

# DISCOVERING POSSIBILITY

## How Customised Employment Opens Doors

 Monday 16 February 2026

 09:15 AM - 4:30 PM

 Brisbane Convention & Exhibition Centre,  
South Bank



All people with disability can work, but traditional approaches have left too many shut out or underemployed. But more is possible!

At this forum, you will hear from two MG&A Customised Employment leaders, Therese Fimian and Randy Dicks, who draw on decades of combined experience delivering real jobs and meaningful careers for people with disability.

**Marc Gold & Associates** uses proven approaches to promote full participation of people with significant disabilities in communities and workplaces.

### Forum Highlights

- Review the Customised Employment process, from Discovery to Job Development
- Understand how Customised Employment increases the chances of real and meaningful employment
- Be inspired by stories of employment success
- Develop confidence and skills in building win-win relationships between jobseekers and employers
- Gain practical strategies for dealing with barriers to employment

### REGISTER NOW



**Tickets: \$55** people with disability and family members  
**\$175** workers

Click the [link](#) or scan the QR code



**Registrations are essential.**  
**RSVP** Wednesday 4th February 2026

Please contact CRU if you require assistance or bursary for this event.

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### Presenters

### **THERESE FIMIAN**

Marc Gold and Associates

Therese has worked in the disability employment field for 25 years, overseeing national workforce, research, and demonstration projects in the US to increase access to employment and economic empowerment for individuals with significant disabilities. For nearly ten years, Therese directed a national Customised Employment initiative through which jobs and internships were customised and strong partnerships with businesses were established. She has worked with national and state agencies to develop and improve strategy and policy, to increase access to services that result in competitive, inclusive employment for individuals with disabilities. Therese joined Marc Gold & Associates (MG&A) in 2019 and became president of the organisation in 2022.



### **RANDY DICKS**

Marc Gold and Associates



Randy's work in the human service field is vast—ranging from working with the homeless, victims of sexual abuse, those with criminal histories, and those who experience mental health, physical, and intellectual disabilities. Although varied in experience, his work has always focused on each individual, their goals and needs, and tailoring services to what will work best for them. He strives to implement this philosophy every day. Randy has found that Customised Employment truly is a way to help people with significant barriers to employment find meaning and purpose through a job in the community, making real wages and living the life they envision for themselves. Randy joined MG&A as a consultant in 2013. He is a lead instructor for MG&A as well as the director of MG&A's Performance-Based Certification program.

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