



**NESA**  
**2026**  
**AWARDS FOR  
EXCELLENCE**

**AWARD CRITERIA**  
Champion Employer  
of the Year

# Champion Employer of the Year

## **CATEGORY DESCRIPTION:**

This Award recognises employers who demonstrate excellence in employment inclusion of disadvantaged participants, supporting in the workplace and encouraging sustainability of employment through active post placement support.

## **CATEGORY ELIGIBILITY:**

Covers all applicable elements of the Overarching Award Eligibility Criteria, PLUS

- Open to employers assisted by the provider; and
- Nominated by a provider of a program or service managed by the Department of Employment and Workplace Relations Department of Social Services; or the National Indigenous Australians Agency during the qualifying period.

## **NOMINATION RESPONSE:**

Please ensure your nomination response includes:

- Nominating Organisation Name and contact details
- Name of the contact in the organisation submitting the Nomination
- Nominee Name (full name and preferred name)
- Photo of Nominee (Required)
- Selection criteria responses

Note the response must focus on the Employer (rather than the organisation or Consultant assisting them). The Employer must be aware of their nomination and consent to its submission in these awards. NESA recommends that completion of the submission occur in partnership with the nominated Employer and they provide consent to share information.

## **INTRODUCTION TO THE NOMINEE – UP TO 500 WORDS UNSCORED BUT ESSENTIAL TO PROVIDING BACKGROUND TO JUDGES**

Name the Employer nominee and provide a brief description of their business including detail of their overall workforce such as the total number of staff employed and proportion that are full-time, part-time and/or casual.

Provide an Employer Performance Snapshot such as

- Staff Recruited: Total number of employees hired through Australian employment services in the past year, plus the length of the provider's relationship with the nominee.
- Retention Rates: Percentage of participants still employed, with details on average and longest duration of employment.
- Workforce Diversity: Breakdown of participant characteristics, including proportions with disability, mental health conditions, mature age, Indigenous, refugee, youth, and long-term unemployed. Include barriers addressed (e.g., offending history, substance use, homelessness, restricted work capacity, language/literacy).

## **CRITERION 1 – UP TO 400 WORDS – WEIGHTED 30%**

Outline the employer nominee's workforce programs and strategies for the orientation, training and/or support of new recruits and existing workers, including any specific measures to recruit disadvantaged Participants and retain them as employees.

This may include an example or case study to illustrate how the employer has gone beyond expectations to provide opportunities to Participants or support/retain new recruits facing disadvantage.

## **CRITERION 2 – UP TO 500 WORDS – WEIGHTED 40%**

Describe the workplace policies, practices and/or procedures the nominee has in place which assist Employment Consultants work with them to meet their recruitment needs, including how communication between the nominee and your organisation occurs and how this benefits Participants and/or new recruits.

## **CRITERION 3 – UP TO 600 WORDS – WEIGHTED 40%**

Provide a statement from the employer providing their perspective on why and how they support the recruitment, retention and development of disadvantaged employees.

## **SUPPORTING MATERIAL (OPTIONAL) – UNSCORED**

You may provide up to five A4 pages of evidence to support the claims made in the nomination. Please cross-reference supporting material in the criteria response. Supporting information may include, but is not limited to, photos, data, graphs, and copies of commendations or other letters of recognition.