

HOW *you can help*

Since 2005, Fitted for Work has transformed the lives of over 13,500 women. We couldn't have done it without the support of our volunteers, donors, supporters, business and corporate partners, staff, board and, of course, the clients themselves.

THANK YOU

On behalf of the team at Fitted for Work and the clients we help, we thank the following contributors very much for their contribution to this Annual Report:

- *A7F Partnership (design and production)*
- *Ariane Phillips (copywriting and editing)*



Fitted for Work

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FITTED FOR WORK

ANNUAL REPORT 2013-2014

INDEPENDENCE AND TRANSFORMATION FOR WOMEN



FITTED
FOR
WORK.ORG



Fitted for Work

VISION

Independence and transformation for women.

MISSION

To help women experiencing disadvantage get work and keep it.

Fitted for Work is a not-for-profit organisation and the first of its kind in Australia.
Since 2005 we have transformed the lives of over 13,500 women.

We provide free interview-appropriate clothing at our Personal Outfitting Service, as well as Interview Preparation, Mentoring, Transition to Work and Staying Employed Programs.

Through mutual respect, compassion, integrity and trust, our dedicated staff and trained volunteers help women gain the self-esteem and confidence to achieve their goal of sustainable employment.

152

WOMEN PARTICIPATED
IN OUR TRANSITION
TO WORK PROGRAM

3,548

WOMEN PARTICIPATED IN
OUR FREE SERVICES

OVER 260
VOLUNTEERS WORKED MORE THAN

8,000
HOURS

80

MENTORS
REGISTERED TO
SUPPORT OUR
CLIENTS
THROUGH THE
INTERVIEW
PROCESS AND
BEYOND

A YEAR OF SUCCESS

500

WOMEN ATTENDED
OUR MONTHLY WORK
PREPARATION AND
PRESENTATION
WORKSHOPS

NEARLY
\$800,000
WORTH OF
CLOTHING
WAS
DONATED

OVER 400
ORGANISATIONS
REFERRED CLIENTS
TO FITTED FOR WORK

2
ACCREDITED
PROGRAMS
DESIGNED
FOR THE
CERTIFICATE
I IN WORK
EDUCATION

MESSAGE

from the Chair



When I first heard of Fitted for Work some nine years ago, it totally resonated with me. I was not surprised that the idea was born by visionary founders Marion Webster and Renata Singer because I knew their deep commitment to creating positive social change. It seemed to me to be a smart and imaginative way to support women experiencing particular disadvantage, and to draw on the generous spirit of many others in so doing.

I watched from a distance as the idea took hold. The Trustees of our grant-making

entity the Victorian Women's Benevolent Trust were also taken by the early efforts of Fitted for Work and made four grants between 2006 and 2014 – putting women and work back on the political agenda; assisting women with a disability to enter mainstream employment; assisting women from CALD backgrounds to achieve mainstream employment; and linking migrant and refugee women with work.

I watched as the organisation went from strength to strength under the dynamic leadership of its CEO, Jane Hunt.

The opportunity to join the Board earlier this year, along with Jackie Grant, Wendy Brooks, Michael Cohn and Maree Davidson and more recently Joanna Wriedt, has now given me the chance to see this remarkable organisation from the inside rather than the outside. It has been exciting to become much more familiar with the key dimensions to the service delivery model; to work with Jane and her staff; to meet some of the many donors who share the commitment to the cause and take pride in the success of Fitted for Work; to meet and talk with many of the fantastic volunteers and mentors who play such a key role in the delivery of an effective service; to

acknowledge the demands of working the service across Sydney and Melbourne; to see from closer range the skill base of people in the office at the Queen Victoria Women's

Centre; and to appreciate the intricate administrative systems that underpin the day to day operation of an energetic and effective agency working for women in achieving hugely impressive outcomes.

We now move into a whole new and exciting phase of Fitted for Work – making sure that its service delivery grows and offers further opportunities for women facing disadvantage to negotiate their way into paid employment; and carving out a new business approach that assists companies to meet their diversity goals and reap the benefits of increased numbers of women in their organisations.

I would like to especially acknowledge the support of Jackie Grant earlier this year for the valuable role she played in ensuring an effective Board transition.

Mary Crooks AO
Chair

TOGETHER WE HAVE LEARNED
A GREAT DEAL AND BUILT FITTED FOR
WORK INTO THE EXTRAORDINARY
ORGANISATION IT IS TODAY.

THE CEO'S REPORT

Not everyone gets to be the head of an organisation as brilliant as Fitted For Work. As CEO, my challenge is to walk the fine line of respecting the core mission, and identify the opportunities for growth and change.

We still run the outfitting service, tailored transition to work and mentoring programs, a career resilience program for women once they get work, and support for women exiting prison. We have our own retail social enterprises, *The Conscious Closet* and *Dear Gladys*. Now we also work with organisations to help them with their female recruitment drives.

The team and I continue to address our three main challenges outside of service delivery. We continue to educate people that our clients aren't 'dole bludgers' but women who want to work, and that disadvantage can be felt by any women at any stage in her life. Through our advocacy work, we also continue to help people understand that there is a real need for an organisation like Fitted For Work and that we are very effective.

These issues are defining for the organisation. As a staff team, Board, volunteers and with the support of our beloved supporters, donors and partners, we have met each challenge, learnt so much (including asking for help) and have been humble enough to learn from our mistakes.

The work we do at Fitted For Work is essential because the personal, real impact of inequality for women in Australia too often gets lost. I remain convinced that the single most important thing to empower a woman is a job. It gives her financial independence, choices and dignity. Enjoy this year's annual report, and thank you for your support.

Jane Hunt
CEO

2013-2014 HAS BEEN OUR BEST YEAR YET.

- Fitted For Work assisted 3,548 women in their journey to securing work – more than ever before in a single year.
- There are now over 260 volunteers and more volunteer mentors than ever before – over 80.
- Transition to Work Programs saw 152 women over the year. Women with a disability, women from a migrant and refugee background and women on community correction orders.
- In addition to our essential outfitting service, we now run monthly workshops in work preparation and presentation. Corporate partners and our volunteers have been instigative in designing and delivering these workshops. We have a waiting list for clients to attend and these have been a real success and have seen over 500 women over the last 12 months.
- We launched our online mentor program to support women in remote areas and who are limited in their access to services. Our mentor service receives incredibly positive feedback from women, we know it works and we are looking forward to helping even more women next year with this program.
- We now have a specific Transition to Work program for women from a M&R background at both ends of the age spectrum as in mature age 45+ and young women under 25 as we know that these are areas of need.
- We have partnered with Tarra Trams on the Driven Women project which is a very significant undertaking. This program offers 80 tram driver roles this year and we are working to support women through the application and interview process.

WE CONTINUE TO CONVEY
THE MESSAGE TO PEOPLE
THAT FITTED FOR
WORK NEEDS CLOTHES,
PLUS FUNDING FOR
OUR PROFESSIONAL
SERVICE DELIVERY.

Women and Work IN AUSTRALIA

THE NEED

When it comes to the gender gap in labour force participation Australia is ranked 52nd in the world (PWC, 2014). There are many reasons why a woman may not participate in the labour force. She might be engaged in study or unpaid work. She may be unable to personal or family reasons. We know that a significant portion of women who want to work are discouraged from doing so or experience difficulty getting a job.

The following facts provide another perspective to this challenging problem:

- The labour force participation of women is 12.7% lower than men (Australian Bureau of Statistics, 2014).
- On average, women working full-time earn 18.3% less than men working full-time (Australian Bureau of Statistics, 2014).
- Women are 2.8 times more likely to work part-time than men (Australian Bureau of Statistics, 2010).
- The average superannuation account balance at retirement for women is around \$92,000 less than men. (Association of Superannuation Funds of Australia (ASFA), 2014).
- 55.7% of people receiving the Age Pension are women (Australian Government Department of Social Services)
- Australia lags behind countries like New Zealand, the United States, South Africa and Canada when it comes to women in higher-level or leadership roles (Equal Opportunity

The harsh truth is that when women are unable to work, they miss out on the social inclusion and empowerment that comes from employment. The impact is felt not only by them but on their families and their communities at large. This is why Fitted for Work is committed to helping women get into work and keeping it.

Sources:

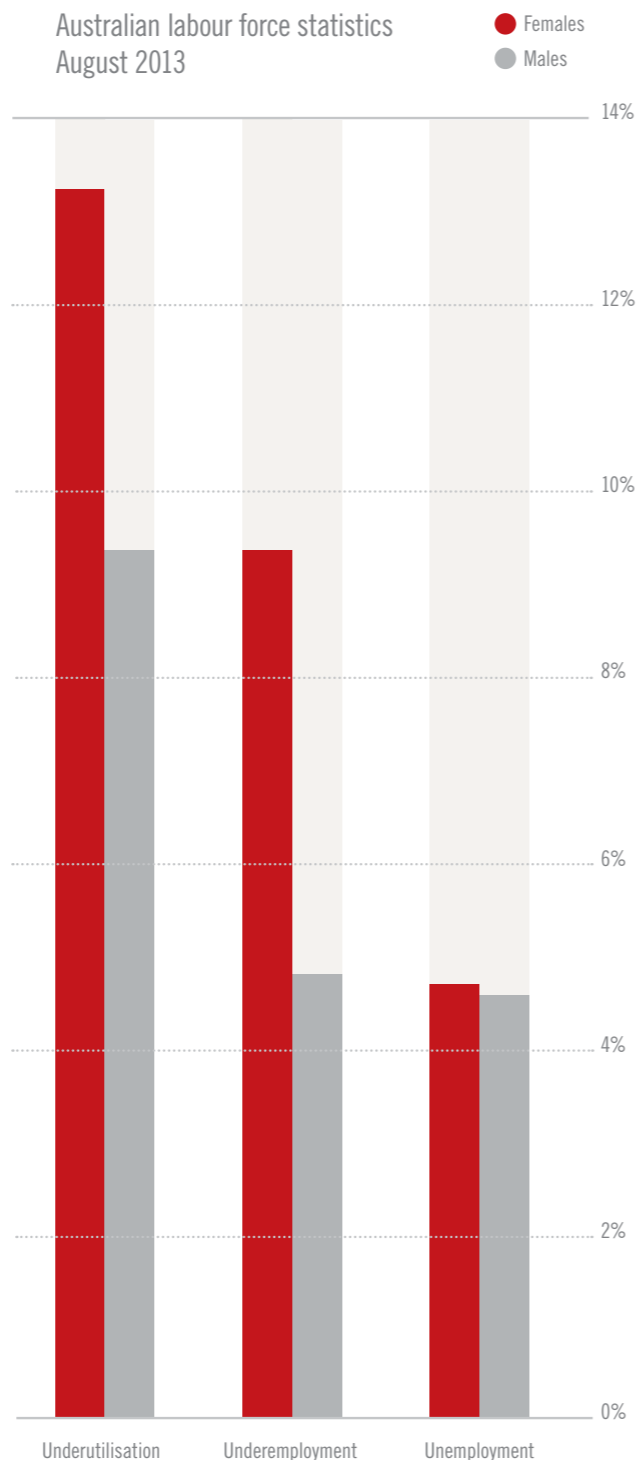
Association of Superannuation Funds of Australia (ASFA). (2014, March). Media Centre. Retrieved December 8, 2014, from ASFA: <http://www.superannuation.asn.au/media-release-7-march-2014>

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Australian Bureau of Statistics. (2014, May). 6302.0 - Average Weekly Earnings. Retrieved December 8, 2014, from Australian Bureau of Statistics: <http://www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/6302.0Main%20Features4May%202014?opendocument&tabname=Summary&prodno=6302.0&issue=May%202014&num=&view=>

Australian Bureau of Statistics. (2014, October). Labour Force, Australia, Oct 2014. Retrieved December 8, 2014, from Australian Bureau of Statistics: <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0/>

Australian labour force statistics
August 2013



FITTED FOR WORK PROGRAMS

This financial year has been significant for us. We have had more women than ever before walk through our doors looking for help to find work: 3548 - the equivalent of 74 a week. And we are on track to increase that to over 4000 next year.

We have seen an increase in client numbers across the board in all groups, but particularly at either end of the age spectrum:-

- mature aged women, in their 40s and 50s, in the position of having little or no superannuation, who need to get into the workforce (sometimes for the first time) to create financial stability for themselves; and
- young women struggling to gain opportunities for work where they live, particularly for full time positions. With youth unemployment being three times the average rate, they have the added anxiety of trying to fathom what employers are looking for in candidates.

While we continue to deliver our core services, innovation in our service provision has been a real focus for us. As an addition to our successful core outfitting and interview preparation service, we now run monthly workshops in work preparation and presentation.

Corporate partner and Fitted For Work volunteers have been instigative in designing and delivering these workshops. We have an attendance waiting list and the positive feedback from clients is proof that these types of services add value and are a real success.

We also launched an online mentor program to support women in remote areas. This program reaches women who are limited in their access to services, restricted in terms of transport or who find it difficult to travel.

Our overall mentoring program receives incredibly positive feedback from women. From a practical perspective, we know it provides women with one-on-one support to develop a job seeking plan, improving their networks and developing confidence.

We now have tailored Transition to Work programs for women with specific barriers to finding work. Women from a migrant and refugee backgrounds, again at both ends of the age spectrum (mature age 45+ and young women under 25), as we know that these are areas of need.

In addition to these new services, we continue to deliver our core services including but not limited to the Transition to Work program, and Staying Employed programs.

We couldn't do this without our:-

- boutique volunteers who provide outfitting and interview practise to women as well as delivering our job preparation workshops;
- corporate volunteers who deliver work familiarisation and career days and help out with our Conscious Closet monthly clothing sales; or our
- pro bono volunteers who deliver specialised ongoing training to clients and staff and who also help with various internal projects to support our organisation.

We would like to acknowledge the people that make these programs successful. The dedicated volunteers who chose to donate their time, knowledge and skills to deliver our programs.

It's an exciting year ahead where we focus again on client services, creating opportunities for women and a new business to increase our impact and sustainability.

"KERRIE WAS BRILLIANT AT THE [JOB PREPARATION] WORKSHOP. SHE LOOKED AT MY RESUME AND SAID IT WAS OK BUT DIDN'T SAY VERY MUCH ABOUT WHO I AM. BY THE END OF THE WORKSHOP, I WAS MUCH HAPPIER WITH MY RESUME AND HAD ALSO WORKED ON MY COVER LETTER. ONE THING THAT REALLY STOOD OUT TO ME WAS KERRIE SAYING THAT WE DON'T KNOW WHAT THE FUTURE HOLDS -IN THAT RESPECT WE ARE ALL THE SAME. THIS WAS IMPORTANT TO ME BECAUSE I REALISED THAT THE MISTAKES IN MY PAST DIDN'T MEAN I COULDN'T HAVE A BRIGHT FUTURE."

KYLIE*



FITTED FOR WORK

Client Statistics

Who are Fitted for Work's Clients?

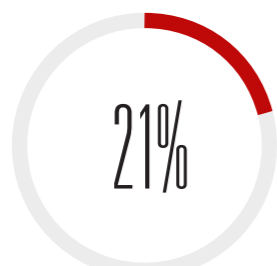
Fitted for Work's clients come from all walks of life and are diverse in age, educational qualifications and cultural background.

Their commonality is two-fold. First that, at the time of accessing the service, they are experiencing disadvantage. They may be leaving a domestic violence situation, experiencing homelessness, recently widowed or divorced, temporarily in poor health that prevents them from working, a newly arrived migrant or refugee, or have a disability. Many are single mothers wanting to support themselves and their children; others are committed carers of family members.

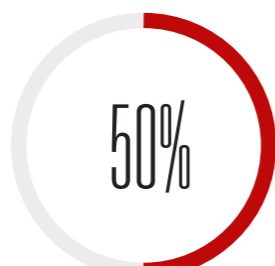
The second feature shared by our clients is that they want to work. Women self-select to participate in our services. They are motivated to change their lives. And they do.

The message we see reinforced time after time is that disadvantage can happen to any woman, at any time.

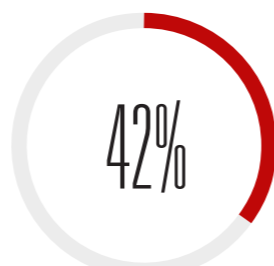
WHO ARE OUR CLIENTS?



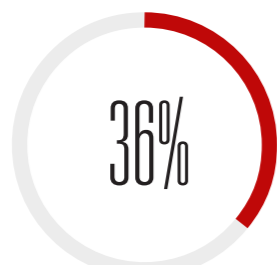
are 24 years of age or under



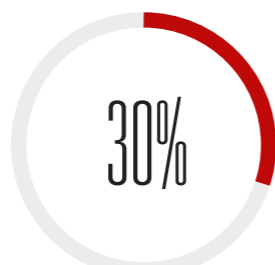
are aged between 25-44



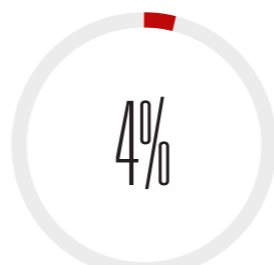
nominate Year 12 or less as their highest educational achievement



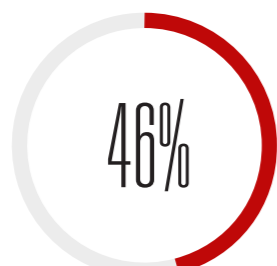
are educated to diploma level or above



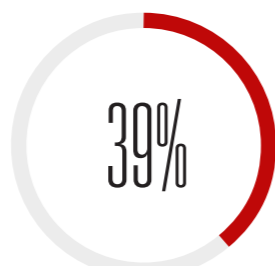
have a disability



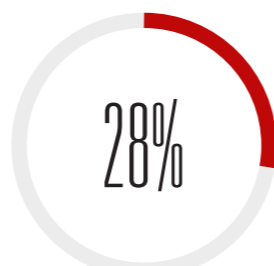
self-identify as Aboriginal or Torres Strait Islander



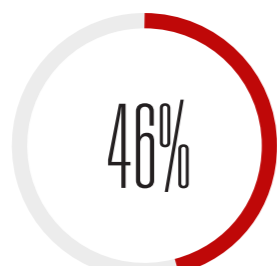
were born overseas



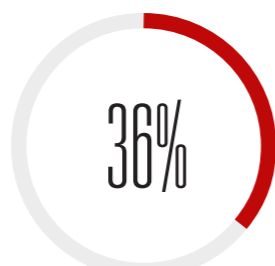
speak a language other than English at home



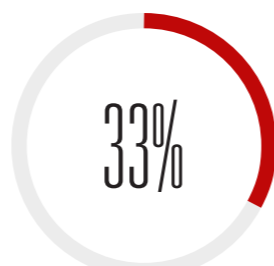
seek our services in preparation for a job interview



are looking for work

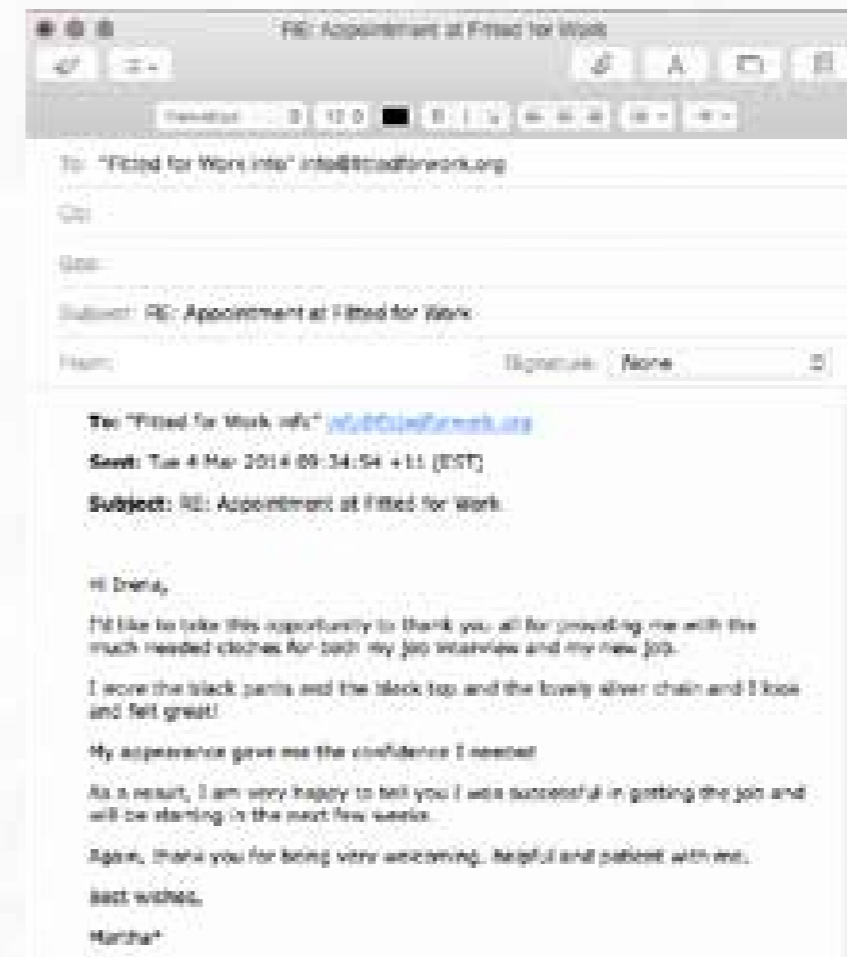


are looking for admin work



have been looking for work for 12 months or more

Client LETTERS



Dear Meredith,
It has been delightful to attend this course. This course along with the mentor will continue to propel me forward. I am even more confident that a productive role for me in the workforce using my talents will not be far away.

Thanks for a great program. Keep up the great work and sincere thanks to FFW & the Jesuit Community College.

With much appreciation,

Danna*
(Transition to Work Program participant)

This amazing course has opened up so many possibilities and opportunities for me - and it's been so much FUN! Thank you xxxx

Amanda*
(Transition to Work Program participant)

You have helped me so much by offering TTW to me. I have learnt heaps. I am now ready to take on new tasks. Your time and patience I am thankful of. I am so glad Fitted for Work is around. Thanks

from Arti*
(Transition to Work Program participant)

CAROL

“SINCE BEING INVOLVED WITH FITTED FOR WORK, I HAVE REALISED THERE ARE GENUINE OPPORTUNITIES FOR WORK FOR ME AND I NO LONGER ALLOW MYSELF TO BE DEFINED BY THIS ILLNESS. IT HASN'T CHANGED OR GONE AWAY, BUT IT NO LONGER DETERMINES WHAT I CAN DO AND WHO I CAN BE.”

I was introduced to my mentor, Shirley, because I needed support while I studied to be a funeral celebrant and worked on my goals for future employment. I completed a work placement at a large memorial park and am on my way to starting my own celebrancy business.

It's not been an easy road for me. I've faced a number of challenges both professionally and personally. I've had a number jobs - across local and state government departments in data entry, computer start up programs, research and advocacy in the disability space as well as assessments for assistance and support for old age pensioners.

At the same, I cared for my mother who was unwell for many years while I myself suffered from chronic fatigue syndrome. My illness drove all my life choices, which resulted in the difficulty in keeping employment. It's fair to say that this illness also had a lasting negative impact on both my physical and mental health.

I learnt about Fitted for Work through a support group for isolated, older women. I noticed the coat hanger logo during a social outing to an art exhibition in the Queen Victoria Women's Centre. I wanted to know what it was all about and made enquiries. I was really excited to learn that there were programs available for people like me. So I seized on this information and signed up to the Transition to Work Program.

Having a mentor has been fantastic. Shirley and I have a lot in common - age, life experience, family, that sort of thing. She is very supportive

HAVING A MENTOR HAS BEEN FANTASTIC.

of my goals and my ideas. I feel I've learnt from her perspective on things and her willingness to hear me out. She's never given me negative feedback, just really checked in to make sure that I've thought things through. She's been great. The whole program has been great.

I met Carol at a training session. The mentors and mentees did a few activities together just to break the ice. Then we were paired up - a mentor with a mentee. Our task was to find as many things in common as possible. Carol and I just started a conversation that hasn't finished. The starting point was that she used to live in the next street to where I live now. We were like, 'Ah! Me too! Me too! Me too!' during the whole conversation. We found so many parallels. It was great - we really clicked straight away.

It really is a pleasure when we meet. It's more like having coffee with a friend. Except of course, the conversation is very much about me asking her how she's been doing in her job search. Our meetings used to be structured but now they're not because Carol knows the things she needs to focus on.

In the early days, Carol needed someone to build her confidence, to say, "Yes that was the right thing to do." Or "What a great idea. That sort of thing." When she went on work placement, she was keen to try different things, whatever tasks there were. So every week she was assigned a different supervisor and task and she excelled. Then it really was just about me supporting her in her progress.

Now she's on the 'cliff's edge' because next year she'll starting her own business. We've talked about all the things she needs to do to become a business identity. And the things she needs to do to establish that, like setting up her ABN, her website and business cards. Now she bounces her own ideas off me much more and I just put in my own two bobs' worth. I've become more of a sounding board than a coach. It's so exciting.



SHIRLEY

To be a successful mentor you need to have the ability to listen and to start where your mentee is. Not where you think they should be. You need to find out where they're at and what they need. The support you get from Fitted for Work is tremendous. The staff are always available to provide a different perspective and help you work through any questions you might have about how to best support the mentee. Being a mentor has been hugely rewarding.

CAROL IS SUCH A SUCCESS,
I DON'T CALL HER A MENTEE,
I CALL HER A MENTEEORITE!

Shirley Sydenham is the co-author of numerous books for teachers and students, published in Australia and overseas. She has been volunteering with Fitted for Work for more than three years and also helps clients in the Personal Outfitting Service.



VINTAGE & CONTEMPORARY BOUTIQUE

Dear Gladys is a high-quality vintage and contemporary boutique which operates online and through fabulous pop up shops throughout Melbourne. She is the social enterprise owned and operated by Fitted for Work. In 2013–2014 Dear Gladys accounted for 19% of Fitted for Work's revenue.

Dear Gladys stocks a range of hand-picked clothes from Australia, Europe and America, as well as accessories, handbags, our own brand of hosiery, shoes, homewares and gifts. Dear Gladys customers keep on coming back because the stock is regularly updated, well-priced, unique and, most importantly, every purchase goes directly towards helping a woman step out of disadvantage and into work.

Dear Gladys collaborates with Melbourne fashion designer Lauren Stein to create a capsule range called 'Her Pony Loves Dear Gladys'. This range comprises the most popular and wearable pieces from Lauren's established label 'Her Pony', adapted to suit the Dear Gladys customer.

With a focus on being feminine, contemporary, and yet classic enough to be worn for seasons to come, this range was designed to encourage customers to think sustainably about their fashion purchases, and to care for, recycle and perhaps pass-on pieces to friends. Dear Gladys is currently working on another collection with Lauren for summer 2014/2015

Now with 3 years of online trading, Dear Gladys continues to increase her online business and followers. The online store has increased the selection of gifts and homewares available, as well as taking on a new UK designer label, Olga de Polga. The growth in success of Dear Gladys can be attributed to its increased popularity, both in the community where it is now a fixture in the Melbourne vintage scene, with a Facebook following of over 29,000 fans!



This success could not have come about without the incredible volunteers who have dedicated their time and love to Dear Gladys, assisting with pop up sales, modelling, creating digital lookbooks, photography, make-up artistry, design and much more. Diversifying income streams through the establishment of social enterprises is a major strategic objective of Fitted for Work, and Dear Gladys is at the heart of this vision.

Find out more about Dear Gladys by visiting the website at deargladys.com.au

BOARD OF 2013-2014

Mary Crooks AO (Chair)

BA(Hons), MA

Executive Director of the Victorian Women's Trust

Wendy Brooks

B Mus, LLB (Hons), MAICD, AMICDA

Director of the Queen Victoria Women's Centre Trust,
Co-chair of Human Rights Watch Australia

Jaclyn Grant

LLB(Hons)

Company Secretary of Glenorchy Art and Sculpture Park,
Commercial Consultant

Jacqueline Phillips

MBA, GradCert Corporate Leadership, DipPR

Director of Cheekwear Pty Ltd,
Director of Skin and Cancer Foundation Victoria

Jenny MacDonald

B.Com, CA, M.Entr&Innov

Group Chief Financial Officer of the REA Group,
Co-Director and General Manager

Louise Di Francesco

MPRIA Director

Co-owner, Verve Communications

Maree Davidson AM

Member of the Centre for Multicultural Youth (CMY) Board,
an Executive Member of National Coalition Against Bullying (NCAB),
Chair of the Advisory Committee for the Fellowship for Indigenous Leadership,
YMCA National Board Member, Director YMCA – Youth Community Fund,
Advisory Board Member Verde Health Foundation and Director of the
Board of the Consumer Utilities Advocacy Centret

Megan Quinn

A Co-founder of Net-A-Porter

Board member UNICEF

Michael Cohn

B.Economics

Owner, Coppin Grove Wines,
Member Management Committee Liberty Victoria

Sandy Hutchison

BA, MPA

Advisory Board Member of the Advanced Women in Leadership Program,
Women in Leadership Australia

Therese Ryan

LLB, GAICD

Non-executive Director of Victorian Managed Insurance Authority,
VicForests, Melbourne Fire Brigade and Yarra Valley Water

STAFF 2013-2014

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Erica Bertelsen

Joelle Boelen

Amanda Carlile

Sharon Lee Dean

Karen Diegan

Dyana Gray

Irena Grary

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Jane Hunt

Hanh Le

Anne Lennon

Kathi McCulloch

Elizabeth Montgomery

Karolina Partyka

John Patitsas

Ariane Phillips

Penny Rogers

Sheree Rubenstein

Kelly Thompson

Dawn Tindal

Melissa Westwood

THANK YOU!

We are extremely grateful to the many organisations and individuals who have all made such valuable financial and in-kind contributions to Fitted for Work during the year. Your support means that we are able to help more women step out of disadvantage and into sustainable employment.

On behalf of these women and all our volunteers, staff and board, we say thank you very much!

DONORS

We thank each and every one of the private donors who supported us this year.

We would particularly like to thank:

Andrew and Jean Miller

Annie and Peter Duncan

Hilary Irwin

Jaclyn Grant

Joy Selby Smith

Lorraine Topol

Mark Lipshut and family

Malcolm Broomhead

Marion and Michael Webster

Renata and Peter Singer

Robert Strang

Rosemary Grieve

Tania Seary

Wendy Brooks

GRANT FUNDING

Thank you to the following trusts and foundations, companies and government organisations for your generous grant funding during the year.

- Allens Linklaters
- ANZ Staff Foundation
- Auburn City Council
- Australian Government Office for Women
- Beck Foundation
- Beecher Charitable Fund
- Besen Family Foundation
- Clayton Utz Foundation
- Coca-Cola Australia Foundation
- Collie Foundation managed by ANZ Trustees
- Commonwealth Bank
- CRC.NSW
- Danks Trust
- Eldon & Ann Foote
- Fairness Fund managed by Australian Communities Foundation
- Flora and Frank Leith Charitable Trust
- Gandel Philanthropy
- Holroyd City Council
- Justin Foundation
- Lord Mayor's Charitable Foundation
- LUCRF Community Partnership Trust
- Macquarie Group Foundation
- Mazda Foundation
- Parramatta City Council
- Philip & Vivien Brass Charitable Foundation
- PWC Foundation
- RE Ross Trust
- Reichstein Foundation
- Schapper Family Foundation
- Seary Lynch Foundation
- StreetSmart
- Telematics Trust
- The Miller Foundation
- The Trust Company
- The Victorian Women's Trust
- The Westpac Foundation
- The William Angliss Victoria Charitable Fund

MAJOR BUSINESS PARTNERS

The following business partners have provided major financial help, pro-bono support and in-kind services during the year.

- ISPT
- TS14+
- AJF Partnership
- Verve Communications
- An Air of Distinction
- The Paper Doll
- Clayton Utz
- Freehills
- Unit1 Creative
- Mary Grech & Jodie Belyea
- Westpac
- The Heat Group

SUPPORTERS

We also wish to acknowledge and thank those organisations who have provided donations, clothing or goods and services to Fitted for Work during the year.

- A Gesture
- Accuteque
- ACF Wall
- Additions
- Advanced Personal Management (APM)
- Aegis Services Australia Pty Ltd
- AFR
- Allens Linklaters
- AMP
- Andi McCann
- ANZ
- APRA Sydney Social Club
- Argyro Gavallas
- Arinex Pty Ltd
- Ark Group
- ASX Ltd
- AusSip
- Australia Post
- Australian Army Rugby League Ladies Team
- Australian Information Industry Association Ltd
- Australian Nursing Federation
- Balance 3
- Bank of America Merrill Lynch (Australia) Pty Ltd
- Bank of Melbourne
- Barclays Bank PLC
- Baulderstone Pty Ltd
- Bella Model Management
- Bendigo Bank
- BGM Models
- BHP Billiton
- Blue Stockings
- Booz & Co
- Bowhay Pastoral Coy Pty Ltd
- Breakthru
- Brotherhood of St Laurence
- Brumby's Bakery
- BT Financial Group
- Buckley Park Secondary College
- Building Engineering
- Campbell Page
- Carrera Partners
- CBA
- Central Coast Installations
- Chartered Secretaries Australia Ltd
- Cheltenham Community Centre
- Chic Image
- Chorus Executive
- City Naturopathic Clinic
- City of Whittlesea
- Clayton Utz
- Clifford Chance
- Coca-Cola
- Coco & Crème
- Coles
- College of Design and Social Context, RMIT
- Commonwealth Bank of Australia
- Community Builders Australia Pty Ltd
- Cooinda Hill Inc.
- Country Womens' Association
- Creative Coalition
- Cricket Victoria
- Crown Castle
- Dalmatino
- DB Results Pty Ltd
- Deakin University
- Degani Cafe, 535 Flinders Lane
- Department of Defence, Victoria Barracks Melbourne
- Diana Ferrari
- Digital One
- Diversity at Work
- Dulux Australia
- Dynamiq
- Endota Spa
- EOWA
- Ernst & Young
- Ernst & Young Solicitors' Trust
- ESH Group
- Ethical Jobs
- Evinby Pty Ltd
- Evocca College
- EvoTV
- Females in Technology and Telecommunications (FITT)
- Finity Actuarial and Insurance Consultants
- Fintona Girls School
- Flower Temple
- Gemaker
- GippsTafe
- Glamazon Shoes
- Glenferrie Rotary Club
- Global Skills
- Golder Associates
- GPO
- Grace Cosmetics
- Grace Removals
- Grant Thornton
- Gunn Taylor
- GWF
- Hanover
- Heart Foundation
- Henry Davis York Lawyers
- Herbert Smith Freehills
- Hogg and Reid
- Holding Redlich
- HSBC Bank Australia Limited
- IBM
- Imperial Crest Hair Salons
- Inner Melbourne Community Legal
- Invest Victoria
- IPA Personnel
- ISPT
- Jacobus Pty Ltd
- Jean Hailes
- Jo-Anne Goesch
- Job Prospects Preston
- John Holland
- Joseph Italiano and Associates
- K&L Gates Women in Business
- K. Inc
- Kikki K
- Kolourways Melbourne
- KPMG
- Kylie Harker Change Agent Coaching
- La Strange Pty Ltd
- La Trobe University
- Lander & Rodgers Lawyers
- LEAP Learning
- Leap Training
- Levante
- Life Long Careers
- Lifeline
- Lions Club of Morwell
- L'Oreal Melbourne Fashion Festival
- Lumley Insurance
- Lux Bites
- LV Express
- Macquarie Group Ltd
- Madame Flavour Pty Ltd
- Maddocks
- Magic Mosaics
- Mallesons
- Mamre House
- MarkTwo Consulting
- Marsh & McLennan Companies
- Martyn Sullivan
- Mary Grech Career and Leadership Development
- Matchworks Medibank
- Melba Club
- Melbourne Citymission
- Melbourne Warehouse Sales
- Melbourne Writer's Festival
- Melissa Harries – Mindset Abilities
- Mercy Health
- Merrylands RSL
- Meyer Cookwear Australia Pty Ltd
- Middletons
- Mills Oakley Lawyers
- Miss Chu
- Mitalent Recruitment Group
- MLC Australia
- Model Co Cosmetics
- Moet Hennessy Australia
- Monster Threads
- Morgan Stanley Smith Barney Australia Pty Ltd
- Morrisons
- Myer
- NAB
- Natural Beauty Care
- Navitas English
- NAWIC
- Next Printing
- Nike
- NMIT
- Northcote Town Hall
- Nova Employment
- NSW Dept of Premier and Cabinet
- NSW Police Force
- NSW Women in Super
- OAMPs Insurance Brokers
- Office of the Honourable Greg Hunt MP
- Officeworks Superstores
- One8One7 – Marcus Piper
- Orono Group
- Ovarian Cancer
- Pacific Brands
- Pacific Magazines
- Panthers Mensland, Morwell
- Parramatta Rotary
- Pattersons
- Perpetual
- Piacere
- PILCH
- Pitcher Partners
- Pop & Scott Workshop – set styling
- Prahram Mission
- PwC
- RackMan
- Rebecca Marl
- Reddin Partners
- Regency Media
- RMIT University
- Rotary Bundoora
- Rotary Club – Albert Park
- Rotru Investments
- Salesforce
- Scout Marketing
- Sensis
- Sensis Pty Ltd
- Shot of Soul Photography & Video Production
- Significant Women's Network
- Simone Perelle
- Slade Group
- Slade Partners
- Slattery Auctions Australia
- Social Traders
- Solid Dynamics
- Soroptimist International Gippsland
- Soroptimists International on Collins
- Specialty Fashion Group
- Square Peg Careers
- St Kilda Primary School
- Standard & Poor's
- Strang PTY
- Suncorp
- Sydney FINSIA
- Sydney Wier
- Sydney Water
- Sydney Womens Network
- TAFE NSW
- Talent 2
- Tegan Marie Styling
- Telstra
- Templestowe Valley Primary School
- The Ark
- The Big Issue
- The Centre
- The Costume Shop
- The Country Women's Association of Victoria Inc.
- The DM Group
- The Heat Group
- The Hub Melbourne
- The Jacky Winter Group
- The Just Group
- The Malka Group
- The Mask Academy
- The Paper Doll
- The Travel Corporation
- The W.A.S.H House
- Thompson Reuters
- TMG
- Trans-Tasman Business Circle
- Treasury Estate Wine
- TRU Energy
- Unit 1 Creative
- University of Melbourne
- UNSW – University of NSW
- VECCI
- Victorian Golf Club
- Victorian Honour Roll of Women
- VWIR – Victorian Women in Resources
- Warragul Regional College
- Water for All
- Western Bulldogs
- Westfield Parramatta
- Westpac
- Westpac Women's Markets
- Willow Ltd Paddington
- Wilsons Learning
- Women in Rotary
- Women in Super
- Women's Business Now
- Worksafe
- Workshop Architecture
- Worley Parsons
- Zonta Club

Fitted for Work receives support from hundreds of individuals and organisations and it is impossible to list them all. We apologise for any inaccuracies or omissions.

FINANCIALS & SUMMARY

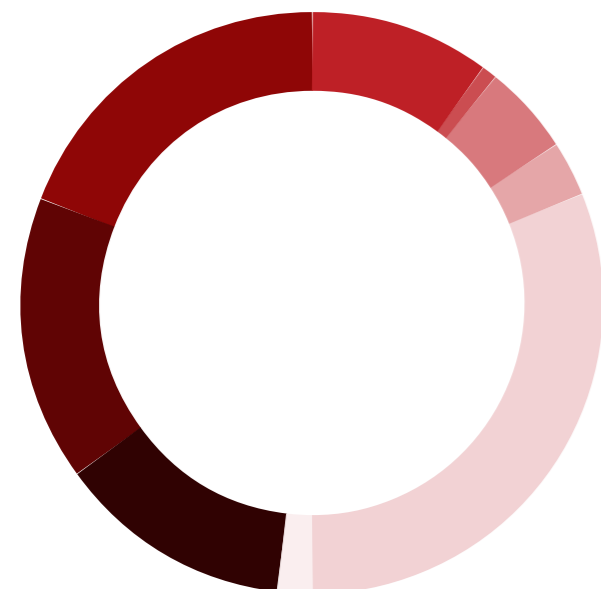
Abridged Audited Financials as at 30 June 2014

STATEMENT OF INCOME AND EXPENDITURE FOR PERIOD ENDED 30 JUNE 2014

	2014 (\$)	2013 (\$)
Total Income	1,370,531	1,389,105
Total Expenses	1,453,723	1,402,175
Operating Deficit	(83,192)	(13,070)

BALANCE SHEET AS AT 30 JUNE 2014

	2014 (\$s)	2013 (\$s)
Total Assets	703,980	439,069
Total Liabilities	694,407	346,303
Net Assets	9,573	92,765
Retained Profits & Total Equity	9,573	92,765



FITTED FOR WORK LTD INCOME DISSECTION

- Grants Trust & Foundations
- Grants Federal
- Retail Sales (Social Enterprise)
- Donations
- Donated Clothing Sales
- Corporate Donations
- Fundraising Campaigns
- Miscellaneous Income
- Other

AUDIT AND ACCOUNTS

Fitted for Work complies with all applicable Australian Accounting Standards and guidelines, as well as relevant Corporate Law provisions. The financial statements are audited by Eric Townsend & Associates. These statements are available upon request from Fitted for Work.



HOW You Can Help

Since 2005, Fitted for Work has transformed the lives of over 13,500 women. We couldn't have done it without the support of our volunteers, donors, supporters, business and corporate partners, staff, board and, of course, our courageous clients. There are many ways you can help.

"I NEVER THOUGHT THAT I WOULD EVER BE IN THE POSITION THAT I'M IN NOW, AND IT IS A FRIGHTENING AND VULNERABLE WAY TO LIVE. THE COMPASSION AND SUPPORT THAT FITTED FOR WORK PROVIDES MAKES LIFE THAT LITTLE BIT EASIER. I LEFT WITH A SMILE ON MY FACE, A FEELING OF RELIEF AND THE CONFIDENCE THAT I WILL FIND WORK."

FITTED FOR WORK CLIENT

Financial

The services we offer to women experiencing disadvantage are free. While the clothing that we receive is essential, we also need funding to continue to provide our suite of programs.

You can help by:

- Making a personal donation at fittedforwork.org and consider becoming a monthly donor;
- Inviting us to apply for funding from your organisation's trust or foundation;
- Getting involved in one of our community fundraising events such as as *Tuxedo Tuesday in March* (tuxedotuesday.org);
- Organising your own fundraising event or activity;
- Becoming a Fitted for Work business or corporate partner;
- Shopping at *Dear Gladys*, our beautiful vintage and contemporary clothing and homeware store located at 296 High Street, Northcote Melbourne and online at www.deargladys.com.au

Volunteer

Volunteering is a great way to directly make an impact on our clients. We are always looking for assistance with various programs and projects, whether you are looking to volunteer as an individual or with a team from your workplace.

You can help by:

- Volunteering in our Personal Outfitting and Interview Preparation Service at one of our boutiques in Parramatta, Melbourne and Morwell, or on our Women Exiting Prison Program;
- Mentoring or offering work experience as part of our Transition to Work Programs;
- Working with us on a skilled volunteering project, e.g. finance, IT, HR, legal etc; and/or
- Assisting with other special projects as advertised on our website.

Clothing, Shoes, Accessories & Personal Care Products

The supply of quality, work-appropriate clothing, shoes and accessories as well as personal care products is critical to the running of our service.

You can help by:

- Doing a 'spring clean' of your wardrobe and donating suitable items;
- Providing unopened personal care products e.g. makeup, shampoo, etc; and/or
- Organising a drive with family and friends or at your workplace.

Your help will transform the lives of women and their families. Thank you.



"Every Wednesday I come in to Fitted for Work and it's the highlight of my week. We love what we do, helping women on their journey to get back to work. This is about them, not us."

GAYLE, VOLUNTEER