



HOTEL ETICO

A U S T R A L I A



Industry Employment Partnerships

HIRE SKILLED, DEDICATED HOSPITALITY TALENT

Locations in NSW and ACT
hoteletico.com.au



REGISTERED
NDIS
PROVIDER

INDUSTRY EMPLOYMENT PROGRAM

OFFERING SKILLED AND ENTHUSIASTIC CANDIDATES.

An Australian first. Hotel Etico is a multi-award winning not for profit social enterprise providing training and employment pathways for young people with disability. We are a leading provider of disability confidence training designed by the industry for the industry, with practical strategies you can implement in your hotel.

PROGRAM OVERVIEW

During the first year, trainees work and train in various roles within a real hotel setting in Leura and Canberra. They spend three days a week at the Academy of Independence®. During their time onsite they receive practical, hands-on training in hospitality positions. Alongside this experience, trainees take part in independent living skills training as well as structured group training sessions designed to build workplace readiness and employability skills.

The program is designed to develop the skills, confidence, and experience needed to succeed in employment, supporting trainees to achieve their personal and career goals in a supportive and inclusive environment.

In the second year, trainees become graduates. Here they transition into the Industry Employment Program, where they receive assistance in securing industry-based employment tailored to their career goals.

Our dedicated Industry Employment Team provide ongoing support and mentorship to our graduates, ensuring they are well-integrated into their roles and able to navigate any challenges that arise. This support includes regular check-ins, access to additional training resources, and networking opportunities with industry professionals.



WHY PARTNER WITH HOTEL ETICO AUSTRALIA

Partner With Hotel Etico Australia

Our Impact

44 graduates

73% transitioned to open employment

27 employment partners across Australia

Gain access to motivated, job-ready candidates who have completed up to 52 weeks of hands-on training in a real hotel environment.

Our graduates have developed practical skills across housekeeping, front desk operations, F&B, guest engagement, teamwork, communication, time management, and maintaining high hospitality standards.

What sets Hotel Etico apart is our ongoing support. We don't simply place candidates into employment and walk away. We regularly check in with both employers and employees, provide guidance, assist with workplace challenges, and support successful integration to help ensure positive, long-term employment outcomes.

By partnering with Hotel Etico, you gain dedicated employees, strengthen workplace diversity and inclusion, and help create meaningful career opportunities for people with disability.

We also provide practical disability inclusion training for employers and their teams, building confidence, capacity and understanding developing the skills to create supportive, inclusive workplaces where everyone can succeed. Created by the industry for the industry.



WHY EMPLOY SOMEONE WITH DISABILITY

Reliable and committed employees

Build a dependable workforce with employees who value consistency, responsibility and being part of a team.

Passion and eagerness to work

People with disability can bring genuine enthusiasm, motivation and pride to their roles.

Greater employee loyalty and retention

Meaningful employment creates strong connection and commitment, helping employers build a more stable workforce.

A workforce that reflects your guests

Disability is part of every community. An inclusive workforce better reflects the diversity of the people who stay, dine, visit and travel with you.

Reach a broader guest market

Visible inclusion sends a powerful message to people with disability, their families, friends and wider networks that your business is somewhere they are welcomed and valued.

Create a more inclusive guest experience

Employing people with disability can strengthen disability awareness across your team and help staff better understand and respond to the needs of a diverse range of guests.

Strengthen team culture

Inclusive workplaces can foster greater empathy, collaboration, patience and connection between colleagues.

Give existing employees greater purpose

Supporting another person to grow and succeed can bring fulfilment to employees, develop their leadership skills and create greater pride in the work they do.

Build pride in your organisation

Employees want to work for organisations whose values they believe in. Genuine inclusion gives your team something meaningful to stand behind.

Challenge perceptions and create lasting change

Inclusive employment gives people the opportunity to demonstrate their capabilities, helping change attitudes toward disability within workplaces and the broader tourism and hospitality industry.

Access an often-overlooked talent pool

Inclusive recruitment opens the door to motivated candidates who may otherwise be overlooked through traditional recruitment processes.

Strengthen your reputation as an inclusive employer and destination

Genuine inclusion demonstrates your values through action, strengthening your employer brand, community reputation and connection with guests.



How we support



Hotel Etico Industry Training

OFFERING SUMMARY TABLE

All trainings can be delivered online.

In-person delivery can be arranged for most modules.



In collaboration with



Duration



People



Cost

**Disability
Etiquette**

1 hour

Up to 15

\$1,800 +
GST

Crafting Roles

1 hour

Up to 8

\$1,800 +
GST

**How To Deliver
Training Part 1 & 2**

1 hour ea or
2 hour combined

Up to 8

\$3,300 +
GST

**Disability Rights
in the Workplace**



1 hour

Up to 15

Comp

**Working with
Neurodivergent
Individuals**



1 hour

No max

\$2,000 +
GST

**Working with
Autistic Adults**



1 hour

Up to 15

\$3,800 +
GST

**Working with adults
with Down Syndrome**



1 hour

Up to 15

\$3,800 +
GST

Note: All prices exclude travel time. Should in-person delivery be requested, travel time will be quoted upon enquiry. These prices are as of August 2025 and are subject to change.

WHAT INDUSTRY PARTNER SAY

77% of employers want to hire people with disability, but only 35% do not know where to begin.

Some of the top barriers cited by employers in hiring people with disability

- Lack of awareness about people with a disability
- Lack of confidence and a fear of saying or doing the wrong thing
- Perception of cost or complexity*

TESTIMONIALS



WEST
HOTEL
CURIO COLLECTION
by Hilton

“The training was highly engaging and practical, featuring interactive sessions and real-world scenarios tailored to the hospitality environment. This was an important step in strengthening our commitment to diversity, inclusion, and equity in the workplace. The tools provided have enhanced our ability to better support colleagues and our guests with disabilities.”



lendlease

“Our team’s experience at Hotel Etico was incredibly impactful. Working alongside their trainees, engaging in disability awareness training, and participating in a First Nations cultural experience in the Blue Mountains offered a meaningful lens into inclusive employment and cultural respect. Hotel Etico’s model is a compelling example of purpose-led hospitality.”



W
SYDNEY

“The training we received through Hotel Etico was both insightful and practical. It deepened our team’s understanding of inclusive employment and gave us the tools to better support colleagues and guests with disabilities. The sessions were interactive, real world focused and tailored to our hospitality setting. It’s not just about inclusion; it’s about creating a workplace where everyone thrives. We highly recommend this training to any hotel wanting to build a more supportive, skilled, and diverse workforce.”

HOW TO GET INVOLVED

Provide work experience opportunity:

one (1) shift a week, of four (4) voluntary hours for eight (8) weeks.

Provide an employment opportunity!

This will be case by case on department and hours.

However, you will have full support from the Hotel Etico Industry Employment Team at every stage.

If you are not sure what will suit your hotel/teams, lets just start your journey with a chat!

Contact Hotel Etico Australia today and discover the value of inclusive employment.

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