**14759, Lee Broomhall**

 Workpower

Good Evening Ladies and Gentlemen,

Welcome on board the Good Ship Workpower. We have an exciting cruise planned for everyone so I hope you’re all ready to set sail. We’re plotting our course through some uncharted waters, but we have a definite plan in place to navigate from our home port all the way to new destinations. We have new sights to see, new challenges to meet and new victories to claim. So, find your place on board and let’s get ready for our new adventures. As long as we all work together we know we’ll be heading in the right direction.

We are an organization that has a proud history of success for more than twenty years. We have consistently proven our resilience and adaptability to changes, challenges and new opportunities. These abilities have shown us how to help individuals, families and businesses how to thrive in the midst of change. As we make our journey this year we will face new challenges, new directions and new opportunities and we will be just as successful as we have in the past because we will stick together as good shipmates always do. It’s all for one and one for all and it’s going to be exciting striking out into new seas.

Disability services across the nation are operating in a dynamic and evolving environment. With the implementation of the National Disability Insurance Scheme trials, as well as the roll out of the WA Disability Services Commission’s NDIS My Way scheme, we have developed our new strategic plan in an uncertain and critically important period in the history of disability services.

Our new course is plotted beginning in 2015 and will carry us through 2020. Our course provides clarity, purpose and confidence as we sail into new adventures for the next five years. We are excited and know that you will be just as excited as you experience our plans throughout our five year mission. The plan is informed by both national and state disability and mental health frameworks and at its core is a focus on creating opportunity.

Life presents all of us with challenges but we believe people choose us to create a world of opportunity for people with disabilities, families and careers. As we face new challenges and opportunities we will be ready to respond with enterprising and innovative approaches to business, service delivery and supports. We will do that with over 20 years’ experience in providing high-quality employment opportunities by operating diverse businesses. Employment support is our strength.

Workpower has a wide and diverse range of social enterprises that includes environmental services, asset management services and web development. One example if our 1905 Coffee on Newcastle Café and Catering Enterprise. The Board, executive and staff of Workpower are passionate and firmly committed to our purpose of creating a world of opportunity for people with disability, their families and careers. With this wide range of opportunities our goal is to help individuals realize their potentials. We want to encourage people with disabilities, along with their families, to dream a dream for their future and then we want to help them reach that dream.

Workpower is a leading employer of people with disability or mental illness in Western Australia. For more than 20 years we have supported many thousands of individuals and families to achieve outcomes that matter, providing assistance that enables them to lead more fulfilling lives within their local community and to recognize their valuable contribution to society. We are passionate about providing a world of opportunity for people of all abilities – an aim backed by our commitment to design and offer individually-focused and flexible services and support. Over the next 5 years we will sail to new heights and new depths to seek out new adventures, overcome new challenges and create new opportunities for the people we serve and new businesses to partner with us in this great adventure.

We will offer diverse commercial businesses, employment programs and unique community-based services that will continue to make us the social enterprise of choice for people of Western Australia. In our commercial businesses we employ people with disability to work right beside industry professionals. Our disability employment services offer support to help people locate and maintain labor in the open market. But, we do more than just offer employment to those with disabilities. We also offer tailored support and respite services to the families of those with disabilities.

When people and businesses choose to partner with us, they are not just choosing excellent service. They are also choosing to open up a world of opportunity for individuals, their families and careers.

Disability services across our nation are definitely in uncharted waters. We are seeing rough seas in some areas and almost too calm seas in other areas, making it difficult to navigate. There are some areas where we will need large cargo ships to carry the needed supplies and workers to big jobs. There are other areas that are small and tight that will require a small motor boat with only the pilot to carry the necessary worker where he or she is needed. Some areas require speed boats while others may only have room for water skis. But, no matter the challenge Workpower is prepared for battle.

Government reforms are driving increasing consumer choice, resulting in more flexibility in the services offered. This, in turn, is leading to greater demand for efficient and outcomes-focused delivery by providers. With a broadening spectrum of providers offering services, ranging from large, international providers to a growing number of small, niche providers, there is increased competition for the funding dollar. Despite this increased competition, Workpower is well placed to maintain its funding base. We are prepared to meet the growing and ever changing needs of the workplace.

When businesses and organizations choose to partner with Workpower, they choose to create opportunities for those with disabilities. They create opportunities for employment, education, and work experiences and skills development. Workpower’s Strategic Plan 2015 –2020 outlines three key strategies that will guide the organization through to the completion of our 5 year mission.

Our strategies are: Engaging our customers by reinforcing our reputation, our profile and our brand, which are our strengths. These three things are our foundation. We will build on these by forming alliances and developing relationships with businesses, community organizations and all levels of government. We will engage with the people who are the inspiration for our work. We will partner with individuals and families to ensure that support is individualized, person-centered and, and wherever feasible, self-directed. That way the individuals we serve will not just be fulfilling tasks set for them; they will become a part of the plan for their future. They will become empowered to be a part of their own personal success in life. Stakeholders will choose Workpower for its reputation for delivering professional, safe and high-quality services and for operating successful businesses.

As we set sail for our new adventures, we have plans to seek out new challenges where no one has gone before and we will be victorious. Our focus will be on:

1. Outcomes and service provision for individuals and families. We seek to serve our employees in a way that will help the individual as well as their families. This is more than just finding them a simple job. It’s a way to help them make a full and productive life that will help their families as much as it will them.

2. Government reforms. Laws and programs must keep pace with the world around us to help these individuals to receive the aid they need and require, as well as the educational assistance and sometimes health and well-being assistance necessary for them to live a full life.

3. Strong and collaborative alliances. We will also work with businesses and organizations to build strong alliances that will aid not only the workers but the businesses as well.

4. Our profile in the community. Empowering our people. The work that we do speaks for itself but we need to make sure that our message is strong and sure and positive so that the community where we live and work knows our goals and plans and supports us in them.

Our goal is to be an employer of choice for talented people who are passionate about a career supporting people with disability and their families, and about serving the community. People will choose us for our brilliant team of people who are dedicated to Workpower’s vision, purpose and values. Our people are inspired by a bold vision for the future and driven by a clear purpose. We are guided by our values and a commitment to offer more options and better choices for people with disability, their families and careers. These goals and this mission will draw the best and the brightest of employees because they want their own careers to be more than just a job to earn money. They want to work for an employer where they can make a difference in the world around them and be proud of the work they do.

It is imperative that we are able to meet the need of flexible, high-quality services. We will be able to respond to the changes and challenges and uncharted waters ahead by empowering our people. We will continue to build a values-based culture of safety, performance and customer service, and invest in our people and encourage innovation across the organization.

Our focus will be on:

1. Safety – The safety of our employees as they do quality work is first and foremost. Safety can never be sacrificed for speed or efficiency.

2. A culture that aligns to our purpose, vision and values - We must keep our vision at the forefront so that everything we do agrees with it.

3. The capacity and capability of our people – We know what our people are capable of accomplishing. We know that they can usually do more than more people would imagine. We want to encourage them while guiding them to know their reasonable limits as well so they can grow and not become discouraged.

4. Innovation, Enhancing our sustainability – Keeping our binoculars set to watch the seas ahead to see and envision new ideas and methods so that we can always sustain our ability to help those we serve.

The diversity and quality of our businesses, programs and services provide the foundations for our future. We aim to build on these strengths, embracing change and pursuing innovation. We will identify and actively explore opportunities to grow and diversify our funding base and to secure new revenue streams. We can only maintain and grow our services and programs if the funding maintains and grows with us. Therefore we must always be seeking new revenue streams and funding so that nothing dries up or catches unaware. Workpower’s corporate services team will adapt to the ever changing funding landscape and continue to provide professional, efficient and customer-focused services to the organization and its stakeholders.

Our focus will be on:

1. Profitable and sustainable businesses and programs – Our programs must bring in a profit and must at least sustain their present position with a goal to grow whenever and wherever possible.

2. Financial sustainability – We must set a foundation of financial sustainability across the board. Finances may fluctuate, but when all is calculated, we must have a balanced financial foundation.

3. Organizational risk management – There will be times when certain financial decisions and programs will carry risk. It is the job of our corporate funding team to weigh the risks and decide which risks are worth taking and which risks are out of line. We will maintain fiscal responsibility for the sake of our organization and our investors.

4. Efficient corporate support – We will also make sure that we are efficient in all that we do as a corporate team. We will utilize our resources to the best management of their use and value, not wasting anything. We value our partners and will show them our appreciation for their support by being good managers of our time, our resources and our funding.

So, is everyone ready to start our new 5 year mission? Are you ready to go where we’ve never gone before? Then, let’s get set and begin our journey!