



Ruthy & Ta Performance - Outer Urban Projects, Coburg



Pathways to Employment Fund

2021/2022 grants feedback



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



THIS REPORT



This report outlines activity from the 2021 Pathways to Employment Grants round, with acquittals received in late 2022 from groups funded from August 2021 to August 2022. For the period, the Foundation granted \$150,000 to 10 local community organisations to deliver projects that focus on employment pathways for local people disadvantaged in their access to employment.

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 15 years an annual grants program supports eligible organisations in the local government areas of Darebin, Merri-bek and Yarra.

For a community foundation to be successful, people need to know you, like you and trust you. With the strong partnership and support from IntoWork Australia and local Councils, the Inner North Community Foundation continues to unlock community capital in Melbourne's inner north.

The team at Free to Feed , Fitzroy North



OUR PARTNERSHIP

Supporting pathways for job seekers in the inner north.



The Pathways to Employment Grant Program is a proud partnership of the Cities of Darebin, Merri-bek and Yarra, IntoWork Australia and the Inner North Community Foundation.

Since 2007, IntoWork Australia has supported the 'Pathways to Employment Fund'. A new commitment in 2021 re-affirmed this partnership, with IntoWork providing an annual contribution of \$233,000 to the Fund and additional funding that contributes to the core operational costs of the Foundation. To date under this new partnership agreement, \$233,000 has been given to the fund in total.

This further strengthens the existing partnership between the five organisations and recognises the value of the Foundation's role to grant funds, create opportunities for employment and support in helping people to find work in the inner north. The public announcement was held in August 2022 at Collingwood Yards, as part of the 2022 Pathways to Employment Grants Celebration.

What's next?

The 2023 Pathways to Employment Grants program will launch in mid 2023. The Foundation is currently reviewing its approach to impact to align program logics across different grants streams. The focus of grants is likely to remain consistent with previous years.

2021/2022 Pathways to Employment - \$15,000 per project



ORGANISATION	LGA	PROJECT TITLE
Carlton Neighbourhood Learning Centre (CNLC)	Yarra	Make it Work
Carringbush Adult Education	Yarra	Women's Entrepreneurship: Capacity building for employment pathways and financial empowerment
For Change Co	Merri-bek	home.plate
Free To Ltd	Darebin	Commercial Cooking Training and Employment for People Seeking Asylum and Refugees
Outer Urban Projects	Merri-bek	TRANSMISSION - Associate Artists and Producer Program
Preston Neighbourhood House Inc. trading as Bridge Darebin	Darebin	TTT Pathways for Adults
The Social Studio	Yarra	Student Pathways Program
Victorian Association for the Care and Resettlement of Offenders (VACRO)	Yarra	Second Chance Cycles
Youth Projects Ltd)	Merri-bek	Opportunity Knocks - YHOP Meri-bek
Youthworx	Merri-bek	Getting Ready For Work - Youth Pathways Program



PATHWAYS TO EMPLOYMENT- OUTPUTS 2021/2022



344

PARTICIPANTS
ACROSS THE
REGION

170

PEOPLE SECURED
WORK

\$1,226,969

TOTAL VALUE OF
PROJECTS

The Foundation bases its Pathways to Employment acquittal on Social Ventures Australia's research into effective employment project indicators. Data captured also includes:

- 167 people gained work experience
- 25 volunteers were involved in supporting the projects
- 45 people received a qualification

Funded Projects



Make it Work staff, Nesrin Idris and Elle Morrell, at Open Door hub North Carlton

CARLTON NEIGHBOURHOOD LEARNING CENTRE (CNLC)

Make it Work



The MIW mentor program assisted 76 skilled migrants who experience significant barriers in to employment to partner with mentors and gain the knowledge, networks and confidence to break in to the employment market.

Priyanka got a job interview with Gowrie which she was not successful in getting the job. But her mentor worked with her some more and when she applied a second time she was successful! It is early days but Priyanka is really enjoying working in the field she had chosen and says that mentoring program gave her a lot of confidence.

"It is very good – very helpful for me because she is helping me look for a job, do my resume and do mock interviews with me; she has experience interviewing people in this industry so knows what to ask". - Priyanka

Funded Projects



CARRINGBUSH ADULT EDUCATION Women's Entrepreneurship: Capacity building for employment pathways and financial empowerment

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Carringbush Adult Education (CAE) and SisterWorks effectively collaborated to design and deliver the 'Women's Entrepreneurship: Capacity building for employment pathways and financial empowerment' program. The program delivered weekly interactive workshops facilitated by SisterWorks and CAE over a 12-week period to build the skills and confidence of six participants.

Case study: Jun

Jun was sharing her skills with all the participants and loved seeing the small improvements each week. She mentions that one of the greatest contributions she made was when participants didn't quite understand technicalities that were being spoken in English, she was able to help translate in a way that still allowed them to improve their English, but also help them to feel successful and keep progressing.

Funded Projects



FOR CHANGE CO. Home.plate



For Change Co developed an impact model that has been informed by young people with a lived experience of homelessness, industry experts and consultation with the community. The home.plate program provided paid education, training and employment for 11 young people experiencing homelessness.

Max joined the home.plate program after seeking supported accomodation with Launch Housing. Max impressed the trainers with his enthusiasm and ability to apply himself to his learning during the program. Max was the first pilot participant of the Module 3+ program which involves a partner organisation (a high-end restaurant), taking on Max as a trainee for 8 weeks with great results. This experience also showed he wanted to be involved in supporting others to learn the skills and have greater opportunities.

Max is now employed as a team member by For Change Co. to staff thier new venue in Bellfield. Max will does this work part-time alongside his education commitments.

Funded Projects



FREE TO FEED

Commercial Cooking Training and Employment for People Seeking Asylum and Refugees



The CCTE project delivered five of its core pillars. These pillars (below) structure participant engagement and provided eight participants with tools to empower themselves and support their communities.

- **Employment** - Two shifts a week in our catering kitchen. This involves upskilling in soft and hard skills and local experience in Australian hospitality culture guided by trauma informed values and culture.
- **Education** - Access to training of a Certificate 3 in Commercial Cookery delivered in the small class size of their cohort with access to 1:1 translating support.
- **Wellbeing** - Regular therapeutic assessment and intervention by trained Mental Health and Social work practitioner individually and in group settings.
- **Community** - Access to inbuilt FTF community which includes regular social events, learning environments, cultural specific celebrations and an alumni position.
- **Networking** - Referrals and supported engagement to the next steps whether that be a Job Service Provider, interviews with local organisations or supported engagement in education/development

Funded Projects



OUTER URBAN PROJECTS

TRANSMISSION - Associate Artists and Producer Program



The Transmission Project pivoted their existing artistic program into the digital realm. It enabled the development, production and adaptations for more works than anticipated. Transmission engaged and employed over 97 creatives, technicians and producing, marketing and production workers across URBAN STUDIO – a hybrid live and digital performing arts platform with new Australian works including REVELATIONS, LULLABY and BALKAN (formerly The Drum) and Major Work VIGIL

Ruci and Damian (previous beneficiaries) have been employed as teaching artists on Outer Urban Projects' community access workshop program.

Through their work with curators Grace McQuilten and Amy Spiers from the Schools of Education and Art, RMIT partnered with The Social Studio, Youthworx and Outer Urban Projects to work with a cohort of young creatives from culturally diverse, asylum seeker, First Nations, neurodivergent and disabled communities via training and employment in fashion design, digital media production and performing arts. The curatorial team commissioned young artists from each organisation to present works that activated Melbourne's public spaces.

Whos Afraid?', Damian Seddon. - Outer Urban Projects, Coburg

Funded Projects



*Joshua, TTT Pathways for Adults
The Bridge, Preston*

PRESTON NEIGHBOURHOOD HOUSE INC. TRADING AS BRIDGE DAREBIN

TTT Pathways for Adults



This project expanded their existing Tiered Transitional Training (TTT) program to “Pathways for Adults”. The expanding the age bracket engaged 10 people over 50 experiencing discrimination in the workplace.

The project found that the age range was potentially too wide; having a large gap between participants (eg.18 vs 52-year-old job seekers) reduced social cohesion between participants & made it more difficult to tailor the course with life & work skills that were individualized to all members of the group.

Due to COVID- 19 lockdowns announced a few weeks in, they had to pivot from traditional TTT course, they developed a barista course building coffee making and relevant skills for the workplace. This course was needed due to an increased need for job seekers to quickly upskill for work and was run with mature long-term unemployed participants referred from JobActives. These participants cited challenges such as discrimination against age (50+) in the workplace, & losing jobs due to the pandemic eg. a dance teacher who then needed to seek work in a different sector.

Funded Projects

THE SOCIAL STUDIO

Student Pathways Program



The Student Pathways Program supported 14 talented refugee youth who accessed education and training programs at The Social Studio with a holistic wraparound support program - including mentoring, work experience opportunities and skill development workshops - with the goal of overcoming barriers and increasing successful transition into employment and/or further education

Aziza has been working with the student pathways coordinator, Nasiim, and teaching staff to set goals for her studies and own professional development. Earlier this year, she began working for a local fashion wholesaler, gaining experience in garment quality control and basic sewing - a job facilitated through The Social Studio.

With goals to continue her fashion studies and hopefully work as a designer one day, Aziza's horizons are ever-expanding:

"When I first came here, honestly, I felt nervous. But I immediately felt welcome. It's not your regular teacher-student relationship, they're more connected..It's got me more excited and ambitious," she says.



*The Social Studio 'Taking over Parliament House'
Collingwood*

Funded Proejects



Second Chance Cycles, Collingwood

VACRO (VICTORIAN ASSOCIATION FOR THE CARE AND RESETTLEMENT OF EX-OFFENDERS)

Second Chance Cycles



Second Chance Cycles program helped 84 ex-offenders to integrate into society by improving their confidence and employability skills, with the eventual goal of developing their ability to secure sustainable employment.

Cain was referred to Second Chance Cycles by JLTC. He'd previously had lengthy periods of incarceration, an unstable work history.

Under his sentence, Cain was able to volunteer with the Second Chance Cycles bike workshop. He developed new mechanical skills, workplace skills eg. responsibility, communication, health and safety & teamwork.

During his parole, Cain was offered a job with the construction company. Cain's success shows what can be possible for people when they're given the opportunity to succeed and are motivated to get their lives on track.

At the end of their support to Cain, he was happily working, supporting himself, and participating in his community through his work.

Funded Projects



YOUTH PROJECTS LTD Opportunity Knocks - YHOP Meri-bek

Opportunity Knocks program collaborated with a local Meri-bek school who identified 22 Year 10/VCAL students who were at-risk of full disengagement from school due to the challenges of the return back to face to face learning.

Harmonie engaged with YHOP mid-Oct 21 experiencing anxiety and social isolation and her school counsellor had noticed a change in Harmonie especially with her level of engagement at school. Harmonie opened up more about her situation. Harmonie attended every session of Opportunity Knocks and made good connections with other young people. Harmonie's confidence grew after each session and she started to reconnect back with school along with starting to look for casual work.

School Counsellor feedback post program *"She has settled into school extremely well this year. I am very pleased with her progress, and this is mostly due to the wonderful work you have done with her."*

Quotes from other participants:

"Yes, it was fun. I learnt that skills matter to me."

"Hearing from others, their experiences, made me feel less alone in what I struggle with. Thank you"

Funded Projects



YOUTHWORX

Getting Ready For Work - Youth Pathways Program



The Youthworx' work readiness program was delivered to 16 young people whom undertook the following activities:

- Job readiness training including CV/folio development & interview coaching
- and completing 5 specific workshops.
- developing media industry skills
- Excursions and incursions to different production companies
- pursuing links to Industry mentors
- developing individualised vocational pathway plans

"The course gave me an enormous confidence boost throughout the year and so many opportunities that I would never have had if I were anywhere else. The hands on learning was so much better than general theory and it further consolidated my interest in Media Production.

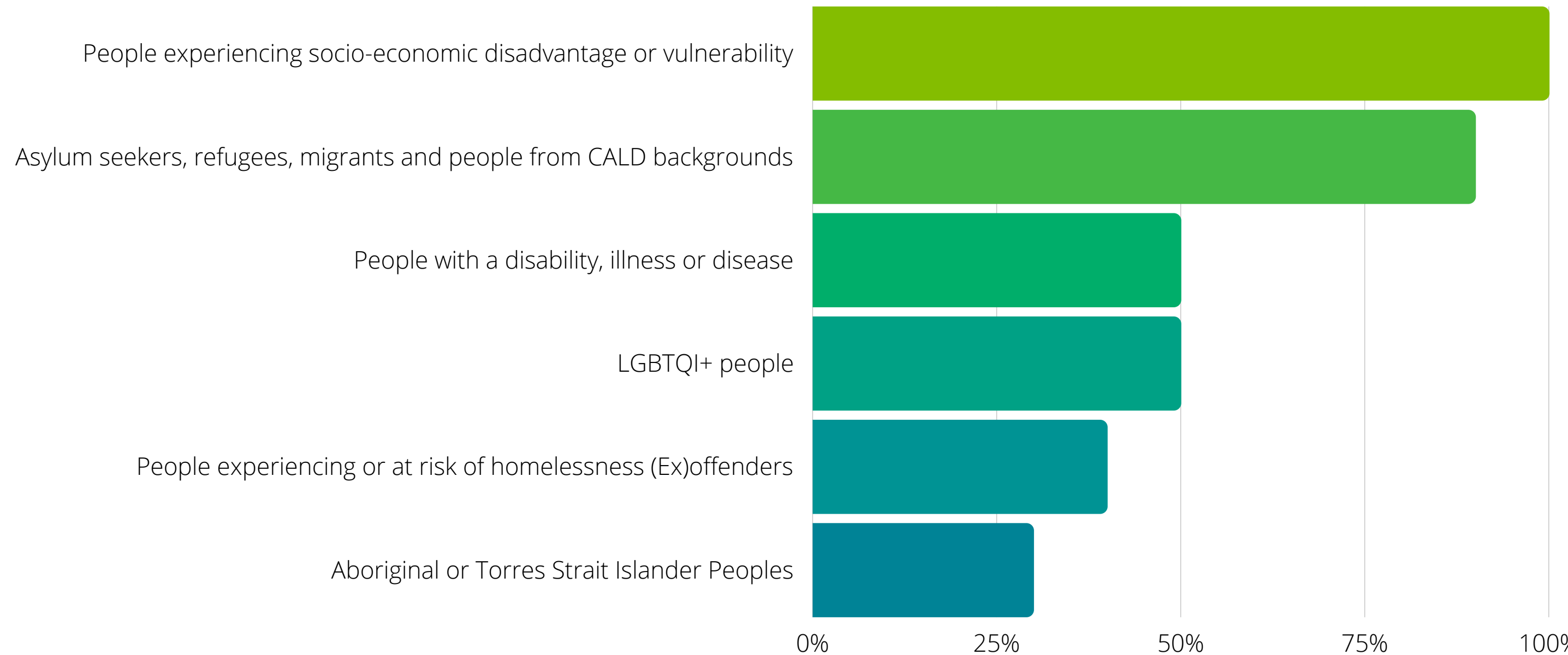
Thanks to the course I hosted my own radio show for 12 weeks and if you told me I'd be doing that only the previous year I would not believe you! - Participant - Youthworx

Peter Khalil engaging with participants - Youthworx, Brunswick

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.



Ruckers Hill, Northcote



2021/2022 HIGHLIGHTS



\$415K

GRANTED ACROSS
THE REGION IN F21

76

GRANTS MADE
ACROSS ALL
GRANTS PROGRAMS

\$1.1m

RECEIVED FROM 50
LOCAL DONORS

60

STUDENTS
PARTICIPATING IN
YOUNG
CHANGEMAKERS

23

LOCAL VOLUNTEERS
ASSESSING GRANTS

1

AWARD FOR
PHILANTHROPIC
EXCELLENCE

Old Police Station, Northcote



ADDITIONAL HIGHLIGHTS

2021/2022



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

- Our C19 Disaster Relief Fund received a 2021 Philanthropy Australia Award for Community Philanthropy
- Launching the second Inner North Report: Who We Want to Be, that details how people want our community to develop and improve. Understanding in this way can help us to see if we are investing in our community where our community wants us to invest our efforts. Funding has been received from the Paul Ramsay Foundation to plan for the second phase of this work.
- 60 students from Northern College of Arts and Technology and Wurun Senior Campus participated in the Young Chanemakers Program. Learning about their communities, they made recommendations to distribute \$45,000 to 9 eligible organisations.
- Our partnership in the Vocational Mentoring Exchange (VME) continued, supporting the career transition journey of socially/economically disadvantaged/ marginalised young people from across the inner north of Melbourne.



Ramsden St Oval, Clifton Hill

OUR APPROACH

Bringing money to life through Philanthropy



Since 2007, the Foundation has given \$5,200,000 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.

We're a core powerhouse of community building within the Inner North, powering change to make sure that the most vulnerable people in our northern suburbs get a fair go. Building a better community is about bringing together the people who want to contribute to change with those with the expertise and experience to make it happen.

We steward, in perpetuity, a community resource. With \$10,200,000 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, Merri-bek and Yarra since 2007



\$1.9m

OPERATIONAL
SPONSORSHIP FROM
INTOWORK

\$4.5m

DONATIONS TO THE
PATHWAYS TO
EMPLOYMENT FUND

\$12.3m

TOTAL DONATIONS
TO THE
FOUNDATION

\$5.2m

TOTAL
REINVESTED IN
GRANTS

546

TOTAL NUMBER OF
GRANTS MADE

\$10.2m

TOTAL FUNDS
UNDER
MANAGEMENT JUNE
30 2022

Fitzroy street scene

Thank you!



Footeps of Giants mural, Aborigines Advancement League Thornbury



**2021/2022 Pathways to Employment
Grants Program**

Proudly supported by

