

Capability Statement

Our people make the difference



Disability
Without Limits

C2A



Disability Social Enterprise

Established in 1953, Connecting2Ability (C2A) is a Social Traders Certified and People & Planet First Verified, Australian Disability Enterprise (ADE).

We provide support and employment for people with disability across 10 locations in metropolitan Melbourne and regional Victoria.

There are about 600 ADE's around Australia that employ around 15,000 people with disability, 137 of which are in Victoria.¹

National Disability Services (NDS) has estimated that there could be as many as 200,000 Australians with disability who are not working now, but want to work, and could do so if they had the right assistance.¹

Why C2A Counts

C2A can help organisations use their buying power to generate social value above and beyond the value of the goods or services being procured and help meet social and sustainability measures expected from Victoria's Social Procurement Framework.

Our quoting tool allows us to break down hours and spend for each project including:

- ▶ Employment increases
- ▶ Capability building
- ▶ Local jobs
- ▶ Traineeships
- ▶ Workplace diversity
- ▶ Female participation
- ▶ Environmental responsibility

Social Procurement Framework

Victoria's Social Procurement Framework aims to ensure value-for-money considerations are not solely focused on price but encompass opportunities to deliver social and sustainable outcomes that benefit the Victorian community.

Social procurement can be grouped into two broad approaches:

Direct

Purchasing of goods, services or construction (by government) from:

- a. Victorian social enterprises;
- b. Victorian Aboriginal businesses; or
- c. other social benefit suppliers, including Victorian Disability Enterprises.

Indirect

Using the invitation to supply process and clauses in contracts with the private sector to seek social and sustainable outcomes for Victorians.

Continuous Improvement

We are triple certified in International Standards, and proud of our commitment to the adherence of strict service standards, measured in internal audit systems and external third-party audit certification.





Commercial Reality

As a social benefits supplier, C2A has a diverse range of commercially sound services that deliver professional results, on brief, on budget and on time:

Outdoor & Property Cleaning

- Grounds & Garden Maintenance
- Car Park & Path Cleaning
- Shopping Centres
- Education & Health Facilities
- Mowing & Slashing
- Litter Control
- Earthworks Repair
- Landscaping

Commercial Cleaning Services

- Fleet Vehicle Cleaning
- Window Washing
- Commercial/Builder Clean Ups
- Vacant Property Cleaning

Environmental

- Recycling Services
- eWaste

Production

- Assembly & Packaging
- Distribution & Refill

Victorian Advantage

C2A's Victorian footprint allows us to service organisations with multiple locations.

Our Business Managers are committed to delivering client focused outcomes, working cohesively to deliver consistent quality services across the state.



Commercial Partnerships

We hold long term business relationships across the construction, education, industrial and health markets and local and state government sectors.



Lend Lease: Frankston Hospital

Grounds & garden maintenance & carpark cleaning.



Programmed: Dulux

Corporate grounds & garden maintenance.



Melbourne Airport Business Park

Grounds maintenance of Australia's largest business park, spanning in excess of 500 hectares.



Mildura Hospital Grounds & garden maintenance, fleet vehicle cleaning & apartment cleaning.



RSL Clubs: Frankston & Cowes

Grounds, lawns, garden maintenance & carpark cleaning.



eWastec

Disassemble and recycle TV components and computer parts.



Heidelberg Materials: Wollert

Landfill Litter control of surrounds of the landfill facility.



Northern & Eastern Metro Police

On site vehicle washing & cleaning.



CITY Holdings: Goodstart Early Learning Kindergarten

Centre playground & garden maintenance.



Homes Victoria: Regional & Metro

Grounds, complex & garden maintenance.



Eastern Freeway – Burke to

Tram: Laing O'Rourke Grounds maintenance & worksite cleaning.



Suburban Connect

On site vehicle washing & cleaning.

The Supported Employee Model Work Crew Advantage

As an ADE, we operate under a unique model compared to other trades and services.

We work in teams and crews made up of Disability Support Workers and Supported Employees that could be made up of a 1-3, or 1-5 ratio, depending on the scope of the project.

With many skilled hands and observant eyes, our teams of dedicated people take pride working together to ensure the quality and expectations of our business customers are met.

The Supported Wage System Works

We employ people with disability that are paid under the Supported Employment Services Award (MA000103) that is outlined by Fair Work and determined by the Supported Wage System team.

Supported employees receive what is known as a “pro rata” wage rate (a percentage of the full rate) using a special calculator called a wage assessment tool, which decides what proportion of the wage is paid to the employee.

The tool combines an assessment of productive output with a competency assessment, which measures the employee’s skills, qualifications and job knowledge to ensure that this is recognised when setting the wage rate.

The Supported Wage System Employs

Supported Employees are paid on a productivity scale compared to people without disability.

These are people who would not ordinarily be able to or have access to meaningful employment.

The myths of ‘slave labour’ and media claims of low hourly rates of pay misinterpret and misrepresent the true meaning and value of the System, and the positive benefits to people with disability, and the greater community.

It’s a Simple Equation

The more business C2A secures, the more employment opportunities we can provide for people with disability:

- ▶ Financial independence
- ▶ Improved living standards
- ▶ Positive health impacts & self-worth
- ▶ Reduced costs & pressure on services
- ▶ Economic contribution
- ▶ More inclusive society



Disability Matters

We know that people with disability simply want the same opportunities as everyone else, and that their ultimate aim is to live a fulfilling life in an inclusive society.

People with disability, their families and stakeholders, represent a significant portion of the Australian population.

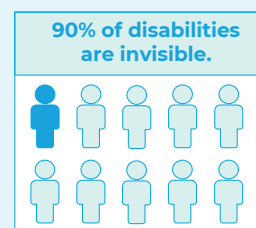
- 1 in 5 (21.4%) Australians have disability.²
- 37% households include a person with disability.³

Disadvantaged by Stereotyping

There are misconceptions held in the community regarding people with disability, and their ability to participate in, and add value to the community.

- Over 90% of disabilities are invisible.³
- Working-aged people with disability are twice as likely to be unemployed compared to those without disability.²
- 3.7% of people in Australia use mobility aids including a wheelchair.²
- 2.0% of NDIS participants have a primary disability of Down syndrome.⁴

Barriers to employment or engaging business with an ADE can be predicated by negative perceptions to the capabilities and abilities of people with disability.



Connecting2Ability:

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Ref: (1) ADE Works for me – Buyability. Inclusion Australia CSI Paper ADE Snapshot. (2) ABS: Disability, Ageing and Carers, Australia: Summary of Findings. Reference period 2022. Released 4/07/2024. (3) Australian Network On Disability 2022. (4) NDIS participants with Down syndrome - data as at 30 September 2022.