

HOW *you* can help

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

THANK YOU

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

- AJF Partnership (design and production)
- Ariane Phillips (copywriting and editing)



FITTED FOR WORK

ANNUAL REPORT 2012-2013

INDEPENDENCE AND TRANSFORMATION FOR WOMEN

CELEBRATING THE LAUNCH OF THE STAYING EMPLOYED PROGRAM –

SUPPORTING WOMEN TO
DEVELOP CAREER RESILIENCE.



CLIENT PROFILE SUJEE

TRANSFORMING
THE LIVES OF OVER
13,500 WOMEN SINCE 2005.

**GETTING
READY
FOR WORK**
TAKES A LOT MORE
THAN CLOTHES.

CONTACT US

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FITTED
FOR
WORK.ORG



VISION

Independence and transformation for women.

MISSION

To help women experiencing disadvantage get work and keep it.

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

We provide free interview-appropriate clothing at our Personal Outfitting Service, as well as Interview Preparation, Mentoring, Transition to Work and Staying Employed Programs. Through mutual respect, compassion, integrity and trust, our dedicated staff and trained volunteers help women gain the self-esteem and confidence to achieve their goal of sustainable employment.

153

WOMEN PARTICIPATED
IN OUR TRANSITION
TO WORK PROGRAM

2,567

WOMEN ATTENDED OUR PERSONAL
OUTFITTING AND INTERVIEW
PREPARATION SERVICES

OVER 200
VOLUNTEERS WORKED MORE THAN

7,000
HOURS

60

WOMEN
PARTICIPATED
IN OUR WOMEN
EXITING PRISON
PROGRAM

A YEAR OF SUCCESS

643

WOMEN ATTENDED
EMPLOYMENT
PREPARATION
WORKSHOPS

68

MENTORS
ENGAGED

OVER \$500,000

IN CLOTHING WAS DONATED

OVER 400

ORGANISATIONS
REFERRED CLIENTS
TO FITTED FOR WORK

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"Work has always been important to my sense of self. Not being able to work meant I wasn't able to support my children and be a good parent. It also meant I was a bit lost as a person. Fitted for Work made all the difference in giving me the confidence to walk into an interview feeling good. Through starting work again I feel I earned respect from my children and can plan for the future."

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Advisors and Staff

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COVER



Sujee is one of our most inspirational clients. A qualified accountant in her home country of Sri Lanka, she had been looking for work for almost a year when she accessed our services, and was feeling the pressures of having to provide for three children. Her story is one of incredible resilience and determination, and exemplifies the benefit that comes from ongoing support provided by Fitted for Work's volunteer mentors and networks. Read about Sujee's journey to employment on page 12.



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MESSAGE

from the Chair



staff. The refurbishment, decoration and outfitting of the boutique has created a wonderfully light and airy space for the dressing service, and combined with expanded office space makes for a perfect working environment. But, as with all moves and renovations, it had its challenges.

In a further transition, the board of Fitted for Work determined that it could no longer solely rely on its traditional income sources. In spite of our social enterprise Dear Gladys contributing 16% to our total budget, the board determined that it needed to identify other sources of earned income. So following Jane Hunt's attendance at the World Economic Forum and INSEAD's Social Entrepreneurship Programme, and much thought and planning on the part of the board, it was agreed that Fitted for Work would undertake a feasibility study to establish a for profit business offering parallel services to those offered to our clients, but on a fee-for-service basis. Funding has been received to assist with developing the business plan with a planned start date in late 2014.

As we all know, transitions are challenging. They are particularly so for the women at Fitted for Work who transition from unemployment to managing a new and unfamiliar work environment, learning how to work with colleagues and managing budgets. In addition, many are in part time or casual jobs, so as well as adapting to a new environment they are often required to balance unpredictable working hours with the uncertainties of available child care.

Like our clients, Fitted for Work has also had to face a number of transitions in the 2012–2013 year. In December 2012 the organisation's national office moved from its former home in Flinders Lane to the Queen Victoria Women's Centre at 210 Lonsdale Street in Melbourne's city centre. This beautifully appointed building houses a number of women's organisations and is a perfect location from which to operate, both for clients and for

I pay enormous credit to all those I have worked with during my time at Fitted for Work, including staff, board, volunteers, funders, supporters and particularly clients. It has been a very rich and rewarding experience. Together we have learned a great deal and built Fitted for Work into the extraordinary organisation it is today.

I look forward to watching the organisation continue to grow and flourish as I have no doubt it will.

Marion Webster OAM
National Chair

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

And there was one final transition during the year. I decided to step down from the Chair's role after six years, in the belief that it is important to ensure the board continues to be refreshed and relevant. Moving to a new business model demands new thinking and skills that I don't necessarily have. It was with a great deal of confidence that in July 2013 I handed the role to Therese Ryan who brings a wealth of corporate and not-for-profit experience.



THE CEO'S REPORT

All this is possible because of the talented team of volunteers and staff who with professionalism and empathy assist women who want to get work and keep it. I am also privileged to work with the Fitted for Work national board, led in this financial year by Marion Webster and Therese Ryan, 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.

Sustainability remains a key focus in 2012–2013. With funding from the Trust Company and PwC we are developing a business to launch in 2014 that will increase Fitted for Work's impact and generate revenue for the organisation.

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

2012-2013 SAW FITTED FOR WORK HIT SOME HIGH NOTES!

- Fitted for Work assisted *3,423 women* in their journey to securing work – more than ever before in a single year.
- There are now *over 200 volunteers* and more volunteer mentors than ever before – over 60.
- The first Transition to Work Program for women with a disability and/or health issues was launched *with 15 women participating*. Almost half gained employment during or after the program, and all who completed it reported feeling increased confidence and readiness for work.
- We have entered into a *3 year partnership* with ISPT as a Corporate Partner and Major Sponsor.
- We created a unique partnership with *David Lawrence*, who sold a specially designed little black dress where all profits went back to Fitted for Work.
- We launched *Little Black Dress Day* nationally to celebrate the contribution women make to workplaces around Australia: www.littleblackdressday.com.au
- We conducted research into the enablers and barriers for *single mothers wanting to work*.
- We increased sales for online Dear Gladys by *56%*.
- We delivered our first grant with Federal Government assisting women into work and *outperformed on all the targets*.
- Fitted for Work *launched the Staying Employed Program*, aimed at assisting women to build sustainable careers.

IT IS CRITICAL TO ENABLE
EVEN MORE WOMEN
TO ENGAGE WITH WORK,
AND WE ARE READY
FOR THE CHALLENGE!

Women and Work IN AUSTRALIA

THE NEED

When it comes to the gender gap in labour force participation Australia is ranked 13 out of 34 countries worldwide, placing us considerably behind comparable OECD countries.

If we apply a gender lens to the Australian employment landscape this substandard rank is not surprising:

- The labour force participation of women is *12.1% lower* than men.
- Women have *\$87,532 less* than men on retirement.
- 27% of all women in Australia do not have any superannuation, compared with *19%* of men.
- Women are paid around *17.5% less* than men. The gap in average weekly earnings for men and women is *\$266*.
- Average starting annual salaries for women graduates are *\$5000 less* than men.
- Women are more than *twice* as likely to work part time as men.
- Women are *less likely* to be in higher-level or leadership roles.

While there are many reasons why women might not participate in the labour force, including being engaged in study or unpaid work and personal or family reasons, it is likely that a significant proportion of these women would like to work but are discouraged from doing so, or are experiencing difficulty in finding a job. These women miss out on the social inclusion and empowerment that comes with being in employment.

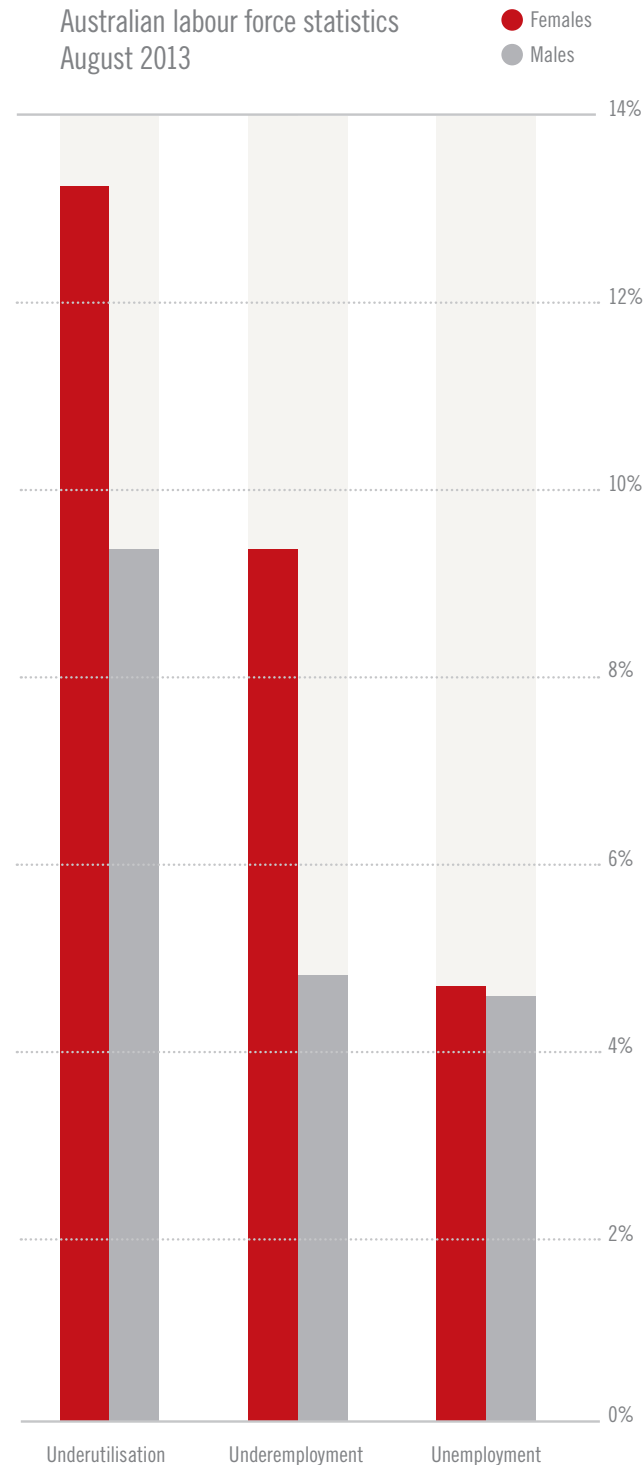
“I’d probably prefer to be working more hours, but it’s just not practical because of the amount of benefits that I’d lose and the childcare costs – it doesn’t equate, it’s not a practical move. It’s just not worth it.”

DENISE, SINGLE MOTHER OF TWO CHILDREN UNDER 10

“As a nation we have to ask ourselves why progress has stalled. Why do girls do so well in the education system but, once out in the employment market, have to fight to have their value realised?”

THE HON JOHN BRUMBY, CHAIRMAN, COAG REFORM COUNCIL

Australian labour force statistics
August 2013



FITTED FOR WORK

PROGRAMS

Fitted for Work understands women. All our programs work simultaneously in developing a woman’s confidence and self-esteem, as well as deepening her skills and knowledge to get work. We 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 range of free programs specifically designed to help get women into work.

PERSONAL OUTFITTING AND INTENSIVE INTERVIEW PREPARATION SERVICE

Specially trained volunteers fully outfit participants in quality donated business clothing for an interview, with the opportunity to return to the service for additional outfits when they start work.

“Being part of the program is a great experience. It gives you confidence, you meet people, and you think you’re not alone. It’s great to be part of a community.”

CHRISTIE, TRANSITION TO WORK GRADUATE

Participants also receive intensive one-on-one interview training, presentation skills, and resume advice. Women 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 job interview. This service supports over 3,000 women each year.

“The highlight of the last year was taking our Interview Preparation Service to Tarrengower Prison. The women are so engaged and express a great deal of gratitude for the opportunity to begin to think positively about setting up their life again.”
– Kathi McCulloch, Melbourne Program Manager

TRANSITION TO WORK PROGRAM

Transition to Work is an integrated pre-employment training program designed to support women experiencing disadvantage to overcome 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.

STAYING EMPLOYED PROGRAM

The Staying Employed program is a unique year-long initiative designed to help women who have recently started work develop career resilience, maintain secure employment and progress in the workplace. The program is the first of its kind in Australia and was made possible through the generous support of the Collie Foundation (managed by ANZ Trustees). The program consists of workshops, mentor services and online support materials, with a focus on self-development and practical workplace skills to assist women to deal with the reality of being employed and the challenges that can come with it. Women also develop long-term career goals and aspirations in order to set them up for lifelong employability.

“This year we trained another 45 mentors to come on board to support our Transition to Work women. I never cease to be amazed at the generosity, talent and commitment of our mentors and to see how the mentees benefit from this wealth of experience and skill.”

MERREDITH HILLEBRAND, TRANSITION TO WORK PROGRAM MANAGER

The mentoring component runs for a minimum of six months after completion of the program. Through the work experience placement and mentoring elements, clients leave the Transition to Work program with an established support network of individuals to assist and guide them in their journey towards finding sustainable employment and achieving financial independence. In this way, the Transition to Work program delivers multiple and long-term impacts which continue beyond completion of the program.



FITTED FOR WORK

Client Statistics

Who are Fitted for Work's Clients?

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

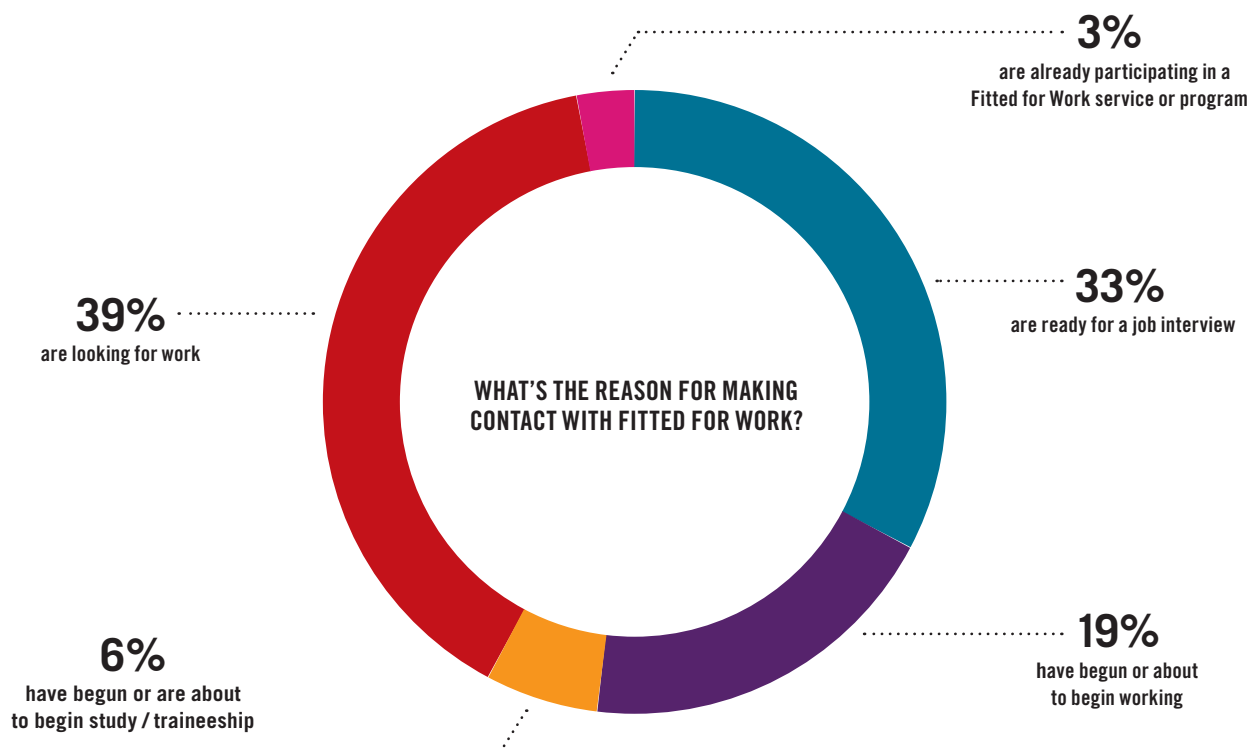
They have two things in common. The first is that, at the time of accessing the service, they are experiencing disadvantage. They may be leaving a domestic violence situation, experiencing homelessness, recently widowed or divorced, temporarily in poor health that prevents them from working, a newly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

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

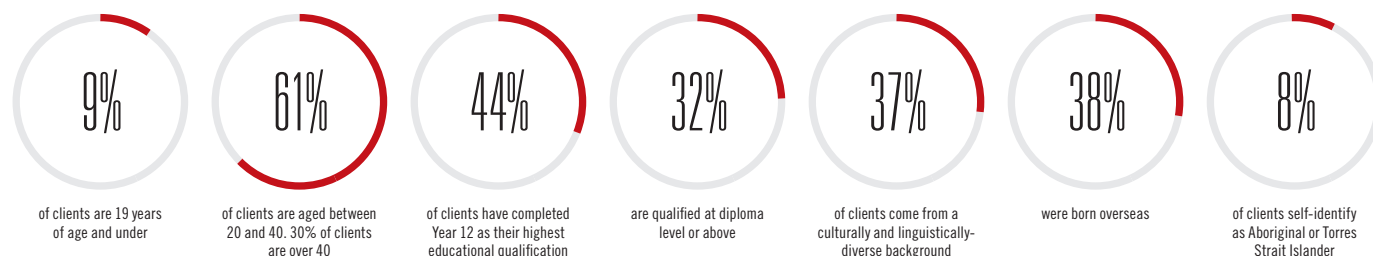
HOW LONG HAVE OUR CLIENTS BEEN LOOKING FOR WORK?

63%
of clients are new to the job-seeking market, i.e. have searched for less than three months

30%
of clients have been job seeking for 12 months or more when they access our services



WHO ARE OUR CLIENTS?



Client LETTERS

Dear Jane,

I am writing to express my enormous gratitude to your organisation for helping me outfit myself for work. My personal circumstances have changed dramatically after a recent divorce and resettlement back to Australia and I have been receiving benefits from Centrelink while I look for work. I have been home with children for 10 years and don't have many clothes suitable for work. I was referred to Fitted for Work prior to a job interview and received some fantastic formal work wear which I wore to the interview. I got the job and went back again today and was given yet more beautiful clothes which will be perfect as I re-enter the workforce.

I found the whole experience up-lifting. The women working in the boutique are fantastic. They are warm and very professional, and devoted themselves to my every need without judgement. At this moment in my life I really needed some assistance to get back on my feet and I have had it in spades through your wonderful organisation. I hope to one day be in a position to support Fitted for Work and donate suitable clothing, so that the clothes I wear as I earn my living can help someone else in need. Please could you pass on my sincere thanks to the Wednesday ladies in the boutique. It has been a pleasure to walk through your door, and I walked out of it a ball of style. It is an experience I won't forget.

Yours sincerely

Sarah*

Dear Fitted for Work staff,

I just had to write to you from my new email address at my new job! You definitely have to take some of the credit for making this happen. After my appointment with you I had a fantastic job interview because I felt confident and comfortable in the wonderful outfit you set me up it.

Thank you, thank you, thank you!

To whom it may concern,

Thank you so much for today, I really appreciate it. I am on the single parent pension and I do not receive child support due to risk of further violence. I have been saving money for counselling reports and legal fees, so it was great to receive some new clothes.

Your service helped me feel part of a community that is interested in sharing, recycling and helping those that want to be helped. It does make a difference to experience people like you, who want to give and improve another person's life, leaving an imprint that counter-reacts against the selfishness and greed of those who committed the crimes. It really helps during the difficult times to remember these good times.

The new clothes and interview practice will really help me access work I can be proud of. Thanks for helping me access further work opportunities and get my son out of poverty.

Best wishes

Sincerely from Carmella*

*Names have been changed.



Sujee came to Fitted for Work feeling frustrated with a fruitless job hunt. A qualified accountant in both Sri Lanka and Australia, she had been looking for work in Melbourne unsuccessfully for almost a year and was feeling the pressures of having to provide for three children. Committed to finding work that utilised her skills and experience as an accountant, she participated in as many opportunities as she could with Fitted for Work.

It was the Transition to Work program that made the biggest impact for Sujee. Through the program she was matched with a volunteer mentor, Leigh, who assisted Sujee in gaining an understanding of what to expect and how to respond in interview situations.

“I got a good mentor, and it really helped me to find a job. He told me a lot about the Australian interview process and really encouraged me.”

After only a few weeks her mentor became aware of a position well suited to Sujee’s skills through his networks. He helped her through the application process and polished her interview skills. When Sujee recollects what happened next, the relief and delight of finally securing a job are palpable in her voice.

“It went very well, after that I got the job! I started in January.”

Unfortunately, less than a year after Sujee started work the company downsized and she was made redundant. As disappointed as she was, Sujee did not give up there. She continued to meet up with Leigh and re-started her job search, more determined than ever to find work. “Leigh helped me a lot. He was always very positive about my job search and genuinely interested in helping me find work.”

“IT WENT VERY WELL,
AFTER THAT I GOT THE JOB!
I STARTED IN JANUARY.”

Sujee’s perseverance paid off: a few months later she secured a job as an accountant for a wholesale clothing firm. “It’s a similar position to the job I had in Sri Lanka. I am really happy with the office environment and I enjoy the work!”

“I GOT A GOOD MENTOR,
AND IT REALLY HELPED
ME TO FIND A JOB.
HE TOLD ME A LOT
ABOUT THE AUSTRALIAN
INTERVIEW PROCESS
AND REALLY
ENCOURAGED ME.”

I met a director of Fitted for Work at a function in 2012, and once we got talking about community she asked me to consider becoming a volunteer mentor at the organisation. After working in the corporate world for 35 years I wanted to challenge myself to help others break the cycle of limited opportunity compounded by limited resources, so I signed up for Fitted for Work’s four-week mentor training program...little did I know that I would be the only ‘bloke’ there!

Mentoring is an incredibly important part of the services offered by Fitted for Work. The fact that someone is taking the time to really listen to the women and their stories is of huge value in and of itself. If you can first develop a mutual trust between the mentor and mentee, then a confidence emerges that translates into resilience and a want to give different approaches to job hunting a go.

When I met Sujee she was shy and made little eye contact. Her greatest need was garnering trust and working on her self-confidence – this was way more important than working on her resume. I discussed with Sujee the understanding that an employer is looking for a good fit for their workplace, because while technical skills can be trained, the workplace or cultural fit cannot. So in our sessions together we concentrated on ‘who’ Sujee is and what she has to offer as a person, rather than on ‘what’ she does.



LEIGH

While I always made myself available to Sujee, she really did all the work herself, stepping outside her comfort zone and facing her insecurities to get through interviews. Once she had built up her self-worth and confidence she got a job in a matter of weeks!

Sadly, after about a year Sujee’s role was made redundant for cash flow reasons. Sujee took her redundancy fairly well, and we looked at the positives of having good references from an Australian firm and all the skills she had learned over the ten months. I reminded her of what a brave person she was to have the courage to come to a new country and face so many challenges in resettling her young family. By comparison, finding the right job with her excellent experience was just a matter of looking in the right places, and Sujee was always keen to try different approaches to securing an interview.

It was just thrilling when she got another job. My whole family (who I keep updated with her progress) was proud of Sujee. The best thing, though, was seeing the sparkle in her eyes that only an improvement in self-worth and esteem can deliver.

Leigh Powell is a highly experienced Strategy and Business Advisor and has worked in the mortgage and finance sectors for 35 years.



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 St, Northcote in Melbourne, Dear Gladys opened in August 2009. The store stocks a range of hand-picked clothes from Australia, Europe and America, as well as accessories, handbags, our own brand of hosiery, shoes, homewares and gifts. Dear Gladys customers keep on coming back because the stock is regularly updated, well-priced, unique and, most importantly, every purchase goes directly towards helping a woman step out of disadvantage and into work.



In summer 2012–2013 Dear Gladys collaborated with Melbourne fashion designer Lauren Stein to create a capsule range called ‘Her Pony Loves Dear Gladys’. This range comprises the most popular and wearable pieces from Lauren’s established label ‘Her Pony’, adapted to suit the Dear Gladys customer. With a focus on being feminine, contemporary, and yet classic enough to be worn for seasons to come, this range was designed to encourage customers to think sustainably about their fashion purchases, and to care for, recycle and perhaps pass-on pieces to friends. Dear Gladys is currently working on another collection with Lauren for summer 2013–2014.

In 2012–2013 Dear Gladys accounted for 16% of Fitted for Work’s revenue. To capitalise on the potential to expand our united revenue streams and the ever-growing online retail market, Dear Gladys is now also online, trading at her own website (deargladys.com.au) and through both Westpac and Social Ventures’ e-commerce sites. After two years of online trading, Dear Gladys has more than doubled its online business. The

online store has increased the selection of gifts and homewares available, as well as taking on a new UK designer label, Olga de Polga.

The growth in success of Dear Gladys can be attributed to its increased popularity, both in the community where it is now a fixture on the Melbourne vintage trail, and online where it has a Facebook following of over 20,500 fans! This success could not have come about without the incredible volunteers who have dedicated their time and love to Dear Gladys, assisting with window dressing, modelling, creating digital lookbooks, photography, make-up artistry, design and much more.

Diversifying income streams through the establishment of social enterprises is a major strategic objective of Fitted for Work, and Dear Gladys is at the heart of this vision.

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

BOARD OF 2012-2013

Marion Webster OAM (Chair and Co-founder)

BA, DipSocStud
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Auckland Communities in New Zealand,
Arts Access Victoria, Philip and Vivien Brass Foundation,
Senior Fellow City University New York*

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LLB, GAICD, Fellow,
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PhD
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ANZ Private Bank,
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Allens Linklaters*

Kerri Thompson

MBA
Managing Director Retail for ANZ New Zealand

Cathy Yuncken

BCom, LLB, GAICD, FTA
*Executive General Manager, CBA,
Institutional Banking and Markets*

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2012-2013

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National Development Manager
Solicitor, LLB (Hons), Cert. Mediation (CEDR)

Amanda Carlile

National Client Services Manager
*BA (Hons) Interior Architecture,
Cert IV Training and Assessment*

John Patitsas

National Business and Finance Manager
CPA – Member of CPA Australia and NTAA

Patricia Saca

Project Manager
MBA

Kathi McCulloch

Melbourne Program Manager
*BA, BComm, MA International Development (Hons),
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Elizabeth Montgomery

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Post Graduate Diploma of Counselling,
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Merredith Hillebrand

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Diploma of Teaching, Bachelor of Education

Sharon Lee Dean

Morwell Program Manager
*Diploma in Corporate and Professional Stress Management
HHDipCPSM*

Karolina Partyka

Fundraising and Marketing Co ordinator

Frances Paras

Receptionist, Melbourne

Melissa Westwood

Dear Gladys Retail Manager

Inez Mansergh

Dear Gladys, Senior Sales

Dyana Gray

Dear Gladys, Sales Assistant

Joelle Boelen

Dear Gladys, Sales Assistant/ In-house model

Kelly Thompson

Dear Gladys, Sales Assistant

THANK YOU!

We are extremely grateful to the many organisations and individuals who have all made such valuable financial and in-kind contributions to Fitted for Work during the year. Your support means that we are able to help more women step out of disadvantage and into sustainable employment. On behalf of these women and all our volunteers, staff and board, we say thank you very much!

DONORS

We thank each and every one of the private donors who supported this year's fundraising events, which included the 200 Women Who Care Campaign, Pozible Crowdfunding Campaign, Dare to Wear Day and our 2013 Annual Appeal. Together they helped us raise over \$420,000.

We would particularly like to thank:

Annie and Peter Duncan

Fleur Spitzer

Jaclyn Grant

Joy Selby Smith

Malcolm Broomhead

Marion and Michael Webster

Renata and Peter Singer

Robert Strang

Rosemary Grieve

Tania Seary

GRANT FUNDING

Thank you to the following public and private trusts and foundations, companies and government organisations for your generous funding during the year:

- Alfred Felton Bequest managed by ANZ Trustees

- Allens Linklaters

- Arthur A Thomas Charitable Trust managed by Equity Trustees

- Auburn City Council

- Besen Family Foundation

- Clayton Utz Foundation

- Danks Trust

- FaHCSIA

- Fairness Fund managed by Australian Communities Foundation

- Flora and Frank Leith Charitable Trust

- H&L Hecht Trust managed by Perpetual

- Hart Line Fund managed by ACF

- Helen Macpherson Smith Trust

- Ian Potter Foundation

- John T Reid Charitable Trust

- Justin Foundation

- Lord Mayor's Charitable Foundation

- LUCRF Community Partnership Trust

- Macquarie Group Foundation

- Mazda Foundation

- Parramatta City Council

- Philip & Vivien Brass Charitable Foundation

- Scanlon Foundation

- Schapper Family Foundation

- Seary Lynch Foundation

- Sherry-Hogan Foundation

- Sidney Myer Fund

- StreetSmart

- Telematics Trust

- The Collie Foundation managed by ANZ trustees

- The Invergowrie Foundation

- The Jack Brockhoff Foundation

- The Marian & EH Flack Trust

- The Miller Foundation

- The Westpac Foundation

- The William Angliss Victoria Charitable Fund

- VicHealth

MAJOR BUSINESS PARTNERS

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

- ISPT

- TS14+

- AJF Partnership

- Verve Communications

- An Air of Distinction

- The Paper Doll

- Clayton Utz

- Frechils

- Unit1 Creative

- Mary Grech & Jodie Belyea

- NAB

SUPPORTERS

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

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



HEAR FROM *our* SUPPORTERS

“John Holland Rail Country Regional Network is proud to have commenced a partnership with Fitted for Work in Parramatta NSW in 2013. As part of our commitment to leaving a lasting legacy in the communities in which we live, work and operate, the partnership has given us a great opportunity to support women locally to improve both their employment outcomes and self-confidence. John Holland staff who have participated this year have thoroughly enjoyed the experience, through assisting in a volunteer capacity with anything from FFW’s personal dressing services to interview skills and training. We are very excited about the future possibilities that we can offer to FFW to continue on the journey transforming the lives of women who are part of this great program.”

JO WHATLEY, SENIOR HR ADVISOR,
JOHN HOLLAND RAIL COUNTRY
REGIONAL NETWORK



“I have seen firsthand over many years the transformation in the women who attend the Fitted for Work boutique in Parramatta. I work with the team to promote the service at a corporate level as well as assisting in giving clients training and guidance with finding work, preparing resumes and providing interview techniques. Clients walk out of the office smiling and full of confidence and thoroughly enjoy the personalised experience. The staff and service provided from FFW is one that is friendly, caring and truly professional. I love working in partnership with Fitted for Work as an Ambassador to support and encourage women back into the workforce as I believe we all need to work together to make a happy and cohesive community.”

MARIELLA LEZZI,
MITALENT RECRUITMENT

FINANCIALS & SUMMARY

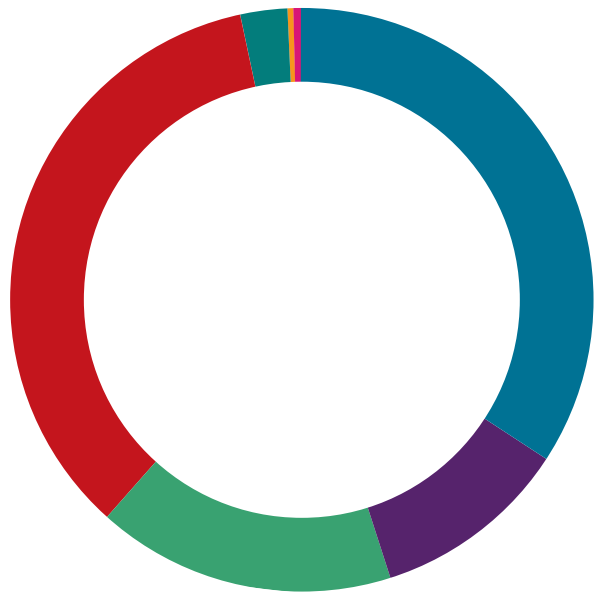
Abridged Audited Financials as at 30 June 2013

STATEMENT OF INCOME AND EXPENDITURE FOR PERIOD ENDED 30 JUNE 2013

	2013 (\$)	2012 (\$)
Total Income	1,389,105	1,241,632
Total Expenses	1,402,175	1,384,970
Operating Deficit	(13,070)	(143,338)

BALANCE SHEET AS AT 30 JUNE 2013

	2013 (\$)	2012 (\$)
Total Assets	439,069	476,958
Total Liabilities	346,303	371,123
Net Assets	92,765	105,835
Retained Profits & Total Equity	92,765	105,835



FITTED FOR WORK LTD INCOME DISSECTION

- Grants Trust & Foundations
- Grants Federal
- Retail Sales (Social Enterprise)
- Donations
- Donated Cloting Sales
- Interest Received
- Other

AUDIT AND ACCOUNTS

Fitted for Work complies with all applicable Australian Accounting Standards and guidelines, as well as relevant Corporate Law provisions.

The financial statements are audited by Eric Townsend & Associates. These statements are available upon request from Fitted for Work.



HOW You Can Help

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

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

FITTED FOR WORK CLIENT

Financial

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

You can help by:

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

Volunteer

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

You can help by:

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

Clothing, Shoes, Accessories & Personal Care Products

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

You can help by:

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

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

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

GAYLE, VOLUNTEER

NEW HOME FOR FITTED FOR WORK *National Office*



A special thank you to everyone who contributed to our 2012 Pozible crowdfunding campaign to fund the relocation of our national office to the QV Women's Centre in Melbourne. In just 8 weeks, we reached our crowdfunding target of \$35,000 and received incredible support from the community in donated goods and services. Together we have created a very special and safe space where we will be able to help thousands of women every year to gain the skills, confidence and self-esteem to achieve their goal of sustainable employment.

fittedforwork.org

