a complete change, we'll help guide you to discover your ideal career path.

Get Work Ready

Our Coaches & Mentors will help you to not only survive but thrive in the workplace. We'll coach you through the practicalities of being in a work environment.

Test the Waters

When you're ready we'll match you with an employer that is seeking your skills. Work integrated learning allows you to test the waters on your new workplace, so you and your employer can see if it is a good fit for both of you, before you commit to paid employment.

Meaningful Paid Employment

If your work integrated learning is successful, you'll transition into paid employment.



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

Meet with us to discuss your skills, interests and career goals.

WORK READY SIMULATION

Learn practical and communication skills to thrive in the workplace.

EMPLOYMENT MENTOR

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

WORK INTEGRATED LEARNING

Test drive your new job with a work integrated learning position.

PAID EMPLOYMENT

If all goes well for both parties, you're officially hired! Congrats!



GET WORK READY

We've spent years developing and perfecting our comprehensive ongoing work integrated learning to ensure that you will have a successful work experience.

Flexible, inclusive and supportive, we will coach you through the practicalities of being in a work environment, building your skills and confidence.

What to expect:

JOB INTERVIEW SKILLS

Build up your confidence to present well at job interviews.

SIMULATED WORK ENVIRONMENT

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

COMMUNICATION & SMALL TALK

Learn 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 you're job ready to meet the demands of your particular role.

UNSPOKEN & UNWRITTEN RULES

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

ONGOING SUPPORT

We ensure you not only survive but thrive in your new role by providing ongoing support to update your 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