

CREATING A MORE INCLUSIVE AUSTRALIA

Westpac Foundation
2022 Impact Report

 Foundation



Luca and Lucas, employees, Good Cycles

PARTNERSHIPS THAT BUILD FUTURES



Esther, employee, Good Cycles



Anthony, data analyst, Australian Spatial Analytics



Frank and Clayton, employees, WV Tech



Tu Trinh, employee, WomenCan



Jaleel, employee, WV Tech

Creating jobs for people who need it most

Meaningful employment is a powerful pathway out of disadvantage. It adds value to lives by providing a sense of purpose, a feeling of belonging and an opportunity to contribute to our communities.

Yet many people across our nation face barriers to finding employment in the mainstream job market, where their skills and talent can be overlooked.

That's why we partner with social enterprises and community organisations who are creating jobs for people who need it most. Together we are helping to create a more inclusive Australia.

WESTPAC FOUNDATION HIGHLIGHTS

Westpac Foundation provides funding and capacity-building programs to enable social enterprises and community organisations to strengthen and scale their impact.

We collaborate with these organisations to help them create jobs and training opportunities for under-represented and disadvantaged communities across Australia.

We remain steadfast in our mission to support our grant partners to create 10,000 jobs by 2030, and we are more than halfway there.

Established in 1879, Westpac Foundation has been helping people in need for over 140 years.

Kelly, employee, WomenCan



Joshua, graduate, Hotel Etico

54
grants awarded
in 2022¹

\$3.4M
awarded
in 2022¹

~6,000
jobs created
since 2015²

1. In this document '2022', or 'this year', refers to our financial year, 1 October 2021 to 30 September 2022.

2. Jobs refers to the number of people from the social enterprise's disadvantaged target group that are employed on a full-time, part-time or casual/contract basis, as well as those that transition to another job as a result of our support of the social enterprise. Note: It is possible for a person to be counted more than once for being employed at the social enterprise and then again if they transition to another job as a result of the social enterprise's support.

MESSAGE FROM THE CEO

2022 was a tipping point for social enterprises in Australia.

We've seen the formation and growth of sector collaborations and representative bodies including Social Enterprise Australia, as well as the catalytic impact of the Social Enterprise World Forum hosted by White Box Enterprises in Brisbane in September. We've also seen numerous social enterprises find new ways to thrive following the COVID-19 pandemic. We're so proud of the way everyone has navigated these extremely turbulent times, and we hope that 2023 continues to foster revitalisation.

As a Foundation, social enterprises and local communities remain at the heart of everything we do. We are continuing to support them by investing in job creation, collaborating for change and delivering programs that drive impact. This year, we introduced a new grant program, Inclusive Employment Grants, to better meet the needs of our partners.

The program aligns with our strategic goals around inclusive employment and helps us to build deeper, long-term relationships with 40 organisations across Australia that are leading innovative, community-led approaches to increased social and economic inclusion for vulnerable people.

We are also helping to build a more supportive ecosystem for our partners to strengthen and scale their impact. This includes building the capacity, networks and profile of the sector.

In addition, we've collaborated with many like-minded funders this year, sharing knowledge and networks to amplify the financial support our partners can access to accelerate their growth in creating more jobs for those who need it most.

Westpac Foundation has a strong legacy in supporting the development of the social enterprise sector in Australia. We are excited about the momentum created in 2022 and continuing to work alongside our partners, other funders, intermediaries and supporters to demonstrate the impact of social enterprises.

On a final note, the board, team and I would like to thank our former CEO, Susan Bannigan for her immense contribution to the Foundation. Susan has retired from corporate life, and we wish her well as she embarks on the next step in her career in supporting the social sector.



Amy Lyden
CEO, Westpac Foundation



OUR APPROACH

1. Investing for job creation

Funding and programs to help work integration social enterprises (WISE) strengthen and scale their business and create more jobs and training opportunities for people overcoming barriers to employment.

Initiatives

- Grants to support the long-term sustainable growth of WISE
- Access to diverse funding opportunities
- Support to build investment readiness
- Profile and storytelling opportunities



8. Decent work and economic growth

Creating employment opportunities for under-represented groups contributes to SDG 8.

2. Helping local communities

Support for local community organisations and social enterprises that are helping people become job ready across Australia.

Initiatives

- Introduction of Inclusive Employment Grants
- Access to Westpac Group networks and pro bono support.



10. Reduced inequalities

Our \$50,000 Inclusive Employment Grants for social enterprises and community organisations contributes to SDG 10.

3. Collaborating for change

Building long-term collaborations to create value for our community partners and support the social enterprise ecosystem more broadly.

Initiatives

- Capacity-building support to grow the resilience and impact of social enterprises
- Pro bono partnerships including legal support via MinterEllison
- Procurement opportunities and referrals
- Partnerships to grow and strengthen the impact of the social enterprise sector in Australia. For example, the Social Enterprise World Forum.



17. Partnerships for the goals

Collaborating to create change through our various partnerships contributes to SDG 17.

4. Programs to drive impact

Connecting our community and social enterprise partners to a diverse range of capability-building, networking and pro bono opportunities.

Initiatives

- Leadership and peer-learning programs to develop and connect leaders
- Board Observer Program
- Community Ambassador Program
- Business mentoring and financial health checks.



4. Quality education

Sharing skills, knowledge and tools to help build the capacity of the organisations we support contributes to SDG 4.



Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. On this page we map how some of Westpac Foundation's initiatives contribute to the UN Sustainable Development Goals (SDGs).

1. INVESTING FOR JOB CREATION

\$1.4M

awarded to 14 social enterprises in 2022

1,305 JOBS

created by social enterprise partners in 2022¹

1,142 EMPLOYMENT PATHWAYS

created by social enterprise partners in 2022²

1. Jobs refers to the number of people from the social enterprise's disadvantaged target group that are employed on a full-time, part-time or casual/contract basis, as well as those that transition to another job as a result of the social enterprise's support. Note: It is possible for a person to be counted more than once for being employed at the social enterprise and then if they transition to another job.

2. Pathways refers to the number of people from the social enterprise's disadvantaged target group involved in unpaid work experience or a training program/qualification delivered by the social enterprise. Note: It is possible for a person to be counted more than once if they have been involved in both unpaid work experience and a training program/qualification. Employment pathways created are for the twelve months ended on 30 September 2022.



“For many young people in regional Australia the only option of finding stable employment is to leave their hometown and move to a larger centre. BackTrack Works provides an alternative by equipping young people with vocational skills aligned to the regional job market.”

Marcus Watson,

Executive Manager, BackTrack Works

Brenden, trainee, BackTrack Works

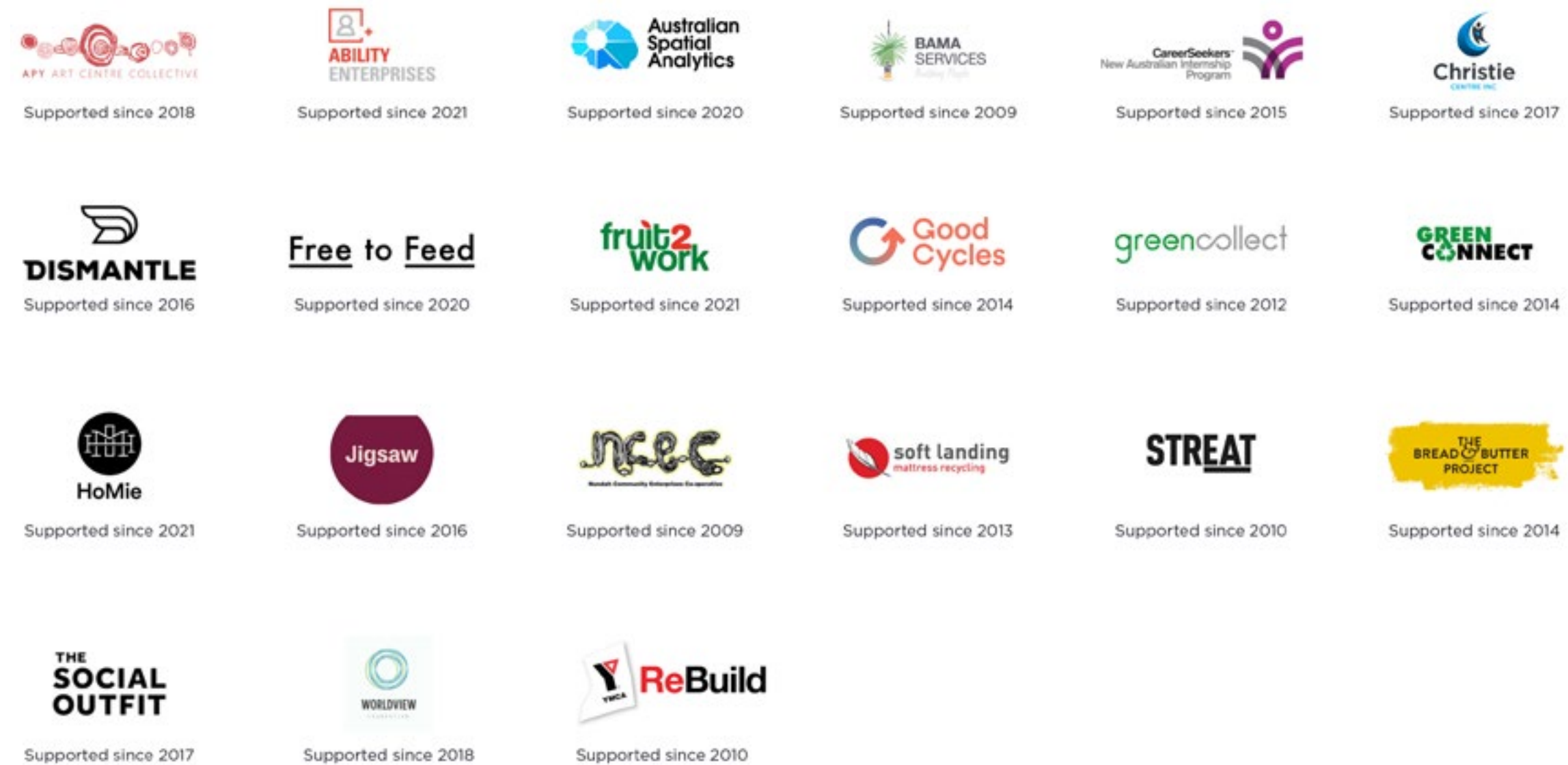
CREATING 10,000 JOBS BY 2030

Our social enterprise partners

We are proud to partner with social enterprises and community organisations that are creating new pathways to employment for people experiencing disadvantage or overcoming barriers to mainstream employment.

Our model of support sees us investing in long-term relationships with our social enterprise partners to help them make a bigger impact. We walk alongside them on their journey and provide funding and non-financial support to help them grow, scale and transition to financial sustainability.

Westpac Foundation currently works closely with the following work integration social enterprises:



Kirsten and Ashley, employees, HoMie

MEET OUR 2022 SOCIAL ENTERPRISE GRANT RECIPIENTS

For over 15 years Westpac Foundation has supported work integration social enterprises to create jobs and training opportunities for people facing barriers to mainstream employment.

In 2022 we awarded a combined **\$1.4 million to 14 social enterprises¹** to help them sustain operations in their local community and supporting them to map their future growth plans.

Ability Enterprises

Ability Enterprises is a not-for-profit social enterprise providing meaningful employment opportunities to marginalised individuals living in regional Queensland.

Westpac Foundation Commitment: \$50,000 over 12 months

Australian Spatial Analytics

Australian Spatial Analytics is a not-for-profit social enterprise dedicated to training and employing neurodiverse young people who bring their abilities to the field of data analytics.

Westpac Foundation Commitment: \$50,000 over 12 months

Free to Feed

Free to Feed is a not-for-profit social enterprise that empowers refugees, people seeking asylum and newly arrived communities to overcome barriers to social and economic inclusion in Australia through training, employment, psycho-social support and the delivery of shared food experiences.

Westpac Foundation Commitment: \$50,000 over 12 months

**\$1.4 million awarded
to social enterprises**

Fruit2Work

Fruit2Work is a not-for-profit social enterprise that creates opportunities through employment for those impacted by the justice system.

Westpac Foundation Commitment: \$50,000 over 12 months

Good Cycles

Good Cycles is a social enterprise operating retail bike stores and servicing, car cleaning, bike sharing and asset management businesses, to create opportunities for at risk youth struggling to find sustainable employment.

Westpac Foundation Commitment: \$300,000 over three years

HoMie

HoMie is a social enterprise streetwear label providing employment opportunities to young people affected by homelessness, helping them gain confidence and become work ready.

Westpac Foundation Commitment: \$50,000 over 12 months



Somprasong, baker, The Bread and Butter Project

1. Of the \$1.4 million that has been awarded to social enterprises, \$100,000 is yet to be distributed to relevant parties.

MEET OUR 2022 SOCIAL ENTERPRISE GRANT RECIPIENTS

Hotel Housekeeping

Hotel Housekeeping trains and employs refugees to provide housekeeping services for Australia's hotel and resorts sector.

Westpac Foundation Commitment: \$100,000 over 12 months.

Nundah Community Enterprises Cooperative (NCEC)

NCEC creates sustainable employment and training opportunities for people with cognitive and/or psycho-social disabilities.

Westpac Foundation Commitment: \$50,000 over 12 months

The Bread & Butter Project

The Bread & Butter Project is Australia's first social enterprise bakery, investing 100% of its profits into training and employment opportunities for refugees and asylum seekers.

Westpac Foundation Commitment: \$100,000 over 12 months

The Social Outfit

The Social Outfit supports refugee women to kick-start their Australian careers via their manufacturing studio and retail clothing store.

Westpac Foundation Commitment: \$50,000 over 12 months

STREAT

STREAT tackles youth disadvantage and homelessness through providing a pathway to careers in the hospitality industry.

Westpac Foundation Commitment: \$100,000 over 12 months

YMCA ReBuild

ReBuild provides quality facility-maintenance services while positively impacting the lives of disadvantaged young people in the justice system through employment.

Westpac Foundation Commitment: \$200,000 over 2 years

WISE Hub

In addition to Social Enterprise grants in 2022, Westpac Foundation awarded \$160,000 to help fund the establishment of the Work Integrated Social Enterprise (WISE) Hub to bring together the WISE sector, build profile and understanding, secure access to ongoing government funding and grow public and private investment. The WISE Hub is now an active sub-committee of the newly formed sector peak body, Social Enterprise Australia.



Saffa, baker, The Bread and Butter Project

Spotlight on Australian Spatial Analytics

THE COMPETITIVE ADVANTAGE OF EMPOWERMENT

In Australia, the workforce participation rate for people with autism is less than 38 per cent and the unemployment rate for this cohort is three times higher than those with a disability generally. Australian Spatial Analytics (ASA) is a social enterprise that embraces the cognitive talents of this often-overlooked community by employing and training neurodiverse people to be data analysts.

“We’re trying to change the societal norms on autism employment,” says Geoffrey Smith, CEO of ASA and 2022 Westpac Social Change Fellow. “We want to break down the barriers and help employers understand that there’s neurodiverse talent out there that isn’t getting through the door.”

A data analyst himself by trade, Geoffrey believes that technology can create work and wealth for disadvantaged communities while also providing B2B data solutions to valued clients.

“We do service delivery really well, and we believe that employment and trust in the team is the best way to build confidence,” he says. “Autism is the fastest-growing disability in the Western world, and the unemployment rate for autistic people under 30 years old is more than 55 per cent. But for us, neurodiversity is our competitive advantage.”

Chris Taylor is employed by ASA and uses mapping and analytics software for asset management and navigation. “It was great to finally find a place where I belong,” says Chris. “My previous work hadn’t enabled me to make the most of my strengths or who I am. But ASA has given me stability and a better future, where I feel empowered and appreciated. I’ve gone from wondering where I would be in a few years to being happy with where I am right now.”

ASA’s employment model is thriving, and this year the enterprise has expanded from its Brisbane base to new offices in Melbourne and Cairns. Westpac Foundation is supporting ASA with a \$50,000 Social Enterprise Grant.

“We’re proving that not only can data analytics be done on shore by people who were previously unemployed, but it can also be done in regional locations where it’s even harder to get a job,” says Geoffrey.

ASA was recently awarded Most Outstanding Social Enterprise at the Lord Mayor’s Business Awards and was named Social Traders QLD/NT Game Changer for 2022 for its collaboration with facilities service Ventia.



Chris, data analyst, Australian Spatial Analytics

Spotlight on Australian Spatial Analytics

EMPLOYING FOR SUCCESS AT ASA

500%

growth in sales since January 2022

73%

of ASA employees are under 30 years old¹

110

staff employed across Brisbane, Melbourne and Cairns

35%

of staff are women¹

75–80%

of ASA employees are neurodiverse

“Westpac Foundation support has been multilayered. The funding helps us grow our team and deepen our service offering, but we also get a lot of ancillary support such as mentors, financial health checks and risk committees. That kind of capacity-building support is just as important as the actual grants, if not more so.”

Geoffrey Smith,

CEO, ASA and 2022 Westpac Social Change Fellow

1. ASA Newsletter #14 – Sep’ 22.



Luke Terry, Dr Catherine Brown, Anthony Porter, Geoffrey Smith and Stephen Torsi, at the Melbourne office opening for Australian Spatial Analytics

Spotlight on Worldview Foundation

HOLISTIC APPROACH TO JOB CREATION

Worldview Foundation is a not-for-profit organisation delivering holistic employment training programs and ongoing career opportunities for Aboriginal and Torres Strait Islander people facing disadvantage.

Currently, Worldview Foundation intakes around 30 individuals each year, targeting at-risk youth and those who have had contact with the justice system.

“We basically help people who aren’t job ready to become job ready,” says Founding Director Kurt Gruber. “We believe that the best way to teach that is to actually give people a job and coach them through it.”

Participants in the program spend between three to six months preparing to be job ready. They receive both workplace training and life coaching, and learn skills such as budgeting, nutrition and goal attainment to help them achieve the type of stable, balanced life that can sustain long-term employment.

They are then transitioned out into Worldview’s subsidiary social enterprises, profit-for-purpose IT disposal company WV Tech and recruitment and labour hire company Worldview Pathways.

“We know what we do works because we’ve got a holistic vertical system in place,” says Kurt. “We find them, we support them, we give them pre-training and we get them into a job with our social enterprise. Then we slowly support them to the point where we can transition them out into other employment.”

Worldview Foundation currently operates in Canberra, but the two-year vision is to set up similar models in Brisbane and Melbourne. Westpac Foundation has committed \$300,000 over three years to help support Worldview Foundation, which follows on from previous grants.



Frank, employee, WV Tech

Spotlight on Worldview Foundation

HELPING PEOPLE FACING DISADVANTAGE

75%

success rate into employment over the last 2 years

8:1

return on investment across most programs¹

80%

achieve accredited vocational training, tickets or qualifications

\$25M

social and community returns since commencement¹

30

people helped per year, and growing

“One of the most important things to come from the support of Westpac Foundation is networking. Through the Foundation, we’ve met other funders who are now also helping us with our expansion, and I think being a multi-year partner is what’s given us a seat at the table. It provides us with credibility.”

Kurt Gruber,
Founding Director Worldview Foundation

¹. Centre for Social Impact and Australian Social Value Data Bank



Jaleel, employee, WV Tech

2. HELPING LOCAL COMMUNITIES

In 2022 Westpac Foundation introduced the Inclusive Employment Grant program to focus on marginalised groups who face the greatest barriers to employment.

By prioritising organisations supporting jobs and skills creation in rural and regional communities, the green economy, First Nations enterprises and those closing the digital divide - we continue to evolve our programs to help our grant partners create 10,000 jobs by 2030 for people experiencing disadvantage.

\$2M

awarded to 40 local organisations over two years in 2022, helping people become job ready

100%

of Inclusive Employment Grant recipients paired with a Westpac Group Community Ambassador in 2022

30%+

awarded to organisations helping regional and rural communities

60%+

of 2022 Inclusive Employment Grant recipients were previously funded by Westpac Foundation, as we continue to invest in long-term partnerships while providing opportunities for newly funded organisations



“Our mission in reconnecting women to work and assisting them to rebuild their confidence, connections and capability, is having significant impact on so many levels. We are delighted to partner with Westpac Foundation in continuing this amazing work together.

The combination of pro bono support and the proceeds of the Inclusive Employment Grant has enabled us to expand our service delivery and our organisational development.”

Mikaela Stafrace,

CEO and Founder, WomenCan Australia

Miricella, employee, WomenCan

OUR 2022 INCLUSIVE EMPLOYMENT GRANT RECIPIENTS

In 2022 we awarded a total of \$2 million in Inclusive Employment Grants to help support community organisations and social enterprises, that create jobs and training opportunities for individuals and communities experiencing disadvantage. Alongside the \$50,000 investment over two years, organisations also have access to non-financial support and the opportunity to participate in a study to build organisational capacity to better measure social impact.

NSW

- BackTrack Works
- Bus Stop Films
- CareerSeekers New Australian Internship Program
- Catalysr
- Confit Pathways
- Green Connect Illawarra
- Mates on the Move
- Multicultural Communities Council of Illawarra Incorporated
- Plate It Forward
- Hotel Etico
- Sydney Stepping Stone
- Taste Cultural Food Tours
- The Freedom Hub

SA

- Ananguku Mimili Maku Arts Aboriginal Corporation
- Bungala Aboriginal Corporation
- Employment Options Inc
- GOGO Foundation
- MarionLIFE Community Services Inc

VIC

- Ability Works Australia Ltd
- Christie Centre Inc
- For Change Co
- Green Fox Studio and Training Studio
- Indigenous Employment Partners
- Merchant Road Events Inc
- Preston Neighbourhood House Inc
- SheWorks
- SisterWorks Inc
- The Social Studio
- WomenCAN Australasia trading as The Placement Circle
- Youth Development Australia Ltd

QLD

- Happy Paws Happy Hearts
- Mayi Market
- Nundah Community Enterprises Cooperative
- The Shoreline Foundation Ltd

NT

- Enterprise Learning Projects

WA

- Enterprise Partnerships WA Ltd
- Mettle Women Inc.
- Ngalla Maya Aboriginal Corporation
- The Underground Collaborative

TAS

- Big hART



Shayama and Halima, employees, Free to Feed

Spotlight on Plate It Forward

FOOD FOR THE SOUL

Social enterprise Plate It Forward is helping shape local communities and providing food, education and pathways to employment for marginalised people through a unique business model that is driven by a love of food.

Best known for its Sydney venues, Sri Lankan restaurant Colombo Social and Afghani restaurant Kabul Social, Plate It Forward is a 'food-based collective and movement that creates equal opportunity around the table'. Every meal purchased by diners triggers a donation of meals to vulnerable Sydney communities and to people experiencing food insecurity in Sri Lanka and Afghanistan, via charity partners such as Wesley Mission in Australia and Mahboba's Promise in Afghanistan.

Founder Shaun Christie-David describes it as an "ecosystem where every part has a resulting good".

"Understanding our privilege and our luck has always been drilled into us by my mum," says Shaun, whose family migrated to Australia from Sri Lanka a year before he was born. "If we were ever to start a business it was always going to have a heart and soul and would be about doing something positive as a result of the chances we've been given."

The enterprise provides employment and career training for those in vulnerable circumstances, including asylum seekers and those living with a disability. Its chef training school, Ability Social, helps students who've faced employment barriers achieve hospitality qualifications while preparing the meals that are donated to those in need.

"If I'm going to run a great venue, why wouldn't I employ talented people that are otherwise struggling to find a job, and showcase in a really premium way, how good they are and how important their culture is?" He said.

Plate It Forward is a 2022 Westpac Foundation Inclusive Employment Grant recipient. They also received a Community Grant in 2021.

"How we define our achievements and success extends beyond the impact metrics, the numbers, and the data," says Shaun.

"It is the hundreds of community members who now receive a thoughtful, delicious meal from someone that cares about their wellbeing. It is witnessing the beginning of an ecosystem where everyone is treated with dignity and care via a restaurant-quality meal, regardless of where they come from or what they have experienced."



Shaun Christie-David, Founder, Plate It Forward

Spotlight on Plate It Forward

MAKING AN IMPACT

78,000+

hours of employment in commercial kitchens for trainee chefs¹

6,300 kg

of food rescued from landfill via a partnership with Foodbank and Secondbite¹

325,000+

meals provided¹

150+

community members employed¹

100%

completion rate and job placement rate for Ability Social students¹

1. Results as published on: plateitforward.org.au



Camille and Evelyn, chefs in training, Plate It Forward

3. COLLABORATING FOR CHANGE

86%

of all social enterprise partners were provided additional support by our collaborative funding partners

36

social enterprises received pro bono and advisory support through the Resilience & Impact for Social Enterprise (RISE) program, in partnership with Paul Ramsay Foundation and Social Impact Hub¹

100%

of social enterprise RISE participants report being better equipped for navigating current and emerging challenges and opportunities²

\$260,000+

in goods and services were procured by Westpac Group from our community partners in 2022

\$780,000+

in pro bono legal support provided to our community partners by MinterEllison in 2022

1. The RISE program was established to connect social enterprises with pro bono business support to help navigate the impact of COVID-19.

2. RISE FY2022 statistics.



“We have worked closely with Westpac Foundation as a key partner who have shared Green Collect’s bold vision for people and the planet. The support provided has enabled the scaling of services and impacts through proactive and flexible arrangements which have demonstrated how effective and creative funding partnerships can be.”

Sally Quinn,
CEO, Green Collect

Edin, employee, Green Collect

NURTURING THE SOCIAL ENTERPRISE SECTOR

Westpac Foundation is proud to have been a Major Partner of the 2022 Social Enterprise World Forum (SEWF) held in Brisbane in September. The two-day event focused on 'co-creating the future' and saw more than 2,700 policymakers, philanthropists and purpose-led changemakers from 93 countries come together, in person and virtually, to build community, capacity and capability within the sector.

Participants at SEWF engaged in inspiring conversations and informative sessions across five thought-provoking program themes: Indigenous Social Enterprise, Unusual Suspects, Excellence and Failure, Climate Solutions, Policy and Systems.

Throughout the week, Westpac Foundation also held a networking side event as an opportunity for its 2022 grant partners to engage with retail and private banking guests and other social enterprise colleagues.

1. Bursaries awarded by multiple partners.

2022 SOCIAL ENTERPRISE WORLD FORUM

2,700

participants

93

countries represented

20

Westpac Foundation supported organisations participated as SEWF speakers

926

bursaries awarded under categories like financial hardship, First Nations and youth¹

20%

of SEWF speakers were under the age of 30

70

sessions

>70%

were first-time SEWF speakers

>60%

of SEWF speakers identified as women or girls

“Social enterprises offer incredible potential to help solve some of our most pressing social and environmental issues, yet they are not well known and underleveraged as a force for change.”

Sally McGeoch,

Westpac Foundation Senior Advisor

Spotlight on Good Cycles

COLLABORATING FOR CHANGE

Good Cycles is a work integration social enterprise based in Melbourne and Geelong that provides sustainable employment pathways for young people who are at risk of disengagement.

“At our heart, we are focused on employment pathways for young people who have the potential but not the opportunities,” says Good Cycle’s Head of Innovation and Impact, Kirra Johnson. “We provide young people with the opportunities to engage with us in real jobs with real wages, and a tailored coaching program that supports them to identify what their employment goals are short term and longer term.”

Originally focused on training mobile bike mechanics, Good Cycles’ operation has now grown to include retail bike stores and servicing, micro mobility (bike sharing) and car share service cleaning, and also city services related to infrastructure and asset maintenance. Much of the work is delivered via e-bikes.

“We train for work in industries of the future, where young people are learning skills and engaging in places where they can potentially have pathways, both to move to different roles within Good Cycles or with our partners, and then to move out into open employment,” says Kirra.

Following on from earlier grants, Good Cycles received \$200,000 over the two years to 2022 to help weather the impact of COVID-19 and will now receive \$300,000 over three years through the Foundation’s Social Enterprise

Grants Program. “Westpac Foundation was one of our earliest supporters,” says Good Cycles CEO Jaison Hoernel. “Probably the biggest thing they’ve provided us with is scaling grants for the last six years, which has been fantastic in supporting the growth of our organisation and the development of the programmatic work that we’ve done.”

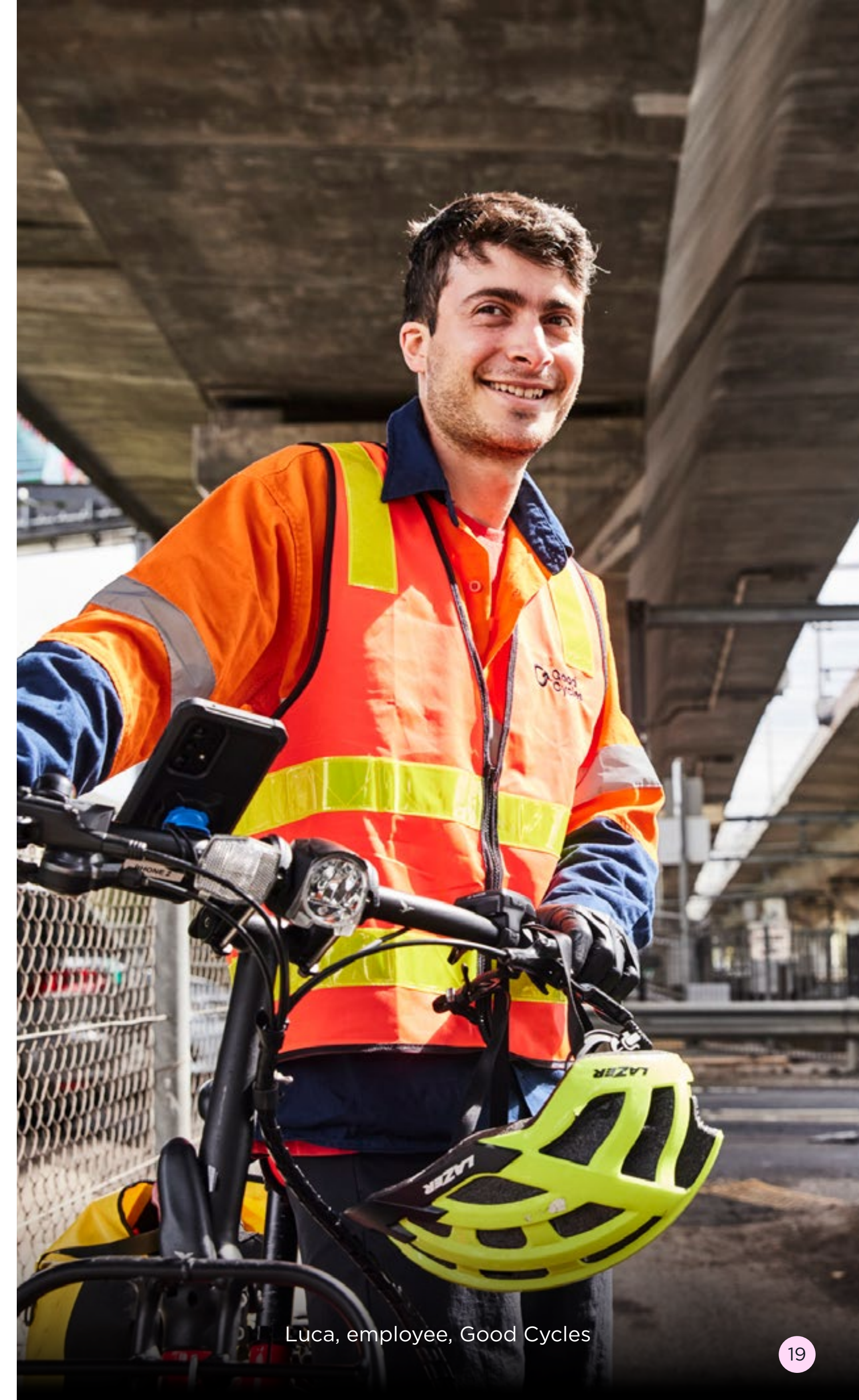
Over the last nine years, Good Cycles has experienced a huge amount of growth not only in the scope of what it does but also in the types of channels, the revenue and the jobs.

“But,” says Jaison, “our mission is really about creating those employment pathways and possibilities. The biggest success for us has been in realising that it’s the culture of our organisation that’s driving that.”

“We’ve got so many people that are working with us because they genuinely believe in what we do, and they’re actually expressing that it’s a great place to work,” he says.

While not completely stepping away from philanthropy, Good Cycle’s next stage of growth will see it accessing other types of investments.

“Westpac Foundation has given us access not only to funding but to other enterprises,” he says. “We can talk to other philanthropists and learn from other organisations as our mentors, and that non-financial support has been really critical.”



Luca, employee, Good Cycles

Spotlight on Good Cycles

EMPLOYMENT PATHWAYS AND POSSIBILITIES

112

young people employed in the Youth Employment Program since 2020¹

50%

of young people employed were not engaged in training or education post secondary school and had poor literacy skills¹

80%

of young people sustained employment at Good Cycles for more than six months¹

66%

engaged with ongoing pathways to skilled roles at Good Cycles (including with our commercial partners or through further education and training)¹

1. Results as published on goodcycles.org.au



S'Moe, employee, Good Cycles

4. PROGRAMS TO DRIVE IMPACT

97%

of community organisations involved in the Board Observer Program¹ agreed that their observer was able to add value by bringing skills and perspective to the organisation¹

100%

of Group Leadership Coaching² participants reported the program created meaningful opportunities to engage with and learn from others²

347

Westpac Group employees volunteered their time and skills across our programs in 2022

1,385

hours of Westpac Group pro bono support provided to social enterprise and community partners in 2022

2,150

hours of pro bono business support delivered in response to COVID-19, in partnership with Social Impact Hub³

95%

of our community partners said the pro bono support helped them be more effective

“The Board Observer Program has been extremely valuable for Hotel Etico, providing the opportunity to bring in skills and different perspectives that have added great value to our discussions and decision making.”

Andrea Comastri,
Co-Founder and CEO, Hotel Etico

1. The Board Observer Program matches senior corporate professionals at Westpac with community organisations looking to build the resilience and impact of their board.

2. Group Leadership Coaching is a program funded by Westpac Foundation that enables leaders of community organisations to grow and develop, brainstorm ideas and form connections within the sector. 3. RISE FY2022 statistics.

Spotlight on ReNew

A BEACON FOR CHANGE

ReNew Property Maintenance (ReNew) is a gardening and landscaping social enterprise operating under parent organisation Dismantle. Its mission is to support disadvantaged young people in Perth, Western Australia (WA) to enter the workforce by providing entry-level paid work and vocational pathways.

“For a young person that’s at risk of long-term unemployment, the most important job they’ll ever have is their first one,” says Dismantle CEO Pat Ryan.

ReNew launched in 2019 and currently supports 50 to 60 placements each year. The young people ReNew employs are often overcoming a number of hurdles and hardships to be present on any working day, including homelessness, family problems, mental health issues and poverty.

“Ninety-nine percent of our participants are living in poverty,” says Pat. Unfortunately, this means ReNew can operate at about 30 percent absenteeism each day.

“But that is why this employment is so crucial. They need to have that buffer to help them iron out those kinks, so that they are set up for success when they do get their next job.”

Pat is hoping that a longitudinal study in the future will answer questions around life outcomes for the young people involved.

“What we really want to know is, what’s the difference if someone with this set of risk factors does our program versus someone that doesn’t?” He says. “What we do know is that ReNew, while it’s not the only thing we do, accounts for more than 50 per cent of our impact.”

Pat is ready for ReNew to pave the way for other social enterprises in WA and take on an advocacy role in the broader sector.

“‘Social enterprise’ isn’t a word in WA,” he says. “We want to become a lighthouse for other social enterprises and not-for-profits. We want to be a beacon for how social enterprises work.”

“I’m really proud of what we’re doing here. Being connected with Westpac Foundation has genuinely opened up doors to other organisations and partnership opportunities that we otherwise absolutely would not have the visibility to be able to access.”

“In fact, we’re having conversations with Paul Ramsay Foundation right now, based on a connection made from the Westpac Foundation Team.”

Westpac Foundation is currently supporting ReNew with a Social Enterprise Grant of \$300,000 over three years.



ReNew youth employees with CEO Pat Ryan

Spotlight on ReNew

CREATING SUSTAINABLE EMPLOYMENT

92%

of ReNew recruits found employment, education or training pathways after exiting the program¹

50-60

employment opportunities are created by ReNew annually¹

86%

of young people in ReNew are in their first job¹

9 MONTHS

average time employed at ReNew before transitioning¹

1. Results as published on: dismantle.org.au/



Georgina, employee, ReNew with another youth employee

Spotlight on The Social Outfit

SEWING IMPACT INTO THE FASHION INDUSTRY

The Social Outfit is a Sydney-based charity and social enterprise that provides employment training in garment making or retail sales to refugee and new migrant women through its commercial fashion label, The Social Outfit. Supported by Westpac Foundation since 2017, The Social Outfit is also a 2022 recipient of a \$50,000 Strengthen Grant for work integration social enterprises.

“I believe that one of the strongest and most impactful things we can do to create a more inclusive country is to give women jobs, and refugee women face some of the highest barriers to employment,” says The Social Outfit CEO Camilla Schippa.

“We engage women from many different cultural backgrounds, so that we can break the barriers between those groups here in Sydney, and we do it through fashion because you don’t need to speak English perfectly to do the job — you can talk with your hands and you can talk with the material,” she says.

The majority of materials used in The Social Outfit’s products have been donated by large brands in Australia, like Romance Was Born, Cue and Bianca Spender, who need to clear space in their warehouses, which means that not only are the clothes sustainably produced but also limited edition.

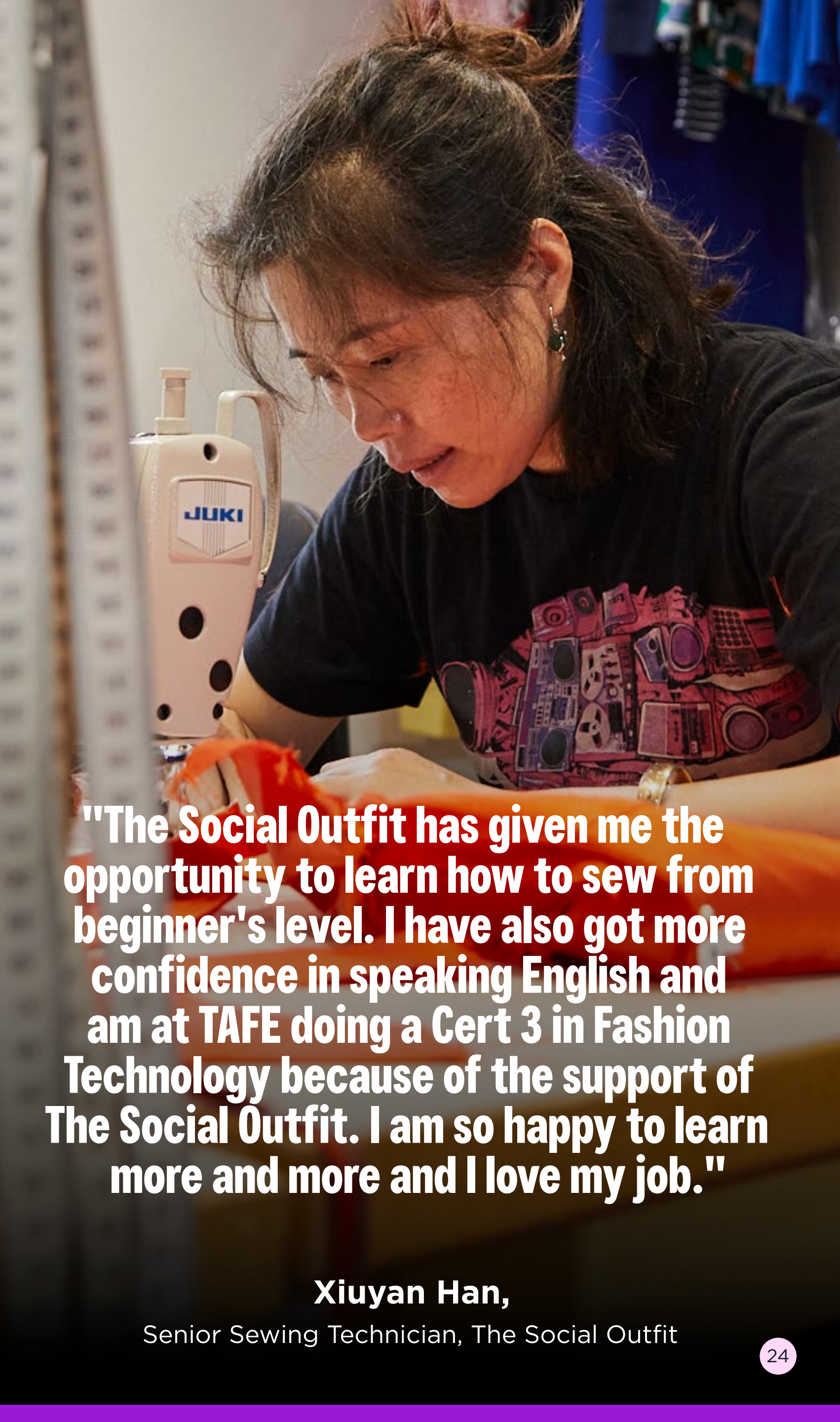
“There are many brands in Australia that have an environmental problem to solve, so we help them solve it,” she says. “About 85 percent of what goes into our collections, from the buttons to the zippers to the fabrics, is actually industry waste.”

The Social Outfit has so far saved more than nine tonnes of fabric waste from landfill and, having recently moved its workroom to a larger space in Marrickville, is on the way to expand this impact even further.

“We’ve been on a very steep growth path for the past couple of years, and Westpac Foundation has been very supportive to us along the way,” she says.

The Social Outfit works in partnership with settlement support organisations, such as Settlement Services International and House of Welcome, to place women in employment and skill development programs. Potential garment workers are trained in sewing and may transition to industrial machines, eventually producing the clothes sold through The Social Outfit.

The Social Outfit also operates a Retail Training Program and a Job Readiness Program for young women aged 18–29 who need access to their first job.



"The Social Outfit has given me the opportunity to learn how to sew from beginner's level. I have also got more confidence in speaking English and am at TAFE doing a Cert 3 in Fashion Technology because of the support of The Social Outfit. I am so happy to learn more and more and I love my job."

Xiuyan Han,
Senior Sewing Technician, The Social Outfit

Spotlight on The Social Outfit

BREAKING DOWN BARRIERS

81%

of employment program graduates have transitioned to other employment¹

74

award-wage jobs created for refugee and new migrant women¹

31

women have graduated from the three-month Retail Training Program over the past three years¹

\$1.1M+

paid in Australian wages to refugee and new migrant women

1. Results as published on: thesocialoutfit.org



Camilla Schippa, CEO, The Social Outfit with Abigail, Westpac employee

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Throughout 2022, people from across Westpac Group and the wider community have supported Westpac Foundation to help create a more inclusive Australia. We thank you.

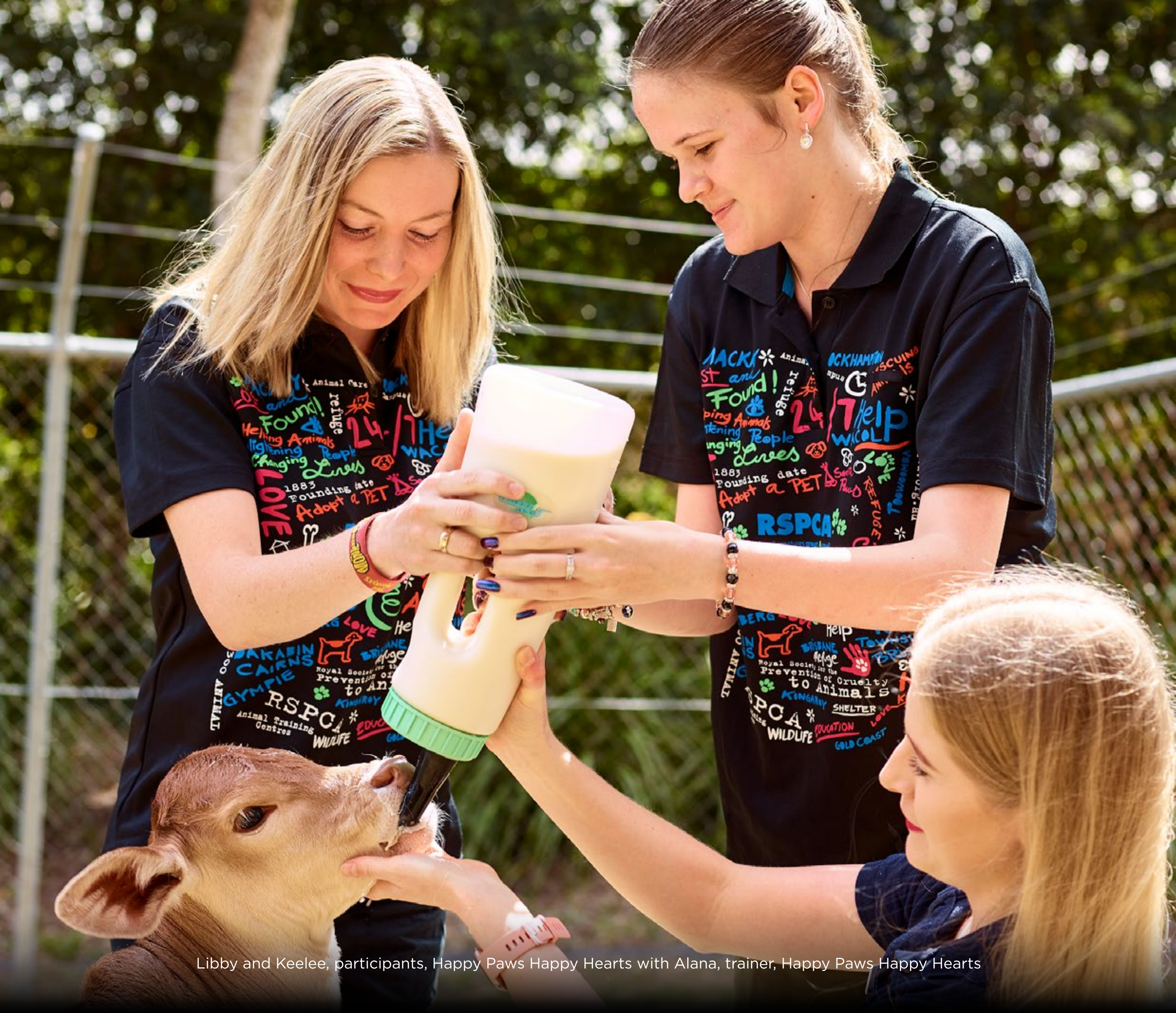
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David, employee, Ability Works



Libby and Keelee, participants, Happy Paws Happy Hearts with Alana, trainer, Happy Paws Happy Hearts

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