



2019 ANNUAL REPORT

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ABCN IS AUSTRALIA'S LARGEST
NETWORK OF BUSINESS AND
SCHOOLS WORKING TOGETHER
TO EMPOWER YOUNG AUSTRALIANS
TO REACH THEIR POTENTIAL IN
THE FUTURE WORLD OF WORK.

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ABCN IMPACT 2019

OUR REACH


8,445
STUDENTS
MENTORED

and a total of
29,184
WERE REACHED
THROUGH
all programs


203
SCHOOLS



43
BUSINESSES


4,719
CORPORATE
MENTORS

and a total of
6,595
CORPORATE
VOLUNTEERS*
involved through
all programs

*Includes all mentors as well as volunteers in additional events


OUR IMPACT: STUDENTS



91%
OF GOALS AND
ASPIRATIONS
STUDENTS
completed Year 12

(compared with a 79%
national average and 76%
for disadvantaged students)¹



63%
OF GOALS AND
ASPIRATIONS STUDENTS
have received university offers

(compared with 60% national average
enrolled in university and 46% for
disadvantaged students)²


90%
OF FORMER
GOALS STUDENTS
surveyed 10+ years after completing
the program are fully engaged in
education, employment and/or training
compared with a 74% national average
and 63% for disadvantaged students³



93%
OF ASPIRATIONS
STUDENTS
said they felt prepared for the
world of work, compared with
21% before the program

OUR IMPACT: MENTORS


93%
IMPROVED HOW
THEY MENTOR
others after the program

98%
WILL TALK ABOUT
THE PROGRAM
to colleagues and friends




93%
GREW THEIR
UNDERSTANDING
of other generations
and cultures as a result
of the program

¹Australian Curriculum, Assessment and Reporting Authority (2019), National Report on Schooling in Australia (Year 12 certification rates in 2018).

²Productivity Commission (June 2019), The Demand Driven University System: A mixed report card (2016 data).

³Lamb, Prof. Stephen (2015), Educational Opportunity in Australia: who succeeds and who misses out, Centre for International Research on Education Systems, Victoria University for the Mitchell Institute.

ABOUT ABCN

BUSINESS INSPIRING STUDENTS TO REACH THEIR POTENTIAL IN THE FUTURE WORLD OF WORK

GROW CONNECT INSPIRE

ABCN brings businesses and schools together to address educational disadvantage.

We connect volunteers from corporate Australia with students from areas of low socio-economic status (SES) to provide structured workplace-based mentoring programs that develop students' confidence, skills and aspirations vital for thriving in the changing world of work.

ABCN was established as a purpose-led not-for-profit by a group of CEOs who felt that collaboration between businesses and schools could make a positive impact in the community. Since 2005, almost 50,000 students have benefited from direct mentoring through our work.

Today we are a network of 43 of Australia's leading companies and 203 schools working together to make a difference in the lives of young Australians.

Our vision is for all young Australians to reach their potential in the future world of work, regardless of their background.

The schools and students we work with

The schools we work with are typically priority-funded and located in low SES communities. They typically sit significantly below the national Index of Community Socio-Educational Advantage (ICSEA) average of 1000 and have high levels of educational disadvantage.

Students from these schools experience a range of difficulties. Many have parents who have not completed their own schooling and/or gained tertiary qualifications, leaving students with little or no access to professional role models. They may also have overcome language and cultural barriers or suffered trauma and loss as newly arrived immigrants or refugees. They may have significant carer responsibilities and/or need to contribute to family finances due to limited household income. They may be experiencing significant poverty, overcrowding in the home, limited access to educational resources or even homelessness in the most extreme cases.

The gap between advantaged and disadvantaged schools in Australia is one of the largest in the OECD.

The challenge

The gap between advantaged and disadvantaged schools in Australia is one of the largest in the OECD.¹ Disadvantaged schools in Australia experience more teacher shortages, higher teacher-student ratios and greater inadequacy of educational resources than advantaged schools.²

By the age of 15, students from low SES areas in Australia are typically three years behind their counterparts from more advantaged areas in mathematics and science.³ Their likelihood of completing Year 12, going on to further study and obtaining meaningful employment is significantly diminished.

24% do not complete school

Almost one quarter of students from the lowest SES backgrounds do not complete Year 12 or its equivalent by age 19.⁴

46% enter university by age 22

By age 22, fewer than half the number of students from the lowest SES backgrounds enter university – 14 percentage points below the national average and 37 percentage points below students from higher socio-economic areas.⁵

Twice as likely to be unemployed

By age 24, they are almost twice as likely to not be fully engaged in employment, education or training, compared to those from higher SES backgrounds.⁶

¹ PISA (2015)

² Lamb (2015)

³ PISA (2015)

⁴ ACARA (2018)

⁵ Productivity Commission (2019)

⁶ Lamb (2015)



Tony Macvean, Chair

'The skills that our people develop by participating in ABCN programs — like mentoring and coaching skills — are extremely relevant to the work we do and to our future success.'

MESSAGE FROM THE CHAIR

A lot has changed since the end of 2019 (and first drafting this letter). As ABCN was finalising this annual report, we all found ourselves grappling with the COVID-19 pandemic and all of its implications. And just as Australians pulled together to collectively respond to the COVID crisis, so too ABCN moved swiftly to respond to the crisis in schools generated by the pandemic. I am proud of how ABCN immediately rallied our network of companies and volunteers to donate internet data and laptops to students at risk of falling behind in the dramatic shift to remote learning.

ABCN's emergency response is testament to how nimble and innovative we can be. And the fact that ABCN was already well advanced in developing digital programs means that we are well placed to continue to support schools with an enhanced suite of online offerings in future.

Keeping people connected is what ABCN does, and that is even more important during a crisis. For me and my Hall & Wilcox colleagues, active involvement with ABCN — whether online or face-to-face — is both meaningful and significant. Participation in ABCN programs is consistent with our law firm's purpose of enabling communities to thrive.

The nature of ABCN's work means that all our people can make meaningful contributions — beyond lawyers doing pro bono legal work. The skills that our people develop by participating in ABCN programs — like mentoring and coaching skills — are extremely relevant to the work we do and to our future success.

We are not alone. In 2019, 99% of ABCN mentors across all member companies said they value the

opportunity to participate in ABCN programs. It is thanks to these mentors that the number of ABCN students has grown more than 50% in the past two years, in line with the organisation's ambitious plan to dramatically expand its reach.

The rapidly changing world of work makes ABCN's mission even more crucial. As business leaders, we have a chance to step up and make a difference — to play a unique role in preparing young people for their lives post-school. Across corporate Australia, there is growing awareness of a social license to operate. We can — and should — be more proactive.

ABCN is unique in its ability to connect deeply with both the education and corporate sectors, and therein lies its impact. I congratulate CEO Allegra Spender on steering the ABCN ship so capably and acknowledge the dedicated ABCN team that supports her.

The work we do — bringing together the many member companies, schools and supporters that make up the ABCN community — is remarkable. Together, we are continuing to create profound impact during a period of unprecedented change.

Tony Macvean

MESSAGE FROM THE CEO

The year 2019 was packed with standout moments, but the highlight for me was two surprise encounters with former ABCN students (in one week!). At EY Care Day in November we discovered that Joe, one of the EY volunteers, was a former ABCN GOALS student. A few days later we met Taylor, another GOALS alumna who is now an Optus employee and ABCN *Focus* facilitator. ABCN's goal is to empower young people to thrive in the future world of work; seeing our former students support the next generation to do just that, is more than we ever dreamed was possible.

Last year was an extraordinary one for the network. Through the energy and passion of our businesses, schools and the wonderful ABCN team, 8,445 students were mentored by 4,719 corporate volunteers. That's 26% more students since 2018, and an astounding 51% more students since 2017. As always, the givers receive twice what they give, and that is certainly what we heard from last year's mentors who talked about the perspective, joy and skills they gathered through their volunteering. Thank you all.

The year 2020 promises to be an extraordinary one as well, but in a very different way. As COVID-19 forced a rapid shift to social distancing and remote learning, ABCN was poised to escalate the digital program development we already had underway. Digital has long been a vital investment area for ABCN; in 2019 we ran three digital mentoring pilots as well as other online programs. Now more than ever our work in this space will allow us to keep our community of students and mentors connected.

Improving STEM education and career opportunities was another key focus for us last year. We are so proud of our Brisbane Bayside State College students, whose artificial intelligence project to diagnose cerebral visual impairment

placed second nationally in Microsoft's *AI for Good* competition. Another highlight was our continued work with Aboriginal and Torres Strait Islander students, through our Indigenous *Accelerate* scholarships and our relationship with the Aurora Education Foundation.

In 2019, our network also supported more than 100 job placements through the J.P. Morgan *InRoads* program, Optus' *Pathways 2 Employment* program and TAL's support of *Accelerate* scholars.

As well as deepening our existing partner relationships, we are also building new ones. We were delighted to welcome BlueScope, Chevron, KKR, LinkedIn, Western Sydney Airport and WSP Australia to the network in 2019, and to be working with Ecstra Foundation on developing financial capability in young people.

Thank you to each and every one of our businesses, schools, educators, mentors and students who worked with us in 2019. ABCN has come a long way since our start in 2005, and we are very proud that many of our current partners have been with us almost 15 years.

Finally, I would like to acknowledge the ABCN team, who are tireless, passionate and resilient in the pursuit of our mission.



Allegra Spender



Allegra Spender,
Chief Executive Officer

'We are very proud that many of our current companies and schools have been with us almost from the start in 2005.'

2019 HIGHLIGHTS



RECORD NUMBER OF STUDENTS

The number of students (8,445) we connected with corporate volunteers increased by 26% last year and by a massive 51% over the past two years. Our network of participating organisations is also growing: last year we welcomed seven new companies – BlueScope, Chevron, KKR, LinkedIn, Western Sydney Airport, WSP Australia and Ecstra Foundation – and 13 new schools across NSW, Victoria, Queensland, SA and WA.



EXPANDING OUR DIGITAL REACH

One of our strategic goals is to increase online access to our programs. This is aimed at students living in remote areas, as well as preparing for instances which prevent students from physically attending classes. Online access also removes geographical barriers to mentor participation. In 2019, we successfully piloted digital versions of our GOALS and *Aspirations* programs.



HELPING STUDENTS INTO EMPLOYMENT

We are proud to have assisted more than 100 young people into work placements through collaborations with member companies J.P. Morgan (*InRoads* program), Optus (*Pathways 2 Employment* program) and TAL (*Accelerate* scholars who became TAL interns).



ENLISTING OUR ALUMNI

Our ABCN alumni group ran its first formal networking event in 2019. The former students, now in their twenties, invited current ABCN students, sharing their stories of their own transitions post-school and into the world of work, closing the circle of learning.



SUPPORTING INDIGENOUS EDUCATION

We continued to deepen our engagement with Aboriginal and Torres Strait Islander students. Our ongoing partnership with the Aurora Education Foundation supports their *High School Program*, which provides intensive educational and related support for Indigenous students from Years 8-12. Additionally, in 2019 we supported our member company Microsoft in the delivery of their Indigenous work experience program.



ABCN FOUNDATION SCHOLARSHIPS

Our three-year *Accelerate* scholarship program continues to grow; we awarded another 31 scholarships in 2019. We are grateful for the increasing number of donations which have enabled this growth, particularly the exceptional gift from TAL of over \$200,000. There are now 86 scholars participating nationally in *Accelerate* across the three cohorts.



ENTREPRENEURS UNEARTHED PROGRAM

Extraordinary interest in our *Entrepreneurs Unearthed* pilot, developed over the past three years with support from EY and the Commonwealth Bank of Australia, led to this program joining our suite of core programs in 2020. The program empowers young people to develop entrepreneurial skills that will enhance their future career opportunities.



WHAT SCHOOLS WANT FROM BUSINESS

More than 90% of schools want increased engagement with business, according to the 2019 report we commissioned from the Australian Council for Educational Research. Mentoring, work experiences and workplace visits were identified as key ways for business to enrich student learning. Thank you to the Commonwealth Bank of Australia for funding to support this research.

OUR WORK IN ACTION

FOUR STORIES THAT SHOW HOW ABCN PROGRAMS MAKE A DIFFERENCE TO ALL OUR STAKEHOLDERS.



Zarghoona Yussifi, student

Zarghoona is a dedicated senior student at Dandenong High School, and dreams of becoming a pilot after completing Year 12. But this dream would have been unimaginable to Zarghoona only a short time ago, before she and her family fled their home in war-torn Pakistan in search of a better life.

Since arriving in Australia in March 2019, Zarghoona has thrived in her new environment. Her parents wanted to give her more opportunities, and she says she has certainly found plenty through ABCN. Zarghoona has now participated in two ABCN programs, and even spoke at the 2019 ABCN Victorian end-of-year event.

‘The ABCN programs have made me sure about my subjects and my future.’

Despite her fair share of challenges, Zarghoona has her sights set on the skies: upon finishing high school she wants to become a pilot. She credits her career aspirations to her Jetstar mentors in ABCN’s *High Flyers* program, which aims to promote and encourage careers in aviation for women. ‘Before participating in *High Flyers*, I was unsure about which subjects to choose. Now, I want to be a pilot. The ABCN programs have made me sure about my subjects and my future.’

For many migrants like Zarghoona, adapting to life in Australia has had its difficulties. But thanks to skills learnt in *InterACT*, an ABCN program for recently arrived migrant and refugee students, Zarghoona says she has become more confident. ‘Though it’s not easy for a student learning English as a new language, I learnt how to develop relationships and communicate with people. I recommend that every student takes these opportunities because there are many more like me that still need help.

‘ABCN makes every student believe in their inner talent, that they can do anything if they are willing to try... there is no such thing as failure, only different results that make us keep on trying.’

Hannah Brant, mentor

Hannah’s first experience as a mentor in the GOALS program was so rewarding, she immediately signed up for more. The Manager of KPMG’s Infrastructure and Projects group had initially applied for GOALS for two reasons: she hoped to share some of her experience and provide guidance to a student who could use those skills; and – on a personal level – she hoped to develop her mentoring, communication, inclusion, diversity and understanding skills.

What surprised her at the program’s completion was not the sense of pride she felt in the accomplishments of her mentee, but her disappointment that the program had come to an end. She then applied to be involved in *Accelerate*, a three-year ABCN program. She thought this would allow her to see the long-term benefits of mentoring, and Hannah is now mentor to one of our 2018 scholars, Sia. Reflecting on her experience so far, Hannah says that



93%

OF MENTORS SAID

their mentoring/coaching skills improved as a result of participating in an ABCN program in 2019.

trusting herself and the guidance she is providing is the most challenging aspect. However, this is outweighed by the huge sense of pride and satisfaction she gains from being a mentor.

‘I am so proud of seeing my mentees in the past, and now Sia, progress and develop their confidence and communication skills,’ Hannah says. ‘Becoming more confident in talking with other mentees and also mentors, having comfortable conversations with adults in the corporate world has immeasurable benefits long term.

‘To anyone considering mentoring, I would definitely say give it a go! A small amount of our time, combined with exposure to the corporate world, can make an enormous difference for a student who needs a helping hand. Do not underestimate the impact you can have with a mentee, they are ready and willing to learn.’



Leonie White, Principal

ABCN first caught the attention of Principal Leonie White in 2011, when she considered bringing the GOALS program to Thomastown Secondary College in Victoria. GOALS seemed to answer Leonie's key question when assessing new school programs: 'Will the time and resources we contribute result in a gain in knowledge, skills and experiences for the students involved?'

The school has not looked back since, now embracing all ABCN programs. 'We have reached the point where we access every program that ABCN can offer us,' Leonie says. 'From our students in Years

7-8 working with experienced mentors to develop their interests in STEM, to our senior girls learning from the ways successful women managed their careers.'

Thomastown Secondary College sits well below the average in the Australian Index of Community Socio-Educational Advantage. There is a high migrant population and 86% of students speak a language other than English at home.

Leonie says she is always looking for opportunities for her students to have meaningful experiences in the real world. She is a firm believer that spending time in the workforce during school years is critical for students to build skills for the future. ABCN programs provide just this opportunity.

'The reason we do this is because the programs work,' Leonie says. 'The staff are professional. The mentors are real people who choose to be involved. More often than not, the adults enjoy the programs as much, if not more, than the students and the students feel that. Young people have an inbuilt radar that senses insincerity. And while the programs are targeted at disadvantaged schools, it never feels like charity.'

90%

OF EDUCATORS

said they want to increase their current involvement with business.



Steven Worrall, Managing Director, Microsoft Australia

In 2019, 200 professional Microsoft mentors volunteered their time on ABCN programs, providing encouragement and support for 442 students across four states. ABCN also collaborated with the technology company on tailored programs, including the Microsoft Indigenous work experience program, the *AI for Good Schools Challenge Hackathon*, Microsoft's Girls in Tech week and Microsoft's *Traineeship Program*.

Why do so much work together? Steven Worrall, Microsoft Australia's Managing Director, says it is because of the ethos that underpins both organisations.

'Microsoft has partnered with ABCN over the past 13 years as we are deeply invested in ensuring everyone is provided with the skills and opportunity to participate in the digital economy. It's going to take a collective effort to ensure that no Australians get left behind and we need to play our part in both

7

NEW COMPANIES
joined the ABCN network
in 2019.

shaping and building Australia's future-ready workforce' he says. 'Providing opportunities for these students to see workplaces and be mentored by employees from diverse backgrounds is just one small way that we can give back and support the students as they move from schooling to the workforce or further education.

'It's a wonderful program for all our employees to be involved in and extremely rewarding. Over many years our Microsoft mentors have all stated that they have got more out of the relationship than the mentees. Engaging and helping others, offering advice or the benefit of your experience - inevitably you find that you learn a lot more about yourself and the other person.'

Microsoft believes strongly in being involved in the broader community. 'These programs build capability and confidence at the same time as helping to deepen understanding across generations and cultures,' Steven says.

CLOSING THE CIRCLE

These former ABCN students now working at ABCN member companies demonstrate the powerful generational change our work creates.



Joe Yakoub, EY employee and ABCN alumnus

As a student at Tempe High School a decade ago, Joe (pictured above, third from left) had an early interest in business. But it was his participation in GOALS in Year 9 that helped his dream become a reality, with Joe now working as a senior consultant for EY, one of ABCN's member companies.

'The mentoring program really helped give me direction and greater insight into what I needed to do to get there,' Joe recalls. 'It also gave me a greater level of confidence and helped me come out of my shell.'

Joe was surprised to find the corporate GOALS mentors so approachable and down-to-earth, despite many being so accomplished. 'As a student in high school, I had this expectation that people in their position would be somewhat unapproachable and wouldn't have the time or patience to deal with school students like myself. But from the very first session, it was clear that this fear was unfounded.'

'The mentoring program also gave me a greater level of confidence and helped me come out of my shell.'

Joe says he still remembers his mentor, Andrew Varasdi, with whom he was paired for the multi-session program. He also says the key strategies he learnt, including how to set realistic and achievable goals, are just as helpful today as they were 10 years ago.



Michelle Lwin, Optus employee and ABCN alumna

Growing up in a Burmese migrant family, Michelle (pictured above, far right) had little exposure to the corporate world. This changed when she participated in several ABCN programs during her time at Auburn Girls High School, which she says heavily

influenced her career path today. 'I was always hesitant to put myself out there for anything with a leadership aspect,' Michelle says. 'But ABCN really helped to grow my confidence. Through GOALS, I learnt to believe in myself. My mentor encouraged me to seek out opportunities. I'm glad I did because I was elected school captain and achieved school Dux!' As part of her 2014

'ABCN really helped to grow my confidence.'

GOALS experience, Michelle visited Optus, one of ABCN's founding member companies. Today, Michelle is a graduate with Optus and a member of the ABCN Alumni Committee, following her completion of an economics degree at the University of New South Wales.

'My life would be very different if I hadn't participated in the ABCN programs,' she says now. 'I was encouraged to consider university as a pathway towards a bright future, and the skills I picked up led to my success today. I really believe in programs like these because of how they changed my life.'

Be a...
DATA SCIENTIST

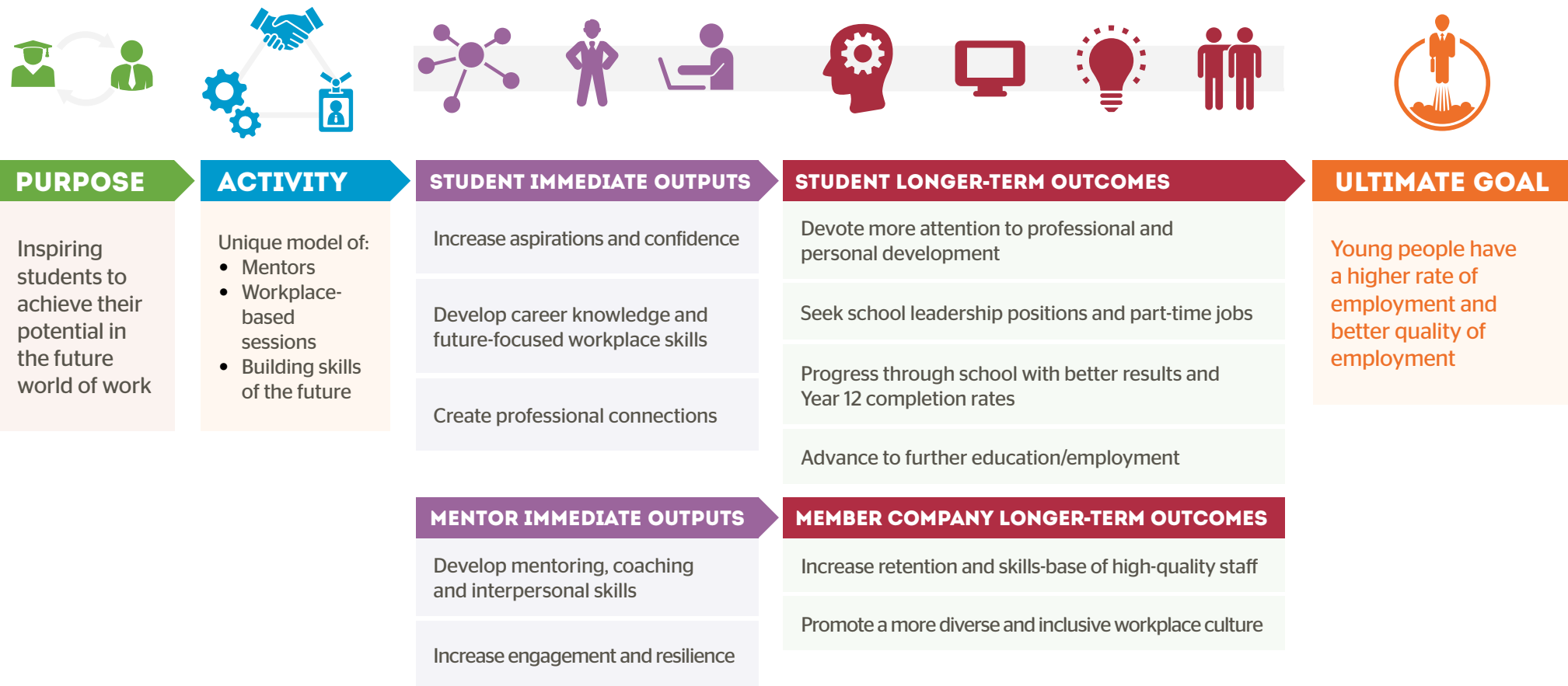
Full STEAM

OUR PROGRAMS



THEORY OF CHANGE

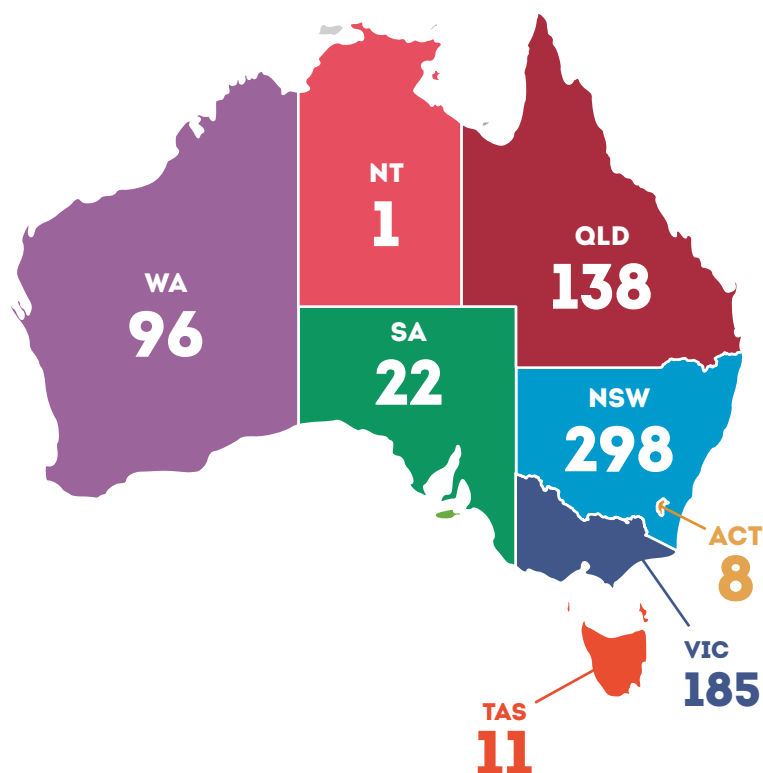
ABCN creates a future-fit workforce through our shared value proposition: meaningful interactions that improve student employability while increasing mentors' workplace success.





2019 PROGRAM DELIVERY

ABCN delivered **759** programs in 2019, a 14% increase on 2018.



ABCN's focus is face-to-face mentoring, augmented by digital programs.

The 8,445 students mentored this year represent a 26% increase on 2018.

The 4,719 mentors involved represent a 23% increase.

	2019	2018	SINCE 2005
Businesses	43	40	-
States/Territories	8	8	-
Schools	203	197	-
Students Mentored	8,445	6,690	47,642
Mentors	4,719	3,846	37,687
Total Students Participating in all ABCN-supported activities (includes one-day events and digital programs)	29,184	23,999	202,675
Total Volunteers Participating in all ABCN-supported activities (includes one-day events and digital programs)	6,595	5,924	56,697
Volunteer Hours Participating in all ABCN-supported activities (includes one-day events and digital programs)	42,578	38,848	422,726

CORE MENTORING PROGRAMS

Our core programs are designed to raise students' aspirations, develop key skills and help them build connections with a contemporary workplace and a corporate mentor. The common elements

of ABCN's mentoring programs are **communication, teamwork, personal growth and confidence**. With the exception of our primary school programs, all programs take place at our member companies' offices.

HIGH SCHOOLS

Years 7 & 8	Year 9	Years 9 & 10	Year 10	Year 10 equivalent (intensive English centres)	Years 10, 11 & 12	Year 11	Years 11, 12 and first year of tertiary education/ employment
Innovate	GOALS	Future Thinkers	Interview 2 Impress	InterACT	Focus & Focus2	Aspirations	Accelerate
Impact Area: STEM Encourages the uptake of STEM subjects Students in 2019: 746 Key Skills & Mindsets: Problem-solving, critical thinking 2019 Outcomes: 92% of students said they were interested in STEM subjects compared with 49% before <i>Innovate</i> .	Impact Area: Enterprise and Employability Encourages completion of Year 12 and further studies Students in 2019: 369 Key Skills & Mindsets: Goal-setting, future orientation 2019 Outcomes: 97% of students knew about the importance of setting goals compared with 42% before <i>GOALS</i> .	Impact Area: Enterprise and Employability Encourages creativity and problem-solving through design thinking Students in 2019: 1,719 Key Skills & Mindsets: Problem-solving, critical thinking 2019 Outcomes: 92% of students felt they were able to develop and test new ideas compared with 50% before <i>Future Thinkers</i> .	Impact Area: Enterprise and Employability Interactive interview skills workshop Students in 2019: 1,956 Key Skills & Mindsets: Interpersonal skills, future orientation 2019 Outcomes: 94% of students felt they knew how to prepare for a job interview compared with 19% before <i>Interview 2 Impress</i> .	Impact Area: Diversity For recently arrived migrant and refugee students Students in 2019: 390 Key Skills & Mindsets: Goal-setting, interpersonal skills 2019 Outcomes: 94% of students felt confident speaking English with others compared with 34% before <i>InterACT</i> .	Impact Area: Diversity and Leadership Encourages uptake of leadership roles by female students Students in 2019: 1,296 Key Skills & Mindsets: Leadership, resilience, future orientation 2019 Outcomes: 95% of students aware of strengths and weaknesses as a leader compared with 23% before <i>Focus</i> .	Impact Area: Enterprise and Employability Broadens awareness of post-school career pathways Students in 2019: 397 Key Skills & Mindsets: Self-management, future orientation 2019 Outcomes: 95% of students felt they understood key employability skills compared with 29% before <i>Aspirations</i> .	Impact Area: Leadership A 3-year mentoring and financial support program for exceptional students facing significant disadvantage Students in 2019: 76 Key Skills & Mindsets: Leadership, resilience, future orientation 2019 Outcomes: 100% of students who completed <i>Accelerate</i> in 2019 are now working or studying.

‘Each time I went to GOALS I was so excited. I'd never been more excited about anything. I'd like to thank my mentor for being a great role model for my future.’

Angel, GOALS Student, Doveton College, Victoria

‘Total enjoyment. On the last day, my student told me how proud he was of what he had done in the term.’

1:2:1 mentor

‘Reading is now one of my favourite activities!’

Spark student

PRIMARY SCHOOLS

Program: 1:2:1

Builds basic counting and mathematics skills

Impact Area:

Numeracy

Students in 2019:

111

Key Skills & Mindsets:

Mathematics and social skills

2019 Outcomes:

75% of students were more positive about mathematics

Program: Spark

Builds basic reading and comprehension skills

Impact Area:

Literacy

Students in 2019:

337

Key Skills & Mindsets:

Language and social skills

2019 Outcomes:

97% of students were more positive about reading and demonstrated greater confidence



DIGITAL PROGRAMS

Developing our digital capabilities means that we can increase program accessibility and scale student and mentor impact. This is vital as we look to expand our remote learning programs, including into regional areas.



Digital GOALS

Accenture's design and innovation arm, Fjord, was critical in developing a virtual education and engagement platform. This technology enabled us to test and measure the effectiveness of delivering our existing *Aspirations* and GOALS programs digitally.

The challenge in creating digital versions of our programs is replicating the power of face-to-face mentoring in an online environment. Fjord incorporated Zoom video conferencing and reimagined the GOALS curriculum as a solution.

In 2019, we ran two successful pilots for a digital version of GOALS. Plans are now underway to further expand delivery of this program to metropolitan, regional and remote areas in 2020.



EY SolveIT

Currently in development, *EY SolveIT* is a digital pilot program that aims to create authentic learning experiences linked to the Year 9 mathematics curriculum. The goal is for students to connect what they are taught in school with real-world business challenges, in this case around sustainability. This is the first time ABCN has explicitly mapped content to the curriculum.

A mix of digital and face-to-face mentoring, the first session in 2020 will involve students meeting their mentors in **EY's** Sydney offices. The next three sessions will then involve students connecting with their mentors online in small groups of three.

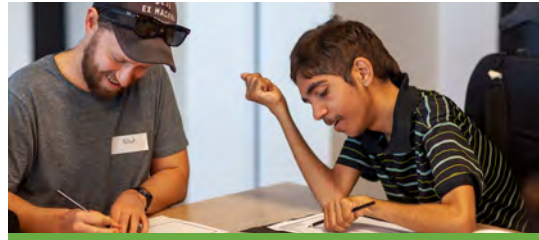
Digital GOALS

100% of students said they knew how their strengths related to the business world after the program, compared with 42% before.

DEVELOPMENT AND COLLABORATION INITIATIVES

Our Development Hub is a centre for innovation, design and development. It enables us to work beyond our core programs, collaborating with our member companies and schools to pilot new programs and concepts. In this way, our program curriculum is responding to the greatest needs of the changing world of work to maximise impact.

Here is a snapshot of some of our 2019 collaborations.



Programs for Aboriginal and Torres Strait Islander students

We continued our partnership with **Aurora Education Foundation**, integrating our programs with their *High School Program*, which provides intensive support for Aboriginal and Torres Strait Islander students to complete high school and succeed in tertiary education. In 2019, we expanded our support to include programs in Perth and Sydney. Mentors from **Bankwest, CBA, Jetstar, KPMG, Microsoft, PwC, Stockland** and **Wesfarmers** were involved.

We also collaborated with Microsoft and the NSW Department of Education on the *Microsoft Workplace Learning for Aboriginal Students* program, which involved students from a variety of schools. During the five-week program, ABCN supported Microsoft with lunchtime mentoring sessions that covered teamwork skills, realising strengths, leveraging networks, interview skills and goal-setting.



Entrepreneurs Unearthed

Extraordinary interest in our *Entrepreneurs Unearthed* pilot has led to plans for it to be rolled out as a core program in 2020. Originally developed as a collaboration with **CBA** and **EY**, it is a competition and mentoring program that aims to cultivate entrepreneurial skills among high school students. Over a series of workshops, students work with mentors to develop an innovative business idea which is then pitched to a 'Shark Tank' style panel. In 2019, 45 students and 24 mentors participated across Melbourne and Sydney; afterwards, 98% of students reported they understand what it means to have an entrepreneurial mindset, compared to 13% before the program.



Financial capability research project

Support from **Ecstra Foundation** has enabled ABCN to undertake research and consultation within the financial capability space. We are evaluating the role business-school partnerships and mentoring programs play in supporting young people to build financial capabilities. Almost one fifth of 15-year-olds in Australia do not have basic financial literacy. Through collaboration with business, schools, government, policy makers, social services and subject matter experts, ABCN aims to explore innovative solutions.

Entrepreneurs Unearthed
98% of students understood the key skills and attributes that entrepreneurs possess after the program, compared with 33% before.

STEM PROGRAMS



STEMpreneur

We collaborated with **nbn** to develop the *STEMpreneur* primary school program, which highlights the importance of STEM (Science, Technology, Engineering and Mathematics) while also nurturing the development of an entrepreneurial mindset. The program focuses on students in Years 5-6, equipping them with STEM skills such as creativity, problem-solving and critical thinking. Working in teams, students are challenged to develop an innovative solution to a community problem.

The winning *STEMpreneur* team was a group of students from Bowen Road Primary School in Hobart, who worked with their local MP and fire services to develop their 'Fireflies' concept — a remote sensing drone that can fly into low-visibility areas and report vital information back to emergency services.



Full STEAM Ahead

This program is a collaboration with **CBA** and the Museum of Applied Arts and Sciences designed to engage students in Years 7-8 with STEAM-based activities (Science, Technology, Engineering, Arts and Mathematics). Students participate in technology showcases, coding and game design workshops, including a hackathon — a design sprint-like event where students work together to solve a problem. The *Full STEAM Ahead* program was also delivered online to reach a broader range of schools, and is augmented by professional development opportunities for educators.

All SySTEMS Go!

This is a STEM careers exposure and workplace immersion program for Year 10 girls, developed in partnership with **Westpac**. The *All SySTEMs Go!* program involves four days of work experience which aims to bridge the gap between school-based learning and what is happening right now in the business world.

EMPLOYMENT PATHWAY PROGRAMS



High Flyers

Developed in collaboration with **Jetstar**, the *High Flyers* program showcases the career potential for women in aviation and encourages the uptake of STEM subjects. Female Year 10 students are connected with female Jetstar employees for hands-on workshops and training activities.

InRoads

This employability initiative was developed and delivered with the support of the **JPMorgan Chase Foundation**. The program was run in partnership with TalentRISE, a not-for-profit recruitment agency. It involved a series of employability skills workshops followed by ongoing support and coaching of students to apply for jobs and gain employment. Over a two-year period, 91 job placements were achieved through the *InRoads* program.

In addition, we assisted school leavers in finding employment via the **Optus Pathways 2 Employment** program.



Supporting member company initiatives

In addition to the programs ABCN creates in our Development Hub, we also contribute to the initiatives of our member companies. In 2019, some of these included:

- **Accenture:** *Skills to Succeed* — an online program aimed at students in Years 9-12 which focuses on building confidence and identifying strengths in preparation for employment.
- **Microsoft:** *AI for Good* — a program aimed at teaching Years 7-12 students the basic concepts of artificial intelligence, followed by a design-thinking hackathon using AI to make a positive difference.
- One-off volunteering days such as **Bain** Community Impact Day, **EY** Care Day and **KPMG's** #Act4SDGs initiative, where company volunteers donate their time and expertise in a day-long event.



ABCN FOUNDATION

ABCN FOUNDATION

The ABCN Foundation addresses the educational disadvantage and lack of equal opportunities experienced by students from low SES backgrounds in Australia. Our mission is to level the playing field, supporting students facing substantial disadvantage to achieve their potential.

Our unique three-year scholarship program, *Accelerate*, intervenes in the critical years of high school. It combines one-on-one sustained corporate mentoring, financial assistance and workplace access to support the completion of Year 12 and transition to further education, training or employment.

Our young scholars not only gain confidence and emotional support, but also practical skills in goal setting, planning, communicating, relationship-building and networking, time and financial management and career pathway advice. Scholars establish both a peer and professional network which often provides them with their first real work opportunity.

We categorise the three years of the program as:

Year 1 (Year 11) — The Foundation Year:
Shaping My Future

Year 2 (Year 12) — The Growth Year:
Creating My Success

Year 3 (Year 13) — The Independence Year:
Launching My Dreams

WHY OUR WORK IS NEEDED

OECD research indicates that 25% of high performers from disadvantaged backgrounds don't expect to complete higher education, compared with only 5% of high performers from advantaged backgrounds.¹

Without education, the ability for young people to pursue a fulfilling career and earn a sustainable income for themselves and their families is significantly diminished.

Without support, the disadvantage they experience today is likely to continue into adulthood and be passed onto the next generation.

Intervention at high school enables the opportunity for change.

Of our 2019 applications:

- 76% were female
- 54% were NESB (of non-English speaking backgrounds)
- 53% had unemployed parents
- 26% had parents with education level below Year 12
- 26% had suffered traumatic experiences
- 16% were refugees
- 12.5% lived in supported or public housing
- 8% identified as Aboriginal and/or Torres Strait Islander
- 4% identified as LGBTQIA+
- 4% had a disability.

100% of applications demonstrated extraordinary levels of disadvantage that, sadly, so many young Australians are experiencing today.

¹ Organisation for Economic Co-operation and Development (2019)

‘The biggest change has been how accessible the corporate world has become. It used to appear large and intimidating but I love how ABCN always provides such a comfortable space for us. The early experience of business is invaluable.’

Juliana, 2018 scholar

FOUNDATION IMPACT

148

scholarships since 2013

\$770,000

in award monies since 2013

In 2019:

100%

OF ACCELERATE STUDENTS COMPLETED YEAR 11 AND TRANSITIONED TO YEAR 12

100%

OF ACCELERATE STUDENTS COMPLETED YEAR 12

compared with 79% national average and 76% for disadvantaged students (ACARA 2019)

91%

OF ACCELERATE STUDENTS ARE ENGAGED IN TERTIARY EDUCATION, EMPLOYMENT OR TRAINING

compared with 59% of disadvantaged students at age 24 (The Smith Family 2017)

Of the 76 students who participated in the *Accelerate* program in 2019:

100%

ARE NOW CONFIDENT THEY WILL ACHIEVE THEIR GOALS

compared with only 49% before the program

78%

ARE NOW CONFIDENT OF THEIR CAREER PATHWAY

compared with only 41% before the program

95%

NOW UNDERSTAND THEIR STRENGTHS AND WEAKNESSES

compared with only 38% before the program

100%

ARE NOW CONFIDENT THEY WILL COMPLETE SCHOOL/TERTIARY EDUCATION

compared with only 89% before the program

‘It’s honestly changed my life and I would like everyone to have the same opportunity as me, to be able to achieve your goals and be guided by experienced individuals.’

Faqeeha, 2018 scholar





‘The opportunities students receive in this program are unlike anything I have experienced. It allows students to network with corporate leaders who can broaden students’ mindsets and provide them career opportunities in the future.’

Jessica, 2016 scholar

HOW OUR STUDENTS BENEFIT

Collaboration with ABCN’s network is our unique point of difference and critical to our success. Through these relationships, we can connect the students who most need our help with work opportunities and mentors from corporate Australia.

Strategic imperatives for the ABCN Foundation include expanding our reach, deepening our impact and strengthening the relationships and alignment between the Foundation and ABCN member companies. Annual outcome measurements continue to demonstrate meaningful impact.

These are some of the things our 2019 scholars tell us they have learnt:

- ‘Leadership skills and social skills to talk to people I’ve never met before’
- ‘How to effectively communicate and set goals’
- ‘How to manage external stresses, such as my home/ life situation’
- ‘What pathways are available to me thanks to the scholarship’
- ‘Exposure to professional environments and the standards which are expected’
- ‘Networking and meeting with the other scholars, seniors, alumni and adults gave me a lot of motivation and made me more productive.’

THE RIPPLE EFFECT

We know from ongoing feedback from the principals, students and mentors we work with that our *Accelerate* program delivers a ripple effect – benefiting not just the student, but their family, school and community.

- Scholars benefit from their own corporate mentor and financial support
- Scholars’ families benefit through financial relief
- Scholars become mentors and aspirational role models to siblings and peers.

In 2019, 86% of scholars reported that the scholarship made a difference to the lives of their siblings/family and 100% of principals reported that the awarding of a scholarship had a positive effect on the wider school community.

IN 2019 WE WELCOMED 31 NEW SCHOLARS TO THE PROGRAM:

NSW Amy Zhao, Chantelle Parkes, Christian Bless, David Okereofor, Farahnaz Asad Ullah, Farzana Nazari, Kelvin Sai, Rawan Abadi, Regan Craig, Samaraki Tomasi, Sidra Abdullah, Tanzeela Shakeel, Vivien Diep, Waisuddin Ansari

QLD Amy-Rose Humphreys, Fatima Ibrahim, Gloriose Irankunda, Javia Radecker, Nadya Jazdan, Prisca Malungane

SA Mikaylah King

TAS Candina Crowden

VIC Jury Noe, Kamran Jaan, Kur Lueth, Riley Harris, Samara Williams

WA Bertha Moore, Ella Henry, Greg Anderson, Phoenix Rebbeck

LOOKING AHEAD

Since its inception in 2013, demand for the *Accelerate* program has grown and the Foundation has responded accordingly, increasing the number of scholarships awarded year-on-year. There are currently 86 active scholars, and 148 students who have benefited from the program since 2013.

Our goal is to continue to grow the number of scholarships while scaling the program sustainably, ensuring that a minimum of 100 students are participating at any one time.

Our growth strategy includes a targeted focus on scholarships for regional and remote students and increasing support of Indigenous and/or Torres Strait Islander Australians. Growing our funding and supporters is key to achieving this.

Together we can level the playing field so that every young Australian has the opportunity to succeed.

FOUNDATION SUPPORTERS

The ABCN Foundation relies wholly on funding from the corporate sector, philanthropic foundations and generous individuals. We are extremely grateful to our committed ABCN community, whose loyal and ongoing support enabled us to raise \$396,723 in FY 2019. We would like to acknowledge and thank the significant support we received in FY 2019 from:

Corporate:

Bankwest, Citi Australia, Findex Community Fund, Investec, Macquarie Group, Microsoft Australia, Stockland, TAL.

Philanthropic Foundations:

Lord Mayor's Charitable Foundation (Eldon & Anne Foote Trust), Navitas Education Trust, The Bennelong Foundation, The Fogarty Foundation, William Buckland Foundation.



Individuals (including Board and Council members):

David Clarke and the JIBB Family Foundation, Guy Templeton, Helen Zimmerman, John Weber, Matthew Quinn, Michael J Hawker AM, Tony Macvean, Rob Sindel, Carla Zampatti AC.

Of the 31 scholarships awarded in 2019, 10 were targeted scholarships. We are grateful to the generosity of the following supporters who enabled us to provide these awards:

- Citi Australia and the Pride Committee – one LGBTQIA+ scholarship
- Stockland – two Indigenous scholarships
- The Fogarty Foundation – two WA scholarships
- William Buckland Foundation – four Victorian scholarships
- Microsoft – one Indigenous scholarship

In addition, we would like to thank the ongoing support of the organisations which have donated Perpetual Scholarships (one scholarship every three years) including Fuji Xerox Australia, KPMG, Microsoft, Navitas and Optus.

Thank you to the members of the Scholarship Foundation Council who led the Foundation in 2019: Michael J Hawker AM (Chair), David Clarke, Kerry Jukes, Paul O'Sullivan, Matthew Quinn, Guy Templeton, John Weber and Helen Zimmerman.

ORGANISATIONS THAT PROVIDED MENTORS

4D Infrastructure, Accenture, Bain & Company, Citi Australia, EY, Fuji Xerox Australia, Hall & Wilcox, J.P. Morgan, KPMG, Lendlease, LinkedIn, Macquarie Group, Mastercard, Microsoft, MinterEllison, Navitas, Optus, PwC, Stockland, TAL, Tassal, Touchstone Asset Management, UBS, Visionstream.



We were overwhelmed by the generosity of our supporters and friends at TAL who raised an extraordinary \$208,950 for the ABCN Foundation. This incredible donation came from the TAL Risk Academy, which supports the education and professional development of financial advisers. The Academy asked for donations to the Foundation in lieu of fees.

HOW THE ABCN SCHOLARSHIP PROGRAM CHANGES LIVES



NICOLE HILLIER 2017 SCHOLAR

ABCN Foundation scholarship recipient Nicole can claim a couple of firsts: she is ABCN's inaugural South Australian scholar, and she is the first in her family to head to university.

The youngest of five, Nicole comes from a family where money is tight. Her mother is an Indigenous woman from the South Australian Yorke Peninsula and Nicole also identifies as a proud Aboriginal woman.

In her application to the ABCN Foundation, Nicole wrote: 'I hope that this scholarship can help me to demonstrate how we can close the gap with resilience and education. I hope I can become a professional and then be a role model for other Aboriginal people in my community.'

Neither of Nicole's parents studied post-school so she says it will mean a lot to them to see her succeed — she is studying business at the University of South Australia.

She says the *Accelerate* program was pivotal in opening her eyes to a post-high school life she could not have imagined before.

It was the combination of financial and mentoring support that really made a difference. The \$7,000 in funds over three years allowed her to pay for school fees, buy an iPad for university and participate in activities she would otherwise have missed out on. Meanwhile, Nicole's mentor helps her examine her goals and put in place plans to get there when the pair meets each month.

'Having a mentor with professional experience helped me to look for opportunities outside the square. I don't think I would be as motivated, happy and confident in what I can achieve if it weren't for that.'

ANTHEA JACKSON TAL

As Manager of TAL's Community Foundation, Anthea Jackson is familiar with the difficulties facing young Australians today. 'Youth overcoming disadvantage is a key focus area for TAL,' she says. 'ABCN's vision is a great fit for us and support for the ABCN Foundation has been a natural, and welcome, extension for our relationship.'

An ABCN member company since 2016, TAL is also one of the biggest supporters of the ABCN Foundation, with 13 staff members currently supporting active scholarship students. As part of their offering to the Foundation, TAL has supported three scholars in



Melbourne and Sydney, providing them with real-world experience through internships. All three students have thrived in the workplace environment, a valuable opportunity that would not have been possible without their TAL mentors. As well as transforming the lives of students,

Anthea recognises that the benefits are two-way. 'It's been rewarding for all staff, to watch the students come out of their shell in the workplace', she says. 'It brings home even more how valuable this work is, and it's clear from our evaluations that the staff get just as much out of the programs as the students do.'

'Involvement in mentoring adds to our employment value proposition. Giving back to the community is part of TAL's DNA and gives our people the 'want to come to work' factor.'

In 2019, 100% of TAL employees said they valued the opportunity to participate in ABCN programs and 93% said their mentoring and coaching skills had improved as a result. 'Education is key when it comes to making a difference to the next generation and we are proud to be a part of this process,' Anthea says.



OUR PARTNERS

PARTNER SCHOOLS



ACT

Red Hill Primary School
Richardson Primary School

NSW

Airds High School
Arthur Phillip High School
Athelstane Public School
Auburn Girls High School
Auburn Public School
Aurora Education Foundation
Bankstown Girls High School
Bankstown Senior College
Bass High School
Beverly Hills Girls High School
Birrongo Girls High School
Blacktown Boys High School
Bonnyrigg High School
Bossley Park High School
Cabramatta High School
Canley Vale High School
Canterbury Boys High School
Casula High School
Chester Hill High School
Colo High School
Condell Park High School
Cooerwull Public School
Curran Public School

Doonside Technology High School
Eagle Vale High School
Erskine Park High School
Evans High School
Fairfield High School
Glenmore Park High School
Granville Boys High School
Granville South Creative and
Performing Arts High School
Greystanes High School
Holroyd High School
Hoxton Park High School
Islington Public School
Karabar High School
Kingsgrove North High School
Kingswood High School
Kogarah High School
Leumeah High School
Liverpool Boys High School
Liverpool Girls High School
Lurnea High School
Marsden High School
Matraville Public School
Matraville Soldiers Settlement
Public School
McCallums Hill Public School
Merrylands High School
Miller Technology High School

Mitchell High School
Mount Annan High School
Parramatta North Public School
Parramatta West Public School
Pendle Hill High School
Plumpton High School
Prairiewood High School
Punchbowl Boys High School
Queanbeyan High School
Rooty Hill High School
Sarah Redfern High School
Seven Hills High School
Sir Joseph Banks High School
St Johns Park High School
St Peters Public School
Thomas Reddall High School
Wiley Park Girls High School

NT

Larapinta Primary School

QLD

Ashmore State School
Balmoral State High School
Bellbird Park State Secondary College
Bracken Ridge State High School
Bray Park State High School
Brisbane Bayside State College

Bundamba State Secondary College
Capalaba State College
Dakabin State High School
Earnshaw State College
Glenala State High School
Ipswich State High School
Keebra Park State High School
Kingston State College
Loganlea State High School
Lowood State High School
Mabel Park State High School
Marsden State High School
Milpera State High School
Moorooka State School
Nerang State High School
Nerang State School
Parramatta State School
Queensland Pathways State College
Redbank Plains State High School
Rosewood State High School
Seville Road State School
Shailer Park State High School
Toowoomba North State School
Toowoomba State High School
Victoria Park State School
Victoria Point State High School
West End State School
Woodridge State High School



Yeppoon State High School
Yeronga State High School

SA

Challa Gardens Primary School
Findon High School
Kilkenny Primary School
Le Fevre High School
Ocean View College
Para Hills Primary School
Parafield Gardens High School
Port Adelaide AFL Academy
Seaton High School
Wirreanda Secondary School
Woodville High School

TAS

Bowen Road Primary School
Glenorchy Primary School
Invermay Primary School
Tasman District School

VIC

Abbotsford Primary School
Belle Vue Park Primary School
Benalla P-12 College
Bendigo Senior Secondary College
Braybrook College

Bundoora Secondary College
Canadian Lead Primary School
Carwatha College
Catholic Regional College North Keilor
Collingwood English Language School
Copperfield College
Cranbourne Secondary College
Dandenong High School
Dandenong South Primary School
Doveton College
Epping Secondary College
Essendon Keilor College
Fitzroy Primary School
Fountain Gate Secondary College
Gilmore College for Girls
Glenroy College
Hume Central Secondary College
John Fawcner College
Keysborough College
Kurunjang Secondary College
Lalor Secondary College
Lightning Reef Primary School
Lyndale Secondary College
McClelland College
Melton Secondary College
Mernda Central College
Mill Park Secondary College
Moomba Park Primary School

Mooroopna Park Primary School
Mount Ridley College P-12
Newhaven College
Northern Bay College
Richmond Primary School
Roxburgh College
Seaford Park Primary School
St Albans Secondary College
Sunshine Heights Primary School
Sunshine North Primary School
Thomastown Secondary College
Victoria University Secondary College
Wallan Secondary College
Wantirna College
Whittington Primary School
Wonthaggi Secondary College
Wooranna Park Primary School
Wyndham Central College
Yallourn North Primary School

WA

Armadale Senior High School
Baldivis Secondary College
Balga Senior High School
Ballajura Community College
Belridge Secondary College
Butler College
Byford Secondary College

Cecil Andrews College
Darling Range Sports College
Dianella Primary College
Dianella Secondary College
Forrestdale Primary School
Girrawheen Senior High School
Hampton Senior High School
Highgate Primary School
John Forrest Secondary College
Kelmscott Senior High School
Kiara College
Lynwood Senior High School
Marri Grove Primary School
Maylands Peninsula Primary School
Mount Barker Community College
Nollamara Primary School
Osborne Primary School
Parkwood Primary School
Swan View Senior High School
Thornlie Senior High School
Wanneroo Secondary College

MEMBER COMPANIES AND BUSINESS PARTNERS

Every year, ABCN works with a growing number of member companies and business partners to deliver our programs. Our Board and Council are comprised of the chief executives and business leaders from each of our member companies.

In 2019 we worked with the following companies:

 **accenture**

ALLEN & OVERY



ashurst

BAIN & COMPANY 

 **Bendigo and Adelaide Bank**



citi®



 **Design & Construction**

ecstra 

 **EnergyAustralia**
LIGHT THE WAY



FUJI XEROX 

 **Hall & Wilcox**
smarter law

iag

 **Investec**

Jetstar 

John laing
making infrastructure happen

J.P.Morgan

KKR

 KORN FERRY®

 KPMG



LinkedIn



 Microsoft

MinterEllison

navitas 



nous

OPTUS



TAL



TATA
CONSULTANCY
SERVICES



visionstream 

WATERSURE

 Wesfarmers

 westpac GROUP

BOARD OF DIRECTORS

FINANCIAL YEAR

ENDING 30 JUNE 2019

ALLEGRA SPENDER

CEO, ABCN

Allegra has been the Chief Executive Officer of ABCN since August 2017. She studied economics at the University of Cambridge and started her career at McKinsey & Company. She has diverse leadership experience from within the corporate, not-for-profit and public sectors, and is the Chair of Sydney Renewable Power Company. Prior to joining ABCN, she was Managing Director of the Australian fashion company Carla Zampatti.

SHARON FORD

Director, Educational Leadership, NSW Department of Education

Sharon has 37 years' experience with the NSW Department of Education and is currently the A/Executive Director, Leadership and High Performance. She was formerly Director, Educational Leadership for the Hornsby Principal Network, a group of 21 principals of primary, secondary and specialist schools, including the first virtual school in Australia. Prior to this, she had responsibility for strategic leadership of the secondary curriculum, vocational education and training, programs to support youth at risk in NSW government secondary schools, and rural and distance education in all NSW government schools. From 2003 to 2009 she was the principal of Auburn Girls High School, one of ABCN's first partner schools.

TONY MACVEAN

Chair, ABCN Managing Partner, Hall & Wilcox

Under Tony's leadership, Hall & Wilcox has grown to become a pre-eminent, independent national law firm with more than 85 partners and 700 people. A partner at the law firm since 2000, Tony's current role includes driving strategy, leading the firm's people, managing key relationships and clients, and representing the firm publicly. Tony champions the firm's pro bono and community program and is particularly passionate about ABCN and the difference the organisation can make to people's lives. His leadership has consistently been recognised at the Australian Law Awards (Managing Partner of the Year) and in Best Lawyers in Australia. He also sits on the Board of the Committee for Melbourne.

BRETT CLARK

Group CEO and Managing Director, TAL

Brett has led the life insurance company TAL since 2015. A qualified actuary who joined TAL in 2008 as the head of TAL Retail Life, he has held a number of senior executive roles, affording him deep industry experience across a broad range of functions including strategy, finance, sales, product, marketing and operations in both the Australian and international insurance markets. He brings a considered and commercial approach to leadership across TAL's diversified life insurance business. Brett is a member of the Financial Services Council Board of Directors and an Executive Officer of Dai-ichi Life Holdings.

(appointed 3 June 2019)

TONY HARRINGTON, AM

Former CEO, MinterEllison

Tony is the Chairman of Chartered Accountants Australia and New Zealand, a director of Brisbane Airport Corporation and Executive Chairman of Moelis Australia. Prior to this, Tony was Chief Executive and National Managing Partner of MinterEllison, Global Managing Partner, Strategy and a member of the PwC global executive leadership team. From 2000 to 2008, he was Australian Senior Partner and Chief Executive of PwC and prior to this, he was Deputy Chairman of Coopers & Lybrand and National Managing Partner of Taxation Services. In 2011, Tony was appointed a Member of the Order of Australia (AM) in recognition of his charitable work.

(retired as Director 19 November 2018)

RICHARD KELLEWAY

CEO, Visionstream

Richard is the Chief Executive Officer of Visionstream, a \$1.5 billion telecommunications service provider. He has over 35 years' senior management experience working in the UK, Middle East, Southeast Asia and Australia and has spent the past 15 years leading service and recurring revenue businesses in several executive roles. Richard was formerly the Executive General Manager for global mining services provider Thiess and prior to this, he was the President and Chief Executive Officer Asia Pacific and the Middle East for Tyco Fire Protection Services. In 2010/11, he was recognised by Engineers Australia as one of Australia's top 100 influential engineers.

(appointed 3 June 2019)

CRAIG PERRETT

Non-executive Director

Craig is a co-founder and Executive Director of the personal strategic planning organisation act3, where he acts as an advisor to a select group of multi-national and Australian-based blue-chip companies. A former Managing Director of one of the DDB Needham Advertising Agencies, Craig has worked with some of Australia's largest companies in marketing, communication, presentation, media issue management and business development. He is also an executive director of CEED - Chief Executive Education, a committee of management member of Humanities 21, and is also a former director of Schools Connect Australia and the AFL Melbourne Football Club.

ROB SINDEL

Former CEO and Managing Director, CSR

Rob was appointed to the CSR Board as an executive director in 2010, and appointed Managing Director in 2011. Prior to this, he was executive general manager of CSR Lightweight Systems. He has extensive experience in executive management and leadership positions, gained from his 30-year career in the construction industry both in Australia and the United Kingdom. Rob is a Director of Orora Limited and the Green Building Council of Australia, a member of the UNSW Australian School of Business Advisory Council and a member of the Yalari New South Wales advisory committee, an organisation that works with students from Indigenous backgrounds. Rob stepped down from his position as Chief Executive Officer of CSR on 15 September 2019.

ALISON LANSLEY

Non-executive Director

An experienced business leader and corporate lawyer, Alison has a broad range of business, governance, finance, project management and legal skills gained over 35 years. She was formerly a partner at Mallesons Stephen Jaques (now King & Wood Mallesons). She is an experienced company director, serving on the boards of various for-profit, not-for-profit and government entities in different industries, including telecommunications, infrastructure, finance, education and specialised skills development. She has worked with various government and industry agencies, headed the Victorian Regional Council of Redkite for several years and was a founding director of Schools Connect Australia, which merged with ABCN in 2016.

LUKE SAYERS, AM

CEO, PwC Australia

Luke is the Chief Executive Officer of PwC Australia, responsible for a team of more than 700 partners and 8000 staff. Under his leadership, PwC Australia is focused on addressing important national issues such as tax reform, the future of our cities, and how we can continue to innovate and thrive as a nation. In addition to his work at PwC, Luke has long-term commitments to community organisations and external Boards. He is on the Board of the Carlton Football Club and chairs the not-for-profit organisation e.motion21. He is also a member of Monash University's Industry Council of Advisors and the Victorian branch of the Male Champions of Change.

RACHEL STOCKS

Former Managing Director, American Express Australia and New Zealand

In her role as Managing Director of American Express Australia and New Zealand, Rachel led the consumer card operation and was the Chair of the American Express Australia Limited Board. She is now Executive Vice President of Global Premium Products and Benefits at American Express in the US. Her career with American Express began in 1993 and spanned a number of roles, including at American Express Interactive, where she drove digital awareness and online business results.

(retired as Director 19 November 2018)

BOARD OF DIRECTORS MEETING ATTENDANCE FINANCIAL YEAR ENDING 30 JUNE 2019

This includes all directors in office at any time during the 2019 financial year.

Directors	28/08/2018	19/11/2018	04/03/2019	03/06/2019
Tony Macvean (Chair)	*	*	*	*
Allegra Spender (CEO)	*	*	*	*
Brett Clark	NA	NA	NA	NA
Sharon Ford	*	*	*	*
Tony Harrington	A	A	NA	NA
Richard Kelleway	NA	NA	NA	NA
Alison Lansley	*	*	A	*
Craig Perrett	*	*	*	A
Luke Sayers	A	*	*	*
Rob Sindel	*	*	*	*
Rachel Stocks	*	A	NA	NA

* = Attended A = Absent NA = Not eligible to attend.



FINANCIAL INFORMATION FOR YEAR ENDING 30 JUNE 2019

ABCN FINANCIAL INFORMATION FOR YEAR ENDING 30 JUNE 2019

Basis of Presentation of Financial Information

ABCN prepares a financial report in accordance with the Corporations Act and relevant accounting standards. This financial report is approved by the Board of Directors and audited by Grant Thornton Audit Pty Ltd. The statutory financial report is lodged with the Australian Charities and Not-for-profits Commission and is available for download there.

The financial information contained in this report is drawn from the information used in preparing the audited financial report. However, as the full financial report contains other details and disclosures, including the basis of preparation of the financial report, reference should be made to audited financial statements before placing any reliance on this information.

NOTE: ABCN operates on a financial year basis, however programs are reported on a calendar year basis to align with the school curriculum.

Therefore, in this report, the programs reflect the 2019 calendar year (1 January 2019 – 31 December 2019) but the financial information is based on the 2019 financial year (1 July 2018 – 30 June 2019).

Income

Total income for the 2019 financial year was **\$2,693,855.**

ABCN's main source of income is membership fees. Total membership fee income for the 2019 financial year was \$1,832,500 compared with \$1,780,000 the previous year.

Other income in 2019 included \$764,321 in combined grants, including from the following organisations:

- Accenture Australia
- American Express Australia
- Commonwealth Bank of Australia
- EY
- JPMorgan Chase Foundation
- Microsoft Australia
- nbn
- Optus
- Westpac

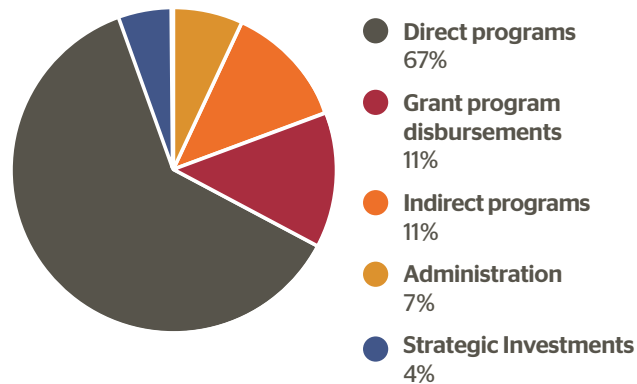
Business class income was \$42,500 and interest income for the 2019 financial year was \$54,534.





Expenditure

Total expenditure for the 2019 financial year was **\$2,625,853**.



The percentages for each of these main areas of expenditure have remained stable since 2014. Appropriately, direct program expenditure is still the largest component as this includes all aspects of program delivery such as development, delivery, materials, transport, coordination, evaluation and reporting, plus the costs of delivering grant programs excluding disbursements. Indirect costs include some facilities, insurance and professional fees, without which ABCN could not continue to deliver programs in schools and member companies. Grant costs cover the disbursement of funds to support specific grants. Strategic investments cover investments ABCN has deliberately made to deliver its five-year strategy, focusing on building digital capabilities and scaling the network.



Surplus for the Financial Year

The surplus for the financial year to 30 June 2019 was \$68,002 compared with \$218,349 for the 2018 financial year. The reduction in surplus reflects growth in costs associated with growing our programs with our existing members, as well as our strategic investments to enable us to reach more students in the future.

	2019 (\$)	2018 (\$)
SURPLUS FOR THE YEAR	68,002	218,349

ABCN FINANCIAL INFORMATION FOR YEAR ENDING 30 JUNE 2019

Financial Position

ABCN continues to maintain a strong financial position, with our balance sheet showing Total Equity of \$2,644,820 at the end of June 2019.

A summary of cash flows in 2018 and 2019 is available in the statutory financial report that we register with the Australian Charities and Not-for-profit Commission.

ABCN is endorsed as a tax concession charity (TCC) and as a deductible gift recipient (DGR).

The company's constitution prohibits the distribution of any part of the profits or income or property as dividends or otherwise.



ABCN FOUNDATION

FINANCIAL INFORMATION FOR YEAR ENDING 30 JUNE 2019

ABCN Foundation – Profit and Loss

The 2019 financial year was another strong one. As the ABCN Foundation does not receive any government funding, we would like to acknowledge the generous philanthropic support we received from a variety of sources: ABCN corporate members and corporate fundraising, philanthropic trusts and foundations as well as individuals, including our ABCN Foundation Council. A strategic focus on grant-seeking resulted in a tripling of donations through trusts and foundations compared with the previous year, which offset a drop in corporate donations. The increases in scholarship awards and program expenses reflect costs associated with scaling up our program and the absorption of full staffing costs.

	2019 (\$)	2018 (\$)
INCOME		
Bank interest	26,202	30,428
Foundation donations	374,203	366,295
TOTAL INCOME	400,405	396,723
SCHOLARSHIP AWARDS		
Payments to students	170,000	132,000
EXPENSES		
Program, management and administration expenses	203,294	156,873
TOTAL EXPENSES	373,294	288,873
SURPLUS FOR THE YEAR	27,111	107,850

GOVERNANCE STATEMENT 2019

The Australian Business and Community Network (ABCN) is a company limited by guarantee. It is a not-for-profit, business-funded organisation that partners schools with business through the development and delivery of mentoring programs for disadvantaged students from high-needs schools.

COUNCIL

The organisation's council is comprised of the chief executives or senior business leaders of each member organisation. The role of the council members is to facilitate and enable the achievement of ABCN's mission and objectives by leveraging their professional networks, profile, reputation, energy, experience and influence to:

- Serve as a source of independent advice to the Board with regards to ABCN strategy and external relations
- Ensure that ABCN remains focused on high impact engagement
- Participate personally with ABCN and encourage and inspire other business leaders to commit to joining as ABCN members, thereby expanding the resources and influence of ABCN in the wider, general community
- Raise ABCN's profile and build its brand and reputation, and
- Engage with schools and the broader community.

BOARD MEMBERS

As at 30 June 2019, there were 11 directors on the Board, including the chief executive officer. Other than the chief executive officer, Board members are non-executive directors and receive no remuneration for their services. The non-executive directors are drawn from the senior

executive management of ABCN's member organisations.

The company's constitution specifies:

- The maximum term for the chair as a director is six years
- The maximum term for other directors is three years
- There will be a majority of non-executive directors, and the Board will review its size, composition and performance, including each director's performance, annually.

ROLES AND RESPONSIBILITIES OF THE BOARD

The Board fulfils its primary role of meeting ABCN's objectives and complying with the relevant Corporations Act requirements through:

- Governing, rather than managing, ABCN by ensuring that there is a proper governance framework in place to promote and protect ABCN's interests for the benefit of its members
- Setting goals and policies and, specifically, approving ABCN's strategies and strategic plan
- Monitoring the performance and contribution of Board members
- Selecting and regularly evaluating the performance of, and if necessary, replacing the CEO
- Setting standards for proper governance practices (including appropriate standards of ethical behaviour, corporate governance, and social and environmental responsibility) and monitoring the processes to ensure adherence to these standards
- Selecting, appointing and monitoring the performance of the external auditors
- Monitoring financial performance and reporting

- Approval of ABCN's annual budget
- Approval of ABCN's annual financial report
- Monitoring key risk areas by ensuring the implementation of a suitable risk management and internal controls framework
- Reviewing the adequacy of systems to comply with all laws and regulations, which apply to ABCN and its programs
- Approval of ABCN's insurance arrangements, and
- Ensuring that all legal and commercial requirements are met in terms of proper reporting and disclosure.

In discharging its role, the Board considers the guidance and advice of the Council but will not be bound by such guidance and advice.

BOARD OVERSIGHT

The Board oversees and monitors management's performance by:

- Meeting at least three times per annum
- Receiving detailed financial and other reports from management at these meetings
- Requesting and receiving additional information and input from management when necessary, and ensuring regular communication between the chair and the CEO.

VALE ANTON HERMANN

In 2019, ABCN was deeply saddened by the passing of Anton Hermann, former ABCN company secretary, devoted champion of our programs and mentor to countless young people.

CONTACT US

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‘For some kids — all it takes is that one conversation and it just changes their whole entire lives. I now want to be that person, so that I can also talk to the next generation to say: “I know what you’re going through and there is light”.’

Ali, former GOALS student

‘It’s worth every minute and you will learn more than you can imagine. It’s been an eye-opening experience and I could not be prouder of being part of this.’

Arya, GOALS mentor, Korn Ferry

PARTNER WITH US
INFO@ABCN.COM.AU

