

Her Futures
Foundation

**Workforce Australia and
Inclusive Employment Australia
Provider Prospectus**





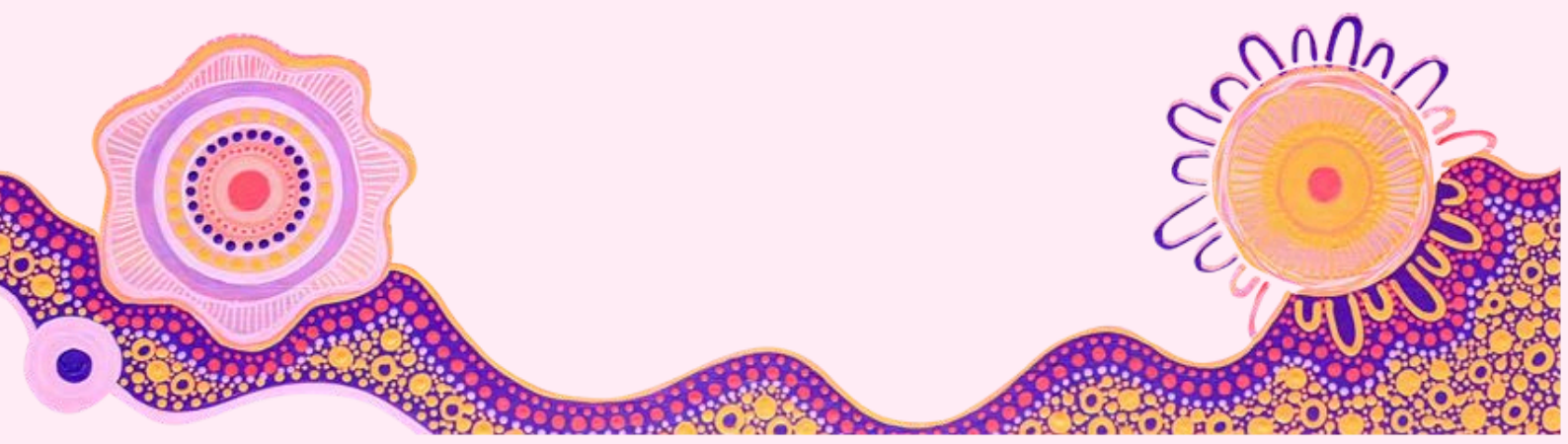
Acknowledgement

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.

About Us

The seed of the Her Futures Foundation was planted in fertile ground in 2020 when Real Futures partnered with UN Women to create a groundbreaking pilot program called Women's Business 2nd Chance (WB2C).

The 2020-2022 pilot was an incredible success and highlighted the deep need for culturally-led, one-on-one education, employment and wellbeing support for First Nations Women in Sydney and across Australia.

The Her Futures Foundation was then established in March 2023, to continue this work and is dedicated to empowering First Nations women across Australia through employment, education, enterprise, and cultural and social support.

Operating initially in New South Wales and Western Australia, the Her Futures Foundation continues to provide culturally safe spaces through our Women's Business 2nd Chance (WB2C) hubs, offering vital support including employment training, mentoring, and job-readiness programs.

These programs have a positive impact on over 1000 women across NSW and WA every year.

The Her Futures Foundation can only continue our essential work with the support of aligned partners who are committed to the economic and social empowerment of First Nations women.

Our Impact



Our Pillars



People & Culture: Our connection to people, country, language, and culture is at the heart of what we do.



Programs & Places: We provide culturally safe spaces to deliver training, education, and employment programs.



Community Engagement: We build strong partnerships, advocate, lead, and serve as role models for positive change.



Financial Sustainability: We support First Nations women in building their own wealth and ensure the Foundation's financial sustainability for future generations

Our Current Footprint



What we do

Her Futures Foundation is committed to creating meaningful and lasting opportunities that transform the lives of First Nations women, empowering them to embrace their cultural heritage and reclaim their rightful place as leaders, innovators, and advocates.

Our Vision

Is for First Nations women to live a future without barriers, where opportunities are abundant, and self-determination is embraced.





Our aim is to increase our footprint and services:

We aim to increase our footprint so that we can deliver our life changing programs to more First Nations women, in more places, empowering more aspirants, their families and communities to thrive.



Partner With Us

Partner with the Her Futures Foundation to support:






-  **Your RAP goals:** Advancing reconciliation through real community impact.
-  **Diversity, Equity & Inclusion:** Investing in First Nations women's leadership.
-  **ESG Outcomes:** Measurable social change in Indigenous communities.
-  **Brand Goodwill:** Recognition as a genuine contributor to reconciliation and gender equity.

What is in it for WFA and IEA Providers?

The Her Futures Wellbeing program is a structured program delivered over 12 weeks and includes fitness, nutrition, health and wellbeing sessions to address the needs of First Nations women and ready them for other ongoing programs such as Return to Work.

All WFA's referring their job seekers will be provided monthly updates around progress and attendance and be provided opportunities to attend group sessions contributing to the overall success of the program and outcomes achieved.

Engagement with the program could include;

-  Referral of First Nation female job seekers into programs to improve health and wellbeing, preparing them for successful job seeking
-  Including the program in a job seekers activity plan
-  Recorded attendance and participation in group sessions
-  Receiving monthly updates on job seekers progress
-  Clearing of outstanding fines/debts with Revenue NSW

We are a Work and Development Order Sponsor







Her Futures Foundation is an approved sponsor organisation for Work and Development Orders. This means that participation in the Wellbeing Program could also help your jobseekers to reduce their fine burden.

Through engagement with our team, programs and services, we will be able to assist your clients remove potential barriers such as their fines that could inhibit them from gaining a licence or registering a vehicle.





Through participation in our mentoring, Return to Work or Wellbeing Programs, your clients could see up to \$1,000 removed from their debts each month.

Other opportunities for your jobseekers

Participants in the Wellbeing Program participate in:

-  Creating their own Vision Board to identify their goals for themselves from the program
-  Fitness and Health assessments and programs
-  Structured low impact gym classes 3 days per week
-  Nutritional and cooking sessions
-  Cultural art workshops
-  As part of self-efficacy sessions, information sessions from government and community services organisations

As well as structured training opportunities such as:

-  Safe Food Handling
-  Financial Literacy
-  First Aid for babies and Toddlers
-  Accidental Counsellor Training



Our Current Programs

Her Futures Wellbeing Program

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

Kempsey ranks within Australia's top 20% of regions with the highest socio-economic disadvantage. The most prevalent long-term health condition among First Nations women in Kempsey is poor mental health such as anxiety and depression.

First Nations women's health and wellbeing cannot be isolated from their social, economic and cultural lives. In response to these challenges, our culturally safe program of fitness training, life skills and wellbeing workshops provide facilitated access to community services, fitness programs and a supportive environment where First Nations women can take charge of their health, engage with services and identify and pursue their aspirations.

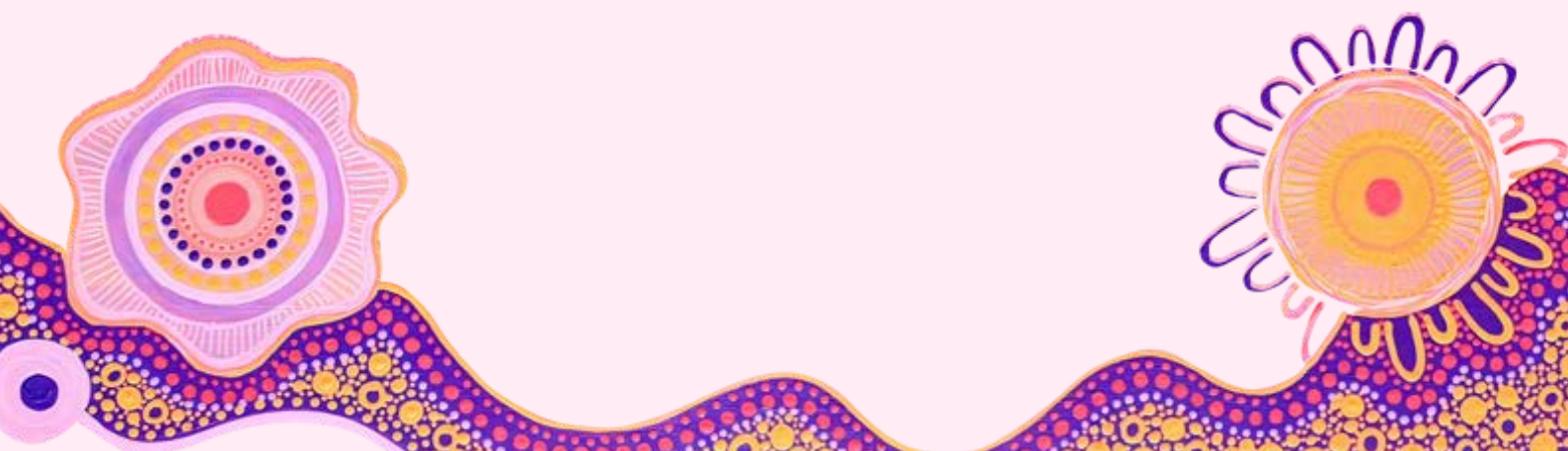
Participants engage in a 12-week group program of facilitated fitness and healthy lifestyle sessions, including goal setting, mental and cultural wellbeing, healthy eating, cooking and exercise.

Program Highlights:

- Access to 3 structured gym classes per week and 12-month gym membership for successful completion
- Weekly fruit and vegetable vouchers from local businesses
- Empowerment, self-efficacy and resilience built through access to information sessions on a range of services from community and government organisations, mental health, medical, legal and other services available
- Participation in First Nations Foundation culturally safe Financial Literacy program for financial confidence and good decision making
- Connection with culture through art practice
- Healthy eating, nutrition and diet

Impact Goals:

- Support up to 160 of women in Kempsey community over 3 years
- Improved health and social and cultural connectivity
- Empowerment and education of First Nations women by providing positive role models, knowledge, skills and resources that enable them to take positive actions to achieve their health and wellbeing goals
- Create long-term community-led solutions



Women's Business 2nd Chance

Many First Nations women have found themselves marginalised – excluded economically and socially – through circumstance and stereotype.

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.

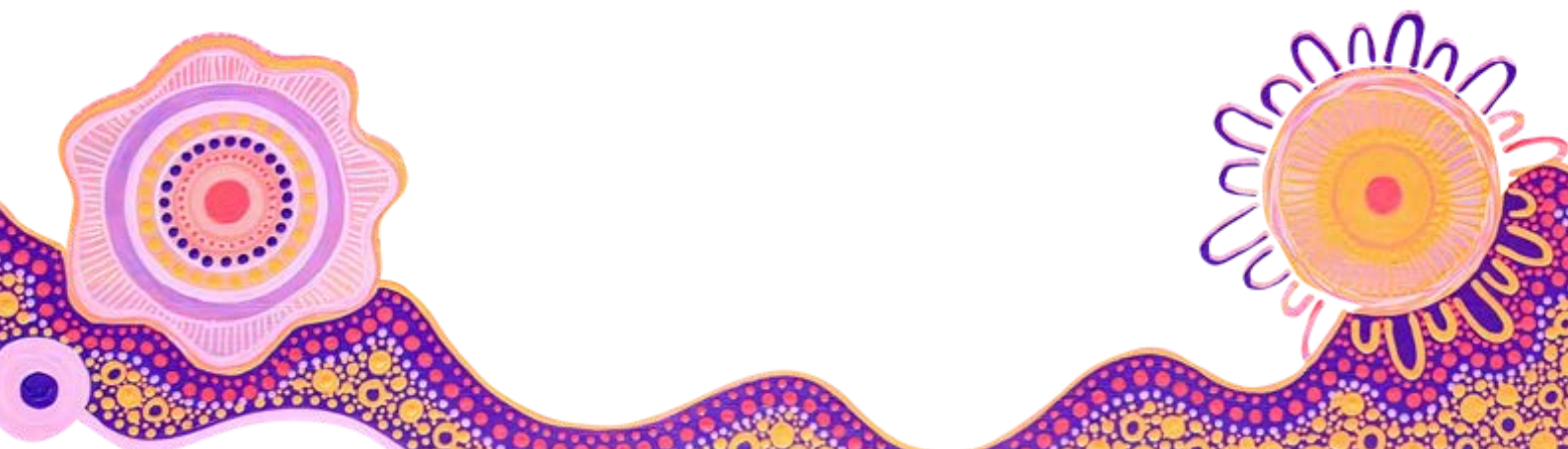
The vision for the WB2C program and hubs is to create meaningful and lasting opportunities that can transform the lives of First Nations women across Australia. Women that have been continuously marginalised and excluded socially and economically.

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.

A proportion of donations received by the Her Futures Foundation are used to directly fund Women's Business 2nd Chance programs and events.

Program Highlights:

- Foundation life skills, pre-vocational training, industry and skill-building workshops
- Bridging or return-to-education courses, and enrolment to new fields of study or licencing
- Job readiness assessment and training
- Trainee preparation and industry pre-vocational programs in partnership with employers
- Preparation for formal interviews and onboarding requirements for employment
- Nutrition, fitness and general health and wellbeing support
- Help with travel for training and work
- Online resources for individual solutions
- Promoting business development and entrepreneurship



Return to Work Pathways



In July 2023, The Hon Jodie Harrison, Minister for Women, Ministers for seniors and the Minister for the Prevention of Domestic Violence and sexual assault, presented WB2C funding for the Return the Work (RTW). This Funding is part of the NSW Government's Return to Work Pathways Program, which WB2C will deliver for our NSW Aspirants.

The program funds NSW organisations to implement projects that support women from focus communities re-enter the workforce. Under the program, we will help Aboriginal women and girls re-engage with the workforce and aspire to leadership in a culturally safe place.

In the 2024-25 FY the WB2C Hub had 74 (49%) women who were participants of the Return to Work Program. The majority; 53 (73%) of women in the RTW were registered to be looking for employment. While 2 (3%) were in employment.

Program Highlights:

Our Return-to-Work program model 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

We deliver Return to Work in Western Sydney, Newcastle, Dubbo, and Wellington from our Women's Business 2nd Chance Hubs thanks to a grant from NSW Women.

Impact Goals

To support 50 First Nations women to enter or re-enter the workforce.



Return to Work Pathways clients Darlene, Penny and students studying their Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care.

How Your Support Could Help Us Grow

Women's Business 2nd Chance Hub

Your support and partnership could help us grow the capacity of the Women's Business 2nd Chance Hub to deliver more programs in western Sydney and to be able to fulfil the need for our programs across a greater geographic area women in regional and remote Australia.

Her Futures Wellbeing Program

The Her Futures Wellbeing Program currently being delivered in Kempsey has potential for expansion through delivery to aspirants from Inclusive Employment Australia and Parent Pathways contracts.

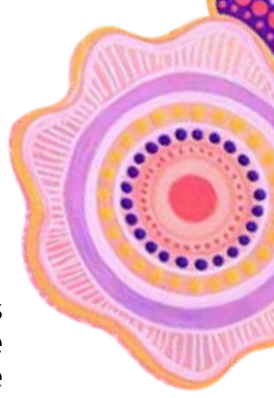
The Wellbeing Program provides a critical foundation for job readiness because it addresses many of the barriers experienced by First Nations Women that have long-term impacts on their ability to find and maintain ongoing employment.

The Wellbeing Program provides women with opportunities to engage with community and support services, participate in information and education opportunities, and access health and wellbeing support. All of this builds the resilience and confidence of First Nations Women to optimise their success when they are ready to begin looking for a job.

As a model, it can be customised to extend the program to focussed groups such as disengaged girls and young women, as part of a school program for young mothers, for women leaving custody and as a program to empower and support older women to engage and interact with disengaged young women.

Pipeline Programs

Your support could help us to implement and grow the projects that are currently being developed to support First Nations women to become confident, empowered, educated and independent.





Fee for Service Programs

Get Ready Program

Our successful 3 day Get Ready program equips aspirants with all of the information that they need to successfully look for jobs, secure jobs and be successful in the workplace.

The course includes:

Day1: Before you start looking for work

Developing vision boards, resumes and cover letters, interpreting jobs advertisements, creating digital job seeking profiles and uploading files, presentation and interview skills.

Aspirants participate in activities to identify their strengths and skills and how they align to the aptitudes required for the jobs that they want. This helps them identify areas of growth or qualifications and experience required.

Aspirants also identify any barriers or support that they may need to allow them to work and are supported in finding solutions or options.

Day 2: Requirements to start work

Aspirants are helped to compile or apply for Superannuation accounts, Tax File Numbers, Working with Children Check, Police Checks, Unique Student Identifier to make onboarding easier.

Preparing for Your First Day includes information to ensure that the aspirants first day at work is a success and that they have of the documentation and information that they need for a problem free onboarding.

Aspirants are given tips and guidance to make sure that they have everything that they need to ensure attendance and punctuality, that they are dressed appropriately and have all of the workplace information that they require.

Day 3: A New Workplace- A New Life!!!

Information to support aspirants for long careers in their new workplaces such as:

- Personal Wellbeing at Work
- Differences that you may encounter at work - equipment, environment, culture, lingo
- How to deal with difficult situations
- Work Health & Safety, Positive Duty Laws, Workplace Harassment and Discrimination - what it is and what to do about it

How to look after yourself now that you are working:

- Family expectations
- Childcare
- Health and Wellbeing
- Stress Management
- Budgeting and Planning - How to read your paycheck, setting future goals
- Declaring your income

New Programs in the Pipeline



Strong Women, Smart Money

Strong Women, Smart Money is a face-to-face facilitation of online training modules from the First Nations Foundation, facilitated and supported by trained Her Futures Foundation staff. The modules empower aspirants to have the information and belief to trust in themselves to make sound financial decisions that positively affect theirs and their families' futures.

In many of our families, money and finances are something that is not spoken about at all, or it's the subject of anxiety, stress and even violence. It is no wonder that many First Nations women have a difficult, even traumatic relationships with money. Smart Women, Smart Money sets out to address this.

We would love to grow our capacity to deliver this program to be able to offer it to all First Nations women, including young women still in high school, working women and to the Aunties who are leaders and knowledge holders in our communities.



Strong Women, Smart Skills (Administration)

We have been working with our partners at Sydney Community College on creating a number of learning and skills development opportunities for our aspirants.

Strong Women, Smart Skills (Administration) is the first of a proposed series of opportunities designed to provide women with digital literacy and foundation skills to help them secure ongoing and meaningful employment.

The program starts with digital literacy skills training sessions from our partners at Sydney Community College. Once a sufficient level of skill is achieved then the participants progress through to Certificate I and II level training modules. They also participate in work placement within partnering businesses and organisations to get real on the job experience.

Administration skills have been chosen for the model as administration roles can often act as a "gateway" to extensive and long careers in other areas such as HR, Casework, Payroll, or Reception.

The program can be developed from this initial framework to cater for other bespoke industries and employers.





Digital Dreaming

The Digital Dreaming Program provides the opportunity for artistic practice and expression in a form that can be used to create employment and financial independence for aspirants.

Digital Dreaming will provide artists and artisans with the opportunity to undertake the Digital Design for Beginners course to take their artistic expression and practice to a new level, providing opportunity for commercial and financial success.

This program is delivered by trainers with decades of experience the design and fashion industries and backed up by a number of guest speakers including:

- Artists whose designs can be seen in big box stores,
- Supply Nation businesses,
- women owned and run local digital printing companies,
- specialist intellectual property lawyers and
- the opportunity to meet with organisations to assist them in their entrepreneurial endeavours.

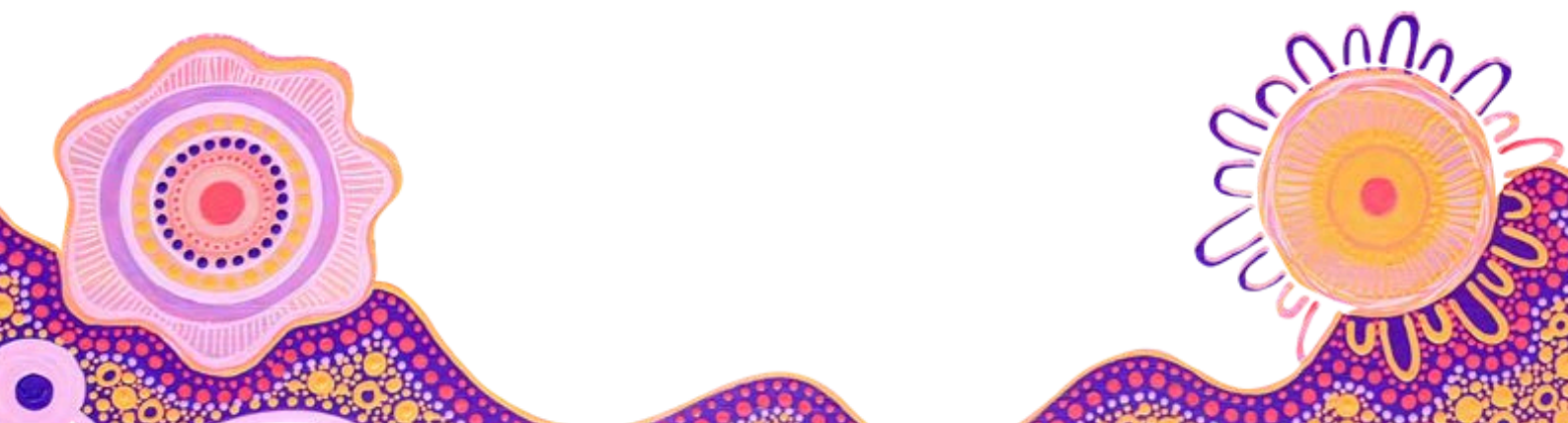
Our Relationship with Real Futures Pty Ltd and AKG

Real Futures Pty Ltd was established in 2012 as a Supply Nation Certified Company, Aboriginal owned and managed delivering high employment and better social outcomes through programs contracted from the National Indigenous Advisory Agency (NIAA) (formally the Dept of Prime Minister and Cabinet (DPMC)).

In 2017 Real Futures partnered with AKG for corporate support in financial, payroll and contractual growth.

The concept for the Her Futures Foundation begun in 2020 when Real Futures partnered with UN Women to create a groundbreaking pilot program called Women's Business 2nd Chance (WB2C).

The Her Futures Foundation was established in March 2023, to continue this work and is dedicated to empowering First Nations women across Australia through employment, education, enterprise, and cultural and social support.





Let's Work Together

We'd love to discuss a potential partnership further.

Please contact me to arrange a meeting or receive additional information.

Thank you for considering this opportunity to walk with us in support of First Nations women.

Warm regards,

Theresa Bowen

Operations and Partnerships Manager
Her Futures Foundation

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Theresa.Bowen@herfutures.org.au

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Her Futures
Foundation

REFERRAL FORM

CLIENT CONTACT DETAILS

Name			
Address		Post Code	
Date of Birth		Mobile Phone	
Email Address			
Aboriginality			

REFERRING ORGANISATION DETAILS

Organisation Name	
Contact Person	
Phone Numbers	
Email Address	
Type of service / support requested	

Please email this form to:

HER FUTURES FOUNDATION

Phone: 02 7209 1905

Email: enquiry@herfutures.org.au

Office: 59 Smith Street, Kempsey NSW 2440

REFERRAL COMMENTS

Aspirant Success Stories



Elizabeth - Wellbeing Program

Elizabeth is a local Kempsey woman who is a key figure in the community. She's well known for catering for all the Sorry Business in Kempsey and leads a very busy life where her wellbeing isn't often put first.

Elizabeth signed up to the Her Futures Wellbeing Program with her Mum and daughter. It was the perfect opportunity to look after their health, spend time together and support each other.

Since starting, Elizabeth has been killing the workouts and shared that the gym and being in a group of other women are her favourite parts of the program.

She said it's hard to find women to work out with and now she's got deadly sisters as gym and walking buddies.

Elizabeth shared that her top three personal changes since joining are being more motivated, making better health choices and feeling good about herself.

She says the program *"helps motivate and encourage you to stay focused on wellbeing, health and healthy eating"*.



Elizabeth - Women's Business 2nd Chance Hub

Elizabeth Whitton is a proud Gamilaroi woman who joined Women's Business 2nd Chance in 2023.

She quickly engaged in a range of workshops at our Hub to upskill, connect with other women and build her career confidence.

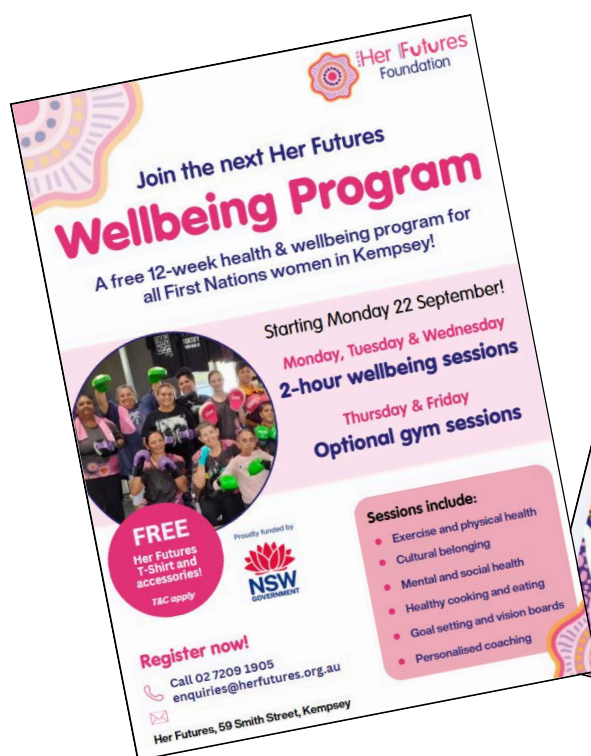
These included Get Ready and Life & Career workshops, a basic computer skills course, arts and crafts sessions, and the 'Empowering Our Mob' healthcare certification.

In 2024, Elizabeth proudly completed a Certificate III in Community Services.

This opened up new career opportunities and she was employed full-time as a DFSV Case Worker.

In her role, Elizabeth focuses on reducing the impact of poverty, social disadvantage and violence on members in her community. She offers clients support, information and referrals to other necessary services.

She has a bright future ahead and has expressed her determination to become an advocate and voice for women!



Tracey - Women's Business 2nd Chance Hub



Tracey Saunders is a proud Kalkadoon woman who has been thriving since joining our Women's Business 2nd Chance program.

Tracey has a cheeky nature and a gift for self-expression. She set her sights on a traineeship, motivated by the opportunity to upskill and gain full-time employment.

As well as expanding her own horizons, she saw it as a way to support her children and family.

As well as participating in our Vision Board workshop, Tracey was supported with one-on-one mentoring by our Reach Out Officers.

Once she had set her goals, Tracey enrolled in a Certificate II in Applied Technologies with NSW TAFE. She spent 2 years studying and gaining practical experience in a traineeship.

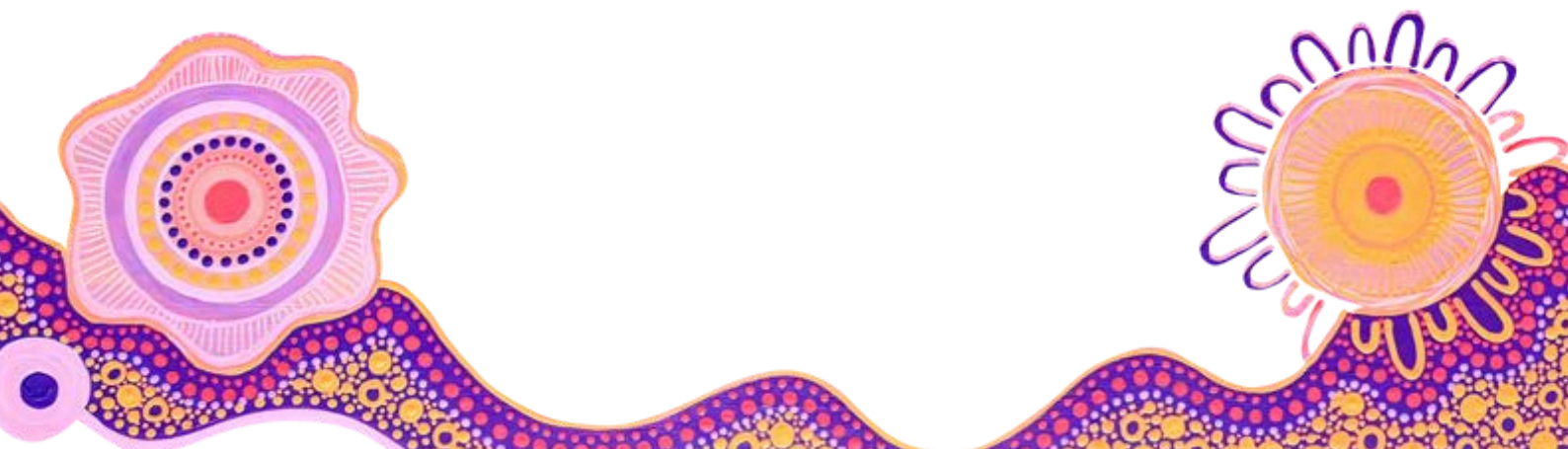
The WB2C team has been by her side, helping prepare and submit the documentation she needed to do her training and gain a traineeship.

During that time, Tracey was a finalist for the 'Greater Western Sydney and Blue Mountains Region Aboriginal and Torres Strait Islander Student of the Year' Award at the Metro Sydney NSW Awards!

Tracey was also the proud recipient of an award from NSW Training showing her outstanding dedication and enthusiasm as a student.

We're thrilled to share that since graduation; Tracey has gained full-time employment with Sydney Water and is loving her new career!

Our team is so proud of her and will continue to support her as she grows.



Julia- Tiddas in Construction

Julia is a WB2C Tiddas in Construction graduate with an inspiring story of resilience and transformation.

In the past, Julia has struggled with drugs, alcohol and the law which she says, led her down some dark paths.

After having a realisation that she wanted a different life for herself, Julia showed the courage to move away from her community to seek out a new future.

She found her feet and got the taste of working life, experiencing many different industries.

Recently, Julia moved back home to reconnect with her parents and siblings. Sadly, a short time after moving home, her mother passed away.

Once Julia felt ready to restart her career, she signed up to our Tiddas in Construction program and completed it with flying colours!

Julia's resilience has proven to be great and after completing Tiddas, she gained a role with LACK Group. She now has the opportunity to go down the pathway of becoming a team leader for their traffic control unit!



Felishia is 'Making Tracks' at Wilson Security



Felishia is a single Mum who had been out of the workforce for 7-years while she focused on raising her beautiful children.

She joined WB2C and was introduced to the Making Tracks program at an information session. Felishia jumped at the opportunity, completed her Cert II in Security Operations and Cert II in Business Customer Service, and obtained her security license.

While she was training, she worked for Wilson Security as a concierge at a local Woolworths. Felishia loved greeting and helping customers and the experience built her confidence.

Once qualified, she was employed in security roles with Wilson Security. and celebrated a promotion. She's recently celebrated a promotion and is now an ambassador for the Making Tracks program!

Felishia loves her job and the opportunities it's given her but is most proud that she has paved the way for her growing daughters who have said they want to be just like her when they grow up!

Shirley Dixon - Women's Business 2nd Chance Hub

Shirley Dixon is a proud Wangkumara woman and single mother of three children. She joined the WB2C Hub in August 2020 and has actively engaged in various workshops as well as completing a Certificate of Attainment in Basic Computer Skills.



Shirley's entrepreneurial journey started whilst she was working as a Cultural Heritage Officer on Wangkumara Country. She has been involved in locating Aboriginal artifacts, cave paintings, and burials in the Cooper Basin, QLD.

This work has inspired Garnas Creations, where she crafts jewellery, art pieces, and homewares. Her artwork has been proudly displayed at Emerton Pharmacy, The Hive in Blackett, and Willmot Community Hub.

Shirley shares her passion by facilitating art workshops in schools and at the Community Restorative Centre. Her creativity and commitment to her family and community are truly inspiring.

Sheerin Griffen - Women's Business 2nd Chance Hub

Sheerin Griffen is a proud Aboriginal Woman and a busy mother of four. She joined Women's Business 2nd Chance in April 2022 to find work. She had been employed at her local primary school canteens but wanted something different and was interested in working in childcare as an educator.

The WB2C team supported Sheerin through our wellbeing program and kept her up to date with the courses, programs and other opportunities we had coming up. Sheerin also signed up to our Return to Work Pathways program.

In 2023, Sheerin attended an employment day, hosted at our Rooty Hill Hub. She came to this event with hope and enthusiasm looking to find a new career path that would provide her and her family a fresh start.

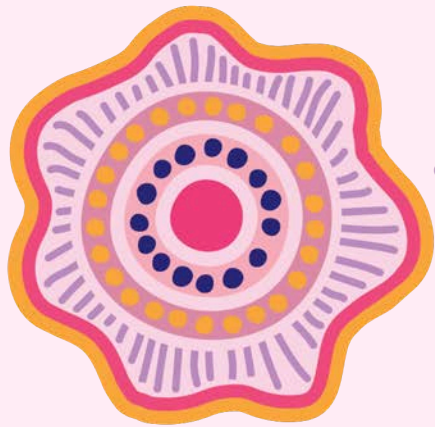
She spoke with Yenu Allowah Aboriginal Child and Family Centre, one of our employment partners and was interviewed on the day.



Sheerin was over the moon to secure a part-time role as a Childcare Support Officer with them!

Yenu Allowah were so impressed by her positive attitude and her eagerness to learn that they have since offered her a full-time traineeship where they will support her in undertaking a Diploma in Childcare.

Shereen shared that through the support of both organisations she feels more confident in social settings and her financial situation has improved for her growing family.



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