

"Our Journey", Artist: Mel Agius

Maxima acknowledges the Traditional Owners of Country throughout Australia and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the Elders past and present.

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Over 400 employees nationally.
Over 70 locations across Australia.

EVERY DAY, MAXIMA
WORKS TOWARDS A **BETTER
AUSTRALIA** BY HELPING
PEOPLE. WE DO THIS
BY FACILITATING THEIR
**ECONOMIC PARTICIPATION,
COMMUNITY ENGAGEMENT
AND SOCIAL INCLUSION.**

**INTEGRITY
RESPECT
COLLABORATION
COMPASSION
ACCOUNTABILITY**

STRATEGIC

PILLARS

LEADERSHIP
+ GOVERNANCE

Contemporary
and progressive
governance
and leadership

Maxima’s Board illustrates
governance best practice

Maxima’s Executive Team
embodies the culture to
which all teams aspire

The Board & Executive
collaboratively develop
strategic directions
and initiatives

STAFF

Staff are highly regarded
and respected as the
organisation's most
valuable asset

Organisational culture
committed to supporting
constructive thinking
and behaviour

Culture underpins diversity
and inclusion, competitive
advantage and reputation

Skills and capabilities
aligned with strategic
objectives

PERFORMANCE
+ INNOVATION

Performance focus
drives innovation
and outcomes
for stakeholders

Specialised Employment
Services

Work Health Services

Group Training

Labour Hire

Indigenous Programs

NDIS Services

Vocational Services

CUSTOMERS
+ CLIENTS

National provider
of choice

Morally driven
and professionally
managed

Long term, strategic
partnerships

Customer-centric,
strengths-based
philosophy and
co-design principles

Stakeholder
engagement drives
service delivery

Chair Report

At the heart of Maxima is our people and the care and concern they show every day to our customers. Their commitment has shone through during a time of significant change, ensuring that the excellent work across our services continues to make a difference. From recruitment services – both permanent and temporary – to apprenticeships and traineeships, the Disability Employment Program and through to our First Nations employment program, their dedication has been outstanding.

In October 2024, I was honoured to step into the role of Chair following the retirement of John Schumann. John's involvement with Maxima spanned a remarkable 21 years, including nine as Chair. His leadership and vision have left an indelible mark on the organisation, and on behalf of the Board I sincerely thank him for his dedicated service.

This year we also farewelled CEO Pippa Webb, whose energetic, person-centred leadership was deeply valued. We benefited from her strategic insight, empathy, and overall contribution during her time on the Board and as the CEO.

In April, we welcomed Kate Thiele as Interim CEO. Kate had previously been appointed to the Board and she brings significant governance

acumen, corporate experience, and a deep understanding of organisations in the Not for Profit and Charitable sectors. Kate has provided strong and steady leadership in assuming the CEO role as we continue to navigate change and focus on delivering high-quality services to our customers.

Maxima spent a considerable part of the year preparing for the transition from Disability Employment Services (DES) to the new Inclusive Employment Australia (IEA) service delivery model. This included extensive work to tender for the delivery of these services. While we were not successful in retaining the contract nationally, Maxima will deliver IEA services in both South Australia and Western Australia, allowing us to continue our focus on providing high-quality, locally tailored support to jobseekers with a view to rebuilding our presence in the sector.

While the tender result was disappointing, it must not overshadow the excellent work our teams have done nationally in this area and across the business more broadly. As a result of the decisions taken by the Government in the IEA space, we have had to make very difficult decisions in respect of a valuable cohort of dedicated employees. We are meeting the challenge of change and taking the opportunity to look ahead with renewed focus and reshaping the organisation.

Along with a number of other not-for-profits, Maxima made the difficult decision to withdraw from the delivery of NDIS Employment Supports this year. While the service has delivered excellent outcomes for participants, it has proven to be an unsustainable fit for Maxima. Our staff worked diligently and with compassion alongside those impacted to transition them into other organisations.

Looking to the future, we are optimistic about opportunities to extend our impact. With a positive attitude towards the future, coupled with the strength and resilience of our people and the support of our stakeholders, partners in business, including Government, Maxima intends to continue to make a meaningful difference in the lives of those we serve.

Stephen Joukin

BA (Acctg), FCPA, AICD



CEO Report

It is my privilege to deliver the CEO Report for Maxima, and while we take pride in the progress and achievements of the past year, our focus remains firmly on the future.

I joined the Maxima Board in early 2025 and, following then CEO Pippa Webb's resignation, was invited to step in to the CEO role. What drew me to Maxima was its genuine ability to change lives, and while many organisations make that claim, the power of supporting people into work is truly transformative.

At Maxima, we speak of meaningful and purposeful work. Regardless of a person's stage of life, capacity, or goals, all work holds meaning. It provides dignity, autonomy, a sense of control, belonging, and shared purpose. It is a privilege to play a role in enabling that.

People seeking work come to Maxima from every walk of life - from students and school leavers taking their first steps through a traineeship or apprenticeship, to parents returning to the workforce after time away, to individuals looking to retrain and start an entirely new career chapter. Whatever the circumstance, Maxima is here to guide, support, and champion every person on their employment journey.

We continue to support people living with disability to navigate opportunities and create new ones in partnership with employers,

opening eyes to the possibilities and benefits of inclusive hiring practices. We are equally committed to our work with First Nations peoples as we contribute to Closing the Gap initiatives.

For employers, Maxima is more than a service provider. We are a partner in building strong, sustainable workforces and shaping workplaces where people thrive. We take the time to understand your culture, values, and goals so that every placement is about more than skills and experience - it's about finding the right fit.

That approach delivers immediate impact, as new team members contribute with confidence from day one. But it also creates lasting results: higher retention, stronger team cohesion, and long-term success for both employers and employees. By focusing on sustainable hiring practices and the human side of work, we help organisations grow not just in size, but in resilience and culture.

Looking ahead, Maxima will continue to strengthen our services and impact. The transition from Disability Employment Services to the new Inclusive Employment Australia model opens new opportunities to innovate. We will continue to provide ongoing support for apprentices and trainees; and our focus on employer partnerships will remain central to our work. We will continue advocating for inclusive

practices and ensuring people of all abilities, backgrounds, and life stages have access to meaningful employment.

The employment landscape is shifting rapidly, through economic uncertainty, skills shortages, and technological change. These challenges bring opportunities to do things differently, work closely with our partners, and lead with purpose.

I am committed to ensuring Maxima remains a trusted partner for jobseekers, employers, and communities. Together with our staff, volunteers, and partners, Maxima will keep leading the way in helping people find work that brings purpose, dignity, and opportunity.

Kate Thiele

Chief Executive Officer



Corporate Governance Statement

This Corporate Governance Statement outlines the Board’s ongoing commitment to a best practice governance framework. This reassures stakeholders that Maxima’s Directors have a sound understanding of, and comply with, the financial, legal and prudential obligations of the Group. All Maxima’s operations and activities are reviewed regularly, and guided by a clear, coherent, integrated set of policies.

Directorial Independence

Directors are expected to bring independent views and judgement to board deliberations at all times. ‘Independent Director’ means a Director who is not an Executive Director and is free from any business or other association that could materially interfere with the exercise of his or her independent judgement, or could reasonably be perceived to do so. Maxima’s Directors are independent in character and judgement and free from material relationships or circumstances which are likely to affect, or could appear to affect, judgement. Each Director updates any new interests, positions, associations and relationships as a matter of immediacy. The Board regularly assesses the independence of each Director in light of the interests disclosed.

Board Performance Evaluation

Each year the Chairperson assesses the performance of the Board, its committees and the Directors. The individual Director Performance Review covers issues including preparation for meetings, attendance at meetings and contribution to board discussion and general function. The Chief Executive Officer’s performance is reviewed annually by the Board against established key performance indicators linked to the Company’s vision, values and strategic direction.

Board Committees

The Board of Directors has four standing committees which assist in the execution of its responsibilities. Committees are governed by Terms of Reference which set out each committee’s role, responsibilities, membership and processes. *The membership, role and responsibility of each committee is summarised below.*

Board Committee Membership as at 30 June 2025:

Risk and Governance

Chair: Sarah Bartholomeusz; Kate Blizard; Mark Carroll

Finance, Audit and Compliance

Chair: Tony Mitchell; Stephen Tonkin

Remuneration and Nomination

Chair: Kate Blizard

People and Culture

Co-Chairs: Rebecca Hunter-Harvey, Kate Blizard

Rebecca Hunter-Harvey represents the Board on the RAP Working Party.

Risk Management

Maxima has established a sound risk management framework and the Board is committed to ensuring that the principles set out in this framework are implemented in an effective and timely manner. The Board is also responsible for ensuring a robust risk management culture is maintained and further developed throughout the organisation.

Director Professional Development

Directors undertake ongoing professional development. This professional development seeks to reinforce and build on the professional requirements outlined in the Director’s Induction. Directors are also encouraged to maintain and extend their existing skills and to acquire new ones. The CEO and the Chairperson collaborate to ensure Directors are informed of, and attend, relevant forums and seminars in order to develop and enhance their knowledge in corporate governance, relevant industry matters and the changing environment of business operations.

Standards of Ethical Behaviour

Directors are required to act at all times in a manner consistent with Maxima’s commitment to honesty, integrity, quality and trust.

Maxima has supported thousands of people into sustained employment across Australia since 1985. Maxima evolved from the South Australian Local Government Group Training Scheme into a values-driven, professionally managed national provider. Entering its 40th year, Maxima continues to expand its impact, helping individuals build skills, access opportunities and achieve lasting careers.

Corporate Profile

Since its inception, Maxima has continued to innovate and expand its employment and training services.

Established as a Labour Hire division for the Local Government sector, Maxima now provides temporary and permanent recruitment and labour hire across all levels of government, the private sector and not-for-profit organisations, operating nationally in South Australia, Western Australia and Queensland.

Maxima has delivered Commonwealth Government Employment Services since 1998, achieving consistently strong performance and low-risk ratings. In 2010, the organisation expanded through strategic acquisitions, including a National Panel of Assessors contract.

A major milestone came in 2018 when Maxima secured a national contract for Disability Employment Services (DES), covering Disability Management and E-employment Support Services across more than 60 locations in South Australia, Queensland, Western Australia, Tasmania and Victoria. From November 1 2025, this redesigned service will be known as Inclusive Employment Australia (IEA) and Maxima will deliver the service in the Central West and Metro Employment Service Area (ESA) in Western Australia and the Southern Adelaide ESA in South Australia.

Since 2008, Maxima has been a leader in First Nations employment, originally appointed to the Commonwealth's Indigenous Employment Program (IEP) Panel. Building on this foundation, Maxima was awarded the Indigenous Skills and Employment Program (ISEP) contract for South Australia, commencing in 2024, to deliver culturally responsive skills development and job placement in partnership with local communities and employers.

Demonstrating continued agility, Maxima has diversified into initiatives such as the Jobs Victoria Mentors program, helping participants become work-ready, find employment and sustain it.

Following a strategic review, Maxima has transitioned out of the NDIS sector to refocus on its core strength - Employment Services. This ensures greater impact through programs that help people prepare for, secure and maintain meaningful work.

Maxima maintains certification across key standards, including ISO9001:45001, ISO27001 Cyber Security, National Disability Service Standards, Group Training National Standard, WHS Standards and Right Fit for Risk. Ongoing investment in technology and systems across finance, HR, learning and safety continues to enhance operational capability, customer experience and staff development.

**Stephen Tonkin**

Chair of the Board, and Finance, Audit & Compliance Committee Member

Steve Tonkin recently retired as Principal of Tonkin Accounting, following a 40-year career in CPA practice, business consulting and taxation in Tea Tree Gully, South Australia. He continues to mentor the firm's emerging professionals. A Maxima Board member for more than 22 years, Steve has served as Chairman, Deputy Chair and Chair of the Finance and Audit Committee. He was a founding member of the Northeast Development Agency and Northeast Vocational College Board, serving over 32 years. Steve has contributed to King's Baptist Grammar School and SA Blind Cricket, and holds professional memberships including Fellow CPA, AICD and Chartered Tax Advisor.

**Sarah Bartholomeusz**

Deputy Chair, and Chair of the Risk & Governance Committee

Sarah Bartholomeusz joined the Maxima Board in 2023 and is Chair of the Risk and Governance Committee. With over 20 years' legal experience, she is Principal of the award-winning firm You Legal. Sarah is a Member of the Law Society of South Australia and the Australian Institute of Company Directors (AICD), and a Fellow of the Governance Institute of Australia. She facilitates the AICD's Company Director's Course for the legal and, risk and strategy modules. She is on the Board of SHINE SA and is the Chair of the Nominations Committee. Her previous board experience includes the Catalyst Foundation (Chair), The Entrepreneur's Organisation APAC (Governance Chair) and the Education Standards Board. A published author and podcaster, Sarah is a strong advocate for inclusion and disability empowerment.

**Mark Carroll APM**

Risk & Governance Committee Member

Mark Carroll served as President and CEO of the Police Association of South Australia for 16 years and was President of the Police Federation of Australia from 2014–2021, representing more than 60,000 officers nationwide. A Fort Largs Police Academy graduate, he worked in frontline policing in Adelaide and the Yalata Aboriginal Community. An Adelaide University graduate, Mark is recognised as a skilled negotiator, strategist and media performer. His former board roles include the ANZ Council of Police Profession, National Police Memorial, Police Federation of Australia, Police Superannuation Board of SA and Deputy Chair of Maxima. He is a respected national advocate for police mental health.

**Kate Blizzard**

Chair of Remuneration & Nomination Committee, Co-Chair of the People & Culture Committee, Risk & Governance Committee Member

Kate Blizzard joined the Maxima Board in 2017 and serves as Chair of the Remuneration and Nomination Committee, Co-Chair of the People and Culture Committee and a member of the Risk and Governance Committee. A senior Human Resources leader, she has extensive experience across commercial and not-for-profit sectors including aviation, finance, and health care, working with major organisations such as Westpac, Qantas and Serco. Kate is dedicated to high-performing, inclusive workplaces and has led major initiatives advancing leadership development, reconciliation, disability inclusion, First Nations employment and organisational change. Her early work supporting youth with intellectual disabilities continues to shape her passion for accessible employment pathways.

**Rebecca Hunter-Harvey (formerly Wessels)**

Co-Chair of the People & Culture Committee, Reconciliation Action Plan Working Group Member

Rebecca Hunter-Harvey is the founder and CEO of Ochre Dawn Creative Industries and brings extensive experience in community services, IT, and youth work to the Maxima Board. A proud Ngarrindjeri and Peramangk woman, she is committed to First Nations communities, storytelling, language preservation, diversity and reconciliation. Rebecca has supported First Nations artists and entrepreneurs, collaborating with corporations, government and non-profits to drive innovation and sustainability. Her board experience includes Tandanya, Entrepreneurship Advisory Board SA, Business in Schools and Eating Disorders Association SA. A passionate advocate for inclusivity, she actively supports people with disabilities professionally and personally, fostering accessible and empowering workplaces.

**Tony Mitchell**

Chair of the Finance, Audit & Compliance Committee

Tony Mitchell joined the Maxima Board in June 2022, bringing over 30 years' experience as a senior executive and non-executive director across for-profit and for-purpose organisations. He served as Chief Financial Officer of the University of Adelaide for 10 years, and has held senior roles in community health, pharmaceuticals, biotechnology, medical devices and consumer products. A Fellow of CPA Australia and a former member of AICD, he is also a director of SATAC Limited and St John Ambulance Australia (SA) Limited, and a member of the SA Housing Trust Finance & Audit Committee and the Investment Committee of Scotch College Adelaide.

REFRAME WHAT'S POSSIBLE



Kate Thiele
Chief Executive Officer

Thank You Pippa & Matthew

In March 2025 we farewelled Pippa Webb, who had served as Maxima CEO for two years after having previously served on the Maxima Board. We are grateful for her service and Executive Management commitment to Maxima during her tenure.

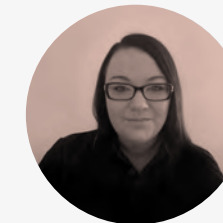
We also said goodbye to Matthew Schumacher, who served as the Executive Manager Marketing and State Operations. His leadership and oversight of the Maxima 'Reframe What's Possible' rebrand has made a lasting impact.



Luke Bonser
Executive Manager
Finance



Tori Christian
Executive Manager
Employment Services



Simone Marrone
Executive Manager
People, Culture & Recruitment



Michael Smith
Chief People &
Information Officer



636,583
hours worked (on-hire workers)

337
Apprentices and Trainees employed

1371
people placed (on-hire workers)

20%
of Maxima
Trainees living
with disability

OUR RECRUITMENT SERVICES DIVISION IS CHANGING LIVES THROUGH MEANINGFUL EMPLOYMENT. BY CONNECTING PEOPLE WITH OPPORTUNITIES THAT MATCH THEIR SKILLS AND ASPIRATIONS, WE HELP BUILD CONFIDENT CAREERS AND STRONGER COMMUNITIES. THROUGH PERMANENT AND TEMPORARY EMPLOYMENT, APPRENTICESHIP AND TRAINEESHIP PLACEMENTS, WE CREATE PATHWAYS THAT EMPOWER INDIVIDUALS AND DELIVER LASTING VALUE TO EMPLOYERS.

**"THE ENTIRE PROCESS
FELT INCREDIBLY
SUPPORTIVE,"
HELEN SAYS.
BOTH FROM DENISE
AND THE MAXIMA
TEAM AND ALSO
FROM SALLY AND THE
CLAYTON TEAM."**

Helen, 2024 Temporary Employee of the Year, SA
(also pictured)

RECRUITMENT SERVICES IN ACTION:

When Helen began her search for a part-time role earlier this year, she was looking for a placement to align with her needs. Little did she know that finding the ideal position would lead to her receiving an award. [Read more](#)



Our Recruitment Services division is changing lives through meaningful employment. By connecting people with opportunities that match their skills and aspirations, we help build confident careers and stronger communities. Through permanent and temporary employment, apprenticeship and traineeship placements, we create pathways that empower individuals and deliver lasting value to employers.

Permanent Employment

We have continued to strengthen our permanent recruitment services, connecting skilled candidates with long-term career opportunities across a wide range of industries, from healthcare and construction to corporate services and beyond. Our approach goes beyond simply filling vacancies: through a rigorous and carefully managed recruitment process, we ensure that both employers and candidates receive the support they need to thrive. This includes thorough skills assessment, tailored job matching, and ongoing support to ensure a successful transition into the role. By prioritising long-term fit and career progression, we help businesses build stable teams while providing candidates with meaningful, sustainable employment.

Temporary Employment

In an increasingly dynamic labour market, our Temporary Employment services have become an essential resource for both employers and job seekers. Temporary placements provide businesses with the flexibility to respond quickly to shifting workforce demands, manage seasonal peaks, and cover staff absences, while individuals gain valuable experience, build professional networks, and access reliable income opportunities. We work closely with employers to understand their immediate operational needs and ensure that temporary staff are highly skilled, prepared, and supported. This commitment not only maintains business continuity but also helps workers enhance their employability and career prospects.



Apprenticeships and Traineeships

Apprenticeships and Traineeships are a cornerstone of Australia's workforce development, providing hands-on learning that leads to nationally recognised qualifications. Through close partnerships with host employers, we support individuals as they gain practical skills, experience real workplace challenges, and develop the confidence to succeed in their chosen industry. Our programs are designed to foster long-term career pathways, equipping participants with the capabilities required for future leadership and specialist roles. At the same time, we provide employers with motivated, work-ready individuals who contribute to business productivity while helping shape the next generation of skilled professionals. Apprenticeships and Traineeships are an especially critical focus given the well-documented skills shortage Australia is facing.

Employer Partnerships

We continue to build strong relationships with a wide range of employers, ensuring that businesses have access to a talented and diverse workforce. Whether it's fulfilling temporary assignments or placing permanent staff, our employer engagement strategy focuses on understanding industry needs and delivering tailored recruitment solutions. This approach has led to partnerships with leading organisations across multiple sectors, enhancing our reputation as a trusted employment services provider.

Our focus on flexibility, skills development, and long-term employment outcomes positions us as a leader in Employment Services. By leveraging our expertise in Permanent, Temporary, Apprenticeships, and Traineeships, we continue to empower individuals to succeed in their careers while supporting the diverse needs of the Australian workforce.



40%

of Maxima Trainees identify as First Nations and are located in every state and territory in Australia

162

First Nations Traineeships
as at 30th June 2024

AT MAXIMA, WE BELIEVE MEANINGFUL EMPLOYMENT TRANSFORMS LIVES - EMPOWERING INDIVIDUALS, STRENGTHENING COMMUNITIES, AND FOSTERING INCLUSION. **OUR INDIGENOUS EMPLOYMENT PROGRAMS ARE CENTRAL TO THIS MISSION, SUPPORTING FIRST NATIONS PEOPLE TO BUILD REWARDING CAREERS, DEVELOP THEIR SKILLS, AND CONTRIBUTE TO THE ECONOMIC AND SOCIAL WELLBEING OF THEIR COMMUNITIES.**

**"IT MEANS HAVING
SELF-CONFIDENCE,"
DESTINY SAYS.
"AND SHOWING
OTHER YOUNG FIRST
NATIONS PEOPLE THAT
THERE ARE SO MANY
OPPORTUNITIES OUT
THERE."**

Maxima Trainee Destiny
(also pictured)

INDIGENOUS EMPLOYMENT PROGRAMS IN ACTION:

At just 17, Destiny is breaking barriers as Sportsgirl's first-ever school-based trainee in Australia. Her journey is a powerful example of hard work, determination and the life-changing impact of opportunity. [Read more](#)



At Maxima, we believe meaningful employment transforms lives - empowering individuals, strengthening communities, and fostering inclusion. Our Indigenous Employment Programs are central to this mission, supporting First Nations people to build rewarding careers, develop their skills, and contribute to the economic and social wellbeing of their communities.

Indigenous Employment Program

The Indigenous Employment Program was created to address the unique challenges and opportunities First Nations people face in the workforce. Systemic barriers, such as limited access to education, training, and culturally appropriate support, have historically made it difficult for many to enter and thrive in employment. At Maxima, we are committed to breaking down these barriers and creating pathways to meaningful, long-term careers.

Our First Nations-led approach goes beyond placing individuals in jobs. We provide holistic support, including culturally tailored training, mentorship, and access to a network of

supportive employers who are deeply committed to diversity and inclusion. This ensures First Nations candidates not only secure employment but also receive ongoing guidance to succeed and advance in their roles.

A key focus of the program is building strong partnerships with organisations dedicated to inclusive workplaces. Collaborations with companies such as Qantas, NAB, and ANZ have created meaningful career pathways in high-demand industries across Australia.

We celebrate the achievements of our participants, recognising the unique skills, perspectives, and cultural strengths they bring to their workplaces. By elevating these successes, we help change the narrative around employment for First Nations people and contribute to more equitable opportunities for future generations.

Through this program, Maxima aims to close the employment gap, support economic and social development, and create inclusive workplaces where First Nations individuals can build lasting careers.



1555

Disability Employment
Services customers
placed into employment

5092

Disability Employment
Services customers nationally

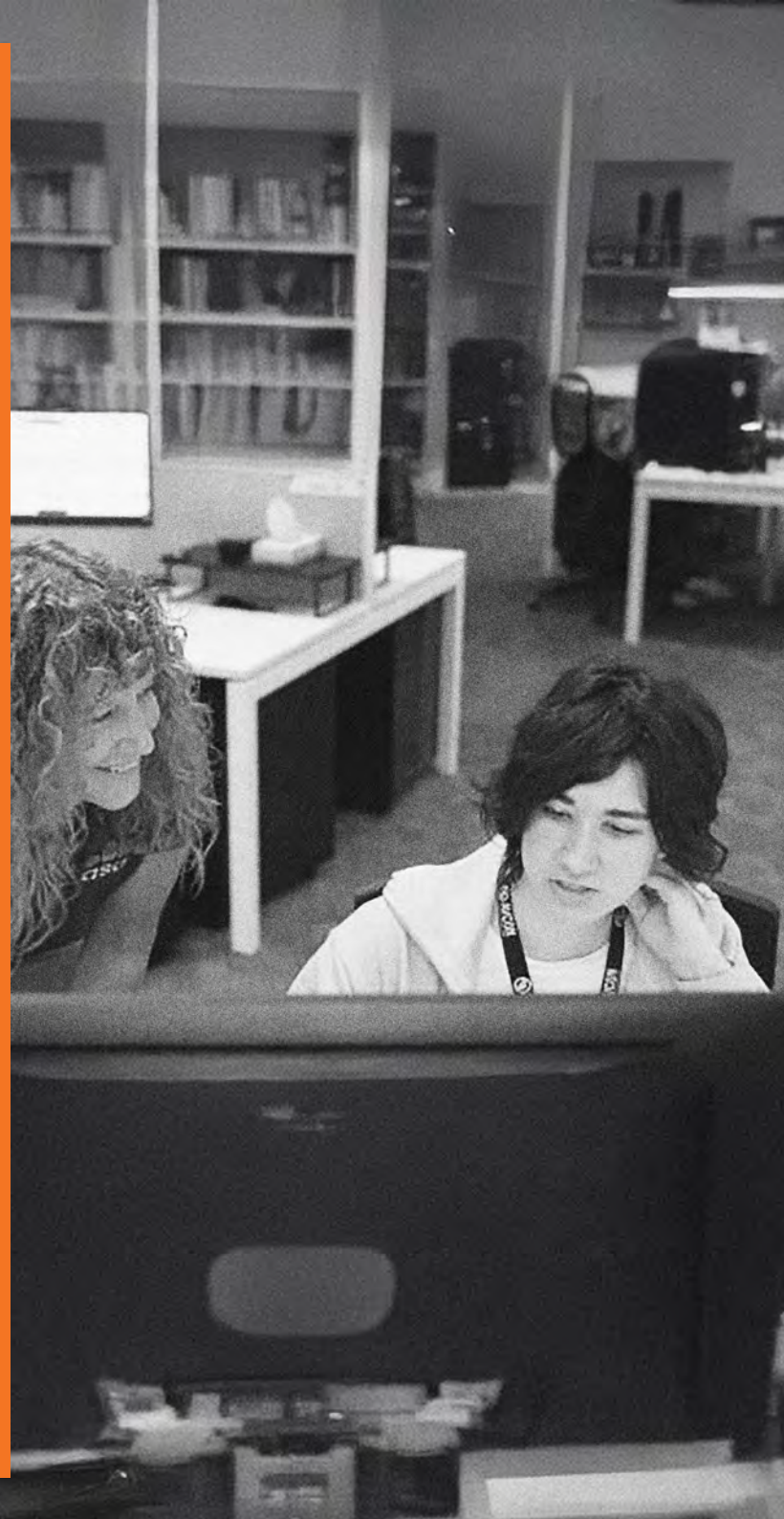
WE'RE PROUD TO WALK ALONGSIDE PEOPLE LIVING WITH DISABILITY, INJURY OR HEALTH CONDITIONS AS THEY PURSUE MEANINGFUL EMPLOYMENT. THROUGH OUR **DISABILITY EMPLOYMENT SERVICES (DES)**, WE FOCUS ON EACH PERSON'S STRENGTHS, SKILLS AND INTERESTS - CONNECTING THEM WITH THE RIGHT JOB, EMPLOYER AND TRAINING OPPORTUNITIES. WITH ONGOING, PERSONALISED SUPPORT, WE HELP INDIVIDUALS BUILD CONFIDENCE, INDEPENDENCE AND A SENSE OF PURPOSE IN THEIR WORK AND LIVES.

"MAXIMA HAS HELPED WITH TRAINING, HELPING ME FIND VOLUNTEER WORK TO BUILD UP MY RESUME," MICHAELA SAYS. "AND ULTIMATELY FINDING THIS PLACE THROUGH THEIR CONNECTIONS."

Maxima DES Customer Michaela
(also pictured with ASA Lead Data Analyst Stacy)

DISABILITY EMPLOYMENT SERVICES IN ACTION:

Maxima helped Michaela and Angus turn their passion for technology and maps into meaningful careers. With tailored support and connections, they are thriving in data and geospatial roles gaining skills, confidence, and independence in a neurodiverse-friendly workplace. [Read more](#)



We're proud to walk alongside people living with disability, injury or health conditions as they pursue meaningful employment. Through our Disability Employment Services (DES), we focus on each person's strengths, skills and interests - connecting them with the right job, employer and training opportunities. With ongoing, personalised support, we help individuals build confidence, independence and a sense of purpose in their work and lives.

Disability Employment Service (DES)

Maxima's Disability Employment Services (DES) are at the core of our commitment to supporting individuals with disabilities in achieving meaningful employment. Through DES, we provide personalised assistance that helps job seekers find, secure, and maintain careers across a wide range of industries, from healthcare and retail to administration and trades.

Our approach goes beyond traditional employment services. We take the time to understand each individual's unique strengths, skills, and career aspirations, tailoring support to ensure the best possible job fit. This includes guidance through job preparation, resume development, interview coaching, and navigating workplace requirements. Once employed, participants receive ongoing mentoring, on-the-job support, and skill development opportunities to help them settle into their roles and progress in their careers.

DES is not only about placing individuals into jobs; its purpose is to create sustainable employment outcomes. By supporting participants to develop their confidence, independence, and workplace capabilities, we empower them to contribute meaningfully and build long-term career pathways.

Equally important is our focus on employer engagement. Maxima works closely with businesses across Australia to promote inclusive hiring practices, raise awareness of the benefits of a diverse workforce, and provide guidance on workplace adjustments and support strategies. Our partnerships help employers create environments where people of all abilities can perform to their potential, enhancing productivity, innovation, and workplace culture.

Through DES, Maxima has helped thousands of people with disabilities enter the workforce, gain valuable experience, and develop professional networks. Our commitment to tailored, ongoing support ensures that both participants and employers achieve successful and lasting outcomes. By fostering collaboration, understanding, and opportunity, we continue to make a meaningful difference in the lives of individuals with disabilities and the organisations that employ them.



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NDIS Employment
Support Customers

MAXIMA HAS PROUDLY SUPPORTED THOUSANDS OF AUSTRALIANS THROUGH OUR NATIONAL DISABILITY INSURANCE SCHEME (NDIS) SERVICES. MORE RECENTLY, OUR FOCUS ON **NDIS EMPLOYMENT SUPPORT** HAS HELPED PARTICIPANTS PREPARE FOR, SECURE, AND MAINTAIN MEANINGFUL EMPLOYMENT, TAILORED TO THEIR INDIVIDUAL SKILLS, GOALS, AND ASPIRATIONS.

"ANTON'S
COUNSELLOR SAYS
THE CONFIDENCE
HE IS SHOWING
CAN BE DIRECTLY
CONNECTED TO
HIM GAINING PAID
EMPLOYMENT."

**ANTON'S MOTHER
SAYS.**

Maxima NDIS Youth Employment Customer Anton
(also pictured with Maxima NDIS Consultant, Shelly
and Jamey Gissler from Gissler Pie Company)

NDIS EMPLOYMENT SUPPORTS IN ACTION:

Once told he'd never work,
18-year-old Anton's confidence
soared through Maxima's NDIS
Employment program. He's gained
hands-on experience, developed
new skills, and proudly secured a
paid job - showing what's possible
with the right support.. [Read more](#)



Maxima has proudly supported thousands of Australians through our National Disability Insurance Scheme (NDIS) services. More recently, our focus on NDIS Employment Support has helped participants prepare for, secure, and maintain meaningful employment, tailored to their individual skills, goals, and aspirations.

NDIS Employment Support

Maxima proudly supports people with disability through the NDIS Employment Support program, helping participants find and maintain work that suits their skills, interests, and goals. Our focus has been on building independence, confidence, and long-term employment opportunities. Through this program, we assist participants to prepare for work, including resumes, job applications, interviews, and workplace skills, as well as providing on-the-job support such as learning tasks, communicating with colleagues, and adapting the work environment. We also support training and career development to help participants learn new skills or transition into different roles.

Support is delivered by our NDIS-registered employment specialists, with funding provided through participants' NDIS plans. Our teams work closely with participants to tailor support to their individual goals and needs, ensuring that every step focuses on meaningful and sustainable employment outcomes.

After careful consideration, Maxima made the difficult decision to withdraw from providing NDIS Employment Support as of 30 June 2025. Throughout this transition, we prioritised participants' ongoing support and worked to connect them with other providers to ensure continuity of service and assistance in achieving their employment goals.

274

**Jobs Victoria Mentor Service
Employment Placements**

Jobs Victoria Mentor Services

Maxima was one of 11 providers selected to deliver the Jobs Victoria Mentor Service (JVMS), designed to assist long-term unemployed Victorians facing barriers into employment. We were selected to deliver this service in the Latrobe and Dandenong regions, supporting individuals who face significant barriers to employment. The program came to its conclusion in June 2025.

Many of the participants came from vulnerable cohorts, including multicultural communities, people with mental health challenges, justice system contacts, individuals with disabilities, survivors of family violence, youth exiting state care, and veterans.

Our experienced teams provided wraparound support, helping participants navigate challenges and build the skills, confidence, and connections needed to secure meaningful local jobs.

An integral part of the program was connecting with local health, housing, and justice services and by working closely with these partners, we were able to ensure that participants received holistic support that extended beyond employment, helping them to achieve sustainable outcomes and thrive in their communities.

It has been a privilege for Maxima to contribute our expertise to this program, supporting people to overcome barriers and connect with jobs that make a real difference in their lives.

New Energy Priority Workforce Program

Launched in April 2023 by Jobs Victoria, the New Energy Priority Workforce Program supported the renewable energy sector by connecting employers with job-ready local candidates, funding recruitment and training, and fostering participation from priority cohorts.

Initially set to conclude in April 2024, the program was later extended to December 2024. Contract holders included the Latrobe Valley Authority (Gippsland) and Solar Victoria (South-East Melbourne), who were responsible for sourcing full-time and part-time employment opportunities within the industry.

Maxima led end-to-end recruitment, including participant screening, shortlisting, pre-employment training, upskilling to meet employer needs, and program marketing. By the conclusion of the program, Maxima had referred 426 participants and achieved 153 industry-specific placements across Gippsland and South-East Melbourne. Overall retention across the program reached 76.5%, with 83.6% of participants drawn from women, youth, and people with disability.

Maxima also developed industry-specific training through partnerships with the Clean Energy Council and GEST, including a pre-employment initiative with Alinta Energy in Morwell. Collaborations with AGA and MEGT resulted in 25 apprenticeships and traineeships, including four placements for women in trades. A self-paced "Earn and Learn" program delivered with the Clean Energy Council further enhanced employability and long-term outcomes in the renewable energy sector.

How We Deliver

At Maxima, our focus is on impact, not profit. As a not-for-profit, we reinvest into the people, services and programs that support our communities.

Partnerships

For almost 40 years, Maxima has built trusted relationships with employers, educators, government and community organisations to deliver meaningful outcomes for individuals and the communities in which we operate. These enduring partnerships are the foundation of our success and a testament to the mutual trust and respect we have earned over time.

Our work is made possible through strong partnerships with host employers, local government, government funders, schools, tertiary educators and other community stakeholders. Together, we share a commitment to creating opportunities that benefit both job seekers and employers. These collaborations enable us to match candidates with meaningful work, strengthen local workforces and ensure programs are responsive to local needs and priorities.

We take pride in building partnerships that are genuinely mutually beneficial. Employers gain dedicated, well-supported staff who are ready to contribute from day one, while participants receive the encouragement, training and stability they need to succeed.

Over four decades, these connections have helped thousands of Australians find purpose and belonging through employment and by continuing to nurture partnerships based on trust, accountability and shared impact, Maxima ensures that every collaboration delivers lasting value to individuals, businesses and to the communities we serve.

Reconciliation Action Plan

Our commitment to reconciliation guides how we operate and engage with Aboriginal and Torres Strait Islander communities.

Our Reconciliation Action Plan (RAP), developed with Reconciliation Australia, embeds reconciliation into every part of our organisation. We are committed to empowerment, self-determination and genuine collaboration with First Nations peoples.

The RAP is vital to ensuring that we not only act in good faith, it also guides how we contribute to reconciliation through everyday activities while helping our staff, customers and partners build greater understanding and respect for Aboriginal and Torres Strait Islander cultures. Throughout the year we honour this commitment through participation in community-led initiatives and events such as initiatives such as NAIDOC Week, National Reconciliation Week and the Aboriginal Power Cup, along with internal initiatives such as our Yarning Circles in which we bring together First Nations trainees to share stories, learn from one another, and strengthen community.

Our People

Behind every Maxima program is a team of dedicated, passionate people who make our impact possible. Their expertise, empathy and commitment bring our mission to life every day.

We are proud of the diversity within our workforce. Many of our staff bring lived experience of disability or other personal insights that deepen our understanding of the barriers people face in obtaining employment. This lived experience shapes a more inclusive, compassionate and responsive organisation.

We invest in learning and development that goes beyond the basics - building confidence, leadership and cultural awareness, and nurturing a workforce that is more inclusive and equipped to support others.

Maxima's commitment to our employees extends beyond the workplace. We offer benefits that promote work-life balance and support physical and mental wellbeing, including flexible work arrangements, access to employee assistance programs, and initiatives that encourage healthy, active lifestyles. We also contribute to the wider community by providing paid leave for blood donation and volunteering.

By fostering a culture of care, inclusion and growth, Maxima ensures our people feel supported and valued so they can deliver their best for others.



REFRAME
WHAT'S
POSSIBLE