

Her Futures
Foundation

2024-25 Financial Year Outcomes Report





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Total Her Futures Foundation Program Outcomes	15



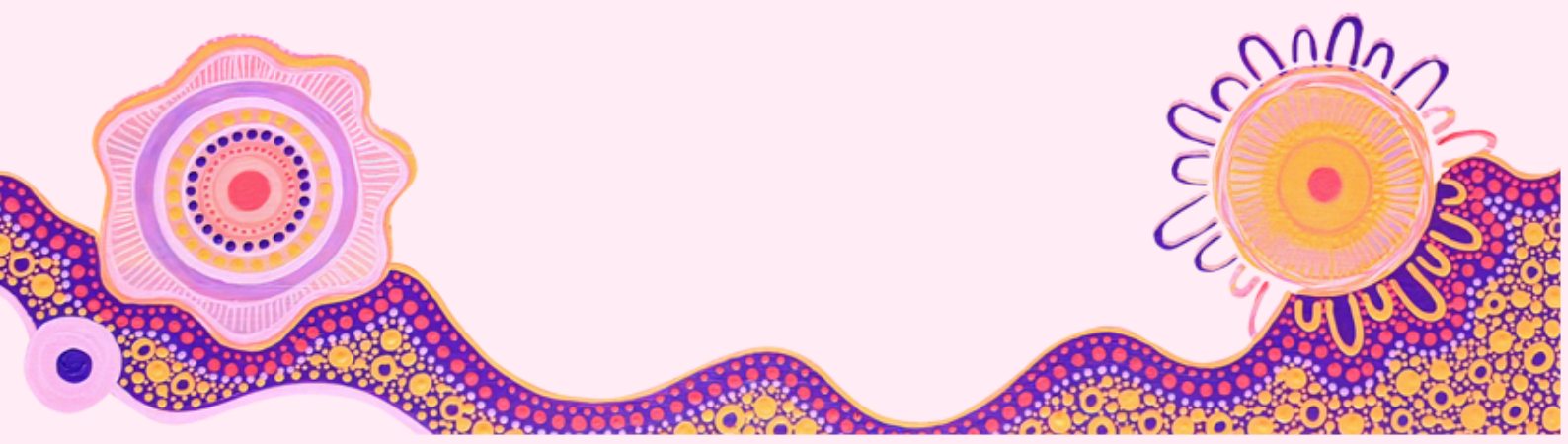
Acknowledgement

The Her Futures Foundation acknowledges the Traditional Owners and Custodians of the lands, winds and waters on which we live, work and travel and recognise their connection to the land's waters and communities.

We pay our respects to Elders past, present and emerging and acknowledge the contribution and sacrifices our Elders have made to better our community and our futures.

We are committed to working with, advocating for and promoting the needs of First Nations women across our organisational footprint with unwavering determination, passion and persistence.

WARNING: This document may contain images or names of Aboriginal or Torres Strait Islander people who have since passed.



Her Futures Foundation

The Her Futures Foundation is a not-for-profit, Deductible Gift Recipient (DGR) registered organisation established to empower First Nations Women through employment, education, enterprise, and cultural and social support.

Report Summary

This report identifies the program outcomes for the Her Futures Foundation for the 2024/ 2025 financial year.

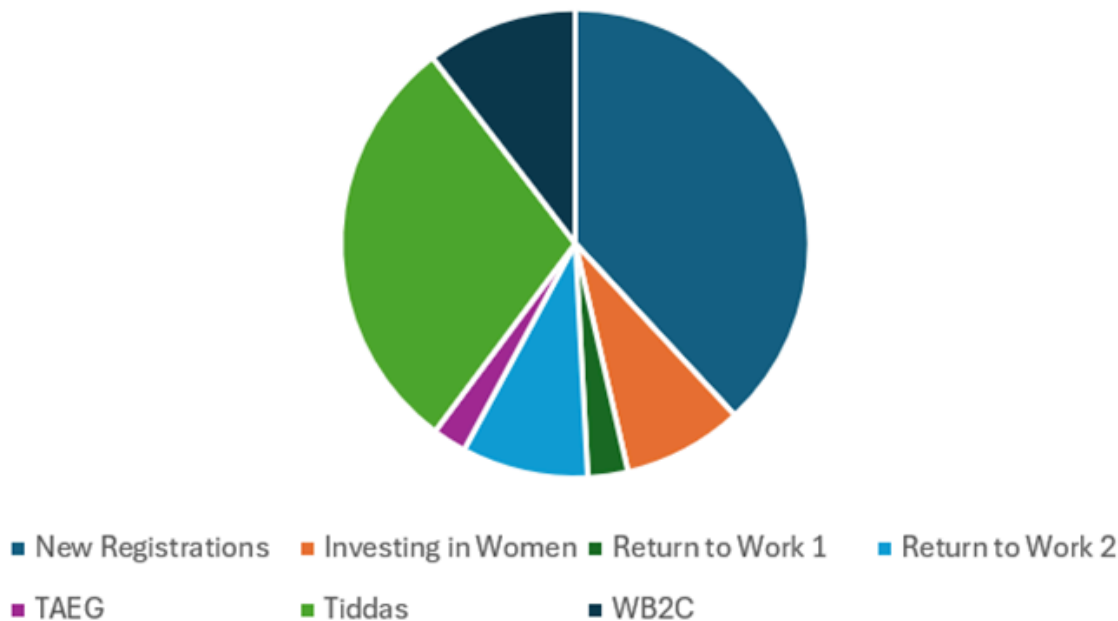
It also includes a section of accumulative numbers from all the programs to date.

Please note that data and outcomes for successful programs such as Women's Business 2nd Chance, Tailored Assistance Employment Grant (TAEG) and Tiddas in Construction must be examined knowing that outcome numbers are affected by the programs having concluded during the report period.

Our Impact



2024/25 FY Registrations



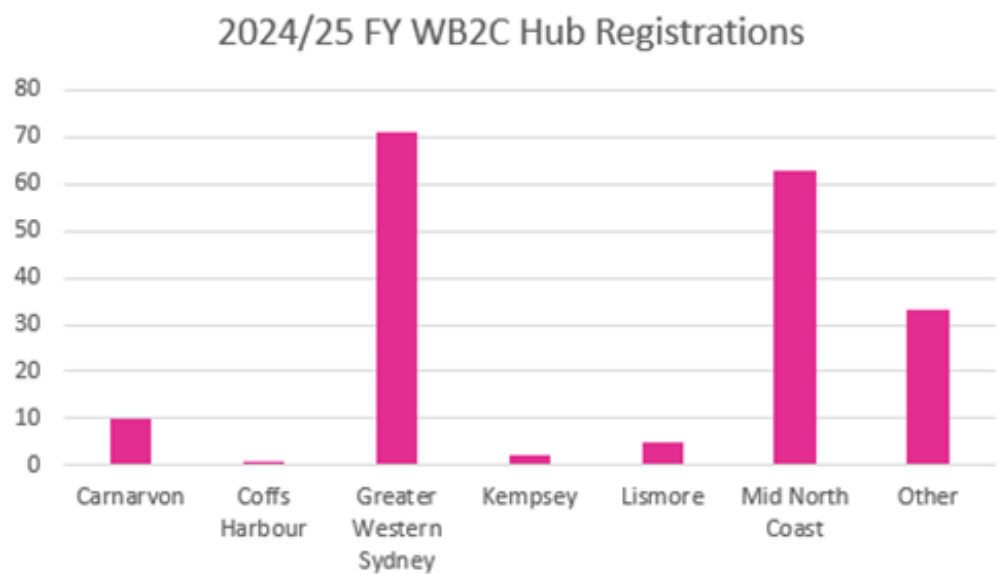
WB2C New Registrations	179
Investing in Women	39
Return to Work 1	13
Return to Work 2	41
TAEG	11
Tiddas	138
WB2C	49
Total	470

Women’s Business 2nd Chance Hub

The Women’s Business Second Chance (WB2C) Hub is a ground-breaking program for women at risk of being left behind. It aims to give them the chance to achieve quality learning, entrepreneurship, and employment outcomes through access to educational, employment and support services, tailored to their needs as learners and future earners.

This is achieved through providing tailored employment, education and entrepreneurial mentoring and programs. In addition, the program also offers social, emotional and wellbeing support in a culturally safe environment. The program is currently servicing over 1000 women across Australia.

Registrations by Hub Location

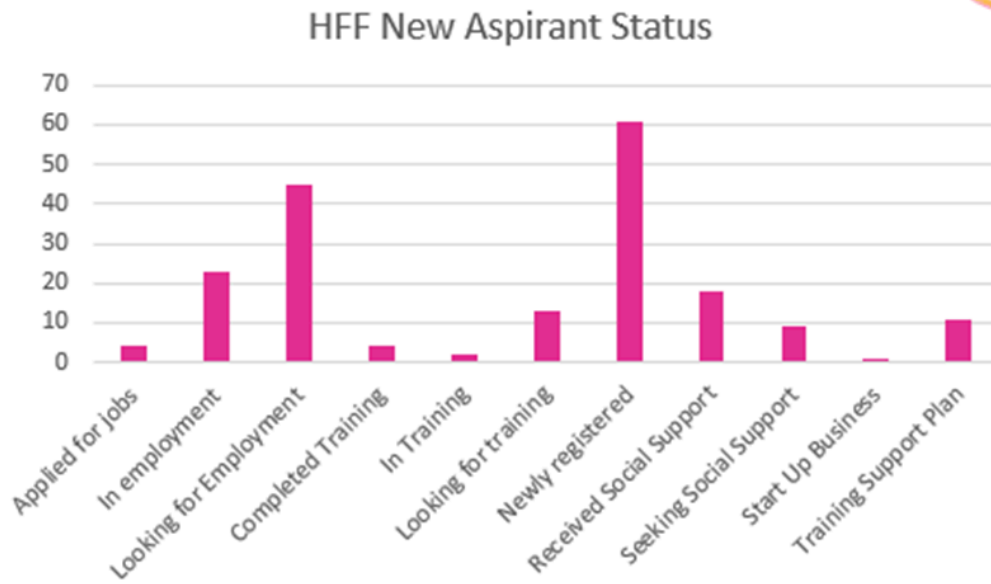


Carnarvon	Coffs Harbour	Greater Western Sydney	Kempsey	Lismore	Mid North Coast	Total
10	1	71	2	5	63	185

Program Outcomes

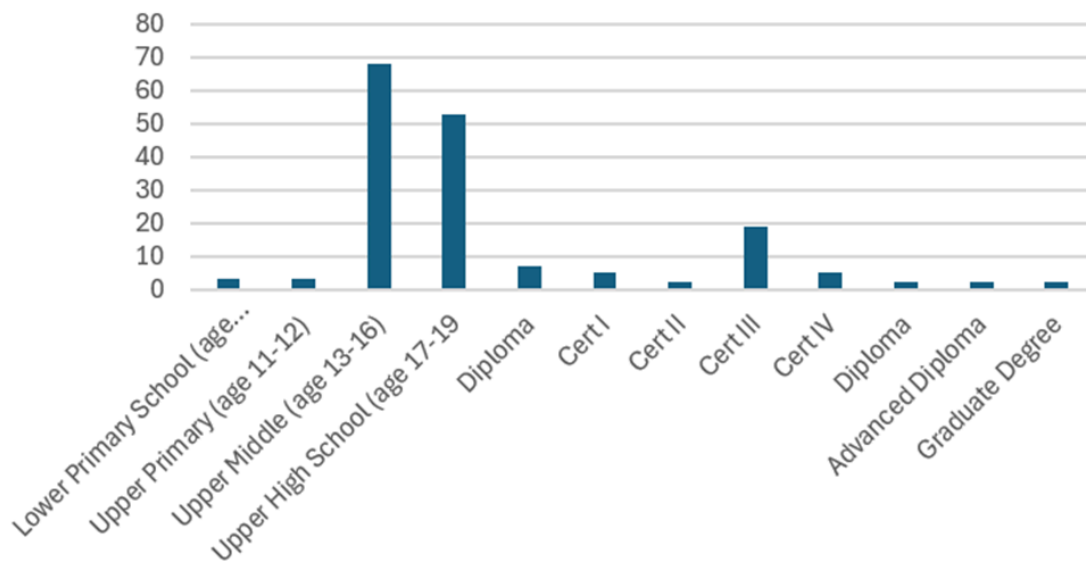
Outcomes	Number
Education	141
Employment Placements	34

New Aspirant Status

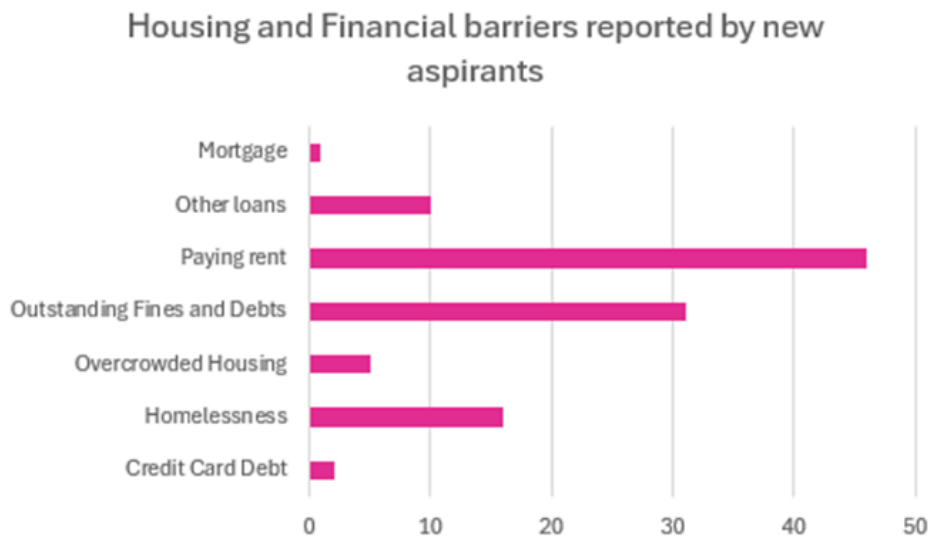


Applied for jobs	Employed	Looking for Employment	Completed Training	In Training	Looking for training	Newly registered	Received Social Support	Seeking Social Support	Start Up Business	Training Support Plan
4	23	45	4	2	13	61	18	9	1	11

Education Levels of New Aspirants



Housing and Financial Barriers as reported by New Aspirants



Credit Card Debt	Homelessness	Overcrowded Housing	Outstanding Fines and Debts	Paying rent	Other loans	Mortgage
2	16	5	31	46	10	1

When asked “How many people depend on you financially?”

109 (out of 198) new Aspirants reported that up to 4 other people rely on them financially.

114 new Aspirants reported having children at home

Return to Work Program

Our Return-to-Work Program is an “end to end supported journey” to engage and enable our women and girls not only to re-engage with the workforce, but to aspire to leadership in a culturally safe place, with holistic onsite mentoring and support.

The program provides:

- Mentoring and Cultural support.
- Life and career planning.
- Job specific training, tickets, and licenses.
- Pre-employment checks and licensing.
- Financial planning and budgeting.
- Small business workshops.
- Finding employment opportunities.
- Resume and interview preparation.
- Advocacy and employer mediation.
- Culturally guided hubs and team support.

Employment Placements/ Outcomes

Role	Number
Aboriginal Education and Initiatives Consultant	1
Aboriginal Youth Officer	1
Medical Receptionist	1
Case Work	1
Child Care	4
Cleaner	1
Community Programs Facilitator	1
Forklift Driver	1
General Manager	1
General Services - Health	1
Security	1
Service Officer Traineeship	1
Pathology Traineeship (Collections)	6
Pathology Traineeship (Laboratory skills)	3
Disability Support Worker	1
Retail Assistant	1
Total	26

Social Outcomes

In the 2024-25 FY there were 49 occasions where the Her Futures Foundation provided social assistance for the Return to Work Program.



Social Support	Number	Total cost to WB2C
Birth Certs	4	377.15
Clothing	11	727.05
External Ref.	2	
First Aid	1	169.99
Fuel Voucher	1	30
NDIS Checks	1	100
Office Resources	2	
Opal cards	4	80
Police Check	5	305.4
Transport	2	
White Card	2	139.4
WWCC	3	315.92
Other	11	
Total	49	\$2,244.91

Her Futures Wellbeing Program

The Her Futures Wellbeing program is a free program for participants designed to reduce the major health concerns among First Nations women in Kempsey through tailored health and wellbeing support.

Participants engage in a 12-week group program of facilitated fitness and healthy lifestyle sessions, including goal setting, mental and cultural wellbeing, healthy eating, cooking, and exercise.

Aspirant Numbers

Program	1	2	3	4	5	6	7	8	9	10
Date	Q1 2025	Q2 2025	Q3 2025	Q4 2025	Q1 2026	Q2 2026	Q3 2026	Q3 2026	Q1 2027	Q2 2027
Registrations	20	12	12	TBA	TBA	TBA	TBA	TBA	TBA	TBA
Completions	12	6	4							

Tailored Assistance Employment Grant (TAEG)

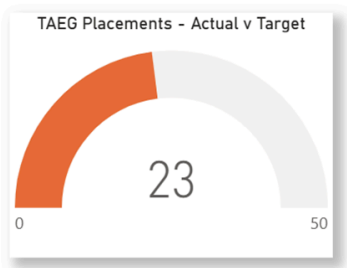
The Tailored Assistance Employment Grant (TAEG) was an employment program for First Nations people in Sydney and the Mid-North Coast, funded by the National Indigenous Australians Agency.

Voluntary and flexible, the program connected aspirants with career guidance, training, and sustainable employment opportunities.

Our team supported aspirants to:

- Develop a plan towards employment goals.
- Identify and overcome potential barriers.
- Cultural guidance and support.
- Resume preparation.
- Weekly mentoring.
- Interview skills.
- Job search.

Employment Placement Numbers

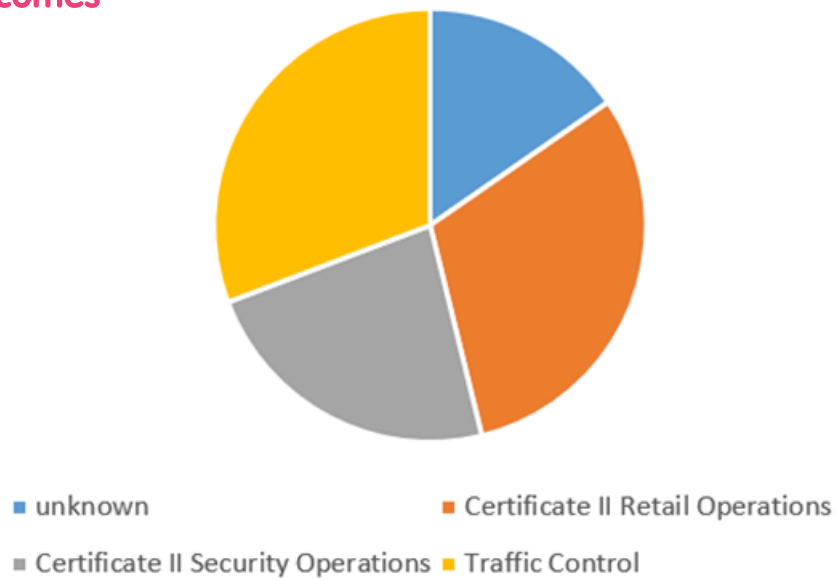


4 Week Claims
19

13 Week Claims
16

26 Week Claims
14

Training Outcomes



Training Start Date	Mar 2025	Apr 2025	Sept 2025	Total
Unknown		4	1	5
Certificate II Retail Operations	6	2		8
Certificate II Security Operations		6		6
Traffic Control			8	8
Total	6	12	9	27

Supports Provided

Service	Number	Cost
WWCC	10	\$842.00
Police Check	7	\$390.60
Total	17	\$1,233.60

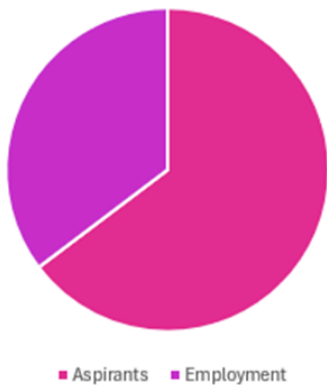
Tiddas In Construction

Tiddas in Construction was a free program for First Nations women who live in the Mid-North Coast and Northern Rivers. The program is no longer active.

The aim of Tiddas in Construction was to support women into a career in construction through our specialised two-week pre-employment program.

Employment Outcomes

Aspirants to Employment Tiddas



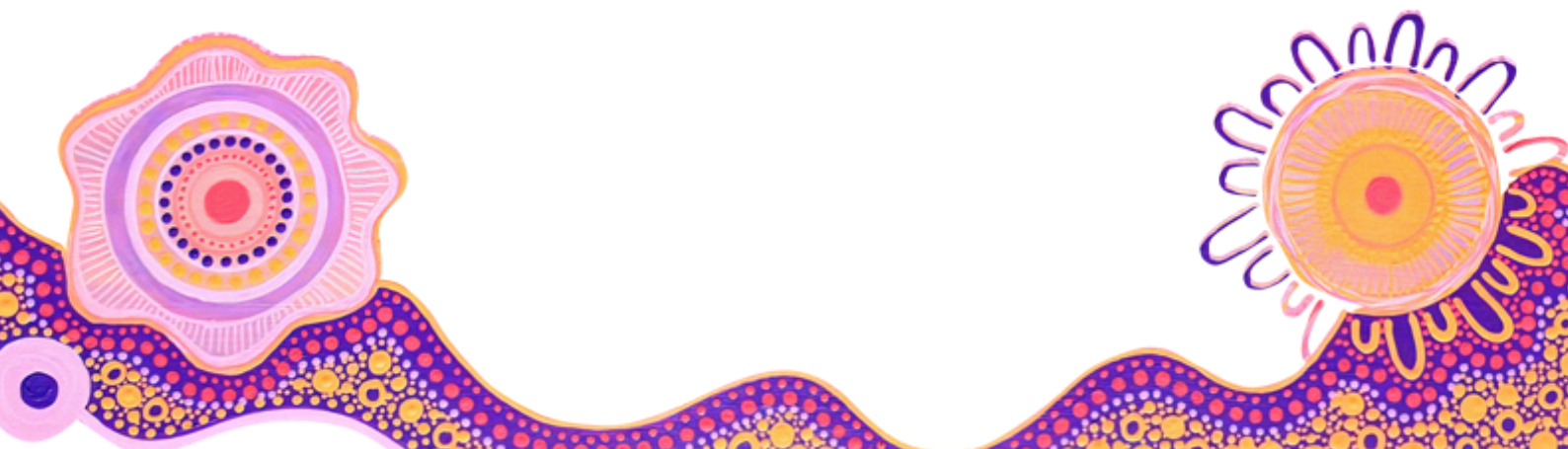
Outcome	Number
Aspirants registered in Tiddas	22
Employment	12
Education and Training	85
Social	20

Total of invoices paid

Total Invoices \$16,278.35



The total amount of invoices for funds invested works out at only \$1356 per employment placement





Education and Training Outcomes

Course	Aspirant Numbers
Get Ready	11
Language, Literacy and Numeracy	12
White Card	12
Traffic Control	12
Working in Confined Spaces	12
Working at Heights	12
Tool Recognition	12
Total	85

Social Outcomes

Items	Number
PPE and Work Wear	19
Birth Certificate	1
Total	20



Total Her Futures Foundation Program Outcomes



Data Overview

Total Registrations



Total Registrations	1196
Sustainable employment placements	325
Education Outcomes	2260
Advocacy and Social Support	1232
Small business training	60
Aspirants started own business	28

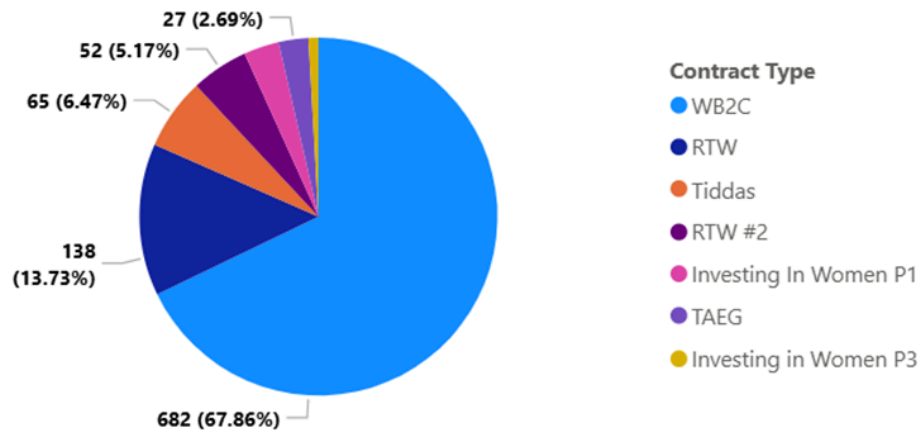
Registrations at Hub Locations

Carnarvon	Coffs Harbour	Grafton	Greater Western Sydney	Hunter	Kempsey	Lismore	Mid North Coast	Other	Total
47	2	1	806	40	8	9	137	146	1196



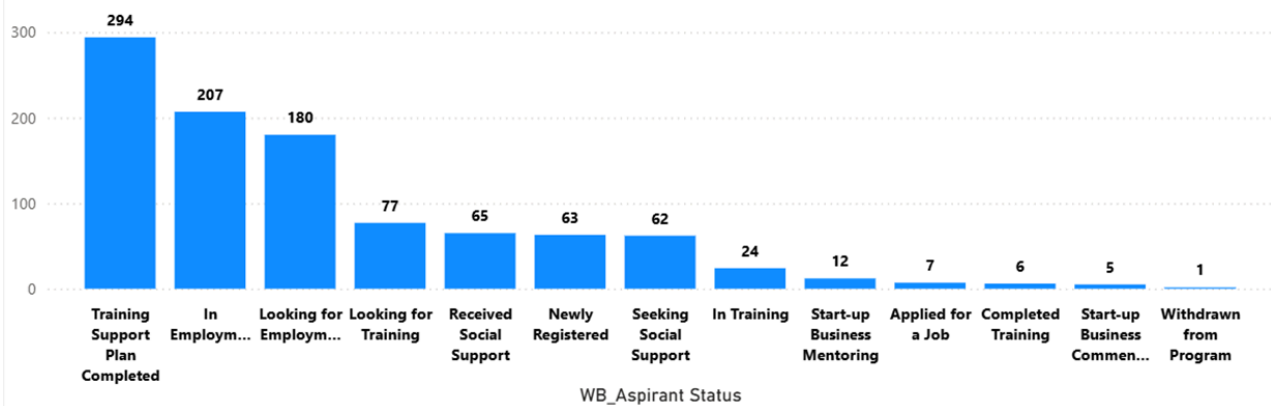
Active Aspirant by Hub Location

Active Aspirants by Contract Type

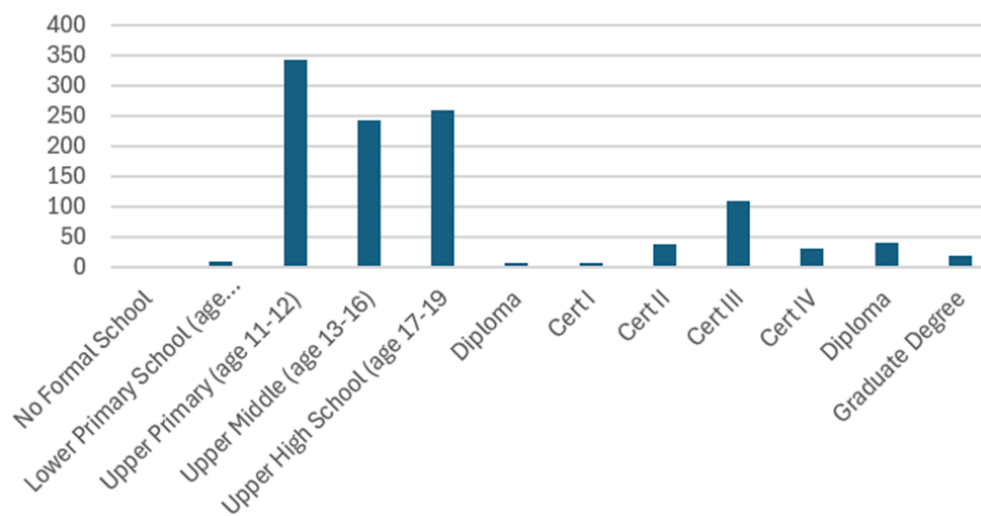


Active Aspirant by Status

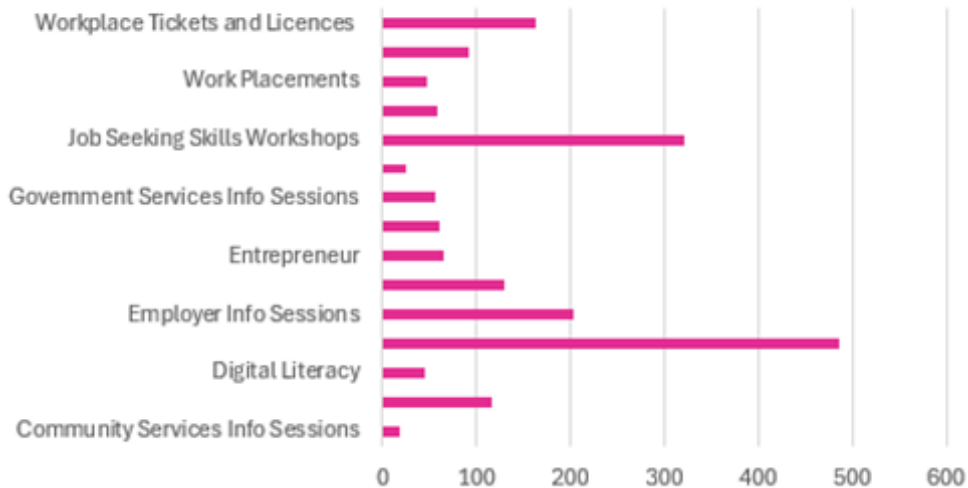
Active Aspirants by Status



Education Levels of Aspirants



Education Outcomes



Opportunity	Aspirant numbers
Community Services Info Sessions	19
Cultural Workshops	115
Digital Literacy	45
Education for Employment	486
Employer Info Sessions	204
Empowerment & Self Efficacy	130
Entrepreneur	64
Financial Literacy	61
Government Services Info Sessions	55
Health	24
Job Seeking Skills Workshops	322
Wellbeing Workshops	59
Work Placements	47
Work Skills Training	91
Workplace Tickets and Licences	162
Total	1884

Housing and Financial Barriers as reported by Aspirants



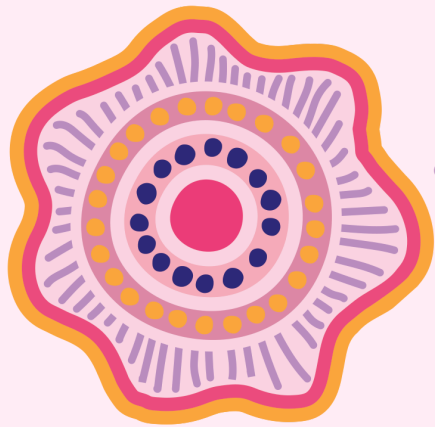
Entrepreneurship

When asked “Do you want to start your own business?” 28% of women said yes, 62% said no and 10% did not answer the question.

Of the 251 who wanted to start their own business, forty-seven women were unsure what field they would like to start their business in.

Of those who did know what they wanted to do, thirty wanted a business in the beauty industry and sixteen in Arts/Crafts including Aboriginal art. Six women advised that they were interested in either cleaning or photography.

To date, sixty-four women have participated in opportunities to learn about starting their own business with twenty-eight of them being recorded as their business now being operational and six being in the set up or ready to commence phase.



Her Futures Foundation

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