



Home One Cafe - supporting young people in Brunswick



Pathways to Employment Fund

2020 grants feedback



The Inner North Community Foundation works on the land of the Woi Wurrung people of the Kulin Nation and recognizes elders past, present and emerging



OVERVIEW

This report outlines activity from the 2020 Pathways to Employment Grants round, with acquittals received in late 2021 from groups funded from August 2020 to August 2021. For the period, the Foundation granted \$150,000 to 10 local community organisations to deliver projects that support a broad range of activities, with a particular focus on responding to the impacts of the C19 pandemic.

The Pathways to Employment Fund is first flagship funding program of the Inner North Community Foundation, and helps vulnerable local people develop work and life skills and progress their journey to work. Initiated by IntoWork Australia in 2007, over the last 14 years an annual grants program supports eligible organisations in the local government areas of Darebin, Moreland and Yarra.

Due to the pandemic impacting many of the people supported by the funded programs, the Foundation changed grants timing to distribute funds faster than usual, and some grantees adapted their programs to respond to the emerging needs as a result of the pandemic.

Collingwood Children's Farm, Abbotsford

2020 Pathways to Employment - \$15,000 per project



ORGANISATION	LGA	PROJECT TITLE
Outer Urban Projects	Moreland	Associate Artists Residency Program
Preston Reservoir Adult Community Education (PRACE)	Darebin	Careers and Employment Pathways Program
Indigenous Law Students and Lawyers Association of Victoria Tarwirri	Yarra	Indigenous Legal Pathways Program Round 2
Carringbush Adult Education	Yarra	Community Development Manager
Fitted for Work Limited	Yarra	Fitted for Work's Virtual Services
Operation Newstart	Moreland	Operation Newstart- Re-engagement program
The Social Studio	Yarra	TSS Medical Scrubs Initiative
Life Saving Victoria	Moreland	CALD Youth Aquatic Employment Program
Circus Nexus (formerly Westside Circus)	Darebin	Power Up!
Bridge Darebin	Darebin	Bridge Darebin Makers Marketplace



PATHWAYS TO EMPLOYMENT- OUTPUTS FY20



900

PARTICIPANTS
ACROSS THE
REGION

230

PEOPLE SECURED
WORK

\$722k

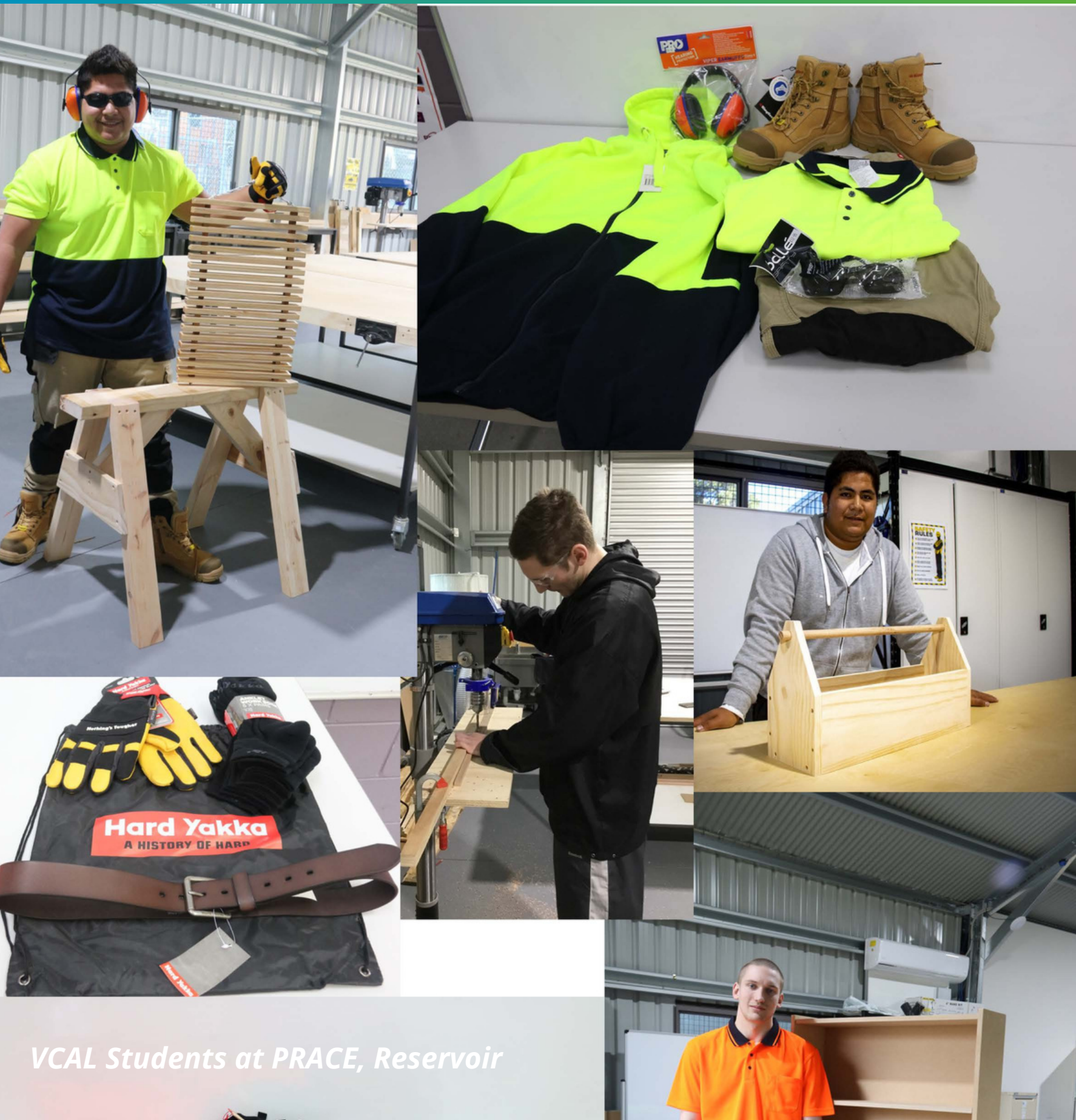
TOTAL VALUE OF
PROJECTS

The Foundation bases its Pathways to Employment acquittal on Social Ventures Australia's work. Data captured also includes:

- *99 people gained work experience*
- *56 volunteers were involved in supporting the projects*
- *79 people received a qualification*

Harding St Bridge, Coburg/Preston

Funded Projects



PRESTON RESERVOIR ADULT COMMUNITY EDUCATION (PRACE)

Careers and Employment Pathways Program

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The Careers and Employment Pathways Program increased the employability skills of local young people that have struggled to gain employment. This is especially vital given the downturn in the job market brought about by the pandemic and the subsequent influx of jobseekers into the marketplace.

"The schooling that I received at PRACE has given me a direction towards helping me achieve my goal of returning to the workplace with confidence. This course has refreshed my skills and will help me in my preparation for being ready for my return"

- Participant of the Careers and Employment Pathways Program

VCAL Students at PRACE, Reservoir

Funded Projects



OUTER URBAN PROJECTS ASSOCIATE ARTISTS RESIDENCY PROGRAM



The 'Outer Urban Projects' program has developed artists on both a conceptual and collaborate level by pairing them over two years with established artist/mentors overseen by the Artist Director Irene Vela.

"Without Outer Urban Projects I would have had to manage my own pathways into the arts, in my bedroom, in a lonely environment, making music. The team provided me with opportunities to strive in safe and encouragement, I didn't think opportunities like these existed before, Outer Urban Projects opened my eyes to collaborating with others".

- Charlie Harrison, Outer Urban Projects artist

Funded Projects



Carringbush Adult Education, Richmond

CARRINGBUSH ADULT EDUCATION Community Development Manager



Carringbush Adult Education provided a short and long-term individualised pathways guidance to 15 participants from City of Yarra's CALD community who have lost their jobs due to COVID-19 and those who are long term unemployed and facing additional barriers due to social distancing measures.

Chariya was referred to Carringbush by her JobActive provider initially to improve her English language and literacy skills. Chariya moved to Australia almost 10 years ago but has not been able to work due to family violence, caregiving duties, her low English language and literacy skills, among many other barriers. Chariya is now separated from her abusive husband and is living with her 3 children who are all in school. Although the family is still at the beginning stages of healing from the trauma they survived, Chariya felt ready to pursue her pathway to employment.

Funded Projects



FITTED FOR WORK LIMITED **Fitted for Work's Virtual Services**



The purpose of this project is to be able to continue to provide our much-needed services to women experiencing disadvantage who are looking for work during the COVID-19 pandemic and social distancing restrictions. This funding provided 40 women with access to our virtual core services, which all aim to build confidence, self-esteem and deepen skills and knowledge to be successful in securing work. The project may also provide a new opportunities for our volunteer team to support our service delivery during this time.

Nea is a Kenyan Australian, with qualifications and experience working with technology and data to support the health industry.

"Because of COVID I lost both jobs all at once. They were enabling me a great income then all of a sudden nothing, and I couldn't pay my mortgage. I was very desperate."

Nea was referred to Fitted for Work's job readiness services, where she fine-tuned her application documents, learned how to do a virtual interview and prepare thoroughly to put her best foot forward in an interview. Today Nea is employed in an ongoing position working with the state government.

Funded Projects



OPERATION NEWSTART MORELAND, DAREBIN AND YARRA PROGRAMS

Operation Newstart - Re-engagement program

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The purpose of the project is to work with targeted young people who will be impacted by COVID-19 with respect to their declining mental health and subsequent disengagement from education. By providing meaningful experiential and life skill opportunities we will provide outcomes that will define their level of engagement at school and at home.

Lucy was in year 8 and not attending school much before we met her. She was caring for her sick mother, didn't enjoy school and didn't like the people there.

Through the program her confidence was growing by the day and at the landscaping taster, at Fairfield Melbourne Polytechnic ,the teacher told her that her paving project was the standard of a third year apprentice. Her smile lit up the shed and remained for the rest of the day. Lucy's speech at her graduation spoke about her renewed desire to do well at school and find a career pathway.

Funded Projects

THE SOCIAL STUDIO

TSS Medical Scrubs Initiative



The Social Studio's manufacturing studio provides employment and training to people from refugee and migrant backgrounds, so by safely redirecting our manufacturing efforts towards medical supplies, the Studio is not only making an impact where it is most needed during the Covid-19 crisis, but also creates work for our local production studio and allows us to continue the employment of staff at a time of extreme job insecurity.

Anticipating this trend, we used this time to continue producing masks while simultaneously planning for a resumption of existing client orders that had been on hold or have cancelled earlier in the year with onset of covid. This would support the ongoing success of the production department, beyond the unprecedented - and temporary - success of this project.



The Social Studio supporting refugees in Collingwood

Funded Projects

LIFE SAVING VICTORIA

CALD Youth Aquatic Employment Program



In 2016 LSV initiated a pilot aimed at engaging local CALD youth (16-25) in targeted water safety education activities and employment training to;

- keep CALD youth safer around water
- provide employment pathways/opportunities within the aquatics industry and emergency services sector
- facilitate greater ownership, attachment and inclusiveness within local facilities
- develop the vital role models needed to motivate future participants
- build social networks within and beyond respective cultural groups
- improve overall settlement

Between March-June 2020, 50 grants of \$1,500 (\$75,000) was made through C-19 Rapid Response stream.

As summer is approaching and facilities are crying out for staff, our 9 program participants are in a fantastic position to secure employment in the coming months. At time of writing, whist 4 of 15 of our trainees had attained employment , all participants of the MCC program (including the non-CALD youth segment



Life Saving Victoria, supporting refugee young people learn water safety

Funded Proejects



CIRCUS NEXUS (FORMERLY WESTSIDE CIRCUS)

Power up!



This project aims to reduce disengagement from education for indigenous youth and increase the depth and relevance of their learning, supporting greater success in employment, not only for the period of this project but into the future. Unfortunately, conversations with our partners have indicated that the current Covid 19 restrictions are resulting in even greater increases in disengagement from education for this vulnerable cohort. Through developing new educational resources and models the project aims to not only address these immediate needs, but to continue to support increased engagement by creating content that will remain relevant and exciting when physical distancing requirements cease.

One participant connected with the filmmaking component in a really fantastic way. He went on long walks with his dog and filmed their adventures. He talked about his connection to his culture with the group, and came forward to ask if he could lead the smoking ceremony. When it was time to come back to face to face circus, his attendance was good. He was able to identify the employability skills you can learn through circus - collaboration, communication, commitment, having a go. He has since taken a job in the construction industry.

Circus Nexus, supporting First Nations young people in Preston

Funded Projects



BRIDGE DAREBIN

Bridge Darebin Makers Marketplace



Bridge Darebin created and curated an online makers marketplace that acted as a showcase of creative talent and online small businesses whose focus was on the sole trader maker. This project was built in tandem with our newly developed Micro Business for Makers Course. We wanted to allow those students an opportunity to showcase their work in a meaningful way and provide potential business, networking, and promotion opportunities in an encouraging and supportive space regardless of lockdown restrictions.

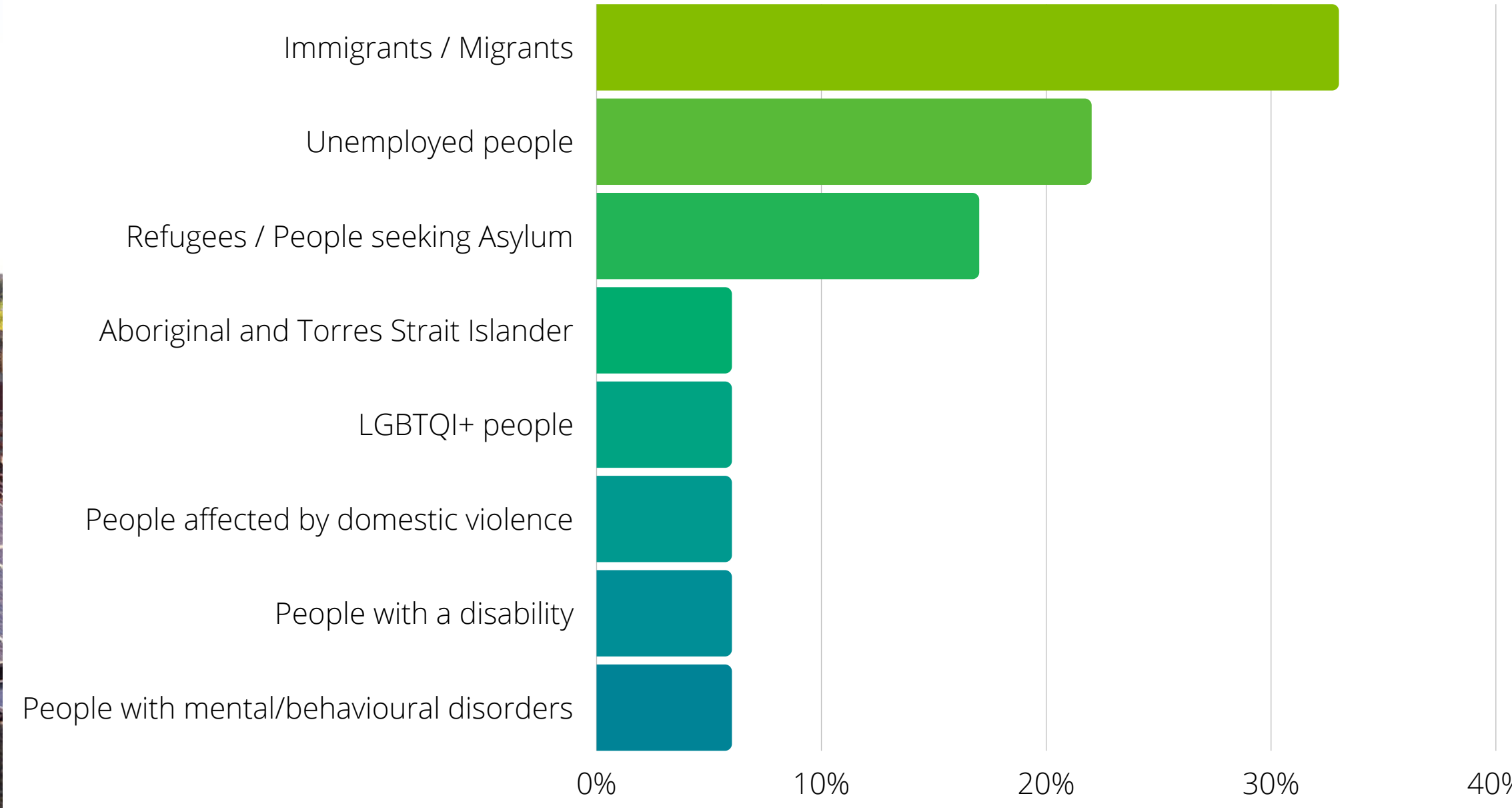
When Tina first undertook the micro-business for makers course she had no social media presence or e-commerce knowledge. She launched her online store as part of the Makers Marketplace and has continued to thrive and grow her small sole trader business into a viable secondary income stream with plans to make it her primary income in the future.



Ruckers Hill, Northcote

Target cohorts

Funded projects supported local community members, targeting groups that have particular vulnerabilities with their journey to work. The Foundation's purpose is to support charitable activity in Melbourne's inner north, with the benefit going to people in the region that have meet this legal definition. The Foundation is refining our data collection from local groups to better understand this impact, while ensuring a light touch acquittal process.





Merri Creek, Brunswick

HOPE Centre Volunteers

ADDITIONAL HIGHLIGHTS

2020/2021



This year has been one of strategic growth for the Foundation, with highlights including:

- A new flagship fund, the Bakers Dozen Social Justice Fund with its material seeding gift of \$3.5m - a vehicle for awareness of this type of gift and cross community engagement that inspires people to give to independent community foundations.
- The COVID-19 relief fund, which continued distributions this year, with \$600k granted to more than 180 groups over the past 18 months. The Fund won the 2021 Community Philanthropy Award from Philanthropy Australia, and we thank the Darebin City Council, Moreland City Council, Yarra City Council, Community Bank Clifton Hill - North Fitzroy, MP Consulting, Tempo Rubato and other local donors for their support.
- The first Inner North Report used both statistical evidence and community input to understand where the priorities for improvement are in our community, and has become a powerful conversation starter.



Old Police Station, Northcote

2020 / 2021 HIGHLIGHTS



\$403K

GRANTED ACROSS
THE REGION IN F21

105

GRANTS MADE
ACROSS ALL
GRANTS PROGRAMS

\$3.3m

RECEIVED FROM
236 LOCAL DONORS

7

SCHOOL GROUPS IN
YOUNG
CHANGEMAKERS

2

NEW CLOUD BASED
DATA MANAGEMENT
SYSTEMS

1

NEW WEBSITE



Ramsden St Oval, Clifton Hill

Our Approach

Bringing money to life through Philanthropy



Since 2007, the Foundation has given \$4,800,000 to more than 500 local community projects. Our first grant round was for \$44,000 in 2008, and has grown over time as our corpus and relationships with other donors has grown. Annually, approximately \$500,000 is given across the region.

The Foundation is not the final destination, but can get money and resources to where it needs to land to see change. The Foundation partners with donors and community groups to facilitate grants and provide opportunities that enable people to make a difference to the community we all share.

We steward, in perpetuity, a community resource. With \$10,500,000 in funds under management, the leadership from our founder and key supporter, IntoWork Australia, has been complemented by other local donors, who have given to have impact in their local community.

We've all got a role to play in strengthening prosperous, connected and cohesive communities in Melbourne's inner north. Through our smarter giving model, local people and groups are creating lasting impact for the place they call home.



Total investment in Darebin, Moreland and Yarra since 2007



\$1.7m

OPERATIONAL
SPONSORSHIP FROM
INTOWORK

\$4.3m

DONATIONS TO THE
PATHWAYS TO
EMPLOYMENT FUND

\$11.1m

TOTAL DONATIONS
TO THE
FOUNDATION

\$4.8m

TOTAL
REINVESTED IN
GRANTS

515

TOTAL NUMBER OF
GRANTS MADE

\$10.5m

TOTAL FUNDS
UNDER
MANAGEMENT JUNE
30 2021

Fitzroy street scene

Thank you!



Footsteps of Giants mural, Aborigines Advancement League Thornbury

2020 Pathways to Employment Grants Feedback



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