



Meaningful and matched
employment for young
adults living with an
intellectual disability.

inclusionfoundation.org.au



What is Impact21?

The Impact21 program is a one-of-a-kind employment and skill development program for young adults with Down syndrome or other intellectual disability.

Impact21 is holistic in nature, filling gaps that have developed since leaving school, restricted opportunities at school or work, social barriers, and limited expectations.





Why Impact21?

Co-designed with alumni and DeakinCo (a division of Deakin University), Impact21 provides authentic and applied learning experiences for all participants, with the opportunity to put theory into practice through meaningful interactions with employer partners.

The Impact21 program is delivered by program facilitators, work coaches and other individualised supports as deemed appropriate, all operating with participants on a 1:1 through to 1:4 ratio. This high level of support enables meaningful growth and development throughout the program.

Outcomes



Increased social and civic inclusion



Greater independence



Customised role with a quality employer*



**for successful graduates*

What you'll learn

Through exposure to different types of employment and employers, Impact21 teaches interpersonal and practical workplace skills.



Interpersonal and Life Skills:

- how to be a professional; building employability skills
- gain and build skills to prepare for work
- practice problem solving a variety of different issues
- grow and operate as an independent individual and as part of a team
- through an awareness of fitness and nutrition, build stamina ready to engage more fully in a workplace
- develop and improve digital literacy skills

Hospitality and Facilities - concierge welcoming and escorting, setting up, tidying and re-stocking meeting rooms and communal spaces, taking catering orders, making and serving tea and coffee, maintaining the staff kitchenette, café assisting, and food preparation.

Administration: Front office, clerical work, data entry, mailroom, print room, office paper recycling, stock lists, shredding, scanning /uploading /filing, onboarding staff, gift packs, assisting with events.

Customer Service: stocking shelves, price tagging and scanning, taking inventory, greeting customers, customer service, preparing stock displays.



Individualised Program Journey

The Inclusion Foundation has delivered the Impact21 program for over 4 years, both in the Melbourne CBD and regionally.

In 2024, Impact21 provides participants with **individualised learning pathways** that meet them where they are at, and which reflect a participant's age, maturity, skills and workplace readiness.

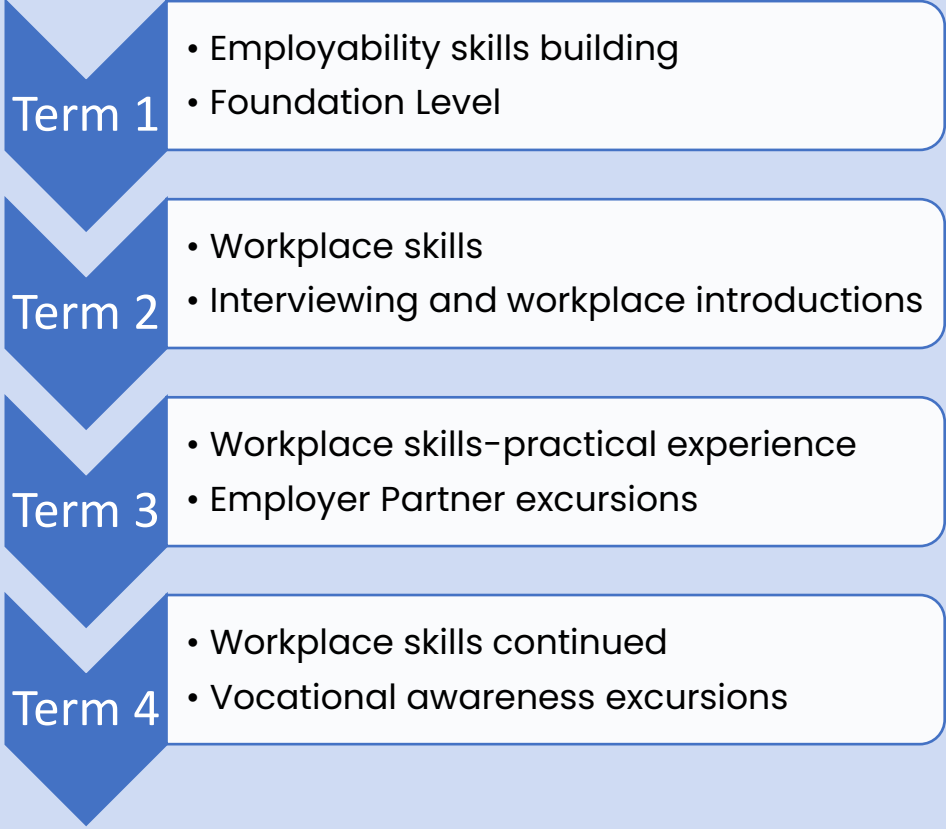
Impact21 allows participants to develop in their own way and time. Often this is best achieved by completing the course over two years.

This can help to develop confidence and maturity as well as allowing the process of moving from ***"how do I do this?"*** to ***"this is how I think I should do this"***, to develop in a natural, confident way.

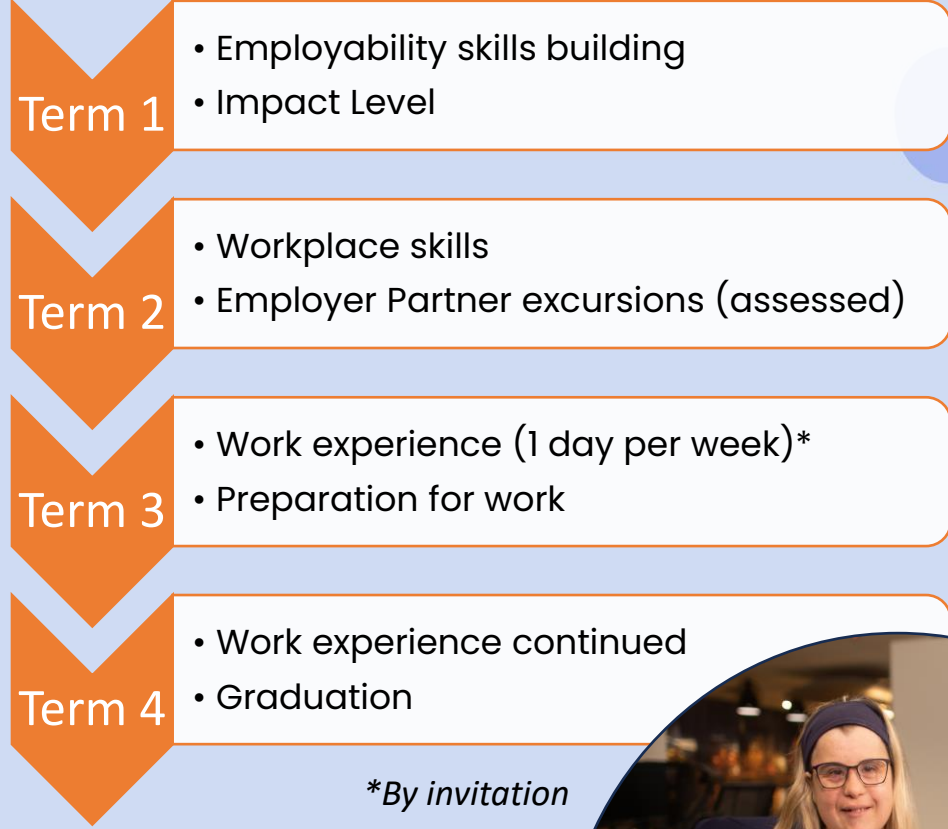
Impact21 will work with each participant and family to assess where they are on their journey through **class visits, meeting with parents and participants, and observations at orientation** to choose the best path.

Program Pathways

Two Year Program



One Year Program



**By invitation*



Who works with Impact21?

Program Delivery Partner

Impact21 works in partnership with a values-aligned DES partner, CVGT Australia. They provide job coaches trained in Impact21's methodology, supporting participants working in employer partner workplaces and provide ongoing support once in employment.

Employer Partners

Impact21 partners with organisations committed to providing participants with real, on the job exposure to potential jobs.

Throughout the program, Impact21 participants engage with employers through a series of pre-employment activities. Our employer partners have committed to working with Impact21 to create an inclusive working environment, and to support participants through the pre-employment journey and the transition into future employment.

Impact21 (and CVGT) will work with participants and employers to customise job roles and match participants with the most suitable potential employer and role for them.



Employer Partners



CROWN

Dulux



australia

MIND BLOWING FILMS

BUNNINGS
warehouse

acmi

ibis



yooralla

JB HI-FI

CITIPower



Downer



GLOBE



"Partnering with the Impact21 program has been an incredibly positive and rewarding experience. Our organisation has a desire to be an inclusive employer and the Impact21 program provided an opportunity to do so in a genuine and meaningful way."

Lovelyn Parker
CitiPower, Powercor & United Energy

The Australian Open



For the past three years Tennis Australia has invited alumni and current participants to gain casual work experience opportunities at the Australian Open.

This is an opportunity to meaningfully be included in one of the biggest sporting events in the world, and to gain real life experience in retail or customer service roles.

Program fees (indicative)

Inclusion Foundation is a registered NDIS provider. To attend Impact21, you will need to have the following funding allocated in your NDIS plan, under Capacity Building.

Maximum indicative quote is provided here for planning purposes. Each participant will receive a personalised quote.

Two Year Program:

NDIS Quote Name	Description	Support Item No	Total Amount
2 Year Program			
Finding and keeping a job	Orientation into program	04_102_0136_6_1_T	\$647.89
	Year 1 Terms 1-4	10_016_0102_5_3	\$13,502.50
	Non-Face to Face Time	10_016_0102_5_3	\$4,701.69
	Orientation into program	04_102_0136_6_1_T	\$647.89
	Year 2: Impact Terms 1-4	10_016_0102_5_3	\$17,532.52
	Non-Face to Face Time	10_016_0102_5_3	\$5,000.21
			TOTAL \$42,032.70

One Year Program:

NDIS Quote Name	Description	Support Item No	Total Amount
1 Year Program			
Finding and keeping a job	Orientation into program	04_102_0136_6_1_T	\$647.89
	Impact Terms 1-4	10_016_0102_5_3	\$17,532.52
	Non-Face to Face Time	10_016_0102_5_3	\$5,000.21
			TOTAL \$23,180.62

Note:

To optimise participation in the course Impact21 staff recommendations may be made for external supports. These may include, but are not limited to; Occupational Therapy, Physiotherapy, Speech Pathology and Behavioural Support Initial recommendations may be made at the orientation process, but Impact21 reserves the right to make additional recommendations throughout the course.

Please note an IQ test will need to be provided when participants transfer to employment. This forms part of the onboarding process with our DES provider CVGT.

Impact21 will only claim a support item from a participant's plan if they have completed activities that are part of the support for that participant. Non-Face to Face time: will only be charged if service is used. Prices are correct as of November 2023 and subject to change in line with NDIS Pricing Arrangements and Price Limits.

Get involved

Register your interest and we will:

- Invite you to an information session
- Arrange an in-class visit
- Provide a personalised quote



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