Employment Pathway Program

Designed by different thinkers, for different thinkers

Creative Chaos™ is a certified Social Enterprise powered by Together We Can International

Purpose, Vision & Mission

Purpose

To create real-world employment opportunities and pathways for neurodivergent people who too often fall through the cracks of mainstream employment opportunities and support.

Vision

To reduce reliance on segregated and supported employment environments, creating a future where neurodivergent people are valued for who they are, empowered to thrive in inclusive open employment, communities and workplaces with confidence.

Mission

To create genuine opportunities through real work, practical learning and community connection, where neurodivergent people are supported to develop skills, gain experience and build meaningful futures.

The Problem

Autistic Australians are six times more likely to be unemployed than the general population. Over 50% have never had a paid job. Not because they are not capable. Because the system was never built for the way they think.

Recruitment processes built on eye contact and first impressions. Unspoken workplace rules. Generic programs that assume everyone learns the same way. Up to 93% of communication is nonverbal, and yet we keep measuring capability through the very skills that are hardest for neurodivergent people to perform on demand.

This is not a capability problem. It is a design failure.

Whilst there is no shortage of brilliant organisations raising awareness about neurodiversity, there is a profound gap that exists of organisations creating genuine, paid, open employment pathways for neurodivergent people at award wages, in real businesses, doing real work.

Creative Chaos™ fills that gap.

We are proudly entrepreneurial, unapologetically innovative and stubborn enough to challenge a system that has failed different thinkers for far too long, and refuse to accept that the neurodivergent community deserves anything less than real opportunities at real award wages.

Our budget is lean. Our ambition is not.

DESIGNED BY DIFFERENT THINKERS.

FOR DIFFERENT THINKERS.

The Solution

Creative Chaos™ was created because too many neurodivergent people are underestimated, overlooked and left behind by mainstream employment systems that were never built for different thinkers.

Not everyone shines in interviews.
Not everyone learns sitting in classrooms.
Not everyone can mask who they are all day just to “fit in.”

Does that mean they are not capable? No way!

Some of the most creative, intelligent, passionate and hardworking people simply need the chance to learn differently, work differently and build confidence in environments that actually understand them, while working to their strengths not continually highlighting their struggles.

That is where Creative Chaos™ comes in.

We embrace the chaos, creativity, energy and individuality that comes with neurodiversity and turn it into something powerful. Working to peoples strengths rather than highlighting their struggles.

A stepping stone. A confidence builder. A place to belong. More importantly a pathway into real paid employment at award wages.

What is Creative Chaos™

Creative Chaos™ is the social enterprise arm of TWCI

Created to bridge the gap between support services and real employment outcomes. This is not pretend work experience.

This is real business, real products, real customers and real opportunity

Creative Chaos™ is a 10 week game changing program giving participants genuine workplace capacity skill building through hands-on day-to-day business operations:

Product Innovation, design & creation
Packaging, Labelling & Merchandising
Customer Service & Retail Skills
Cash Handling, EFTPOS & POS
Stock Management & Ordering
Social Media, Marketing
eCommerce Exposure
Market Stall Set up & Operation
Working as part of a team

Participants learn by doing, building confidence, responsibility, communication workplace skills in a neuroaffirming environment focused on strengths, ***not*** limitations.

Every product sold goes directly back into our Social Enterprise to create more opportunities, build independence directly fuelling Neurodiverse futures

What's Included

10Wk Employment Pathway Program to REAL work

Participants work together to help operate the Creative Chaos™ social enterprise, creating and selling products including candles and other Creative Chaos™ merchandise at markets and community events and online.

Roles Within Creative Chaos™

Participants will explore existing skills, transferrable skills and develop new ones that will be matched to suitable roles within the enterprise including:

- Candle making & production
- Packaging & labelling
- Stock control & ordering
- Merchandising
- Market stall operations
- Customer service & retail sales
- Ecommerce & online orders
- Photography & content creation
- Social media support
- Team support & logistics

What's Included:

- 50 hours of tailored skill building and capacity building (5hrs pw)
- 50 hours of practical work experience (5hrs pw)
- Transferrable skills assessment to work to your strengths
- Paid market stall shifts at award wages upon completion
- Ongoing casual employment opportunities as we grow
- Mentoring Support and Post Placement Support
- Hands on usiness experience
- Graduation event and pathway planning
- Real Work References for your Resume

Program Structure

Duration: 10 Weeks
Frequency: 2 Days Per Week
1 x Learning & Development Day
1 x Practical Work Experience Doing Day

More Info

Participant Eligibility Criteria

To ensure participants are able to safely engage and gain the greatest benefit from the Creative Chaos™ Employment Pathway Program, applicants must meet the following criteria:

- Identify as neurodivergent or experience neurodiversity-related barriers
- Faced challenges with traditional employment, education, or mainstream workplaces
- Be motivated to learn and work in a practical, hands-on environment
- Engage respectfully as part of a team and follow workplace and program expectations
- Hold a current Police Clearance and Working With Children Check
- Be able to travel independently to the North or South hub
- Be available across both learning and enterprise days for the full program duration
- Commit to the full 10-week program and any rostered shifts once commenced

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Certified Social Enterprise

Independently Audited and Certified Social Enterprise

EVERY DOLLAR GOES BACK INTO THE COMMUNITY

As a Certified Social Enterprise, every dollar generated through Creative Chaos™ is independently audited and reinvested directly back into creating opportunities for the community.

Social Traders CERTIFIED SOCIAL ENTERPRISE

Business for good

No layers of administration.
No corporate overheads.
Just direct, measurable impact.

Not because we're a charity.

Because we're a social enterprise (profit for purpose organisation) proving that business can be a force for good.

Cost & Payments

Program Investment:
$380 per participant per week
$3,800 per participant per 10 week program

Funding Options

Creative Chaos™ can be funded through a range of flexible payment options to ensure the program remains accessible to participants, families and referral organisations.

For NDIS participants, supports may be billed through relevant Core, Capacity Building or Employment Support line items within a participant's NDIS Plan depending on individual goals and funding availability. Program fees are billed weekly across the duration of the 10-week program.

We also welcome:

- Self-funded participants
- External referrals from organisations, schools and providers
- Sponsored participant placements

Flexible payment options are available for self-funded participants, including:

- Payment plans • ZipPay • Afterpay • EFT payments

External organisations & Community Partners

Program placements can be secured via approved Purchase Orders, with invoices issued at commencement of the program.

Other Funding Options

Fully or partially funded participant placements may also become available funded through our Community partners, sponsorship partners, philanthropic contributions or grants and other funding initiatives.

These opportunities will be advertised when spots become available, with dedicated funded positions allocated within each intake where possible.

CREATIVE CHAOS

PRODUCTS

BUILT BY BRAINS THAT DON'T SIT STILL

EVERY PURCHASE FUELS NEURODIVERSE FUTURES

Community Impact Partnerships

FOR ORGANISATIONS WHO DON'T JUST TALK ABOUT IMPACT. THEY CREATE IT.

Community Clubs & Organisations

Schools & Education

Local Government

IEA or Workforce Australia Providers

Corporate & Enterprise

NDIS Providers & Community

SPONSORSHIP OPPORTUNITY

This is not a donation. This is an investment in futures.

Creative Chaos™ is community impact in action — built by different thinkers, backed by organisations who fund futures, not just feelings.

THE DISTINCTION THAT MATTERS

A donation helps today. An investment changes tomorrow.

With Creative Chaos™, you are not just funding futures, you become part of them. Woven into the story of every young person who lands their first job, receives their first pay cheque, has their first shot at independence, knowing exactly how many lives changed because your organisation said ***yes***

WHAT YOUR INVESTMENT FUNDS

- **First jobs**
  Real employment at award wages, not unpaid experience
- **First pay cheques**
  The moment everything changes for a young person
- **A place to belong**
  Opening doors that stay closed for too long
- **First moments of independence**
  Transforming how someone sees themselves
- **First genuine pride**
  "What do you do?" answered with something they're proud of...
- **First steps into open employment**
  A workforce pathway built for different minds to thrive in

100%
Of independent sector observers describe the program as life-changing

24
People commencing paid work at award wages every 10 wks

93%
People commencing paid work at award wages every 10 wks

95%
Neurodiverse workforce target for Creative Chaos™

MOST ORGANISATIONS

Fund awareness.

Campaigns that raise visibility, conversations that build goodwill, and reports that demonstrate intent. Important — but not enough to change a life.

EXTRAORDINARY PARTNERS

Fund action.

Real employment. Real wages. Real outcomes documented that has a ripple effect across the entire community. The most powerful investment is measured by how many lives are changed.

Creative Chaos™ exists because different minds don't need fixing — they need opportunity, and your organisation is part of the story of how we deliver it.

Every sponsorship tier delivers verified impact, co-branded visibility, and documented outcomes you can report back to your stakeholders, your board, and your community. Because the question is not whether to invest in people. The question is whether you want your organisation's name on the outcomes when they happen.

VIEW SPONSORSHIP TIERS

TALK TO OUR TEAM

CREATIVE CHAOS™

COMMUNITY CHAMPION PARTNERSHIPS

Community Champion Partnerships are for anyone who wants to make a genuine difference in the lives of neurodivergent people in their own backyard. You do not need a corporate budget or a boardroom to be part of this. You just need to believe that different thinkers deserve a real shot.

Whether you are a small business owner, a sporting club, a local council, a school, a community group, or simply someone with the means and the heart to contribute — there is a place for you here.

Every single contribution, regardless of size, goes directly toward creating employment opportunities, building real workplace skills, and changing the trajectory of someone's life in your community.

This is not a feel-good donation that disappears into administration. It is a direct, traceable investment in a person. You will know exactly where your money went, what it funded, and what it made possible.

Who Community Champion Partnerships are designed for:

- Small and medium businesses wanting to give back locally
- Sporting clubs, community groups and associations
- Schools, education and training organisations
- Local councils and government bodies
- Faith communities and neighbourhood networks
  Individuals and families wanting to create real community impact

SPARK	IGNITE	LAUNCH	CATALYST
$3,641 Contribution	**$7, 282** Contribution	**$10,923** Contribution	**$18,205** Contribution
Funds one (1) complete Creative Chaos™ scholarship. One neurodivergent person, from their very first session to their very first payslip. One journey. One life changed. Entirely funded by you.	Funds one (2) complete Creative Chaos™ scholarship. Two futures that look completely different because of a single decision your organisation made.	Funds three (3) complete scholarships. Three people who can now answer the question "what do you do?" with something they are genuinely proud of.	Funds five (5) complete scholarships. Five families whose futures shifted because your organisation chose to invest in people the system had overlooked.

SPARK	IGNITE	LAUNCH	CATALYST
$100/mo	**$500/mo**	**$1,000/mo**	**$1,500/mo**
Less than $25 pw. Every dollar goes directly toward the resources, the materials, the tools and the hours that build real workplace skills.	Funds one (1) full scholarship plus a strong contribution toward a second. One guaranteed complete journey every year.	Funds three (3) people. Three complete scholarships annually. Three people into paid employment at award wages	Funds four (4) full scholarships plus a significant contribution toward a fifth. Four lives changed, four first payslips, four futures changed every year

CREATIVE CHAOS™

COMMUNITY CHAMPION PARTNERSHIPS

Built for organisations ready to lead.

Foundation Partnerships are designed for organisations, boards, councils, foundations, corporate leaders and philanthropic entrepreneurs who want more than a logo placement. They want proof. Measurable employment outcomes, award wage opportunities, and lasting community impact, with your organisation's name attached to every single one of them.

This is not a feel-good sponsorship. It is a strategic investment in one of Australia's most overlooked talent pools, delivered through a proven, certified social enterprise with real infrastructure, real participants, and real results.

Foundation Partners become embedded in the Creative Chaos™ story. You will receive ongoing recognition, direct impact reporting, co-branding opportunities, and a seat at the table as we grow. Your investment does not disappear into overhead. It goes directly into the hands, wages, and futures of neurodivergent South Australians who have been waiting far too long for a genuine shot.

Who Foundation Partnerships are designed for:

- Corporate organisations with ESG, diversity or community investment commitments
- Foundations and philanthropic entities seeking measurable social return
- Local & state government bodies aligned with inclusion and employment outcomes
- Boards and leadership teams seeking meaningful community engagement
- Businesses wanting to diversify their talent pipeline and supplier networks

AMPLIFY	ACCELERATE	TRANSFORM	LEGACY
$10,923 Contribution	**$18,205** Contribution	**$36,410** Contribution	**$54,615** Contribution
Funds three (3) complete scholarships. Three futures permanently redirected. A single, powerful investment in peoples future that has a ripple effect on the entire community.	Funds five (5) complete scholarships. Five people who had no pathway into employment now have paid employment entirely because of your organisations backing.	Funds ten (10) complete scholarships. An entire Creative Chaos™ program fully covered by one visionary partner. Ten South Australians into paid employment at award wages.	Funds fifteen (15) complete scholarships. Your organisation does not just support Creative Chaos™. You become a permanent part of its story and the lives it changes. This is what legacy looks like.

AMPLIFY	ACCELERATE	TRANSFORM	LEGACY
$1,500/mo	**$2,500/mo**	**$3,641/mo**	**$4,500/mo**
Funds four (4) complete scholarships annually plus a strong contribution toward a fifth.	Funds eight (8) complete scholarships annually. Eight people into paid employment at award wages.	Funds twelve (12) complete scholarships annually. One full program cohort, every single year, sustained entirely by you.	Funds approximately fifteen (15) complete scholarships annually. Fifteen people. Every year commence paid work because of your decision.

CREATIVE CHAOS™

COMMUNITY CHAMPION PARTNERSHIPS

Full Inclusions Comparison | All Tiers

INCLUSION	SPARK	IGNITE	LAUNCH	CATALYST
SCHOLARSHIPS & EMPLOYMENT				
Creative Chaos™ scholarships funded	1 x	2 x	3 x	5 x
Participants supported to paid employment	✓	✓	✓	✓
Participant outcome report provided	–	–	✓	✓
BRAND VISIBILITY				
Logo on Creative Chaos™ website 12mths (7,000+ views/mo)	✓	✓	✓	✓
Logo on TWCI website 12mths (17,000+ views/mo)	–	–	✓	✓
Social Media Post on both platforms 12mths	2 x	3 x	5 x	6 x
Linkedin & Social Media Community Partner spotlight / feature	–	–	1 x	3 x
Meet and Greet the person/s your sponsorship has supported	–	–	✓	✓
Digital badge for website & email signature	–	–	✓	✓
Co-branding displayed at Community Stalls	–	–	✓	✓
PARTNER RECOGNITION				
30% Discount on Inclusive Employer Accreditation Certification	✓	✓	✓	✓
Community Spotlight opportunity in our Newsletter (1200 subs mo)	–	✓	✓	✓
Nomination to our prestigious Community Partner of the Year Award	–	–	✓	✓
Collaborative Opportunities for Future community projects	✓	✓	✓	✓
Certificate of Community Partnership & Social Impact	✓	✓	✓	✓
EVENTS & EXPERIENCES				
Invitation to program graduation events	✓	✓	✓	✓
VIP tickets to TWCI Annual Awards Evening	1 x	2 x	3 x	5 x
Priority invitation to Creative Chaos™ launches & hub visits	✓	✓	✓	✓
VIP Tickets to an MTX Event at Adelaide Oval	–	–	–	2 x
			✓	✓
STRATEGIC PARTNERSHIP				
Access to Creative Chaos™ talent pipeline	–	–	✓	✓
Industry Insight Day hosting opportunity	–	–	–	✓
Custom partnership package available	–	✓	✓	✓
ADMINISTRATION				
Tax invoice and receipt provided	✓	✓	✓	✓
ESG-ready impact data for reporting	–	–	✓	✓

*Custom Packages Available on request

FOR ORGANISATIONS READY TO FUND FUTURES,
NOT JUST PROJECTS.

CREATIVE CHAOS™

FOUNDATION PARTNERSHIPS

Full Inclusions Comparison | All Tiers

INCLUSION	AMPLIFY	ACCELERATE	TRANSFORM	LEGACY
SCHOLARSHIPS & EMPLOYMENT				
Creative Chaos™ scholarships funded	3 x	5 x	10 x	15 x
Participants supported to paid employment	✓	✓	✓	✓
Participant outcome report provided	✓	✓	✓	✓
BRAND VISIBILITY				
Logo on Creative Chaos™ website 12mths (7,000+ views/mo)	✓	✓	✓	✓
Logo on TWCI website 12mths (17,000+ views/mo)	–	✓	✓	✓
Social Media Post on both platforms 12mths	5 x	7 x	10 x	12 x
Linkedin & Social Media Community Partner spotlight / feature	3 x	5 x	8 x	10 x
Meet and Greet the person/s your sponsorship has supported	✓	✓	✓	✓
Digital badge for website & email signature	✓	✓	✓	✓
Co-branding displayed at Community Stalls	–	–	✓	✓
PARTNER RECOGNITION				
Inclusive Employer Accreditation Program Certification	–	–	✓	✓
Community Spotlight opportunity in our Newsletter (1200 subs mo)	1 x	2 x	3 x	5 x
Nomination to our prestigious Community Partner of the Year Award	✓	✓	✓	✓
Priority Partner for Future collaborative community projects	–	–	✓	✓
Certificate of Community Partnership & Social Impact	✓	✓	✓	✓
EVENTS & EXPERIENCES				
Invitation to program graduation events	✓	✓	✓	✓
VIP tickets to TWCI Annual Awards Evening	4 x	6 x	8 x	10 x
Priority invitation to Creative Chaos™ launches & hub visits	✓	✓	✓	✓
VIP Tickets to an MTX Event at Adelaide Oval	4 x	5 x	8 x	10 x
Guest speaker opportunity at TWCI events	–	✓	✓	✓
STRATEGIC PARTNERSHIP				
Access to Creative Chaos™ Inclusive talent pipeline	✓	✓	✓	✓
Industry Insight Day hosting opportunity	✓	✓	✓	✓
Custom partnership package available	✓	✓	✓	✓
ADMINISTRATION				
Tax invoice and receipt provided	✓	✓	✓	✓
ESG-ready impact data for reporting	✓	✓	✓	✓

*Custom Packages Available on request

FOR ORGANISATIONS READY TO FUND FUTURES,
NOT JUST PROJECTS.

Let's create

REAL IMPACT TOGETHER

We're local. We're accountable.
We're here to change lives in our community.

CHOOSE YOUR IMPACT
Select the level of sponsorship that aligns with your organisation's goals and the number of lives you want to help transform.

GET IN TOUCH
Our team will work with you to tailor a sponsorship or partnership package that delivers meaningful community impact while aligning with your values.

WE HANDLE THE REST
We manage the rest, mentoring, training, employment updates and ongoing participant journey, providing regular updates along the way.

WATCH THE IMPACT HAPPEN
See your investment create real opportunities, real jobs and brighter futures while helping build a more inclusive community, one person at a time.

When you partner with Creative Chaos™ you're not making a donation.

You're funding real outcomes.

No bureaucracy.

No wasted funding.

No wondering where your contribution went.

Just real people. Real outcomes. Real community impact.

Creative Chaos™ sponsorships create a ripple effect that extends through families, workplaces and communities for years to come.

Because when you change one person's future, you never just change one life.

You change every life connected to it.

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Hustle with heart