



2023 Annual Review



Our disability services are guided by human rights.

We've been working tirelessly to strengthen human rights across our services, focusing on supporting voice, self-determination, equity and safety. We're developing a Human Rights and Safeguarding Framework to underpin our Disability and Child and Family services practice frameworks. It's set to be released in early 2024.

Our Client Advisory Group discuss topics and advise our teams, with regular guest appearances from Executives and Directors.

Lifestyle Solutions and Possability acknowledge the Traditional Custodians of Country throughout Australia. We pay our respects to their Elders past, present and emerging for they hold the traditions, knowledge and dreamings of First Australians.

Meet Luke

"It changed everything. I think I'm more confident than I was before."

This year Possability's Pathways to Employment services delivered customised employment to jobseekers with disability in Tasmania, and laid the foundations for its delivery across all states in 2024. Luke worked alongside a Possability Career Coach, Beatrice, to explore his interests and find employment opportunities.

"Beatrice reminds me of the teachers that actually cared enough to stay by my side and help me out," Luke says. "They get to know me and what I'm good at. I tell them what I want to do in the future, or things I'm really good at, and they just find the things that help me."

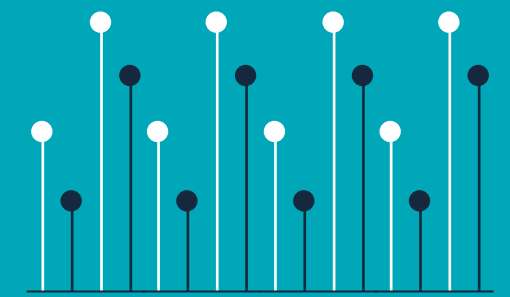
After securing a work experience position at the Hotel Grand Chancellor, Luke continued to work with his Career Coach and was offered a full-time job. "I think I'm more confident than I was before."



We continued to work with the Living with Disability Research Centre at La Trobe University to embed Active Support in our services. We're establishing Practice Leaders state-by-state, who are responsible for coaching their teams in Active Support and quality of life.

Wellbeing and health are supported through annual health checks, specialised mental health services and access to health services in regional places. As well as access to Allied Health for people we support in regional areas through Therapy Connect.

We partnered with Enliven's National Community Cooperative pilot project, a new support model that empowers people with disability to create cooperatives in shared living and have more control over their lives.



We have a newly formed Human Rights and Voice team that's dedicated to engaging directly with the people we support with disability to understand if our services are meeting their expectations and needs.

Our community support services continue to head on a trajectory of capacity building. Programs are chosen based on interests and future plans, like learning how to catch a bus and sell crafts at the local market.

Our Support Coordination services have grown organically through direct referral in Adelaide, Sydney, Melbourne and in regional and far north NSW.



Deb, one of our amazing support professionals.



Innovation has a crucial role in addressing individual needs and enhancing the lives of people with disability.

Through our Pathways to Employment customised employment services, we partnered with 75 jobseekers with disability to understand their strengths and interests, and supported them to thrive in their workplaces.

We're progressing in the NDIS Home and Living Demonstration Project with our Enhanced Support Services, designed to simplify NDIS services for people with complex support needs and empower managing relationships.

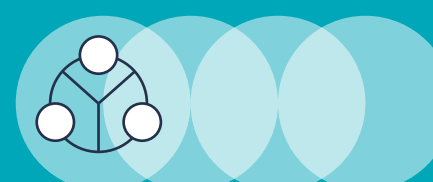
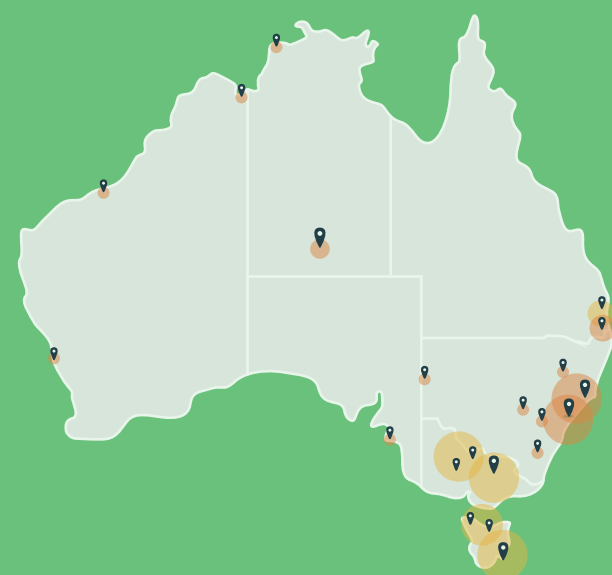
Our Virtual Reality pilot program is a fun and safe way to build skills, confidence and connect with others. Twelve people signed up to trial experiences linked to their NDIS plan goals and interests.

We shared knowledge to contribute to a better Australia for the people we support.

Our partners at the Applied Research Centre for Disability and Wellbeing completed the second stage of research for their Scale of Severity project. They hope the tool will be used across the sector to provide evidence for behaviour support strategies that better uphold human rights.

We made two NDIS Review submissions: one outlining how people with moderate to profound intellectual disability have been underrepresented in NDIS decision-making and the other discussing that the NDIS does not support planning for capacity building or employment pathways in its current form.

We awaited the final reports from the Disability Royal Commission and NDIS Review, anticipating opportunities for real and positive change in the years ahead.



Our 3900-strong team of talented, passionate and dedicated employees live our purpose every day.

We hosted 25 employee Listening Forums across Australia, helping to shape our shared beliefs.

We won first place at the Workers Compensation and Public Liability category of the RM Advancer Awards!

We're grateful to everyone we support who invites us to celebrate alongside them in their achievements. We're also thankful for our amazing teams, who make an incredible difference every day.



Little Stories, Big Achievements.

It's the small things that are big things in the work we do

Many of the children and young people we support have experienced disruption in their lives which has stalled or delayed their opportunity to develop, grow and achieve milestones. Supporting and empowering children, young people and families to enjoy the everyday moments that we sometimes take for granted, creates a sense of achievement, connection and care.

A 14-year-old we supported in Qld has been approved to fly home for extended contact, preparing for reunification.

A 12-year-old we supported in NSW travelled to Europe and the UK to play soccer with a Junior team.

A 15-year-old we supported in NSW received a \$6000 scholarship from 'Youth off the Streets' to pursue her artistic talents.

A 16-year-old we supported in Qld reengaged with an

A 10-year-old we supported in WA and team made their basketball final.

A 14-year-old we supported in NSW started going back to school.

A 15-year-old we supported in Qld went to an Italian restaurant for her first dinner at the respite house.

A 5-year-old we supported in WA was taught how to ride a bike.

A 17-year-old we supported in NSW was awarded School Captain.

A 17-year-old we supported completed work experience at a fun park where they used their artistic skills to turn two human models into monsters.

An 11-year old we supported in WA made Student of the Week.

A 17-year-old we supported in the NT went to the Spring Ball.

A 5-year-old we supported in Qld now has unsupervised contact at her family home and is excelling in swimming lessons.

A 6-year-old we supported in Qld won six first place ribbons at his school swimming carnival.

A 17-year-old we supported in SA enrolled in CERT III in construction.

A 17-year-old we supported in SA applied to enrol in CERT III in IT.

“Our children and young people and their families experience love, care, safety, choice of decision making and empowerment in their own lives.”

Our Child and Family Commitment.

This year we cared for 375 children and young people, their families and communities.

We're developing a new Practice Framework that will strengthen how we work and ensure all children and young people receive a high level of professional care. They should all have opportunities to grow, learn and develop through their time with us.

The framework will be underpinned by our Values and Commitment, and informed by the CALM therapeutic model, Therapeutic Crisis Intervention and Positive Behaviour Support principles.

We're committed to measuring up against ten Foundational Elements of Care, which are based on rights, safety and the things young people say they

need to feel safe, supported and to thrive. Elements include connection to culture, having a voice, knowing their rights and developing through education or work.

As an organisation focused on human rights, we have reaffirmed our commitment to collaborating with First Nations kin, community and carers, and partnering with Aboriginal Community-Controlled Organisations. We appointed a Director of First Nations Cultural Governance and Leadership to lead this important work.

Caring for more young people in more places.

We were one of 16 Out-of-Home Care service providers commissioned by the WA government to deliver Temporary Care, Group Foster Care and Community Foster Care across the state, as they work to reform their child protection system.

Our footprint in SA has more than doubled, taking us from caring for young people in four houses to 11 homes. We're proud to be able to provide more young people with safe and nurturing care in SA.



About us

Lifestyle Solutions and Possability empower Australians with disability to live the lives they choose, and provide safe and nurturing care for children and young people in Out-of-Home Care.

Our Child and Family Services

We support children and young people in Out-of-Home Care under two key models: residential care and family-based care, which includes foster/kinship care.

Our Disability Services

- Home and Living
- Community, Social and Life Skills
- Support Coordination
- Short Stays
- Supported employment, including through Pathways to Employment
- Allied Health, including Positive Behaviour Support, OTs and Complex Case Management.

Where it all began

Our roots are deeply planted in the belief that if we can do something better, we should. Possability started out in Hobart in 1989 as a voluntary, for-purpose organisation running a small number of supported

2900+
We supported over 2,900 people across Australia.

375+
Over 375 children and young people.

2600+
Over 2,600 people with disability.

75
Over 75 jobseekers.

accommodation services. Lifestyle Solutions was formed in Newcastle in 2002 by families with lived experience of caring for people with disability who wanted to do something to make people's lives better.

The legacy of each organisation lives on through our lifechanging work. Today we're a team of over 3,900 employees and 140 kinship and foster carers.

Hungry for more?

Find our Executive team and Board

Learn more about us on our Lifestyle Solutions and Possability websites

Possability Group ABN 58 638 044 327