



# SUPPORTER PROSPECTUS

Working Spirit is a not-for-profit initiative supporting veterans, their families and emergency services personnel in building meaningful careers

[www.workingspirit.org.au](http://www.workingspirit.org.au)

# ABOUT US



Working Spirit is an award-winning, registered Australian charity specialising in employment pathways for veterans, veteran family members and emergency responders across Australia.

As a recipient of the Prime Minister's Veteran Employment Award, we are recognised nationally for our contribution to supporting the service community into meaningful civilian employment. This recognition reflects both the quality of our outcomes and the trust employers place in our work.

Our approach is informed by direct lived military and service experience, combined with a strong understanding of civilian workforce requirements. This enables us to translate service-acquired skills into workplace capability and support employers to engage confidently with service-experienced talent.

Working Spirit is not a recruitment agency. We operate as an independent charity focused on reducing hiring complexity, supporting role alignment, and enabling sustainable employment outcomes rather than short-term placements.

By partnering with Working Spirit, organisations gain access to a capable, disciplined and highly motivated workforce. Veterans and those from the service community bring leadership, accountability and team-based problem-solving skills that strengthen workplace culture and operational performance.

Through ethical employer partnerships and practical employment pathways, we help organisations capture the talent that service-experienced candidates represent. Transforming service excellence into long-term workforce value.

# WHY THE SERVICE COMMUNITY

Hiring from the service community is a strategic workforce decision.

Veterans, their families and emergency responders are shaped by environments that demand accountability, reliability and performance. They bring discipline, adaptability and leadership into civilian workplaces.

Employers consistently value service-experienced candidates for their:

- **Leadership under pressure** - sound decision-making in complex environments
- **Adaptability and structured problem-solving** – ability to manage change and uncertainty
- **Team accountability** – strong respect for roles, processes and outcomes
- **Reliability and integrity** – punctuality, professionalism and consistency
- **Transferable technical and operational skills** – valuable across operations, logistics, engineering, technology and safety-focused roles

Organisations that engage the service community often report stronger team culture, improved reliability and long-term retention benefits.



# HOW WORKING SPIRIT SUPPORTS EMPLOYERS

## How We Add Value

Working Spirit supports employers to engage with the service community confidently and ethically. Our focus is not volume hiring, but alignment, readiness and long-term fit.

### **Career Summits, Talent At The Table Connection Event and Hiring Events**

Structured opportunities for employers to meet job-ready candidates and have meaningful conversations aligned to real workforce needs.

### **Meet and Greet Engagements**

Structured meet-and-greet opportunities that introduce prospective candidates to organisations. These engagements help candidates explore new career opportunities while enabling employers to identify suitable talent based on capability, culture fit and mutual expectations.

### **Work Experience and Exposure Pathways**

Short-term placements that allow employers to assess capability while supporting smoother workforce integration.

### **Employment Pathway Support**

Guidance that assists employers to assess role suitability, onboarding considerations and long-term workforce alignment.

Our approach reduces uncertainty, improves hiring confidence and supports sustainable outcomes.



# IMPACT AND OUTCOMES

Since 2016, Working Spirit has supported hundreds of people from the service community to transition into civilian employment across a broad range of industries.

## Our impact is measured through:

- Improved workforce participation
- Increased employer confidence hiring service-experienced candidates
- Stronger role alignment and retention outcomes
- Reduced barriers to long-term employment

Employers partner with Working Spirit because we understand both service and civilian environments and prioritise outcomes that work for all parties.

Each successful transition represents a skilled individual contributing productively to a workplace and an organisation strengthened by capability and experience.





# EMPLOYER PARTNERSHIPS

Working Spirit partners with organisations of all sizes and across multiple sectors.

We support employers to:

- Access service-experienced talent
- Advertise roles ethically and purposefully
- Receive guidance without recruitment agency pressure
- Build internal confidence hiring from the service community

Many organisations begin as Supporters, using this pathway to engage with service talent and advertise roles before expanding their involvement.

Our partnerships align with ESG, workforce sustainability and social responsibility objectives while delivering practical hiring value.

# SUPPORT OPTIONS



## Supporter Package

**The entry point for employers ready to hire from the service community**

\$800 donation + \$200 per year to post jobs  
+ \$1,000 + GST per successful hire

- Support and advice from employment consultants for your available roles
- Access to the Transition Employment Portal (TEP) to search for candidates
- Event attendance available at standard participant rates if spaces are available (not included in the package)



## Gold Supporter

\$5,000 + GST per year

- Unlimited hires and unlimited job advertisements for 12 months on the Transition Employment Portal (TEP)
- Support with advertising available positions
- Assistance from employment consultants to help connect suitable candidates
- Complimentary access to all Working Spirit events throughout the year



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