



One thread runs
through all of the
women we help:
courage.

VISION

Independence and transformation for women.

MISSION

Fitted for Work helps 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 10,000 women.

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

A YEAR OF SUCCESS

Over the past year, we have seen the largest number of clients ever at Fitted for Work.

- 2204 women attended our Personal Outfitting and Interview Preparation Service.
- 100 women participated in our Migrant and Refugee Program.
- 595 women attended client training sessions.
- 40 women participated in our Women Exiting Prison Program.
- 90 women participated in our Transition to Work Program.
- Over 200 volunteers worked more than 12,000 hours.
- \$667,000 in clothing was donated.
- Over 300 organisations referred clients to Fitted for Work.
- 75% of women assisted were employed within three months.



“Kerrie was a bit hesitant at first but, once we found just the right outfit for her, the change was visible. Beginning with a big smile, she really came to life.

“The boost to her confidence and self-esteem was great to see. Knowing that I made her feel good about herself and helped to make a positive difference in her life is what I love about volunteering at Fitted for Work.”

– **Sharon, volunteer**

“Kerrie attended my office wearing the clothing you had given her and also wearing the biggest smile I had ever seen. She looked absolutely stunning and she oozed confidence. Kerrie is now considering volunteering at your program and wants to participate in the life skills course you have running.

“We need to keep this vital service in Latrobe Valley and, if we have one positive outcome like this, there must be more. Please accept my thanks for helping make Kerrie feel a confident new woman today.”

– **Liz, Employment Consultant**

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

- AJF Partnership (design and production)
- David Nendel (photography)
- Shane Bell (photography)
- Sarah Warner (editing)

For more information on Fitted for Work, visit us at www.fittedforwork.org
ABN 78 126 256 862

A MESSAGE FROM THE CHAIR



Readers of this Annual Report know the importance of work in developing a person's sense of dignity and self-worth and, in particular, the vital role it plays in creating financial independence for women. You also understand that, for some women in today's society, securing and maintaining work does not come easily.

“When I came to Fitted for Work, the ladies took great care of me and made me feel so special. That great feeling made such a difference, and everything has just gotten better and better for me since that day.”

– **Sarah, client**

This is just one of the many positive comments from the 2204 women who participated in Fitted for Work's services this past year, with an additional 595 women attending client training sessions, a further 90 participating in Transition to Work Programs, 40 in the Exiting Prison Program and 100 women attending the Migrant and Refugee Program. Through stories such as Sarah's, we learn about the courage and persistence it takes for clients to continue their search for work.

Fitted for Work is the first organisation of its kind in Australia. Since 2005 more than 10,000 women experiencing disadvantage have been assisted to transform their lives by securing sustainable employment. Through entrepreneurship, innovation, good governance and an enormous amount of hard work, Fitted for Work is now recognised as an integral service and 'go to' place for the issues of women and work. So it is a wonderful testament to the relevance, flexibility and quality of Fitted for Work's service that 75% of clients get work within three months.

Even so, we must continue to ensure the services we provide adapt to a changing world. The current economic environment is very tough and likely to remain so for some time. This impacts on our ability to attract funding and, more importantly, on the 57% of women who access Fitted for Work's services and are seeking work in the administrative, hospitality and retail sectors in a shrinking economy. It is therefore not surprising that 33% of clients this year have been seeking work for 12 months or more and 53% are seeking work in an area that is new to them.

Upon gaining employment many of the women who access our services are still vulnerable. The majority are employed in part-time or insecure work and are the first to lose their positions if times worsen.

Our success rate and suite of flexible services would not have been possible if it weren't for the dedication, skill and entrepreneurial spirit of the national staff team led by Jane Hunt, our outstanding CEO. Jane is an inspiration to us all: clients, volunteers, staff, board and our ever-increasing circle of stakeholders and supporters. Her ability to inspire, inform and touch all of those she meets is astonishing.

Together with the staff, the national board provides outstanding strategic advice, guidance and wisdom to Fitted for Work. Its work continues to be supported by Kathleen Townsend and Helen Canny on the nominations and governance committee and by Rosemary Grieve and Sally Sinclair as board advisors.

To the volunteers, I pay enormous tribute. They work selflessly and tirelessly across all aspects of Fitted for Work's operations; from work on various research projects; providing mentoring through the Transition to Work Program; as well as the provision of the Personal Outfitting and Interview Preparation Service. Their skills and experience ensure that all clients leave standing taller, more confident and much better prepared to face the challenges ahead.

In an environment where resources are limited and demand for the Fitted for Work service continues to rise, the importance of developing relationships and partnerships with others cannot be underestimated and continues to grow. To our many partners and to our generous funders, I give thanks.

Finally, I wish to salute the courage and tenacity of the women who participated in Fitted for Work's services. They keep us true to our vision of 'Independence and Transformation for Women' and provide the continued incentive for constant service review and improvement.

"The key for the future of any country and any institution is the capability to attract the best talents. In the future, talent will be more important than capital or anything else. To develop the gender dimension is not just a question of equality; it is the entry card to succeed and prosper in an ever more competitive world."

– Klaus Schwab, Founder and Executive Chairman of the World Economic Forum, on the publication of the Global Gender Gap Report 2012

CHIEF EXECUTIVE OFFICER'S REPORT



The year started on a high note. Fitted for Work won the 2011 Telstra Business Women's Award, Nokia Business Innovation (Victoria) and the 2011 Ernst and Young Social Entrepreneur Award for the Southern Region.

Shortly after winning the 2011 Telstra Business Women's Award for Innovation (Victoria), we had an open night in the Melbourne boutique. Everyone was admiring the award certificate hanging on the wall. A smartly dressed woman, who later told me she had been a previous client of Fitted for Work, said to me, 'Did you get that award for helping women like me?' I replied, 'we got the award because of women like you'.

The awards were a celebration of the achievements of the women Fitted for Work assists and the amazing contribution volunteers, staff and the strong community of businesses and individuals that support Fitted for Work make.

The year was then book-ended by Fitted for Work's nomination for the Schwab Foundation Global Social Entrepreneur of the Year Award 2012. This award would recognise Fitted for Work's ability to respond to a social need with entrepreneurship and innovation. It would also enable Fitted for Work to participate in the World Economic Forum.

The year saw some critical milestones reached. For the first time in our history, we assisted over 3000 clients in the year and we now offer three services in all locations: Transition to Work Program, Personal Outfitting and Interview Preparation Service as well as interview coaching and skill development with business and corporate partners. In addition, we began a research and mentoring program for migrant and refugee women and continued to support women exiting prison. Fitted for Work has achieved incredible outcomes: between 72% and 75% of clients get work within three months.

All this is possible because of the talented team of volunteers and staff who assist the women who come to us with professionalism and empathy. I am also privileged to work with the Fitted for Work national board, led by Marion Webster, which provides leadership and wise counsel to the organisation. I am very grateful for their support.

Thank you to the employers, businesses and corporates who support the women by coordinating clothing donation drives, providing work experience placements and visits and providing financial support for the services. It is a demonstration of the tangible ways businesses care about our community and an endorsement for the talent that exists amongst the women we assist.

A special thank you to NAB which has partnered with Fitted for Work to support women into work. NAB provided pro bono advice, targeted volunteering and much-appreciated financial support. It was heartening to experience such genuine, meaningful corporate social engagement. We have greatly valued their contribution.

Sustainability remains our key focus in 2012-2013. To this end, with support from the Westpac Foundation, we launched Dear Gladys online, and in the next financial year will offer new clothing and product ranges. All of the profits from Dear Gladys support Fitted for Work's programs to help women get and keep work.

We remain focused on our strategy to be a leading provider of practical programs and evidence-informed advocacy that leads to sustainable employment outcomes. By 2015 we will help 5000 women annually who are experiencing disadvantage become financially independent through paid work.

Jane Hunt
CEO, Fitted for Work

WOMEN AND WORK IN AUSTRALIA: THE NEED

If we apply a gender lens to unemployment and disadvantage in Australia, the following picture is revealed.*

- 350,000 women are registered as looking for work in Australia. This figure under-reports the number of women looking for work, as just one hour of work a week is counted as being in employment.
- A further 3.8 million women are defined as 'not in the labour force' (i.e. neither currently working nor actively looking). This represents more than 40% of Australia's total female civilian population (15 and over). The equivalent proportion for Australian males is 28%.
- Australia's female workforce participation rate is low in an international context. In 2009 Australia ranked 41 out of 210 countries despite being one of the strongest economies in the world. (Source: Encyclopedia of the Nations – Gender Statistics)
- The unemployment rate for women is higher than that of men – 5.5% in May 2012. Where parents have dependent children, the unemployment rate for women is twice that of men and the underemployment rate – people working less hours than they would prefer – for women is three times that of men.
- Women are over-represented in part-time and less-secure work. Almost 70% of part-time workers are women.

"Australia has a relatively low female workforce participation rate (Australia was ranked 14th in the participation rate of women of the 34 OECD nations in 2010), and a gender pay gap... that refuses to budge,"

– Helen Conway, Director of the Federal Government's Equal Opportunity for Women in the Workplace Agency

- Women retire with approximately half the superannuation balance of men. Currently, 64% of women between 65 and 69 years of age do not have any superannuation funds.

*Source: 6105.0 Australian Labour Market Statistics. Australian Bureau of 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 backgrounds.

They have two things in common. The first is 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 or have a disability. Many are single mothers wanting to support themselves and their children; others are committed carers of family members.

“Longstanding issues that deeply affect the wellbeing of women do not seem to have budged – equal pay, access to quality and affordable child care, domestic violence, for example, all show deteriorating trends.”

– *Portrait of Women and Girls in Greater Sydney* by Alison Ziller and Elizabeth Delaney, published by Australia Street Company Pty and Community Dimensions Pty, March 2012

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. Here is a snapshot of the clients who came through Fitted for Work's Transition to Work Program and Personal Outfitting and Interview Preparation Service, located in Melbourne, Parramatta and Morwell, in the past year.



Who are our clients?

- 12% of clients are 19 years of age and under.
- Nearly 60% of clients are aged between 20 and 45. 28% of clients are over 45.
- 56% of clients have completed Year 12 as their highest educational qualification.
- 26% are qualified at diploma level or above.
- 32% of clients come from a culturally and linguistically-diverse background.
- 21% were born overseas.
- 6% of clients self-identify as Aboriginal or Torres Strait Islander.

How long have our clients been looking for work?

- 33% of clients have been job seeking for 12 months or more when they access our services.
- 27% of clients are new to the job-seeking market, i.e. have searched for less than three months.

What's the reason for making contact with Fitted for Work?

- 35% are ready for a job interview.
- 21% have begun or about to begin working.
- 6% have begun or about to begin study/traineeship.
- 36% are looking for work.
- 2% are participating in a Fitted for Work service or program.

FITTED FOR WORK'S PROGRAMS

Fitted for Work understands women. All our programs work simultaneously in developing a woman's self-confidence and self-esteem as well as deepening the skills and knowledge to get work. We now have a growing network of over 300 organisations which refer women to us through an online referral process. There is no other organisation that offers the suite of free programs specifically designed to help get women into work.

Personal Outfitting and Intensive Interview Preparation Service

Specially-trained volunteers fully outfit our clients in quality donated business clothing, including appropriate shoes and accessories. They are given up to two work-appropriate outfits for interviews with the opportunity to return to the service for additional outfits when they start work. Clients also receive intensive one-on-one interview training, presentation skills, assistance with job applications and resumé advice. They then have the opportunity to undergo a mock interview in a formal setting with a Fitted for Work employer partner to ensure that they are fully prepared to succeed at a job interview.

Transition to Work (TTW) Program

TTW is an innovative pre-employment training program designed to provide tailored and intensive support to women experiencing disadvantage and multiple barriers to employment. The program runs for six months and comprises three core elements:

- Life Skills Training – covering various modules including communication, money management, 'navigating the workplace' and goal setting;
- Work Experience Placement – with one of our business and corporate partners; and
- Mentor Support – each participant is matched with a Fitted for Work volunteer mentor specifically trained to support and assist participants in their transition into sustainable employment.

The mentoring component runs for a minimum of six months after completion of the program. Through the work experience placement and mentoring elements of the TTW Program, clients leave the program with an established network of individuals to assist and

guide them in their journey towards finding sustainable employment and achieving financial independence. In this way, the TTW Program delivers multiple and long-term impacts which continue beyond completion of the program. Our most recent survey showed that over 72% of women completing the TTW Program successfully secured employment. Corporate partners involved in the program include Clayton Utz, VECCI, HSBC, TS14+, Grant Thornton Australia (formerly BDO), NAB, Westpac, Allens Linklaters, TMG and Medibank.

Targeted Programs: Migrant and Refugee Program and Women Exiting Prison Program

We also deliver a range of programs specially tailored for particular client cohorts. Our Migrant and Refugee Program is a research/practitioner partnership with the University of Melbourne. We provide mentors to migrant and refugee women and undertake research so as to better understand the unique barriers and enablers experienced by this cohort of women in their transition to work.

In partnership with Melbourne Citymission, we deliver a Women Exiting Prison Program. This program assists approximately 40 pre- and post-release women annually to transition back into society and into sustainable employment.

Training Programs and Skill Development Sessions with Business and Corporate Partners

In partnership with businesses and corporates, we offer women training programs and skill development that assist them in their journey to work. Examples include:

- interview sessions with Carrera Partners;
- interview coaching with Westpac's HR Division;
- workplace familiarisation visits to MediBank Private;
- Helping Candidates Win the Interview Game: A Cross Cultural Perspective with Reddin Partners; and
- Career Development Day with NAB.

THE YEAR AHEAD

Career Resilience Program

During the next year Fitted for Work will introduce a new program called Sustainable Employment and Career Resilience. It will enable women experiencing disadvantage to develop, implement and self-manage a personalised career plan, allowing them to maintain sustainable employment, progress in the workplace and provide financial security for themselves and their families.

This is a unique 12 month program which will assist 50 women annually who have commenced employment, to maintain job security and build employment and career resilience. The program is designed to fill a gap in service delivery. While there are many programs which assist marginalised women to get work, there are currently no programs which focus on providing support after they commence work, which means that they are at high risk of not maintaining work or remaining in low paid, insecure employment.



OUR SOCIAL ENTERPRISE – DEAR GLADYS

Dear Gladys is a high-quality vintage and contemporary store, and the social enterprise owned and operated by Fitted for Work. Located at 296 High Street, Northcote, in Melbourne, the store opened in August, 2009.

“When I need a burst of colour in my wardrobe, just something new, I always find it at Dear Gladys. No matter what budget I have, just a little cheer-me-up can always be found. And it’s not only knowing I am buying sustainable clothes, but also helping women in need that adds to the whole experience.”

– Penni, customer and supporter of Dear Gladys

The store stocks a range of hand-picked clothes, accessories, handbags, our own brand of hosiery, shoes, homewares and giftwares that reflect the essence of Dear Gladys and all we stand for. Dear Gladys customers keep on coming back because the stock is regularly updated, well-priced, unique and, of course, every purchase goes directly towards helping a woman step out of disadvantage and into work.

For high summer 2012-2013, Dear Gladys has collaborated with Melbourne fashion designer, Lauren Stein, to create a capsule range. The range is called ‘Her Pony Loves Dear Gladys’, after Lauren’s

established label ‘Her Pony’. Lauren has adapted her most popular and wearable styles with the Dear Gladys customer especially in mind. With a focus on being feminine contemporary and yet classic enough to be worn for seasons to come, we hope to encourage customers to think sustainably about their fashion purchases, to care for, recycle and perhaps pass-on pieces to friends.

In 2011-2012 Dear Gladys accounted for 20% of Fitted for Work’s revenue. To capitalise on the potential to expand our untied revenue streams and the ever-growing online retail market, Dear Gladys is now also online.

After a year of trading online, Dear Gladys has established a steadily growing loyal customer base. Gladys will build on her online offerings for 2013 by introducing new products with more depth for our consumers. This will include a focus on gifts, our own Dear Gladys label products and fashion range as well as the possible introduction of children’s clothing to the site. Dear Gladys’ online offerings are now also available on Westpac’s ecommerce site and through Social Traders’ ecommerce site.

Throughout the year volunteers have assisted in window dressing, modelling, creating digital lookbooks, photography, make-up artistry, design and much more. The growth in success of Dear Gladys can be attributed to increased awareness of the store both online and offline through Facebook campaigns, digital lookbooks, blogging, pop-up shops at Melbourne Central, regular sewing circles and styling nights.

Diversifying income streams through the establishment of social enterprises is a major 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 www.deargladys.com.au



How we help.



1. Personal Outfitting and Interview Preparation Service

This program provides free business clothing and intensive interview training for our clients. It plays a vital role in building self-esteem and confidence, and is carried out in a nurturing and supportive environment.

2. Transition to Work Program

Transition to Work helps our clients move into sustainable employment by providing mentoring, training and practical workplace opportunities. The program bridges the gap by creating a real collaboration between participants and employers.

3. Career Resilience Program

This program will be launched in 2013 to enable women experiencing disadvantage to develop, implement and self-manage a personalised career plan. This allows clients to maintain sustainable employment and provide financial security for themselves and their families.



CLIENT STORIES

Nikki's Story

I'm a 44-year-old single mum looking to return to the workforce. 12 months ago, I was married with two children living on Sydney's Northern Beaches. Life was good. My husband supported us financially and I was a stay-at-home mum. Like all marriages, we had our ups and downs, but it came as a big shock to me when he said he was leaving.

My life changed dramatically. I had to go on single parent benefits, my assets were frozen and my family home was taken from me and rented out. Suddenly, I was in the exact opposite situation, where I now needed to work to support myself and my children. The irony was that I actually used to earn more money than my husband.

The end of my 11-year marriage led to a period of grief. My father had passed away the previous month and it felt like one big blow after another. I lost my father, my husband, my life and, whilst I put on a brave face for my children, I truly felt like I had lost everything. I had to rebuild my life – something I never expected to do at my age. I guess what this says is that bad things can happen to anyone. It doesn't matter how old you are, your social standing, your education, where you live or whom you associate with – none of that matters. If you lose everything through no fault of your own, then it is shocking. It's difficult and, whilst some may say it is character building, it is really very hard work to pull yourself up and out.

I'm now in that phase of moving forward. I'm on my third interview with a large global company and I have all my fingers crossed. There are other interviews in the pipeline and Fitted for Work has helped me get to this exciting point. Through Centrelink, I had been referred to Global Skills, a job placement company, which had booked me into Fitted for Work for a boutique fitting.

When I arrived, I was nervous, excited. I wasn't sure what to expect. I was very keen to get in, though, because, in my line of work, you always have three

or four interviews and I no longer had a corporate wardrobe and really needed the help. I was also a little sceptical of what the clothing would be like – the quality and how contemporary it would be. I needn't have worried. At my fitting, I received enough clothes to cover all my interviews. I got two suits, three shirts, shoes, handbags and accessories. I felt spoiled rotten and the clothing was fantastic, really gorgeous. The suits might be second-hand but they were immaculate and beautifully presented. The three shirts were all brand new – still with tags on them. The shoes had maybe been worn twice. The girls even gave me a makeover. I got make-up tips and some lessons on how to create a smoky style!

I was a little bit worried that I might feel patronised but I needn't have worried. Everyone was amazing. The whole experience is uplifting and you feel like a supermodel for the day. The women are so supportive and make great suggestions.

It's almost a year since my marriage broke down and I'm a different person now. After being dressed by Fitted for Work, I got my confidence back, I got my credibility back. I hold my head high. I get more and more confident as I go through each interview. Unfortunately outward appearance does matter these days and Fitted for Work helps with that. I can cope with the world now and Fitted for Work has helped me do that. I thank Fitted for Work for that, for what they have given me back that I thought I had lost.



VOLUNTEER STORIES

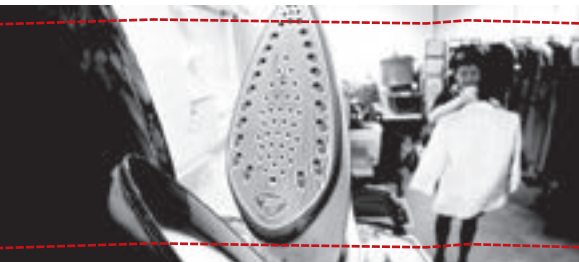
Elizabeth's Story

I came to Australia from Peru four years ago. In Peru I worked in marketing and reservations and, before that, in a non-governmental organisation. After school, I studied biology but I have always been inclined to social work and, for several years, I worked as a volunteer with children in orphanages, hospitals and in mental health facilities.

When I arrived in Australia, my English was good but not good enough and I struggled with the different accents and change in culture. I began working in hospitality, waitressing, housekeeping, babysitting – whichever job would allow me to learn more about Australian culture and improve my language skills. Everything was so fast! I was confused by where to go and even to ask how to get there. This was a real barrier for me and it led to depression. I felt very homesick.

The first year was very hard for me but, by the second year, I started to get myself back together. I realised that improving my life would be a process which would take time and resilience. Therefore, I returned to study. It was very challenging but, at the same time, stimulating and it motivated me to keep on going so that I could do what was in my heart. I did a bridging course for VCE to get my first qualification. It was difficult but I managed to work hard and pass.

In 2010 I started to work as a carer first in a nursing home and later in a childcare environment. It was something that I loved doing – caring for others. After a while, I decided to improve my qualifications and began studying for the Certificate IV in child and aged care and this is how I discovered Fitted for Work.



I wanted to help people who had been through what I had experienced and volunteering seemed a good way to do this.

Fitted for Work had advertised on the NCOSS website for volunteers. I responded to this advertisement and was able to come in and do a work placement as a part of my course. I ended up going through the Personal Outfitting and Interview Preparation Service. I then was able to work on Transition to Work – co-facilitating a group of Asian migrants. And just recently I was accepted as a mentor and will soon be matched with my mentee. I've come full circle! From client to volunteer to mentor!

It felt great to go through the service and then to end up working with migrant women. The experience of going through the fitting was amazing. I came in wearing my own clothes, and then, by the time I was outfitted, I saw myself and thought – 'Wow, I look so professional!' It was a wonderful experience and it's the same for the clients whom I now work with. And the more I have worked with these women, the more passionate I have become about what Fitted for Work does.

I am now applying for a social worker position. My time at Fitted for Work has greatly helped me in understanding how to work with women who have experienced disadvantage. I've loved it. It's helped me with my job search, networking and so much more. Fitted for Work has given me one of the best opportunities I could get to work with migrant women – women I was able to relate to and who I could also help.

I feel that I have come full circle. Four years ago I arrived in Australia and found things very difficult. Now, a few years down the track, I am able to give back and help people just like me. Settling in Australia was a challenge but it turned out to be a great opportunity to reengineer myself. I am inspired to do what I love the most – helping people.

PATRONS, BOARD, ADVISORS AND STAFF

Fitted for Work is very grateful for the support of our, board, patrons, advisors and staff.

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Frances Paras
Receptionist, Melbourne

Melissa Westwood
Dear Gladys Retail Manager

Inez Mansergh
Dear Gladys, Senior Sales

Dyana Gray
Dear Gladys, Sales Assistant

DONORS, PARTNERS AND SUPPORTERS

We are extremely grateful to the following 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 staff, we say thank you very much!

Donors

We thank each and every one of the 700 private donors who supported this year’s fundraising events, which included the Dare to Wear Day and the Annual Appeal. Together they helped us to raise over \$392,000.



Trusts, Grants and Foundations

Thank you to the following public and private companies and government organisations for your generous funding during the year.

- Alfred Felton Bequest
- Annemarie & Arturo Gandioli Fumagalli Foundation managed by Perpetual
- Annie Danks Trust
- Arthur A Thomas Charitable Trust managed by Equity Trustees
- Auburn City Council
- Clayton Utz Foundation
- Danks Trust
- EM Horton Family Fund managed by Melbourne Community Foundation
- FaHCSIA
- Fairness Fund managed by Melbourne Community Foundation
- Flora and Frank Leith Charitable Trust
- FRRR/ANZ Seeds of Renewal Program
- H&L Hecht Trust managed by Perpetual
- Helen Macpherson Smith Trust
- Ian Potter Foundation
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- Newman’s Own Foundation
- Parramatta Community Grants Program
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- Sidney Myer Fund
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- Telematics Trust
- The Collier Charitable Fund
- The Invergowie Foundation
- The Jack Brockhoff Foundation
- The Marian & EH Flack Trust
- The Westpac Foundation
- The William Angliss Victoria Charitable Fund
- VicHealth

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
- ACF Wall
- Advanced Personal Management (APM)
- Aegis Services Australia Pty Ltd
- AJF Partnership
- Allens Linklaters
- AMP
- An Air Of Distinction
- Andi McCann
- Anglicare
- ANZ
- Argyro Gavalas
- Arinex Pty Ltd
- Ark Group
- ASX Ltd
- AusSip
- Australia Post
- Australian Army Rugby League Ladies Team
- Bank of America Merrill Lynch (Australia) Pty Ltd
- Bank of Melbourne
- Barclays Bank PLC
- BDO (now Grant Thornton)
- BHP Billiton
- Blue Stockings
- Booz & Company (Aust) Ltd
- Brotherhood of St Laurence
- BT Financial Group
- Buckley Park Secondary College
- Campbell Page
- Carrera Partners
- Central Coast Installations
- Chartered Secretaries Australia Ltd
- Chic Image
- City Naturopathic Clinic
- Clifford Chance
- Coco & Creme
- Coles
- College of Design and Social Context, RMIT
- Commonwealth Bank of Australia
- Community Builders Australia Pty Ltd
- Cooinda Hill Inc.
- Creative Coalition
- Clayton Utz
- Cricket Victoria

- Crown Castle
- Dalmatino
- Reddin Partners
- DB Results Pty Ltd
- Deakin University
- Degani Café, 535 Flinders Lane
- Diana Ferrari
- Endota Spa
- EOWA
- Ernst & Young
- EvoTV
- Females in Technology and Telecommunications (FITT)
- Finity Actuarial and Insurance Consultants
- GippsTafe
- Glamazon Shoes
- Glenferrie Rotary club
- Golder Associates
- GPO
- Grace Cosmetics
- Gunn Taylor
- Henry Davis York Lawyers
- Herbert Smith Freehills
- Hogg and Reid
- Holding Redlich
- HSBC Bank Australia Limited
- IBM
- Imperial Crest Hair Salons
- Invest Victoria
- Jacobus Pty Ltd
- Job Prospects Preston
- Joseph Italiano and Associates
- K.Inc
- Kikki K
- KPMG
- Kylie Harker Change Agent Coaching
- LV Express
- La Strang Pty Ltd
- La Trobe University
- Lander & Rogers Lawyers
- Lifeline
- Macquarie Group Ltd
- Madame Flavour Pty Ltd
- Maddocks
- Magic Mosaics
- Mallesons
- Mamre House
- Marsh & McLennan Companies
- Martyn Sullivan
- Mary Grech Career and Leadership Development
- Matchworks
- Medibank
- Melba Club
- Melbourne Citymission
- Melissa Harries – Mindset Abilities
- Mills Oakley Lawyers
- Mitalent Recruitment Group
- MLC Australia
- Morgan Stanley Smith Barney Australia Pty Ltd
- Morrisons
- Myer
- NAB
- Natural Beauty Care
- Navitas English
- NAWIC
- Newman’s Own Foundation
- NMIT
- Northcote Town Hall
- NSW Dept of Premier and Cabinet
- NSW Police Force
- NSW Women in Super
- Officeworks Superstores
- Orotan Group
- Pacific Brands
- Pacific Magazines
- Panthers Mensland, Morwell
- Parramatta Rotary
- Pattersons
- Perpetual
- Piacere
- Jo-Anne Goesch
- Pitcher Partners
- Pop & Scott Workshop – set styling
- Port Melbourne Sweets
- Prahran Mission
- Preston Community Care Centre Church of Christ
- Public Interest Law Clearing House
- PWC
- RackMan
- RMIT University
- Rotary club – Albert Park
- Sensis
- Shot of Soul Photography & Video Production
- Significant Women’s Network
- Simone Perelle
- Slattery Auctions Australia
- Social Traders
- Soroptimists International
- Square Peg Careers
- St George Bank
- St Kilda Primary School
- St Vincent de Paul Society
- STREAT
- Suncorp
- Sydney FINSIA
- Sydney Water
- Sydney Women’s Network
- TAFE NSW
- Talent2
- Tegan Marie Styling
- Telstra
- Templestowe Valley Primary School
- The Ark
- The Big Issue
- The DM group
- The Hub Melbourne
- The Jackie Winter Group
- The Just Group
- The Malka Group
- The Mask Academy
- The Travel Corporation
- The W.A.S.H House
- TMG
- Trans-Tasman Business Circle
- TRU Energy
- TS14+
- VECCI
- Verve Communications
- Victorian Golf Club
- Warragul Regional College
- Water for All
- Westpac Bank
- Westpac Women’s Markets
- Willow Ltd Paddington
- Wilsons Learning
- Women in Rotary
- Women’s Business Now
- Worksafe
- Yarra Trams
- Zonta Club Penrith



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

"VECCI has been pleased to support the Fitted for Work 'Transition to Work' Program by providing access to facilities as a key aspect of support for service delivery for women seeking to re-enter the workforce. VECCI has been very active in promoting and advocating policies which assist disadvantaged groups to gain employment which lift workforce participation to meet employer skill needs. The Transition to Work Program plays a significant role in achieving this objective and VECCI is only too pleased to have built this important partnership with Fitted for Work."

– Mark Stone, Chief Executive of VECCI

"Hosting the career day for Fitted for Work was one of the most rewarding events I have taken part in during my time at MediBank. I feel the most valuable session of the day was the time the Fitted for Work ladies spent with individual Medibank employees going 'through the ropes' of their roles. We arranged with individual employees to have a Fitted for Work participant sit with them for an hour to observe their role and ask questions. All the feedback from both the Fitted for Work ladies and the Medibank employees was very positive and I think everyone walked away from that time having learnt something. It was a pleasure to help these wonderful ladies. Thank you for giving us that opportunity."

– Beena Daniel, MHS Group Strategy Support Coordinator, Strategy and Innovation, Medibank

"NAB believes in people and communities. We aim to build genuine connections so that we can continue to help grow vibrant and sustainable communities. This commitment extends to our proud community partnership with Fitted for Work, which aims to help disadvantaged women realise their potential. In addition to financial support, NAB employees have offered their time, resources and skills – from facilitating recruitment workshops, to the development of a risk framework and donation of technology equipment. These initiatives help lift employee engagement at NAB, while also providing long-term tangible benefits to Fitted for Work."

– Jade Camilleri, Program Advisor, Community Engagement and Giving, Corporate Responsibility, National Australia Bank



Abridged Financials as at 30 June 2012

Fitted for Work Ltd Statement of Income and Expenditure for period ended 30 June 2012

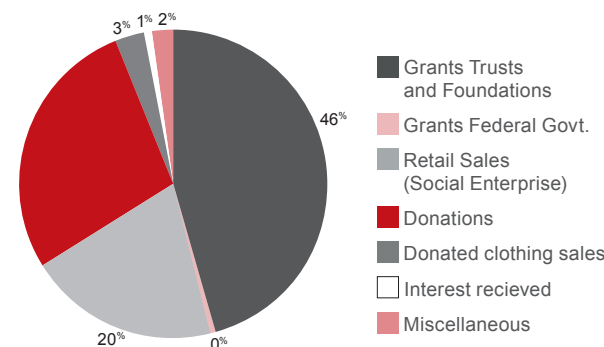
	2012 (\$)	2011 (\$)
Total Income	1,241,632	1,063,957
Total Expenses	1,384,970	1,158,228
Operating Deficit	(143,338)	(133,603)

Fitted for Work Ltd Balance Sheet as at 30 June 2012

	2012 (\$)	2011 (\$)
Total Assets	476,958	667,065
Total Liabilities	371,123	417,892
Net Assets	105,835	249,173
Retained Profits and Total Equity	105,835	249,173

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.



It costs \$110 per woman to provide the Personal Outfitting and Interview Preparation Service.

Financial

The services we offer to women 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;
- taking part in Dare to Wear Day, our annual online fundraising event – www.daretowearaday.org
- inviting us to apply for funding from your organisation's trust or foundation;
- becoming a Fitted for Work business or corporate partner; and/or
- 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

Clothing, Shoes, Accessories and 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.

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;
- mentoring or offering work experience as part of our Transition to Work, Refugee and Migrant or Women Exiting Prison Programs; and/or
- assisting with other special projects as advertised on our website.

Your help will transform a woman's life. Thank you.



"The recent announcement by Jane Hunt that Fitted for Work had won global recognition for its excellent work was sent to everyone with the assertion that it was our reward. The concept that whatever contribution people make, no matter how big or small, is respected, acknowledged and thanked is actually the backbone of the success of this amazing organisation. Every contribution becomes part of the whole. I never fail to leave my shift feeling uplifted and privileged to have been able to make a difference in some way and to have had a difference made in my life too. One always feels valued at Fitted for Work."

– Shirley, volunteer

HOW YOU CAN HELP

Since 2005 Fitted for Work has transformed the lives of over 10,000 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. Our clients are willing to be transformed. All we need are people who are passionate about helping transform them. There are many ways you can help.

CONTACT US

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Melbourne VIC 3000
PO Box 21038, Little Lonsdale Street
Melbourne VIC 8011
Phone 03 9662 4028
Email info@fittedforwork.org

Sydney (Parramatta)
Suites 37 & 38a, 70 Phillip Street
PO Box 377, Parramatta NSW 2124
Phone 02 9635 9909
Email Sydney@fittedforwork.org

Morwell
19A Collins Street
Morwell VIC 3840
Phone 03 5133 8277
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