



# Capability Statement

## Overview

**JustWorks** is a certified social enterprise with Social Traders and People and Planet First, and operates as a values-driven recruitment initiative of Jesuit Social Services.

Jesuit Social Services has over 45 years of practice experience as a social change organisation working with community and industry to design and deliver programs in justice, mental health and wellbeing, housing and settlement, and education and employment pathways.

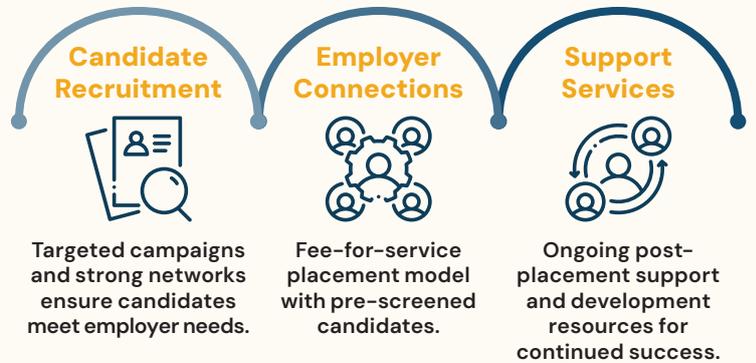
**JustWorks** specialises in connecting diverse and skilled candidates with businesses across sectors such as utilities, infrastructure, finance and government services. We are committed to supporting businesses with tailored recruitment solutions and training that align with social procurement initiatives and fulfill diversity and inclusion objectives.

## Who we are

**JustWorks** is more than a recruitment service – it’s a catalyst for change. Our candidates identify with priority cohorts, including the long-term unemployed, culturally and linguistically diverse individuals, skilled migrants and those from refugee or asylum seeker backgrounds – groups often overlooked in traditional recruitment processes. **JustWorks** is dedicated to breaking down these barriers to ensure all candidates can reach their full potential while connecting businesses with an untapped talent pipeline.

The **JustWorks** team has extensive experience in professional recruitment, supported employment programs, training and diversity and inclusion initiatives. Our team members have worked in private recruitment, disability employment, government-funded programs for jobseekers facing entrenched disadvantage and have co-designed bespoke diversity pathways with corporate clients.

## How it works



## What we offer

- 1 Diverse Talent Pool**  
Access a wide range of pre-screened candidates who bring unique perspectives and experiences to your organisation.
- 2 Recruitment Services**  
End-to-end recruitment solutions, including pre-employment training to ensure candidates are job-ready.
- 3 Bespoke Diversity Programs**  
Tailored programs to meet specific diversity and inclusion needs, with particular experience in supporting Major Projects, Graduate and Cadetship programs.
- 4 Training and Development**  
**Pre-employment Training:** Preparing candidates with necessary skills.  
**Cultural Agility Training:** Enhancing workplace diversity and inclusion.  
**Candidate Readiness Training:** Equipping candidates with knowledge of Australian workplace culture and the law, alongside communication skills to support them to confidently start in their new role.
- 5 Post-Placement Support**  
Ongoing mentorship and resources to ensure successful integration and retention.





## How we make a difference

**JustWorks** drives meaningful impact by creating opportunities for community members facing employment barriers. By fostering inclusivity, workplace diversity is enhanced, contributing to broader societal benefits.

Our efforts support positive role modeling, boost candidate self-confidence and promote financial stability, enabling organisations to better reflect the communities they serve.

From 2016 to June 2024:

- 2000 long-term unemployed or at-risk of long-term unemployment jobseekers placed into work through the Jobs Victoria partnership, including over 700 placements in the construction sector

- 600 professional placements were facilitated through Corporate Diversity Partnerships with employers such as NAB, ATO, Melbourne Water and John Holland
- Over 60 participants received offers to join the Victoria Police Academy through the Victoria Police Diversity Recruitment Program (VPDRP)

## Awards and recognitions

Our work has been recognised through the Victorian Multicultural Commission's Awards for Excellence for media reporting on the VPDRP and the collaboration with NAB on the African Australian Inclusion Program. The VPDRP was also recognised by Engagement Australia's 2022 Excellence Award.

## Success stories



Without JustWorks, I wouldn't have applied for this role. They gave me the confidence to get through the interview, and now, after almost two months, I feel more empowered than ever. They helped with my resume, interview prep, and confidence. I think diverse hiring exposes employers to many hidden skill sets that otherwise would not be explored." - **Dumie**



As I was entering a new career, I was extremely nervous. However, JustWorks' support and expertise made the process much easier, from the application to the interview. Getting my current role meant a lot to me, as it acknowledges my unique skills, experiences and values. I recommend JustWorks. I've never felt more prepared, confident, and supported during a job application process." - **Cate**



**Dumie and Cate, candidates successfully placed through JustWorks.**