



Prince's Trust
Australia

ANNUAL REVIEW 2019-20



FOREWORD

Now more than ever, young people need our support. Our dedicated staff, volunteers, supporters and partners are all determined to help young people through and beyond this global crisis, so they can survive and thrive in these highly uncertain and challenging times.

The Prince's Trust group of charities includes the work of The Prince's Trust in the UK alongside Prince's Trust International, Prince's Trust Australia, Prince's Trust New Zealand, Prince's Trust Canada and now Prince's Trust America.

Together during 2019/20, we supported 77,870 young people, we helped 723 military veterans to set up in business and invested in building sustainable communities. We are now active in 14 Commonwealth countries including Australia, Barbados, Canada, Ghana, India, Jamaica, Kenya, Malaysia, Malta, New Zealand, Pakistan, Rwanda, Trinidad & Tobago and the United Kingdom plus Greece, Jordan, Serbia and the USA.

Our strategic priorities are: to help young people to respond to the rapidly changing global economy and world of work; to improve their lives by making the successful transition from education to employment; to support people to set up sustainable and green businesses; to increase access to our support through innovative partnerships and digital solutions; and to help build sustainable communities.

We are truly grateful to His Highness The Aga Khan, our Global Founding Patron; and to HSBC, our Global Founding Corporate Partner. Together with these and other committed supporters, we are determined to transform more lives and build sustainable communities in the years to come.

I would also like to thank our wonderful team of staff and delivery partners, who together work tirelessly to support people around the globe.

Above all, our thanks go to His Royal Highness The Prince of Wales for his continued inspiration and guidance.

Dame Martina Milburn DCVO CBE
Chief Executive
Prince's Trust Group



A MESSAGE FROM THE CHAIR

The Hon Julie Bishop

I was honoured to be asked by His Royal Highness The Prince of Wales, to chair his Trust in Australia.

Prince's Trust Australia is an innovative national charity that helps young people overcome barriers to achieve their full potential, provides entrepreneurship programs for veterans and their families, and helps build resilient, sustainable communities.

Inspired by our Founder and President, His Royal Highness The Prince of Wales, our portfolio of programmes and projects is driven by a shared vision for a more sustainable future.

It is interesting to reflect on the beginning of the Trust's works. In 1976, on leaving the Royal Navy, His Royal Highness, then 27, used his £7,400 severance paycheque to fund 21 community initiatives encouraging young Britons to start businesses and projects across the country.

That was the starting point for the ground-breaking Prince's Trust and the reason that today, Prince's Trust Australia is proud to offer programmes to support our military veterans. Since it was established, Prince's Trust, the UK's leading youth charity, has helped more than one million young people.

His Royal Highness then created The Prince's Trust Group, a network of charities transforming lives in the United Kingdom, Australia, New Zealand, Canada, the United States, and the Commonwealth.

I thank our patrons, donors, Board of Trustees and staff for continuing this important work.



YOUNG PEOPLE

Empowering educators to develop the skills young people need to thrive now and into the future

Supporting educators to empower young people (ages 11 to 24 years) to develop new mindsets, skills, and capabilities to thrive in a rapidly changing world of work.

In FY19-20, we developed an Australian version of Prince's Trust UK's Achieve program. Designed in partnership with DeakinCo and The Eventful Learning Co., and in co design with teachers, students and thought leaders, Achieve is an inquiry-based framework that engages young people in learning through careers education and enterprise skills development.

The Achieve framework is underpinned by ten internationally recognised enterprise skills. These "soft skills" will account for two thirds of all jobs by 2030 and are growing two and a half times faster than other jobs.

Achieve is designed to:

- Develop enterprise mindsets, skills and capabilities
- Adapt to any school or educational environment
- Be flexible in its approach and can be delivered across age groups
- Amplify existing programs, campaigns and initiatives within schools and communities
- Fit within and enables existing education frameworks
- Enable teachers to support students without adding extra pressure
- Address disengagement alongside enterprise skill development

In FY19-20, we delivered professional development and learning workshops for 90 Victorian educators across numerous education settings, and Achieve was successfully piloted by six schools across Victoria, reaching 349 young people. This pilot gave us valuable insights that would enable further scale and impact in FY20-21.

Achieve would not be possible without the generous support of our patrons, and our 2019 sponsors.



GREAT ACTIVITIES WHICH I FEEL I CAN SHARE AND USE IN MY OWN CLASSROOM

Achieve is underpinned by best practice learning science which is embedded across the 4 key components that make up the framework. They are:

- **Who I am:** A foundation block underpinned in research that spark ideas for participants to explore their interests and how they connect to potential career pathways
- **The Twenties:** An ever-evolving set of twenty-minute micro learnings that develop enterprise skills and grow in complexity
- **TAKE Action:** Aligning with a range of established local and global organisations to work alongside them through existing social action campaigns and work experience opportunities
- **MAKE Action:** A choice block to start something new using refined and defined skills



Impact

- Educators increased confidence in teaching and working with young people
- Young people increased their understanding of the importance of schooling and career aspirations
- Both young people and educators saw improvements in ten enterprise skills

THE ACHIEVE PROGRAM IS A TERRIFIC RESULT. HAVING BEEN INVOLVED IN THE EARLY WORKSHOP, IT WAS GREAT TO SEE IT COME TO LIFE. I'VE NO DOUBT THAT AUSTRALIA'S YOUNG PEOPLE WILL FIND ACHIEVE A POWERFUL WAY TO BRING THEIR DREAMS TO LIFE; LEARNING ESSENTIAL LIFE SKILLS AND FINDING OUT MORE ABOUT WHO THEY ARE.

DEFENCE MEMBERS & THEIR FAMILIES

Inspiring Australia's veteran community into entrepreneurship

Supporting veterans and ADF family members to build the confidence, enterprise skills, and networks they need to explore self-employment and prepare for the rapidly changing world of work.

In FY19-20, we redesigned our Enterprise program and travelled across the country delivering four discovery workshops, six immersive boot camps, and two enrichment activities, engaging 160 veteran and ADF family member participations and taking our five year total to 326 veteran and family member participations.

Designed in partnership with DeakinCousing the Kaospilot methodology, the new program is underpinned by ten internationally recognised enterprise skills and informed by our network of Advisory Council members, facilitators, local and international ex-service organisations, members of the defence and veteran community, and our alumni.

This year would not be possible without our community of supporters, alumni and funders. We are also grateful to the support of our boot camp clients & successful vetrepreneurs. The experiential element of our Enterprise program would not be possible without them.

- Sam Johnson, Founder of Healthy You HQ (PLYOB alumnus 2018)
- James Cook, Founder of Outdoors International (PLYOB alumnus 2016)
- Karyn Hinder, Founder of Working Spirit (PLYOB alumna 2015)
- Cameron Wheelehen, Co-Founder of Wild Timor Coffee
- Scott Jetson, Founder of The Wine Crowd (PLYOB alumnus 2017)

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YOU HAVE TRULY OPENED MY EYES TO A WHOLE NEW WORLD

We'd also like to recognise our on-program guest speakers: Cherie-Ann Borghouts, Cherisa Bellis, Margot McKinney, Karl Jameson, Sarah Davidson, Sam Zammit, Darren Pearson, Jared Cunningham, Taj Pabari, Sean O'Loughlin, Anthony Richardson, Brian Kirkman, Chris Rhyss Edwards, Emily Harding, Jason Dolan, Matthew Moseley, Peter Liston, Christopher Bourke, Theresa Winters, Robert Joske OAM, Juliet Rieden, Fiona Kalaf, Alexandra Burt, Daniel Franco, Ashlee Harrison, Rachael Bingham, Genelle Surace, Roy Mellon, Rebecca Mancini, Jules McLean, Sean Farrell, Andy Keough, Laura Napier, Andrew McGarry, Julie-Marie Morrison, Anna Reeves, Helen Babb, Nicole Seils, Lauren Diggle, Craig Fitzgerald, Michael Mitchell, Josh Bolton, Myles Terry, Shooby Kandel, Gerard Byrne, Nicole Lucas, Alanna Kennedy, Cassandra Chiesa, Blake Pelling, Nic Allen, and Joshua Roberts.

Enterprise for Veterans proudly acknowledges the ongoing support of the Governor-General His Excellency General the Honourable David Hurley AC DSC (Retd), Chair of our Enterprise for Veterans' Advisory Council, Council Members Maree Sirois, Major General Natasha Fox AM CSC, Robert Joske OAM, Stephen Koss, Air Commodore Robert Brown AM, Professor David Forbes PhD, Major General Gerard Fogarty AO (Retd), Sean Farrell, Gary Hogan AM CSC and Craig Fitzgerald.

Our program would not be possible without the generous support of our patrons, and our 2019-20 sponsors Commonwealth Bank of Australia, Sage Foundation, Diversified Agriculture, Defence Housing Australia, Macquarie Foundation, Jules McLean, Australian Veteran Owned Business, and The Prince of Wales's Charitable Fund.



**12 PROGRAMS ACROSS
MELBOURNE, SYDNEY, BRISBANE,
CANBERRA, PERTH & TOWNSVILLE**



160 PARTICIPATIONS



AVERAGE 12.9 YEARS OF SERVICE



**69% KNOWN DISCLOSURE OF
PHYSICAL, INTELLECTUAL OR
PSYCHOLOGICAL INJURY AND/OR
DISABILITY**



**100% OF PARTICIPANTS WOULD
RECOMMEND THE PROGRAM**

2019 VETREPRENEUR SNAPSHOT

- Alex Pryor, Founder of Priority DroneWorks
- Jodi Allen, Founder of Jodi Allen Nutrition and a Trauma Sensitive Yoga Therapist
- Kelliagh Jackson, Founder of Eyes Front
- Michelle Wood, Founder of In The Knit of Time
- Stuart Graham, Owner at Antiquarian Angler
- Tye Hillam, Founder at Authorship Consulting
- Tracey Gilmartin, Founder of Y Marketing
- Elaine Gallagher, Founder of Wellness Ignitor
- Scott McIntyre, Co-Founder at The Naked Bar
- Helen Burgess, Founder at GraphitEdge
- Tricia Reynolds, Founder at K9 Shield Assistance Dogs
- Jeff Casson, Founder of Backyard Battlegrounds
- Kym Bellas, Founder of Pineapple Coalition
- Zac Briggs, Founder at Relic Design & Craft Co.
- Rob White, Founder at Rob White Photography
- Gary Wilson, Founder of Bare Coaching



Founder of Working Spirit and 2015 Enterprise alumna Karyn Hinder continues to make strides in the veteran employment space.

In 2019, she launched WOVEN (Women Veteran Employment Network) and placed 52 veterans into employment across the country.

Karyn was the client for our September boot camp, where twenty-two entrepreneurial participants designed new funding streams and business functions for her not for profit.

A few months later, she launched a volunteer program for medically discharged veterans with the help of boot camp participant Matt Cole.



THIS COURSE I FEEL HAS EQUIPPED ME WITH TOOLS THAT I CAN USE NOT ONLY IN AN ENTREPRENEURIAL WAY BUT SIMPLY TO LIFE IN GENERAL TO APPROACH THINGS OPEN MINDEDLY, CALMLY AND SYSTEMATICALLY. THIS IS BY FAR THE BEST THING THAT HAS BEEN OFFERED TO ME BY DEFENCE TO ASSIST ME IN TRANSITION.

SUSTAINABLE COMMUNITIES

Helping Australians build sustainable and resilient communities

The way we build our buildings, towns and cities matters. As Australia's population continues to grow, increasing environmental and social challenges are having a direct impact on our communities, and the people and places that sustain them. Recognising and addressing these problems is a responsibility we all share, and by acting now, we can create the change that is needed to sustain our communities and pass on a positive legacy for generations to come.

Prince's Trust Australia is committed to helping people and communities create better places to live by delivering new exemplar developments and championing sustainable building and urbanism through education and training programs. We aim to inspire developers, builders, governments and design professionals to be leaders in sustainable building practices.

In FY19-20, we established and progressed a number of key projects, including:

Prince's Quarter

The Prince's Quarter in Glebe, Sydney responds to the growing need for high quality social and market housing. It is designed in a way that builds upon the historic identity of this beautiful part of Sydney. The project demonstrates excellence in high density design while adding new green spaces through rooftop urban farms and creating work experience opportunities for young people during the construction.

Prince's Trust Australia is collaborating with the site's owner - the NSW Land and Housing Corporation - to share our expertise built up over decades of work by the Prince's Foundation and The Duchy of Cornwall projects in the UK at Poundbury and Nansledan. The result will be the transformation of an 1,800 square metre site into an exemplar sustainable and mixed-income housing project consisting of 74 dwellings including 35 new social housing units.



Engaged by NSW Land and Housing Corporation to provide design advisory services, in FY19-20 Prince's Trust Australia supported the development of a design brief, participated as an independent member of the tender review panel to appoint the project architect, contributed to the development of the planning proposal and supported community and stakeholder engagement.

Enduring Design Masterclass

Outside of heritage conservation, many of the skills required to design and construct such buildings and places have largely been lost. In Australia there are currently no tertiary institutions that teach traditional architectural or urban design skills or principles, and there are very limited opportunities for traditional tradespeople in new development. A dedicated program teaching these skills is not only needed but will be the first of its kind in Australia.

Prince's Trust Australia has partnered with the University of Queensland to create the Enduring Design Masterclass, which will focus on traditional design techniques and trades. This exciting new program will be the first of its kind in Australia and will introduce students to traditional skills and trades from Australia's rich building heritage, encompassing indigenous, regional and European influences.

In partnership with the University of Queensland, in FY19-20 Prince's Trust Australia designed the program and developed course structure and content. The first pilot program was to be delivered in June 2020 but was postponed to June 2021 due to the impacts of COVID-19.



Stokes Bay Community Hall

The 2019-20 Australian bushfire season was catastrophic, in which 34 individuals tragically lost their lives, over 6,500 homes lost and 12.6 million hectares of land were burnt. Prince's Trust Australia undertook sensitive investigations after the crisis to determine where we could provide support through our expertise in the built environment. This offer of support was accepted by the community of Stokes Bay on Kangaroo Island, South Australia, who lost their local community hall to the bushfires.

In February 2020, Prince's Trust Australia visited Kangaroo Island and established a partnership with the Stokes Bay Community Hall Committee to help rebuild the Stokes Bay Community Hall. The hall is the centre piece of the community and it's reconstruction is critical for the local recovery process. Prince's Trust Australia's role in the project includes facilitating the public consultation process, developing a design concept, helping guide project delivery and supporting fundraising efforts.

Sustainable Urbanism Roadshow programs

Australian cities are facing unprecedented levels of population growth and the need to build more housing. At the same time, new sustainable ways of building and living need to be explored for our sakes and for the wellbeing of the planet. A key component of our work to help build sustainable communities is to promote our work in Australia and share our expertise built up over decades of work by the Prince's Foundation and The Duchy of Cornwall projects in the United Kingdom.

In FY19-20 we successfully delivered the Sustainable Urbanism Roadshow, a series of presentations and panel discussions delivered in capital cities across Australia. Partnering with locally based organisations such as the University of Queensland, Curtin University (Western Australia) and the Australian Institute of Architects (Tasmania), these events raised the profile of Prince's Trust Australia's work and helped to build relationships and greater networks for future collaboration.

OUR TEAM

Justin Hewitt

Executive Director
Director for Sustainable Communities

An archaeologist, former ADF reservist, and experienced project director, Justin leads the team as Executive Director and champions our sustainable urbanism portfolio

Project Coordinator: Alex Dowthwaite

Faye Ryan

Director of Operations

With senior management experience in Australia, Asia, and the United States, Faye coordinates our financial, compliance, HR, legal, and administrative functions.

Jasmine Cooper Sutton

Director for Defence Members

With a background in international development and public affairs, Jasmine champions Australia's veteran community and supports our communications strategy.

Dean Delia

Director for Young People

An entrepreneur, former teacher, and experienced program designer, Dean develops and delivers our initiatives for young Australians.

Program Coordinator: Asitha Bandaranayaka

OUR BOARD

- The Hon Julie Bishop, Chancellor of the Australian National University
- Ian Smith AM, Managing Director, Bespoke Approach
- Dame Martina Milburn DCVO CBE, Chief Executive, Prince's Trust Group
- Dominic Richards, Founder and Chair, Our Place
- Shaun Bonétt, Founder and Managing Director, Precision Group of Companies
- Juliet Rieden, Editor-at-Large, The Australian Women's Weekly and author
- Karim Sumar, Founder and Director, ZANAK Group Pty Ltd

THANK YOU TO THE OUTGOING CHAIRMAN

Chairman John Landerer CBE AM LLB stepped down from the board in June 2020.

He is the Founder of Landerer & Company, a law firm specialising in commerce, real estate and litigation. Mr Landerer has served as the Chairman of the Endocrinology and Diabetes Research Foundation, as a board member of the Royal Institute for Deaf and Blind Children and the Garvan Foundation, as the President of the Sydney Jewish Museum, and as a Chairman and Director of various public and private companies.

Prince's Trust Australia extends its thanks to Mr Landerer for his dedication and leadership and acknowledges his commitment to building the Trust's charitable programs, stakeholder relationships, and community profile.

John Booth, Chair of Prince's Trust Council UK said, "I thank John Landerer for his hard work and support for the Trust during his term as Chairman."

In the 2018-2019 Year in Review, Mr Landerer wrote, "PTA's focus has been to consolidate and enhance our capacity to deliver tangible impact to programs focusing on Young People, Defence Members and their Families, and Sustainable Communities."



COVID-19 RESTRUCTURE

With the onset of the impact of COVID-19, all Prince's Trust Entities evaluated their cost structures. As a result of reduced projected income and the uncertainty of how long the economic impact of the pandemic will persist, the Prince's Trust Australia Board of Trustees took advice to reduce our non-service delivery roles within the organisation amongst other savings.

As a result, Mr Christopher John, Chief Executive Officer and Ms Claire McCarthy, Director of Philanthropy both accepted redundancies to protect Prince's Trust Australia's financial position and its ability to carry out its ongoing service delivery functions.

Christopher joined Prince's Trust in early 2019 and has made a significant contribution over the past year, developing a strategy with the team and Trustees to support service delivery enhancements, improve our organisational capability and impact of our mission. As a result of Christopher's leadership, the Trust's results in fundraising, service delivery and operational capabilities were significantly improved, exceeding our targets in each of these deliverables. Significantly, Christopher led the team in introducing an impact measurement process to evaluate the changes for our participants.

Claire joined Prince's Trust Australia in April 2019. In the past year many of you will have engaged with Claire at our key events. We believe Claire has inspired our patrons and stakeholders with her passion for our programs and the impact they have on the communities we support.

Claire has helped to raise the profile of our organisation by establishing strategic partnerships to increase our reach and impact. We thank Claire for her work to connect our patron community and corporate supporters with programs.

Sadly, due to the impact of COVID-19 we have taken the difficult decision to make the position of Director of Philanthropy redundant and we would like to express our gratitude to Claire for the energy and commitment she has brought to enhance the work of Prince's Trust Australia, we wish Claire all the very best in her future endeavours.

The Board and staff of Prince's Trust Australia thank Christopher and Claire for their contribution to Prince's Trust Australia.

OUR PATRONS

Founding and Cornerstone Patron

Mr Anthony Pratt
The Pratt Foundation

Platinum Patron

Mr David and Mrs Sallie Prior
The Prior Family Foundation

Gold Patrons

Dr Haruhisa Handa
Worldwide Support for Development

Mr Ken Harrison AM KSJ & Mrs Jill Harrison OAM DSJ
The Harrison Foundation

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The Hintze Family Charitable Foundation

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The Late Mr Tony Beddison AC
Mrs Cathi Biddick AM and Mr Ken Biddick
Mr Shaun Bonétt
Ms Margot McKinney
Mr Philip Stewart and Mrs Wendy Stewart
Wright Burt Foundation

With thanks to our President

The Prince of Wales's Charitable Fund

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