



fitted for work

Annual Report 2015/16

Independence
and transformation
for women

fittedforwork.org
www.theconsciouscloset.org.au
www.sheworks.org.au



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.**

We provide free interview-appropriate
clothing at our Personal Outfitting
Service, Interview Preparation, Mentoring,
Presentation Workshops, as well as
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.



fitted for work

Another Year of Success	3
A Message from our CEO	5
A word from our Chair	6
The Need & The Solution	7
Australia, Women and Work	7
Client Services	8
The Stats	9
Programs	10
Rosie	15
When Tina met Nancy	16
Julie's Story	17
Supporter Profiles:	
King and McMillan Foundation & Wellineux	18
Clayton Utz	20
Goodbye Gladys, Hello The Conscious Closet!	22
Board of 2015/16	24
Staff of 2015-16	24
Thank You	24
Abridged Audited Financials	26
Ways you can get involved	28
Contact Us	29



“Fitted for Work provided me with interview advice and confidence. The experience made me feel really positive and ready to go and smash the interview.”

Holly

Another Year of Success

3,418

programs delivered to women

38

women enrolled in Prison Program

234

women supported through The Hub

94

women supported through Staying Employed Program

1,794

boutique appointments delivered

1,163

women attending Job Preparation and Presentation Workshops

95

women enrolled in Womankind Program

7,591

volunteer hours worked to deliver outfitting appointments

59

new mentors recruited and trained nationally

\$394,080

worth of donated clothing gifted to clients

40

speaking events

1st

brand refresh in 10 years, including logo and new website



A year of Transformation

When a woman who is experiencing disadvantage walks through the Fitted for Work doors and works through our suite of services we know that she has the tools to go on and obtain employment. This in turn will allow her the financial security and independence she needs to write the life story she and her family aspire to.

A Message from our CEO

At Fitted for Work, we aim to practice what we preach, it's important that we as an organisation ensure our own financial sustainability and, as a result, this has been an important year of transformation. The 2015/16 period has been about making changes and laying solid foundations regarding our structure and strategy to ensure we are strong and secure enough to grow.

We launched two social enterprises to start to build all important revenue streams for Fitted for Work. The first, The Conscious Closet, was established in the Queen Victoria Women's Centre as a physical retail outlet where the non-appropriate work clothing and accessories are sold on to the general public. Our second social enterprise, SheWorks, came about as a direct result of the success of our initial pilot program with Yarra Trams. Fitted for Work was able to place 40 women into tram driver roles within a period of 12 months, completing an end to end solution for clients.

We have spent time building our infrastructure. This enables us to work more efficiently and focus on our client outcomes. We have strengthened our national presence through the creation of a stronger brand. You will have noticed Fitted for Work has a fresh look. This involved updating our logo and all branding as well as launching our new website in April. This now effectively highlights the complete suite of services we offer, supporter experiences and, most importantly, our client stories. We know how important it is to tell these stories of courage and resilience. As a result we continued to work hard at getting our message out to new supporters. Despite being a small team we presented at 40 separate events to over 5,000 people in the last 12 months.

Regardless of where a woman is at in her journey to employment, we aim to improve and enrich her experience of Fitted for Work. An important and successful part of this has been our Mentoring Program. We know that the benefit of having someone

to talk to, encourage and brainstorm is enormously important. This year we increased the number of mentors available to our clients by 50%. We also developed our 'WomanKind' program. This holistic program offers woman to woman training as a whole of life program to inspire, build confidence and support women through their job search journey and beyond. Delivered by specialised Fitted for Work trainers, this program is based on the building blocks of well-being: positive emotion, engagement, relationships, meaning and accomplishment.

This, along with our proven core services, has resulted in marked increase in women finding employment. In the period from July 2015 to June 2016 we have seen the number women who find employment grow from 50% to 64% within a 4 month period.

We were also recognised publicly not only for the social impact our services have on the community but also for the professionalism and business acumen of the Fitted for Work team as a state finalist in the Telstra Business Awards.

Transformation can be challenging but with the ongoing guidance of a strong Board, multi-talented staff and loyal volunteers and supporters, Fitted for Work's future looks bright.

Donna de Zwart
CEO

A word from our Chair

Women's participation in the Australian labour market has steadily increased over the decades, along with greater opportunities for training and educational attainment and movement through decision-making ranks of corporates and not-for-profit organisations.

Many women have been able to contribute to our national superannuation scheme as well as increase their share in property and investment markets. All of this suggests substantially increased economic security for women.

But the picture is much more complex – and the subsequent outcome for many women is highly problematic.

Women make up the most of the casualised and part-time labour market. They do the majority of unpaid care work. Many work in sectors which are less valued in monetary terms and underpaid relative to employees in other sectors. Many are 'locked out' of our superannuation system. Sadly, many struggle economically as they try and establish a life for themselves and their children after long and traumatic intimate partner abuse. The prospects for significant numbers of women as they age become increasingly fraught, with limited economic security to look forward to in their retirement years and the threat of homelessness.

This is where and why the endeavour of Fitted for Work is so important. It underscores the need and importance of prioritising economic justice for women – for supporting thousands of women in their quest for paid work, accessing opportunities which come from secure, fairly remunerated employment, and achieving adequate levels of retirement income.

The formula that makes Fitted for Work a continuing great story of helping women to get and keep work. After eleven years, it remains a positive reminder of how much can be achieved in employment policy and practice when corporate, government, philanthropic and not-for-profit agencies are able to come together and support the goal of economic justice for Australian women.

Warm thanks to every one for actively supporting Fitted for Work and enabling its achievements – our generous philanthropic donors and corporate partners, supporters across government agencies, our wonderful army of volunteers, our committed and talented staff under Donna's leadership and of course, our Board.



Mary Crooks AO
Chair - Fitted for Work



**Economic security
for women.
Four words.
Easy to say, harder
to deliver.**

The Need & The Solution

Australia, Women and Work.

Again, this financial year Australia is making steps in the right direction towards achieving gender equality in workplaces, education and government. In addition to the growing number of women taking leadership roles, we are seeing more men willing to take an active role in the solution.

However, progress is slow and the story continues: women and girls still experience inequality and disadvantage across all areas in their lives. They continue to experience limited opportunities and choices, especially when it comes to gaining meaningful employment and economic parity.

The reasons for this are both complex and simple. What is clear is that female participation in the workforce needs to be addressed as a matter of priority in order for Australia's economy to thrive. This will only happen when workplaces can accommodate their differing needs.

21.3% of employees are women working part-time. 'Part-time' can mean working only one hour a week. Many women seeking part-time positions have capacity to work more hours and are restricted by inflexible workplace practices.

Aside from economic setbacks, when women are unable to work they miss out on the social inclusion and empowerment that comes from employment, which impacts families and communities.

Fitted for Work is committed to empowering women experiencing exceptional disadvantage by helping them find and keep work.



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Client Services

The focus for client services in FY2015/16 has been to grow our current suite of service offerings to address the challenges that women face in all areas of finding and keeping work.

Our new WomanKind program expands on 6 successful years of the Transition to Work Program to provide a holistic 10 week program centred around 8 elements of wellbeing. In this interactive program we help women identify areas of their lives that potentially inhibit their ability to find and keep work and provide group and mentor support to address those barriers.

A schedule of regular workshops has been introduced to develop job preparation skills such as mock interviews and application letter writing, and presentation techniques for interviews such as positive body language and work appropriate hair/make up.

A weekly resume hub has been established at both the Melbourne and Parramatta boutique sites. Clients can access this service multiple times for support in tailoring their resume and application letter to specific job ads.

The purpose of creating a suite of services is to provide each woman with the exact support required at her particular point in the job search process. Clients are able to access services multiple times as we recognise that no two job applications are the same and to build resilience in the job search process requires ongoing support in a number of areas.

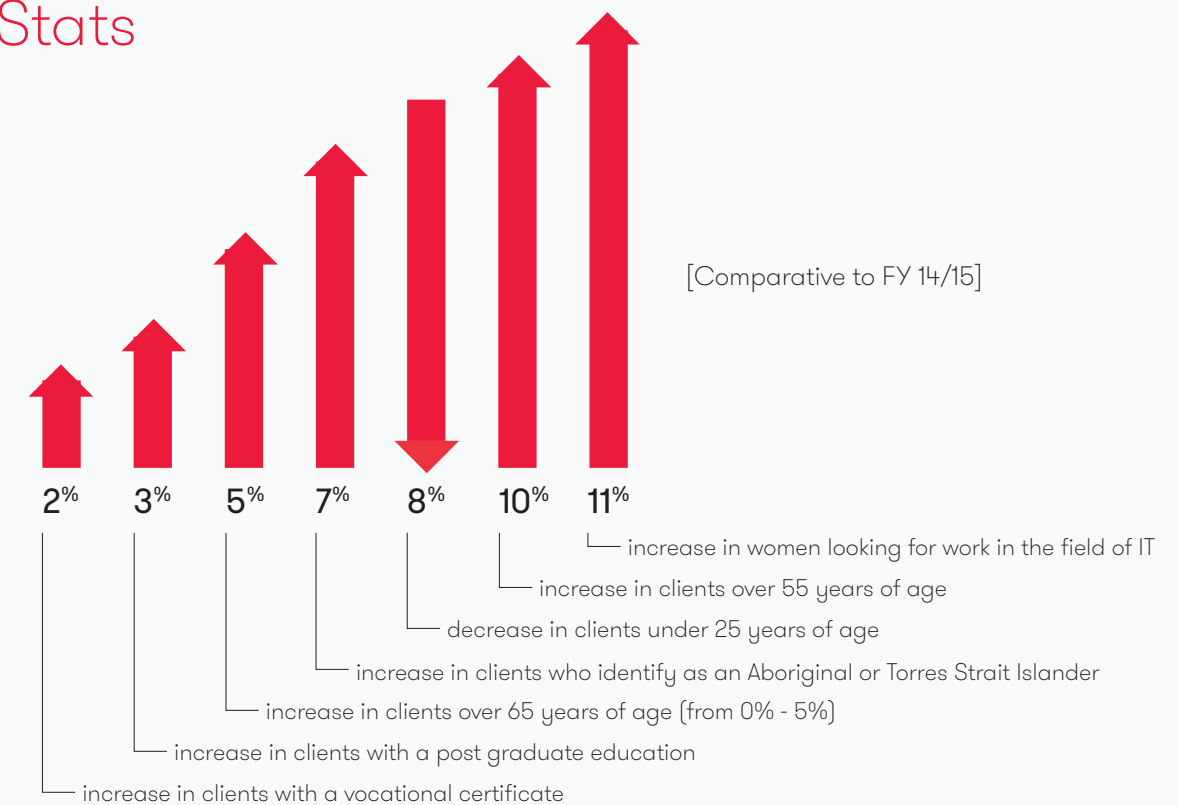
Our approach to service delivery centres around each client's experience into sustainable employment and our service offering reflects the varying level of confidence and job skills of women on that journey. The goal is to create relevant quality services that provide real outcomes for women how and when they need them.

As a result the number of women who have accessed our service has decreased while the number of services delivered has increased and most significantly, employment related outcome rates for women have increased from 50% to 64%.

The Client Journey



The Stats





Programs

MELBOURNE-BASED PROGRAMS

The Hub

Our personal outfitting service in both Melbourne and Parramatta offers women the chance to be fitted with an appropriate outfit for an interview and/or clothes to wear to a new job. Fitted for Work accepts donations of business clothing, appropriate shoes and accessories, which are then offered to women entering the workforce.

This valuable service is highly regarded by our women and tends to be the one remembered most by our supporters. But we offer so much more...

Fitted for Work runs a resume and interview Hub on Tuesday and Friday mornings. The Hub offers women the chance to update their resume and undergo a mock interview to ensure they are set up for success when applying for work. Our program works in partnership with training industry volunteers and corporate partners. This financial year we ran a series of Job Preparation half day workshops with our corporate partners Bank of America Merrill Lynch, Medibank, Lendlease and National Australia Bank, Smaart Recruitment, Marsh, RDNS. The workshops provided women with professional advice on work preparation skills, interview coaching, resume writing skills and tips on how to make a good first impression.



WomanKind Program

2015-2016 saw the introduction of the WomanKind Program which encompasses all our client services programs including a new look and expanded Transition to Work Program.

The key elements of life skills, job readiness and confidence building remain but the program content now includes a more holistic approach that incorporates modules on looking after the body and mind to help promote overall wellbeing.

Key outcomes:

- > 5 groups
- > Career days at Bank of America Merrill Lynch, NAB, IBM and Queen Victoria Women's Centre



"I am pleased to tell you that my relationship with my mentor has been ongoing and positive. She is a wonderful support during a critical time for me. Sometimes, I am left wondering if it is worthwhile for her to continue to support me. She does assure me though, that I am not wasting her time and that she is happy to help me in any way she can. I am very grateful to her."

Amy, mentee

Mentoring

The Mentor program remains a core strength of the WomanKind program by providing an individual mentor for each participant. The mentor is available for up to 12 months offering assistance and encouragement to support each mentee with her individual needs in her job seeking journey. Mentors are all volunteers and undertake a 12 hour compulsory training program before they can commence mentoring. Many mentors elect to remain involved beyond their first mentee and report gaining a lot from both the training program and the mentoring experience.

Key outcomes:

- > 46 new mentors trained.
- > 54 mentor introductions
- > 161 mentors with 111 active relationships.

"I wanted to encourage and support women experiencing disadvantage, so Fitted for Work was a great choice. I like the proactive (mentee-driven) nature of the program and how empowering it was for the mentee."

Sally, mentor

Staying Employed

The Staying Employed program is designed to provide support to newly employed women to help them manage the challenges that come with balancing their lives with work. There is a bank of online resources available to support both mentors and mentees which include topics such as Understanding Careers, Workplace Rights and Responsibilities and Finding Inspiration.

"I think supporting women in managing their work commitments is a very worthwhile thing to do, and particularly helping those women who may not have access to other mentoring services."

Liz, mentor



Women Exiting Prison Program

Fitted for Work offers a program for women exiting prison and community corrections orders to help them transition back into the workforce. The program is offered to women who are within twelve months of their release date and to women who are serving a corrections order at a community corrections site.

The program takes place onsite one day per week for 8 weeks. Fitted for Work staff and trained volunteers provide a series of nine modules focused on confidence, anger management, goal setting and budgeting skills. The program also covers one-on-one interview coaching, interview workshops and resume writing skills. The women also have the opportunity to attend an Employment Expo and receive clothes and continued support upon exiting prison through our services offered in Melbourne CBD.



PARRAMATTA-BASED PROGRAMS

Supporting mature aged women

This program was specifically designed to assist mature aged women to transition to sustainable employment. It consisted of a variety of modules:

- > Non-vocational training over 32 hours covering; communication, money management, goal setting and Australian workplace culture.
- > Mentor support - each participant is matched with a Fitted for Work volunteer mentor who is trained to support and assist participants. The mentoring relationship lasts for a minimum of 6 months post program.
- > Corporate and business workplace familiarisation and skill development

Each participant also had the opportunity to attend an interview outfitting appointment, resume help and interview practice.

Post-program reporting revealed that attendance of the program:

- > decreased the social isolation of participants and given them a new network of friends and mentors;

- > increased their confidence and skills and to move forward in their job seeking
- > developed new corporate relationships that may lead to employment opportunities for participants
- > created a better awareness amongst corporate volunteers of the barriers that mature age women face in seeking work as well as their strong value offering

Participant snapshot:

When Carly* came to the program her confidence was at rock-bottom. She had been made redundant after 3 years in a hospitality job and could not find work. She was very worried about her future as she is a single, mature aged woman with parents to care for and no one to care for her. When asked how things were going with her mentor, she said that her mentor “literally walked on water through a huge thunderstorm to meet” with her and that since that day she had helped her to create a resume that was so good that a friend who does hiring at an RSL told her not to change a thing – “it was perfect.”

**Carly's name has been changed to protect her privacy.*

Helping Parramatta's young people plan for the future

Fitted for Work in Parramatta ran a Transition to Work program at both Greystanes High School and Chester Hill High School. The program was designed to support students experiencing disadvantage and/or barriers to employment to prepare for work. The program covered life skills training and job readiness activities.

Each student was matched with a volunteer mentor whose role was to help them at their individual stage of job seeking, including assistance with resume writing, preparing job applications, and interview practice.

Students were also offered a referral to Fitted for Work's Boutique service to receive a free work appropriate outfit.

Fitted for Work was keen to involve all stakeholders in the program, and parents and teachers were invited to learn more about the organisation and see firsthand the work being carried out with the students.

In total, 14 students completed the program and mentors continue to work with some of these bright young women.



Students from both schools attended a Career Taster Day, hosted by Bank of America Merrill Lynch

Career Days

Career Days are an opportunity for our women to experience the possibilities of work in different environments and to connect our corporate partners with those they are keen to help.

The Benefit Cosmetics Career Day was one such event held at their head office in Sydney's CBD. Benefit staff were tasked with helping participants learn how to apply make-up appropriately for the workplace. The feedback from participants was fantastic. One participant who disclosed that she doesn't normally wear make-up reported that she happily now wears all the make-up she received and was taught to use!

“I loved it all, I learnt so much about applying make-up and some little tricks when applying. The whole day was informative and helped me better prepare for my job search. The Benefit staff were so approachable, confident and lovely. Thank you for a wonderful day.”

Lola



Lola having her make-up applied by a Benefit staff member.



The Hub

The Hub offers one-on-one assistance for resumes, cover letters, job applications and general recruiting information two days a month. The Hub is run by a Fitted for Work volunteer with a Human Resources/Recruitment background and a HR Recruitment volunteer from one of our corporate partners.

In FY15/16, 57 women were assisted with their resumes through The Hub and another 21 women supported through corporate-run resume workshops delivered by Lend Lease and the Thorn Group.

The challenge of The Hub was to ensure clients would show up for their allotted times. A high percentage of the Hub clients were self-referred and there was a high number of women who would either cancel or reschedule their appointments on the day with the main reason being due to illness or family commitments. Trialling different days enabled Fitted for Work to hit upon a solution to reduce these incidences slightly.



AusSIP Young Women's Leadership Program

Fitted for Work in Parramatta provided an Interview Presentation and Preparation Workshop inclusive of a make-up demonstration to a group of year 10 students participating in the Young Women's Leadership Program.

The program, which is run by AusSIP, aims to support the next generation to achieve their potential, helping them understand and develop elements of leadership and communication skills as well as motivate them to achieve their goals and implement back at school a lasting enduring program for the whole school population.

The students learnt how to dress for a job interview and how to answer interview questions as well as have a chance to try on some outfits from our Boutique.

Rosie

I came to Australia in 2007 with my husband. We came with a student visa and I was doing a 3 month English course. I was working as a waitress and my husband applied for residency.



We got the residency and were very happy to get it because with a student visa life was hard for us. Then I tried to work as a beauty therapist but I found out I had to do the course again. I had my Colombian qualifications but they were not recognised in Australia.

I realised I needed to study to have more opportunities so I studied one more year and found a part time job, but I wasn't very happy. I needed more things to do. I realised I needed to work on my resume.

I started to look for someone who could help me with interviews, someone to support me and help me check my resume. My husband found Fitted for Work on the internet and I decided to see what they were all about.

I was surprised by the people that were there. They were very welcoming, open and understanding; I felt good when I was there. It was clear to me that they were there to support and provide for me and help me.

I did a course for 10 weeks and the Transition to Work program. They also gave me a mentor, which was amazing for me because she helped me with my resume. She was amazing; we're still in contact, she's very nice. My mentor is like an angel.

My mentor gave me a lot of tools. To begin with, we would meet once or twice a week. Now we try to catch up every month. She always texts me; 'Are you ok, did you

need to catch up?' She's very nice and influential. She's a person that I can always go back to. That kind of support is what you need to push yourself, it's amazing.

And the [Fitted for Work] course that I did was amazing because it taught me communication skills and tools that helped me grow professionally. AND I got a job very quickly, within two months in fact!

I feel very happy. I never thought that this organisation was going to help me with so many things in my life. With my mentor, I was pushing myself and telling myself I could do it. Now I'm doing what I always wanted to do in my life. I feel good, I feel happy and supported as well.

I'm still in touch with the other ladies from the course. We have each other on Facebook and we try to catch up. We send emails to see how everything is going. And they say they are alright and that they tried to find a job and are still with a mentor, so it's good. So now I've also got a support network.

I hundred percent recommend Fitted for Work! I have mentioned the program several times to my girlfriends and how it made an impact, particularly in finding confidence in taking the next step.

When Tina met Nancy

Tina was partnered with her volunteer mentor Nancy in April 2015.

Tina was introduced to Nancy the week Tina had an interview for a role within the tertiary sector. Tina had been unemployed and looking for work at this point for 9 months. Their first discussion was debriefing on the interview Tina had just undertaken. They discussed what worked well, and what to do different next time. The following day, Tina was advised she got the job and Tina enrolled into Fitted for Work's Staying Employed Program.

Initially Tina and Nancy met face to face every 3-4 weeks, with communication via SMS and Whats App in-between. Tina required support in basic workplace etiquette and practices; engaging and managing stakeholders, how to interact with her manager and how to undertake her day to day tasks.

Tina is quite an ambitious person and although very intelligent, Tina's English language, both spoken and written are still developing, so at times Nancy helped her strengthen these skills too.

Tina had come from the manufacturing sector, in a male dominated organisation. So basic advice on how to dress and workplace norms within a very different workplace environment was helpful.

Other support and advice provided by Nancy was for Tina to document what she was working on towards achieving her career targets. Tina's manager left the organisation, so Tina asked for advice on how to complete an expression of interest, develop her resume and prepare her application around questions such as: how would you do the manager role differently?

There were two points in the mentee-mentor relationship where Tina was challenged significantly in the workplace. She was doubting her ability to do the role, felt she wasn't progressing enough. Occasionally, she was frustrated with her language skills and the ability to convey what she actually wanted to communicate. It was at these times she called on Nancy for support and rode through the difficulty.

At the beginning of the relationship, Tina hesitated in sharing her feelings, and was unsure why Nancy wanted to help her. Once she realised that Nancy's role was to listen, not tell her what to do, she started to share more. She began to understand how valuable the mentor role is, and that this person was there to support her. Tina realised that Nancy came from a similar environment to her new organisation so she could leverage Nancy's knowledge, and that she had a wealth of practical experience to share with her, to support Tina to figure things out for herself.

Currently Tina is enjoying a secondment to a new role with the same employer and the project is going very well. We are delighted to say that Tina's financial position has improved considerably.

Tina's English language, both spoken and written are still developing, so at times Nancy helped her strengthen these skills too.

Julie's Story

I moved from Brisbane back to Sydney in 2013 to look after my elderly parents and to find work. I hadn't worked since 2006 at which time I had been working in call centres and admin. I had also done a TAFE course Cert III and Cert IV in Business Admin.

I started volunteering with Fitted for Work in Parramatta in June 2015 as it had been a while since I had worked and I felt like I needed to do something to get me out of the house. I started as a sorting volunteer then progressed to volunteer receptionist. While volunteering I heard about the Transition to Work Program Fitted for Work was running for women over the age of 45 and decided to enrol.

The program allowed me to meet other women and get used to being in a group again. I really enjoyed the Life Skills module that focussed on looking after yourself and your health. I still use aspects of this module today.

During the program, I attended a Career Day at Benefit Cosmetics where I was inspired by the PA who shared how she secured her role within Benefit Cosmetics only 3 months before. She shared her cover letter with us and talked about showing your personality in your applications. I used this advice in the interview for the role I currently have and I think there is no point being anyone but yourself in an interview. At the Career Day, I also learnt how to put make-up on which was great as I hadn't worn make-up for years.

Accessing the Fitted for Work services has built up my confidence, I feel refreshed and it helped renew my work skills and helped me deep down know that work doesn't end if you're an older person. It has made me feel more able. Before coming to Fitted for Work I felt like I had nothing and now I feel like I've achieved something that I didn't think I could do at age 52. I didn't think I could start again and felt like I was too old but now I know you are never too old.

Having the clothing for an interview and learning what to wear made me feel like an equal and not a second class citizen.

I am now working part-time as a Medical Receptionist and having paid employment means I feel even more confident within myself. I am financially secure and it's nice to get an income that I have earned. I have been able to move out of home again and I feel proud and excited to wake up early and go to work and have a purpose.

Being able to volunteer at Fitted for Work in reception helped me get comfortable with electronics and computers as I hadn't used this stuff for quite a while. During the interview for my current role they asked me if I was comfortable opening and closing their practice and because I had been given the responsibility to do this numerous times at Fitted for Work I was confident enough to say yes. All the skills I learnt at Fitted for Work I now use in my current paid role.

Volunteering also helped my 'headspace', sometimes when you're stuck at home you don't want to get out but when you do you find out the reality isn't as bad as you think.

I can't put into words how grateful I am for the help that Fitted for Work has given me, they have done so much.



When personal and professional values integrate for the greater social good.

An interview with Amanda McMillan from the King and McMillan Foundation & Wellineux

We set up the King and McMillan Foundation a couple of years ago. It was a really easy choice to reach out to Fitted for Work to offer our support. We had a clear sense in our mind what sort of organisation we wanted to support. The support we've offered Fitted for Work really aligns with our personal and professional values.

We've been supporting the WomanKind program for about 18 months. After learning more about Fitted for Work it occurred to me that both our PAF and our business, Wellineux, could play a part, whilst being authentic and feel like more than just a sponsorship from afar. So I spoke with Donna [Fitted for Work CEO] about what that might look like and I've been lucky enough to work with lots of [Fitted for Work] staff to work on shaping WomanKind, not just providing sponsorship. I've been uniquely lucky in being able to contribute to its journey, and provide content for the 8 modules. I feel like we've been contributing in a meaningful way which is having a broader impact. It feels like it's been a genuine partnership.

One of the things that was interesting for me was understanding the different types of sponsorship from different people. And what I feel passionate about is to be able to provide funds for an entire project, with some flexibility. I wanted to help the women but also have a real impact across the Fitted for Work team as well. We were clear that we wanted to sponsor an entire program and everything that fits within that program, be it team members' wages, or development of team members, or marketing. All those costs that contribute to a project, rather than just sponsoring spots on the program. We wanted to support in an holistic sense. These are some of the things that can be really challenging for not-for-profits; inspiring staff outside of their day-to-day. I'm passionate about wellness so, I'm interested in their wellness journey. I have an appreciation that if the team is focused on their wellness, that translates into a focus on the wellness of the women they are supporting.

People in the not-for-profit sector tend to be so giving of themselves that for me to be able to have an impact on that and to show an appreciation which can have an impact on their own wellness means that the more full their cup can be the better support they are able to provide to the people they serve on a daily basis. Of course, the stories of the women being helped are inspiring; I just also get so excited about what happens behind the scenes.

If other families were interested in working with Fitted for Work, I would recommend that they immersed themselves in one of their programs and spend time talking to people firsthand to get a real understanding of the organisation and the alignment. Think about the broader impact: how can you impact the lives of the women and everything that happens along the way, not just the end result. It takes so much to get to that end result.

We're also keen for our girls [aged 8 and 9] to get involved in our philanthropy. We mindfully foster their growing awareness that there are many worthwhile causes to support. They will get involved in the planning of the projects our PAF supports and get really hands on with the ones they want to support. They're part of the next generation of philanthropists so we want to show them how to get involved and to do so meaningfully.

When it comes to support from Wellineux, I feel very fortunate that my work is my passion which flows through to the PAF. We've been able to do some really beautiful things [with Fitted for Work]. We've done a lot things around education and workshops for the Fitted for Work team. For example, we ran a day retreat for the team to encourage them to take that well-needed time out to learn and reflect around the 8 areas of wellness I mentioned before for themselves. So that they can show up as they want to everyday, look after themselves and others.

We've also done a corporate breakfast for Fitted for Work which was a fundraiser as well as a workshop for other corporate partners and sponsors. As a result, we've developed so many relationships that have resulted in collaborations for Wellineux, which was an unexpected bonus! And of course, WomanKind has the Journey of Me [a Wellineux product] at the heart of the program structure.

We have so many plans for the future around how we can connect corporates with Fitted for Work clients. We're working on a strategy to bring women in leadership positions into contact with Fitted for Work clients in some kind of mentoring capacity. Wellness and mindfulness is the common denominator that can bring people together.

If another business wanted to work with Fitted for Work, I would encourage them to brainstorm and plan with the organisation to figure out what a partnership would look like. What do they have to give in addition to the financial giving - skills and passions of their team - which can be married with Fitted for Work's needs. What is the win: win?

You don't have to just think with your corporate head. The personal and the professional can connect. Many people get to a stage where they start to question where they're at in their role or in their career. They might have other interests outside of that and we've shown that if you have a passion outside of your workplace, working with Fitted for Work is a real bucket-filler. People have things to give which have a beautiful flow on effect for a corporate organisation: much better engagement; feeling like they're getting more from their role. Holistically, they think, "I can show up as I am. I have technical skills from my job but I also have this passion that I'm being able to use." It could be as simple as a person who has a side gig as a DJ who could bring that to a Fitted for Work event!

I'd like to say thank you to Fitted for Work. It's been a very real and beautiful partnership. On many occasions, I've been able to reach out to the organisation for support and vice versa. It's very easy for us to support you.



"We've shown that if you have a passion outside of your workplace, working with Fitted for Work is a real bucket-filler."

Amanda McMillan

Wellineux create unique Urban Retreats, Wellness Workshops, Mindful Leadership Experiences & bespoke wellbeing content that serve to educate & inspire individuals and workplaces.



Clayton Utz

An interview with Talia Lirosi,
lawyer at Clayton Utz

The relationship between Fitted for Work and leading Australian law firm Clayton Utz has spanned more than a decade. The support Clayton Utz provides is multi-faceted, ranging from financial grants and staff who volunteer their time, to hosting Fitted for Work events and running an annual clothing drive.

Talia Lirosi took on a co-ordination role between the two organisations 9 months ago. Talia had twice volunteered to take part in Fitted for Work's Women Exiting Prison program. The program helps women facing release from incarceration plan for the important aspects of looking for work once they are back living in the community.

Talia is a big advocate of Fitted for Work. "I absolutely love the prison program – it's such an innovative idea," says Talia. "People don't really think about the effect of being separated for a long time from family and society in general. It's really difficult for these women to reintegrate into society, let alone get back out there and find a job."

Talia was so impressed with the important work Fitted for Work is doing to help women make the transition from prison life to paid work in the community that she put her hand up to co-ordinate the relationship on the Clayton Utz side.

"The fact that Clayton Utz people are able to support an organisation such as Fitted for Work in a practical way is one of the biggest highlights for me. It's really rewarding," she says. "We can have our lawyers visit the prison to see first-hand how the program works and in return we get to help women who really need it. Dealing with commercial law every day, we don't always get to experience that human element."

Fitted for Work's underlying message of female empowerment resonates with Talia. "It permeates everything you do. Even Fitted for Work's breakfast sessions [generously hosted by Clayton Utz] contain this message which is relevant to all women."



Talia would like to see women finding their voices more. "There has been a shift in how seriously we're taken professionally but there's still a long way to go. We need to keep doing things to push the conversation." According to Talia, however, being a woman at Clayton Utz is not a disadvantage in anyway. She sees men and women offered the same opportunities. "Clayton Utz is a firm that is very committed to equal opportunity and gender equality," she says.

She sees Clayton Utz's partnership with Fitted for Work as a great fit. "Fitted for Work's message pretty much speaks for itself. The organisation is well known within the firm because of the different elements it brings to our Community Connect program," says Talia. "It's extremely rewarding to co-ordinate our involvement with Fitted for Work and also see firsthand the benefits of how we're supporting the community through the organisation. Our people really enjoy the Fitted for Work relationship."

"It's extremely rewarding to co-ordinate our involvement with Fitted for Work and also see firsthand the benefits of how we're supporting the community through the organisation. Our people really enjoy the Fitted for Work relationship."

Talia Lirosi, lawyer

Clayton Utz is one of Australia's leading law firms.

CLAYTON UTZ
FOUNDATION

Goodbye Gladys, Hello The Conscious Closet!



The long-term supporters among you will remember The Conscious Closet started out as a monthly sale open to the general public as a way to move great quality donations that were not interview-appropriate for use in Fitted for Work's free client outfitting service. The sales quickly grew in popularity, and were soon running fortnightly.

In March 2016, Fitted for Work was provided with an opportunity to trial a shopfront for The Conscious Closet on the Ground Floor of the Queen Victoria Women's Centre in Melbourne. Following the success of the monthly sales, shop sales continue to exceed expectations. Clothing donations and foot traffic were strong.

The trial shop enabled Fitted for Work to share resourcing amongst its retail operations, and to reinvest savings into the organisation. So in June 2016, Dear Gladys, our online store, officially merged with The Conscious Closet, providing customers with a wide range of clothing options and price points in one location.

The Conscious Closet is more than just your average Op-Shop, it exclusively stocks women's recycled fashion, including international and local designer labels, great quality contemporary and vintage fashion and accessories.

Like many of the services and social enterprises of Fitted for Work, The Conscious Closet relies heavily on volunteer support to keep it running successfully. The creation of the physical retail store in Melbourne has created a new stream of volunteer work to offer, that is incredibly social, fun and rewarding.

The Conscious Closet relies on the generosity of great quality donations made by the general public and through corporate clothing drives. The quality and condition of the garments sold are of great importance to the retail team, who pride themselves on offering incredibly high quality recycled fashion at affordable prices.

As the spotlight on ethical and sustainable fashion grows brighter and becomes an integral part of the consumer market, The Conscious Closet is proud to provide the opportunity to be the ultimate sustainable shopper by choosing to shop recycled.

The Conscious Closet's demographic continues to evolve and grow, with the store being able to cater to the needs of women of many differing ages, aesthetic styles and backgrounds.

Most importantly, when you shop at The Conscious Closet you know that every sale made is going directly to supporting the implementation of Fitted for Work programs to assist women experiencing disadvantage find and keep work.

By shopping at The Conscious Closet it's easy to "feel good about looking good!"



"The social stigma that may have been attached to thrift shopping 20 years ago is by and large a thing of the past, at least here in Australian culture. Many consumers are choosing to shop for recycled fashion for a wide variety of reasons outside of it just being an affordable option. People are aware of the terrible environmental impact our "fast fashion" culture is creating and want to engage in sustainable shopping. They are wanting to exercise their own creativity and style instead of following mass trends and they want to engage and be able give something back to their community."

– Anna Macfarlane, Manager Retail

Facebook:
facebook.com/theconsciousclosetsale

Instagram:
@theconsciouscloset

The Conscious Closet's Sydney based enterprise continues to run successfully as a monthly pop-up sale at Fitted for Work's Parramatta headquarters.





fitted for work

Board of 2015/16

Wendy Brooks
Michael Cohn
Mary Crooks (Chair)
Maree Davidson
Marcus Fazio
Wendy Stops
Joanna Wriedt

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Melissa Westwood
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Donna de Zwart

Thank You

Trusts & Foundations

Fitted for Work's vision continues to be supported by philanthropic trusts and foundations. We thank each trust and foundation for their belief in our ability to carry out our mission:

ANZ Staff Foundation
Bank of America Merrill Lynch
Bank of Melbourne
Besen Foundation
Clayton Utz
Conway Bequest
Danks Trust
Eldon & Anne Foote Trust
Geoff and Helen Handbury Foundation
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Seary Lynch Foundation
Sir James McNeill Trust
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Wenty Leagues Club
William Buckland Foundation

Corporate Partnerships

Fitted for Work's approach to corporate partnerships is based on shared value principles. All our partnerships are unique and are designed to deliver mutually beneficial outcomes which are clearly defined and measured.

Strategic Partners

Wellineux
ISPT
Benefit Cosmetics Australia
Clayton Utz
Bank of America Merrill Lynch
Taking Shape
Hall & Wilcox

We offer a special thanks to our partners, all of whom have made a lasting contribution to the organisation.

Volunteer Partners

Freehills
Air of Distinction - Suzanne Dekyvere
Positive Leaders - Michelle McQuaid

Outfitting Partners

Brand

MaxMara
Planet Shoes
Naot Australia
The Just Group - Jacquie E

Makeup

Benefit Cosmetics Australia
Heat Group

Fundraising Partners (contributions up to \$10K)

Allens Linklaters
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Moray & Agnew Lawyers
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Nagcas Conference Co-Convenors
New Melbourne Browncoats Inc.
31st Olive Branch Pty Ltd
Positive Leaders - Michelle McQuaid
Harvey Norman
Energy Australia
Macquarie Bank
The Ark Clothing Company
Westpac Banking Corporation

Individual Donors

Each year we receive thousands of dollars in donations from individual private donors. We thank each and every one of these people for their generosity. In addition, we'd like to extend a very special thank you to those donors who have made an extraordinary contribution in this financial year:

Helen Oakes
Jaclyn Grant
Joy Selby-Smith
Michael Cohn
Renata Singer
Katherine Hinton
Hilary Irwin
Rosemary Grieve
Margaret Wright
Elizabeth Norton

Abridged Audited Financials

as at 30 June 2016

Fitted for Work Ltd
Statement of Income and Expenditure
for period ended 30 June 2016

	2016 (\$s)	2015 (\$s)
Total Income	1,532,517	1,711,646
Total Expenses	1,678,030	1,487,204
Operating Surplus/(Deficit)	(145,513)	224,442

Fitted for Work Ltd
Balance Sheet
as at 30 June 2016

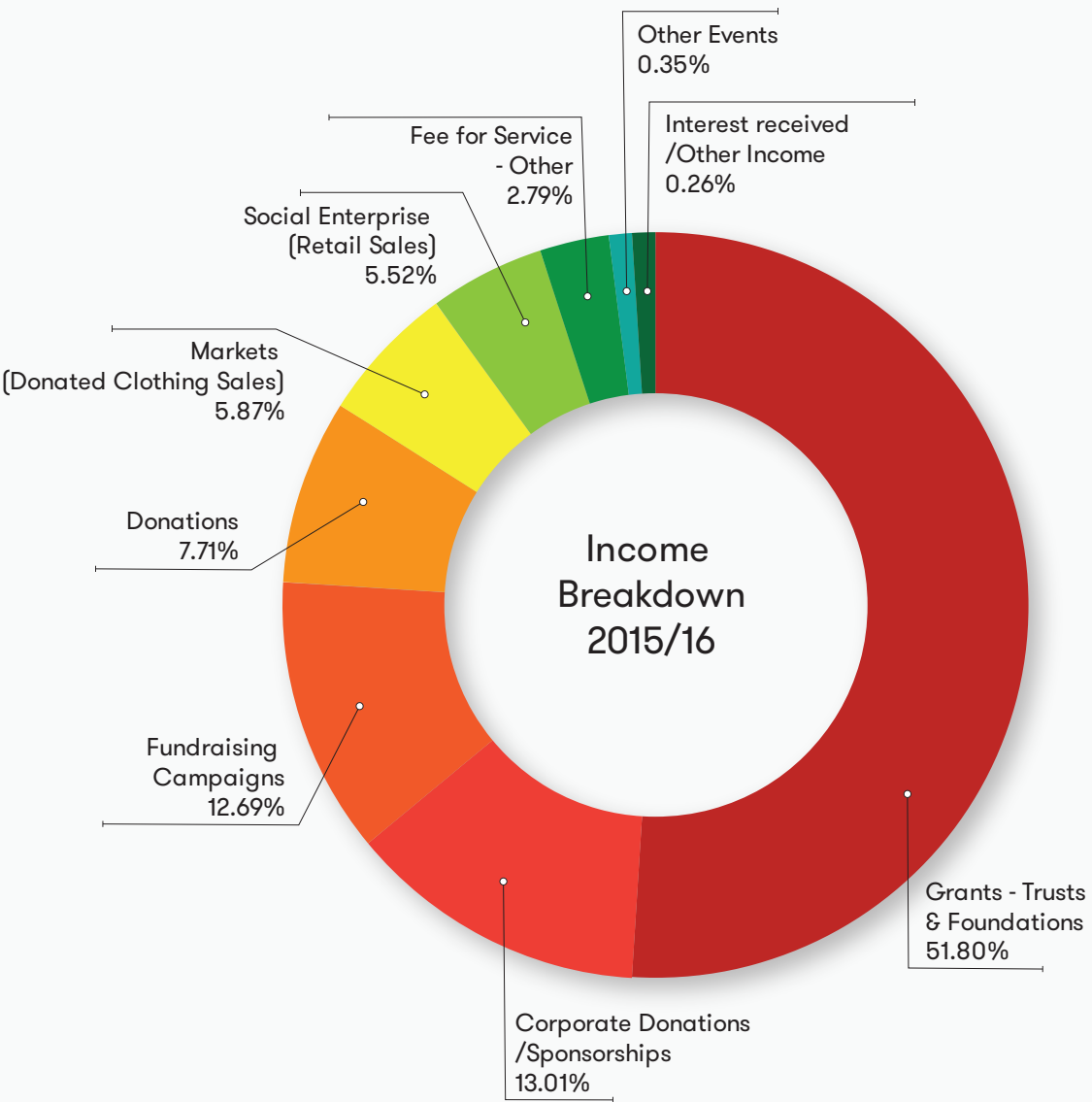
	2016 (\$s)	2015 (\$s)
Total Assets	558,905	854,783
Total Liabilities	470,403	620,768
Net Assets	88,502	234,015
Retained Profits & Total Equity	88,502	234,015

Audit and Accounts

Fitted for Work complies with all applicable Australian Accounting Standards and Guidelines, and is in compliance under the Corporations Act 2001 and Australian Charities and Not-For Profits Commission Act 2012. The financial statements are audited by Eric Townsend & Associates. These statements are available upon request from Fitted for Work.

Income Breakdown

2015/16



Ways you can get involved

We'd like to give a special thanks to all of our volunteers, donors, supporters, business and corporate partners, staff, Board and, of course, our courageous and inspiring clients. These people are the heartbeat of the organisation and our greatest asset.

There are a number of ways you can help support us and change the life of a woman experiencing disadvantage:

FINANCIAL IMPACT

Our programs and services are free of charge to our clients. While we have several volunteers helping with each program, we also need regular funding to continue to offer all of our services. So you can: -

- > Make a personal donation at fittedforwork.org and consider becoming a monthly donor
- > Invite us to apply for a grant at your organisation or foundation
- > Organise your own fundraising event
- > Become a Fitted for Work corporate partner and offer your employees volunteer experiences, program naming rights and more
- > Shop at The Conscious Closet and support a great social enterprise. Visit: theconsciouscloset.org.au

VOLUNTEER

Volunteering is a great way to make an impact and help one of our clients. We have lots of projects on the go and are always on the look out for more hands on deck. If you're an individual or with a team from your workplace and willing to contribute your skills and time, we would love to hear from you. Opportunities include:

- > Volunteer in one of our programs, including the Personal Outfitting in one of our boutiques, Interview Preparation Service or Women Exiting Prison Program
- > Become a mentor or offer work experience at your company as part of our WomanKind program
- > Contribute your time and expertise on one of our skilled volunteering projects

CLOTHING DONATIONS

We're always in need of quality and work appropriate clothing, shoes and accessories, as well as personal care products. Why not consider: -

- > Donating suitable items from your wardrobe after a 'spring clean'.
- > Donating unopened personal care products such as makeup, shampoo, moisturisers.
- > Organising a collection of donated products at your workplace. Many of our supporters combine a collection with a fundraising event.



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Instagram: instagram.com/fittedforwork/
LinkedIn: linkedin.com/company/fitted-for-work

The Conscious Closet

Website: facebook.com/theconsciousclosetsale
Facebook: facebook.com/theconsciousclosetsale
Instagram: [@theconsciouscloset](https://instagram.com/theconsciouscloset)

SheWorks

www.sheworks.org.au



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