

CHANGING OUR NATION

2016
ANNUAL
REPORT

 **AIEF**
AUSTRALIAN INDIGENOUS
EDUCATION FOUNDATION

CHILLING
2016



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OUR
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OF AIEF ALUMNI
ENGAGED IN CAREER PATHWAYS

97 SCHOLARSHIP
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2016

31
UNIVERSITY
GRADUATES
TO DATE

396
YEAR 12
GRADUATES
TO DATE

193
VOLUNTEERS FROM
AIEF CORPORATE PARTNERS



532

AIEF
SCHOLARSHIP
STUDENTS
FROM



261
communities
in every state
and territory
of Australia



\$129
MILLION RAISED
SINCE 2008

1.6%
SPENT ON
TOTAL COSTS
TO DATE

29

CEOs &
LEADERS
PERSONALLY
ENGAGED
WITH AIEF



A MESSAGE FROM OUR PATRONS

PATRON-IN-CHIEF HIS EXCELLENCY GENERAL THE HONOURABLE SIR PETER COSGROVE AK MC (RETD), GOVERNOR-GENERAL OF THE COMMONWEALTH OF AUSTRALIA

Young Indigenous Australians have the same hopes, dreams and expectations that every child does.

The key to fulfilling those expectations is a good education. And it is here that the work of AIEF is so important. AIEF Scholarships provide opportunities and pathways that help unlock the potential that lies within, just waiting to be tended, nurtured and realised.

I recently had the pleasure of attending the graduation ceremony for the Year 12 graduates of 2016.

Immediately, I was struck by their determination and energy, not just to finish secondary school, but to go on to study further and make the very most of the opportunities ahead. They were an inspiring example of the impact AIEF is making to Indigenous education

and with each passing year the reach and influence of the Foundation's programs continues to grow.

As proud Patron-in-Chief, I congratulate AIEF for its determination to provide support and guidance for Indigenous students and to turn expectations into reality.



A MESSAGE FROM OUR PATRONS

PROFESSOR THE HONOURABLE DAME MARIE BASHIR AD CVO

The Australian Indigenous Education Foundation is a most valuable initiative in the continuing advancement of Australia's First People – the Australian Aboriginal people – through the educational progress of ever-increasing numbers of young Indigenous scholars.

So many of these young scholars are going on to contribute significantly in diverse fields of endeavour, such as science, medicine, law, government and sport, as well as the arts, both the performing arts and the visual arts. Most importantly, they provide superb role models for younger members of the community to turn aspiration into reality.

Indeed, their continuing achievements are enriching Australia's reputation among many nations of the world.

The encouragement and leadership provided by the Australian Indigenous Education Foundation and its visionary establishment in 2008 has been a great investment in our nation.

May the inspiration and strength of AIEF continue in all the years ahead.



A MESSAGE FROM OUR PATRONS

DAVID GONSKI AC

Each year as I look at the Annual Report of AIEF I am amazed at how much has been achieved during the year and also how AIEF has gone even further that year than it had the previous one.

This Annual Report is no exception. It has been a year of great achievement and I want to congratulate all at AIEF for what they have achieved.

I remarked last year that I consider myself extremely lucky to be one of the Patrons of such a fine organisation – last year's efforts have confirmed this yet again. The values which AIEF exhibits are exemplary. I love the fact that they support those who suffer potential educational disadvantage and do it in a way which is both professional, non-intimidating and inspiring.

My wish and hope is that AIEF continues to prosper doing the wonderful things that it does for many, many years to come.

Renee Nowytarger: The Australian

WELCOME FROM THE CHAIR

WARREN MUNDINE AO AIEF CHAIR

Last year I turned 60 and the occasion gave me pause to reflect on just how far Indigenous Australians have come during my lifetime.

Until 1969, all Aboriginal people in New South Wales were regulated under the *Aborigines Protection Act 1909*. Similar legislation existed in other Australian states and territories.

The Act controlled every aspect of our lives including access to education. Aboriginal children weren't allowed to attend government schools unless one of their parents had an 'exemption certificate' so for most, the only schooling options were on missions or reserves.

Today, young Indigenous Australians can attend any school, study what they want, work in any job they want and live where they want. But there are still huge gaps between Indigenous and non-Indigenous Australians in education, employment and health and little progress has been made to close them.

Self determination is often put forward as the answer to address these inequalities, but self determination is nothing new – nor is it something that government can bestow. Self determination is a mindset.

This was true for my parents, who exercised self determination under the oppressive system imposed by the Act. They were determined to work, to send their children to school and to buy their own home. They weren't immune from oppression and they experienced bigotry in all of those pursuits. But those limitations didn't define or discourage them.

We need to inspire self determination in each and every Indigenous Australian and one of the most effective ways of doing this is to ensure young people access a quality education that will allow them to determine the course of their own future.

AIEF is doing this right now for more than 500 scholarship students at school and university and over 400 graduates pursuing careers.

In my life, there has never been a better time to be a young Indigenous Australian. Our youth have the world at their feet and this is the message we should impart to them.

AIEF is doing this but more importantly, the almost 1,000 AIEF students and graduates are imparting this message by example in their families and communities. They are inspiring self determination in their brothers, sisters, cousins and their parents, aunts and uncles by showing that Aboriginal and Torres Strait Islander people can excel and lead in every field of endeavour.

This is self determination and it is changing our communities and our nation for the better. With more funding, AIEF could respond to the demand from Indigenous students and families who know this, and want more opportunities to be part of this change.

It is my honour to serve them as Chair of AIEF and I would like to thank my fellow Directors and AIEF's network of partners and supporters for their dedication to its nation changing work.

Sincerely,



James Croucher: The Australian



WE NEED TO INSPIRE SELF DETERMINATION IN EACH AND EVERY INDIGENOUS AUSTRALIAN AND ONE OF THE MOST EFFECTIVE WAYS OF DOING THIS IS TO ENSURE YOUNG PEOPLE ACCESS A QUALITY EDUCATION THAT WILL ALLOW THEM TO DETERMINE THE COURSE OF THEIR OWN FUTURE.

2016 OVERVIEW

ANDREW PENFOLD AM EXECUTIVE DIRECTOR

There are nearly 100,000 doctors in Australia and 200 of them are Indigenous. 300 more are currently studying medicine.

550 of the 66,000 Australian solicitors are Indigenous and there are just 28 Indigenous accountants among 200,000 in the country.

These statistics tell me two things: that we need many more Indigenous doctors, lawyers and accountants and that AIEF, a small program in the scheme of things, is making a big difference.

Last year, 19 AIEF Alumni and Tertiary Scholarship Students were working as, or studying to become doctors. 23 were pursuing careers in law and 22 in accounting/finance.

AIEF is achieving these outcomes and outcomes across the board that are the highest of any Indigenous education program in the country by providing scholarships to young Indigenous Australians who want them.

These students are incredibly diverse. Some are gifted but most, like most of us, have an average level of ability. They represent a wide range of talents, interests and aspirations and 261 communities in every state and territory of Australia, but they have two things in common:

- They are the future of the oldest continuing cultures on the planet.
- They are united in their determination to change their lives for the better.

While they're free to forge their own path, time and again we see our students go on to become role models who are equally determined to contribute to their communities and inspire the younger students who follow.

I've often said that AIEF is not the only solution to Indigenous education inequality, however it is one approach that is proven to work.



Sincerely,

It works by first creating opportunities for young people who want to take them up, then by supporting those students to pursue whatever career they choose: medicine, law, business, science, engineering, teaching and trades, to name a few.

Our students and graduates are excelling in every field of endeavour imaginable and seen together, their personal achievements become something much more significant: living proof to the next generation that anything is possible.

Sadly, we're at a point now where we have to say no to many students and families seeking scholarships because the demand in the community far outstrips our funding capacity.

Every time a student completes Year 12, receives their first university preference or gets the job of their dreams, this demand for more scholarships grows.

We can't give up while this demand exists, knowing what young Indigenous Australians can achieve with support from AIEF.

Just as our students are determined to change their lives, we are determined to sustain this program and now more than ever we need private sector, individual and philanthropic donors and the Australian Government to continue to invest in our work so we can empower more young Indigenous Australians to shape Australia's future.

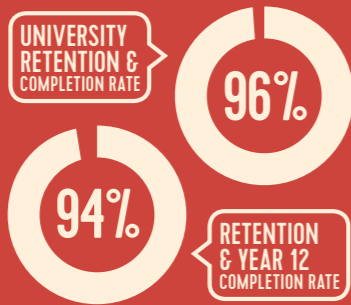
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AIEF SCHOLARSHIP PROGRAM

In 2016 AIEF introduced a new tertiary scholarship to remove the financial barriers to university that can discourage some AIEF graduates from enrolling, or lead to students withdrawing from their course.

97 SCHOLARSHIP GRADUATES IN 2016



The AIEF Tertiary Scholarship, established with a USD \$1.35 million investment by HSBC, was awarded to 10 AIEF Alumni in 2016. AIEF will award new AIEF Tertiary Scholarships in 2017 and will begin offering the AIEF-UTS Scholarship, which provides a living allowance and accommodation in UTS Housing Residences, to AIEF Alumni at the University of Technology, Sydney.

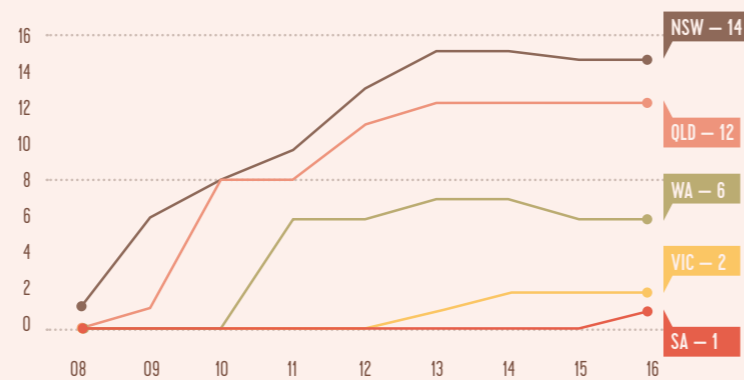
The new tertiary scholarships complement our established school and university scholarships and mirror the longitudinal model of the Pathways Program, ensuring AIEF can provide essential financial support for Year 12 graduates who receive mentoring and career support indefinitely through the Pathways Program. Over the next few years, we expect this support will see more AIEF graduates enrolling in university, successfully completing their studies and embarking on pathways to productive and fulfilling careers.

During the year 96% of tertiary scholarship students continued or completed their studies, with 12 students graduating with degrees in law, medicine, engineering, commerce and criminology. Dr Marlene Kong became the first postgraduate student in the program to complete their studies when she received a Doctorate of Public Health and her outstanding achievements were recognised by the Prime Minister in his annual Closing the Gap statement on 14 February 2017.

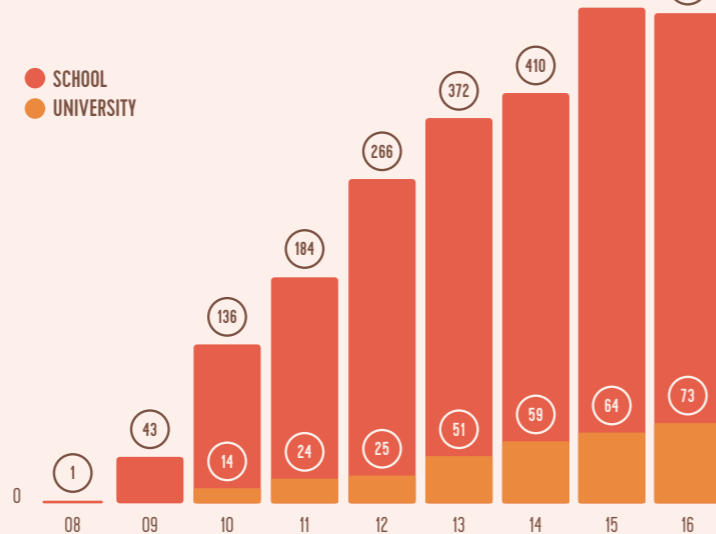
Dr Kong was one of 20 AIEF-Shalom Gamarada Scholarship Students in 2016, while the AIEF-BHP Billiton Tertiary Scholarship supported 21 outstanding students in mining related fields, including eight new and three postgraduate students in 2016.

11 AIEF-BHP Billiton Tertiary Scholarship Students completed summer internships at BHP Billiton operations in WA (Mt Whaleback, Yandi, Perth), QLD (South Walker Creek, Blackwater), SA (Olympic Dam) and NSW (Mt Arthur Coal) during the year. Christopher Gordge and Nyah Tumu-Mathers successfully completed their studies and progressed to the BHP Billiton Graduate Program, following 2014 graduate Tim Hill who has completed the program, becoming a Project Engineer with BHP Billiton in Perth.

GRAPH 1: AIEF EDUCATIONAL PARTNERS 2016



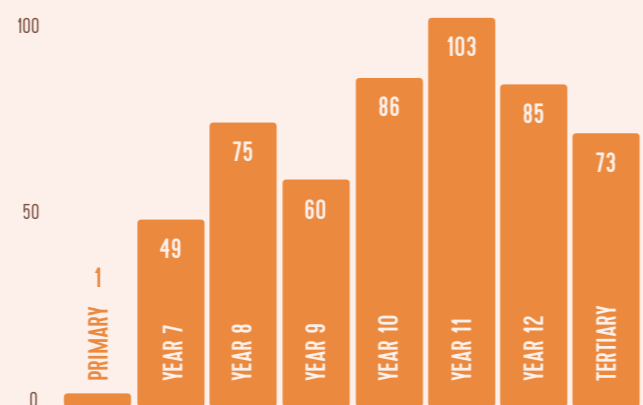
GRAPH 2: AIEF SCHOLARSHIPS 2008-2016



GRAPH 3: AIEF SCHOLARSHIP STUDENTS BY GENDER 2016



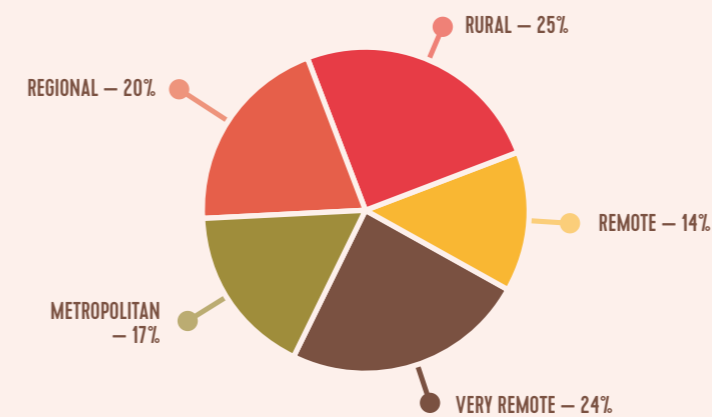
GRAPH 4: AIEF SCHOLARSHIP STUDENTS BY GRADE 2016



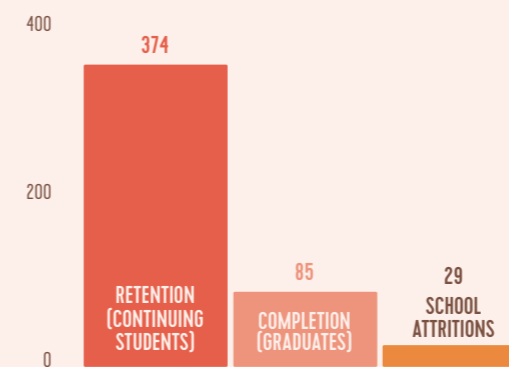
GRAPH 5: AIEF SCHOLARSHIP STUDENTS BY STATE 2016



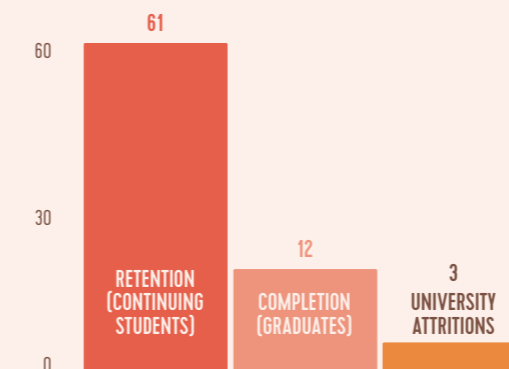
GRAPH 6: AIEF SCHOLARSHIP STUDENTS BY REMOTENESS 2016



GRAPH 7: SCHOOL RETENTION AND YEAR 12 COMPLETION RATE 2016



GRAPH 8: UNIVERSITY RETENTION AND COMPLETION RATE 2016



AIEF maintained its total student numbers in 2016, providing 532 scholarships to 459 school and 73 university students attending 35 Partner Schools and Colleges and 19 universities across Australia. The retention and Year 12 completion rate among school students, including 85 Year 12 graduates, was a record 94%.

AIEF also maintained its reach in 2016, supporting students from 261 communities in every state and territory of Australia, with 38% of students coming from remote and very remote communities, 25% from rural communities and 37% from regional and metropolitan communities.

Looking ahead, AIEF remains focused on achieving benchmark outcomes, including retention and completion rates above 90%.

The AIEF Scholarship Program is driven by the hard work and enthusiasm of our Educational Partners and our success would not be possible without the passion and commitment they dedicate to the education and pastoral care of each individual AIEF Scholarship Student, as well as the essential administrative support they provide.

THE ACHIEVEMENTS OF THE PROGRAM IN 2016 REFLECT THE ACHIEVEMENTS OF OUR EDUCATIONAL PARTNERS, AND WE WOULD LIKE TO THANK AND ACKNOWLEDGE THEM FOR ENSURING AIEF'S CONTINUED SUCCESS.

AIEF SCHOLARSHIP PROGRAM

Name: Libby Cook-Black

Age: 23

Graduated: Year 12 2011,

Pymble Ladies' College

Studying: Bachelor of Justice and Bachelor of Laws, Queensland University of Technology

From: Thursday Island/Cairns, QLD



At 14, Libby Cook-Black was used to travelling to pursue her dreams.

When the aspiring netballer from Cairns, QLD visited Brisbane to try out for the Australian Indigenous Schoolgirls team, her coaches put her on to an opportunity further afield at Pymble Ladies' College in Sydney.

"That was the first time I ever thought about boarding school. My mum and I called Andrew Penfold to ask about the AIEF Scholarship. I wasn't really excited at first and my mum was a bit overwhelmed but she said, let's check it out."

"I went to the school and it was like nothing I'd ever seen – it's still like nothing I've ever seen – and had the interview. When you talk about those life changing moments, it was one of those."

Libby started Year 11 at the school in 2010 and says it was "a big adjustment, coming from a community like Cairns where every second person is Indigenous."

"In saying that the school and the staff were super supportive and the support I got from AIEF was enormous, and the opportunities were enormous. My world just really opened up, I went to the Indigenous Winter School at UNSW and got into law."

Since starting a law degree in 2012, Libby has made big sacrifices to continue her studies while pursuing a professional sporting career, moving from James Cook University in Cairns to the Queensland University of Technology (QUT) in Brisbane in 2016 to play rugby league for Australia as a member of the Jillaroos and Women's Indigenous All Stars teams.

When she sustained a knee injury late in the year she decided to return to Sydney for an opportunity with the Cronulla Sharks Women's Nines.

"I'm still studying a Bachelor of Justice and Bachelor of Laws at QUT as an external student. I've got to be super organised but it fits my life well and means I can train, work and do my rehab. I'm working in the boarding house at Pymble Ladies' College, so I guess I've come full circle!"

"I sacrifice a lot, I don't really get to see family unless they visit, I don't go out at all but it's worth it, it's definitely worth it – it's my dreams and my goals for my life, and there's nothing that's going to drag me away from it."

Libby says the support she's received from AIEF along the way has been instrumental in her success.

"I can't even begin to explain how much AIEF has been a massive part of my life since the age of 15. Getting me through school, helping me with my uni application and then with transferring unis and finding places to stay and jobs. They connected me with students on the same journey, with networks and opportunities like the Allens Indigenous Legal Internship – all the little things that make a big difference."

Long term, Libby sees her passions coming together as one career.

"I would love to go into sport and contract law. There's a massive movement for women in sport, but women sit in that bracket where they're not contracted as professionals. It's an area of growth in both an athletic sense and a legal sense and I would love to be part of it in any sporting code, but especially rugby league."

"I think my story shows you should take hold of every opportunity that comes your way, even if it's not the one you think you want. It will probably change your life and put you in a place that you never expected for yourself."

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Darrien Milan Photography



“VISUALISE IT, NAME YOUR PRICE AND PUT A DATE ON IT.” – CHANTAL BITTI FROM COMMONWEALTH BANK’S START SMART PROGRAM SHARES SAVING TIPS WITH YEAR 12 STUDENTS AT THE LEARN IT, LIVE IT! WORK READINESS WORKSHOP IN SYDNEY, SEPTEMBER 2016.



“WITHOUT THE SCHOLARSHIP THERE IS NO WAY I WOULD BE ABLE TO GO TO UNIVERSITY WITHOUT MAKING HUGE SACRIFICES.”—AIEF-SHALOM GAMARADA SCHOLARSHIP STUDENT MURRIE KEMP SPEAKING AT HSBC’S NAIDOC WEEK EVENT. PICTURED WITH JAKI ADAMS BARTON, FRED HOLLOWS FOUNDATION; JODY ORCHER, ROYAL BOTANIC GARDENS AND AIEF AMBASSADOR AND THEN HSBC BANK AUSTRALIA CEO, TONY CRIPPS, JULY 2016.



“AIEF HELPED ME FIND AND FOLLOW THE PATH TO MY DREAM CAREER” – AIEF ALUM JEROME PANG SPEAKING AT THE OPENING OF SAP’S BRISBANE OFFICE. PICTURED WITH THE HON LEANNE ENOCH, MINISTER FOR INNOVATION, SCIENCE AND THE DIGITAL ECONOMY AND MINISTER FOR SMALL BUSINESS AND SAP QLD AND NT STATE MANAGER MAX ROBERTS, OCTOBER 2016.



2016 graduate Myah and Qantas Customer Service Manager, Caroline Watson were matched by the AIEF Mentor Program in 2014. When Myah moved from Brisbane to Perth for university in February 2017, Caroline made sure she was working on Myah’s flight over, and now arranges her schedule to visit Myah in Perth whenever she can.



“MY GOAL IS TO BE THE BEST ROLE MODEL I CAN BE.” – AIEF ALUM GABRIELLE EBSWORTH SPEAKING AT THE PERPETUAL NAIDOC WEEK EVENT IN SYDNEY. PICTURED WITH PERPETUAL GROUP EXECUTIVE, PEOPLE AND CULTURE, REBECCA NASH, JULY 2016.



Allens Managing Partner Richard Spurio shares his path to success with students at a Food for Thought Boardroom Lunch in Melbourne, September 2016.



AIEF Ambassador and Chairman and Chief Executive Officer of John Swire & Sons, Geoff Cundle, with Year 12 students celebrating their graduation, hosted by the Governor-General in Sydney, September 2016.



Kelsey Youngblutt from the Cathy Freeman Foundation with AIEF-CFF Scholarship Students Ali and Naikeza at the AIEF Year 12 Graduation ceremony hosted by the Governor of Queensland, October 2016.



Catherine Hunter, AIEF Ambassador and Partner, Corporate Citizenship, KPMG with Year 12 students celebrating their graduation in Sydney, September 2016.



AIEF-BHP Billiton Tertiary Scholars explore career pathways at BHP Billiton in Perth, May 2016.



“THE SUPPORT OF THE AUSTRALIAN MAKES AIEF’S WORK POSSIBLE.” – AIEF ALUM JEMMASON POWER, SPEAKING AT THE LAUNCH OF NEWS CORP AUSTRALIA’S RECONCILIATION ACTION PLAN. PICTURED WITH FELLOW AIEF ALUM LIBBY COOK-BLACK AND EDITOR-IN-CHIEF OF THE AUSTRALIAN PAUL WHITTAKER, SEPTEMBER 2016.

AIEF SCHOLARSHIP PROGRAM

Name: Ravae Hirschausen
Age: 20
Studying: Bachelor of Environmental Science, The University of Western Australia
From: Port Lincoln, SA

In 2016 Ravae Hirschausen fulfilled a long held dream when she started a Bachelor of Environmental Science at the University of Western Australia on an AIEF-BHP Billiton Tertiary Scholarship.

Seven years back, the then Year 7 student saw a television ad about Aboriginal environmental scientists working for BHP Billiton.

“Being so young I was changing my mind all the time but that really stuck with me, and as I was going through high school I chose subjects that would help me study environmental science.”

At the time Ravae had doubts about her academic ability and she credits her parents and teachers for changing her mind.

“My parents have been my biggest ‘push’ in life. I never thought I’d be at uni but my parents got behind me and said I can do anything if I put my mind to it. And I had a great teacher in Year 7 who helped me find the Follow the Dream [after school tuition and mentoring] Program. The tutors gave me a lot of work to make sure I would get up to the level where I could get the ATAR I needed.”

In 2015, Ravae completed an Aboriginal Orientation Course and successfully applied for the AIEF-BHP Billiton Tertiary Scholarship.

“I worked three jobs while I was doing the orientation course. I’ve worked less since receiving the scholarship and this year I’ve been able to quit work and fully dedicate myself to my studies.”

“Over the summer I did an internship at BHP Billiton in Perth. It was an eye opening experience and it helped me confirm that what I’m studying is what I want to do.”

“I was in the biodiversity team doing a lot of report structuring, a lot of data analysis looking at species vulnerability.”

CASE STUDY

“I had a great supervisor who helped me plan out the next 10 years of my career and the skills I need to get to where I want to be. It was an amazing experience and it’s given me a lot of motivation and a new focus at uni.”

Since then Ravae – who grew up in Perth and has family ties to Port Hedland, WA and Port Lincoln, SA – has added a second major in Indigenous heritage and knowledge to her degree with a view to working for BHP Billiton in Indigenous communities.

“Next year is my final year of uni and my goal is to get in to the BHP Billiton Graduate Program and go from the program to a permanent job at BHP Billiton. I also want to study a Diploma of Education part time.”

“Being Indigenous myself I feel very welcomed and happy working in community. As an environmental scientist I want to be able to understand the back story and how to treat people with respect, as well as the science. I want to be able to contribute to communities in a positive way.”

“Being Indigenous myself I feel very welcomed and happy working in community. As an environmental scientist I want to be able to understand the back story and how to treat people with respect, as well as the science. I want to be able to contribute to communities in a positive way.”

AIEF PATHWAYS PROGRAM

In 2016, AIEF made significant changes to the Pathways Program to provide more comprehensive support to students and graduates from the earliest years of secondary school through to post-school careers.

Cieran Murphy/Jack Harlem Photography



AIEF PATHWAYS PROGRAM

Many of these changes resulted from a review conducted by five volunteers from our major Corporate Partner, SAP through the SAP Social Sabbatical Program.

The volunteers spent two weeks with our team looking at how the AIEF Pathways Program could continue to deliver a high level of support to a rapidly growing network of graduates, the AIEF Alumni.

Their report proposes a more sustainable delivery model for the program and AIEF has implemented recommendations including:

- Establishing a permanent office in Brisbane to run programs more effectively in Queensland, where around half of our students and alumni are based.
- Moving to a student-centred approach with the introduction of the Pathways Advisor role – a single point of contact for students and their mentors and schools. Pathways Advisors are responsible for delivering both the Mentor Program, which pairs students with volunteer mentors from Year 10 and the Transition Support Program, which provides intensive, one-on-one career support to students in Years 11 and 12.
- More specialist roles (Employment, Tertiary and Alumni Advisors) providing tailored support to alumni and tertiary scholarship students.
- Recruitment of two Regional Pathways Managers to oversee and support a much larger Pathways team.

AIEF also introduced Year 7-9 Activities to connect younger students to AIEF and each other and inform them about the support we provide from Year 10 onwards.

New students and changes to the program saw it grow to support 751 students and alumni, including 85 Year 12 and 12 university graduates in 2016.

208 mentor-student pairs took part in the Mentor Program, with 53 volunteers joining and 155 continuing in 2016, drawn from major Corporate Partners including BHP Billiton, Commonwealth Bank, Qantas, HSBC, Perpetual, SAP, Swire, AFL, KPMG and Allens.

Mentors continued to contribute to the Transition Support Program, which facilitated career sessions, events and work readiness workshops for 190 Year 11 and 12 students during the year. We expect to see this contribution grow with the introduction of a single point of contact for mentoring and transition support in 2017.

AIEF also continued to offer cadetships and internships for alumni and tertiary scholarship students in partnership with HSBC and Allens. Alumni Jerone Wills and Chris O'Donnell completed their second AIEF-HSBC Summer Work Placement over the 2016/2017 university holiday break and AIEF-Shalom Gamarada Scholarship Student Dylan Booth completed his 12 month cadetship with Allens in January 2017.

Our interns were among the 94% of AIEF Alumni participating in the program who were productively engaged in career pathways such as tertiary study and full time employment in 2016. They pursued careers in a wide range of fields, with business, construction, education, engineering, health, law, medicine and science topping the list as the most popular industries for work and study.

Building a strong and supportive peer network continues to be a priority and AIEF hosted five Alumni Connect events as well as the annual Yarn'n Circle, where alumni and tertiary scholars provided feedback and insights that continue to shape the development of the AIEF Pathways Program.

AIEF was proud to see a marked increase in alumni engagement through volunteering in 2016, with a record 50 graduates and tertiary scholars representing AIEF at major events; presenting and facilitating events for students; and working with the Pathways team to help students define their aspirations and prepare to make a successful transition from school to productive and fulfilling careers.

94%

of AIEF Alumni engaged in

CAREER PATHWAYS



THE AIEF PATHWAYS PROGRAM SUPPORTED

751

students
& alumni

INCLUDING
GRADUATES

97



TOP 8

industries for work and study:

BUSINESS / CONSTRUCTION
EDUCATION / ENGINEERING / HEALTH
LAW / MEDICINE / SCIENCE

39% UNIVERSITY 55% EMPLOYMENT

208

STUDENTS MATCHED
WITH AIEF MENTORS



CASE STUDIES

John Feder: The Australian

Jhdara is pictured with fellow 2016 graduate and AIEF-BHP Billiton Scholarship recipient Jasmin Barunga-Lutch



Photography: Peter Davies

Name: Jhdara
Age: 19
Graduated: Year 12 2016,
 Scotch College, Melbourne
Studying: Bachelor of Arts,
 The University of Melbourne
From: Launceston, TAS

When Jhdara was 10, his older brother received a scholarship to attend Scotch College, Melbourne.

He remembers the excitement he felt travelling from the family home in Launceston to watch his brother play a football game at the school.

“I’d never seen anything like it – you never see schools that big in Launceston so it was new to me, and from then on it was something I wanted to experience as well.”

At 15, Jhdara followed his dream when he started Year 10 as a boarder on an AIEF Scholarship.

“In the beginning it was a bit daunting, being an Indigenous kid from a small community going into a large community like Scotch, which has a lot of influence and prestige. But they were so embracing of me and the other Indigenous students and it was clear that they felt honoured to have us, and that made us feel included straightaway.”

“The amount of support I was given and what was expected from me at Scotch really turned my life around. I always did well at school, but I didn’t have that kind of support, the one-on-one attention that a school like Scotch can provide.”

“I went from completing Year 9, not knowing how to construct an essay to finishing Year 12 last year, writing three essays in three hours in my exams. I think that shows how I developed and what a school like Scotch can offer Indigenous students to help them achieve their potential, whatever it is.”

Jhdara says the additional support he received from AIEF through the Transition Support Program helped him take his next big step from boarding school to the University of Melbourne, where he’s studying a Bachelor of Arts with plans to continue to a Juris Doctor or Master of Law.

“The great thing about AIEF is no matter what you want to do, they have support mechanisms for you. Our Pathways Advisor helped us understand what we needed to achieve while we were at school to do what we wanted to do after school, whether that was university or a job or a professional sporting career, and I think that’s really important.”

“I knew I wanted to go to university, but I didn’t really know how the system worked, how to apply for things and AIEF guided me through that process, which meant I could focus on my studies without having that worry in the back of my mind.”

“Our advisor keeps in touch with us and we all just met up in Melbourne. It’s good to know that there will always be a connection with AIEF and that there will be opportunities for us after Year 12.”

“At this point my goal is to finish my BA and go in to a Master of Law or JD. I have a pretty keen interest in the field of law and a lot of my motivation comes from being an Indigenous man and seeing a lot of the injustices and gaps between Indigenous and non-Indigenous people. A lot of the problems stem from the legal system and I want to change things.”

Jhdara encourages younger Indigenous students to embrace opportunities like the AIEF Scholarship.

“Take every opportunity with open arms and if you decide to do something, don’t hold back in your efforts – give it 100%.”

“You are not the only ones who will benefit. Your families, communities and Australia as a whole have so much to gain from having young, keen and confident Aboriginal men and women being actively involved in shaping the future of the nation.”

Name: Paddy
Age: 16
Studying: Year 11 2016,
 St Joseph’s Nudgee College
From: Lockhart River, QLD

Paddy was nine when his older brother Tristan left their home in Lockhart River, a small community on the east coast of Cape York Peninsula, for boarding school in Brisbane.

The stories he heard at the beginning of every school holiday from then on inspired him to follow Tristan to St Joseph’s Nudgee College, where he started Year 8 in 2013 on an AIEF Scholarship.

Now in Year 12, Paddy’s favourite thing about Nudgee is the connections he has made and continues to make.

“I love Nudgee because you make good friendships – you’re introduced to all kinds of people which is so great.”

These connections include his AIEF Mentor Jarrod Hawkins, a Logistics Services Manager at Swire Cold Storage. Jarrod says he knew nothing about AIEF before he was approached by the CEO of Swire to consider joining the AIEF Mentor Program: “I hadn’t considered myself a mentor before then so I was really humbled and surprised by the request. I started to think about how I could potentially add value to someone’s life.”

Jarrod and Paddy were both nervous at first, but soon found they shared an interest in sport and a similar sense of humour.

“We keep finding more and more in common and we share so much with each other now,” Jarrod says. For Paddy, “speaking to Jarrod is just like I’m speaking to my best friend.”

Paddy has learnt many things from his mentor, but he considers perseverance to be the most important.

“He taught me that no matter how hard the job is, you just have to keep going. You never know, you could end up being one of the most successful people if you just stick at it.”

When asked to give advice to someone thinking of joining the program, both Paddy and Jarrod were very positive. Paddy says “if anyone was thinking about joining I would say, just join!”

Jarrod says it’s important to realise that even if you don’t see yourself as a mentor, you will undoubtedly have something to contribute to the program.

“Simply by having worked for a number of years, there’s so much experience we have that can help others.”

“To be honest, I think I’m getting more out of the program than Paddy is! You learn so much and get so much satisfaction out of doing this, it’s really worth it.”



Students learning how to ace an interview at the Learn It, Live It! Work Readiness Workshop hosted by Allens in Sydney, September 2016.



AIEF-BHP Billiton Tertiary Scholars and BHP Billiton interns Koan Cashman-Carter, Nelson Ambar and Corey Belsito working on site at the BMC South Walker Creek Mine, February 2017.



"MY GOAL IS TO CONTINUE ADVANCING MYSELF IN MY CAREER AND ALSO TO GIVE BACK, TO MENTOR YOUNG INDIGENOUS PEOPLE SO THAT THEY CAN GROW AND BECOME THE LEADERS OF OUR FUTURE." – 2015 AIEF-SHALOM GAMARADA SCHOLARSHIP GRADUATE MITCHELL HERITAGE ON HIS GOALS AS A COMMONWEALTH BANK GRADUATE, PICTURED WITH CEO AND AIEF AMBASSADOR IAN NAREV, AUGUST 2016.



Mary with her mentor Tara Chapman and Bridget Powell, both from HSBC at the AIEF Year 12 Graduation ceremony in Sydney, September 2016.



"MY MENTOR IS ALWAYS THERE FOR ME TO PROVIDE SUPPORT DURING THE WEEK AND EVEN ON THE WEEKEND AT FOOTY GAMES. HE IS ALWAYS THERE FOR ME TO PROVIDE ADVICE." – 2016 GRADUATE BRETT ON HIS MENTOR, KEVIN FARRUGIA FROM PERPETUAL.



Students discuss career plans and pathways with AIEF Ambassador and KPMG Chairman Peter Nash, Partner Bill Allen and Manager, Trisha Goubareff, at a Food for Thought Boardroom Lunch in Brisbane, March 2016.



"I'M PROOF THAT A SCHOLARSHIP CAN CHANGE A LIFE" – AIEF ALUM LATIESHA DUNBAR SPEAKING AT THE QANTAS WOMEN OF THE FUTURE AWARDS, AUGUST 2016.



AIEF Ambassadors Adriana Gardos and Mary Shaw from Tenix celebrate the launch of AIEF's 2015 Annual Report with AIEF Chair Warren Mundine AO, May 2016.



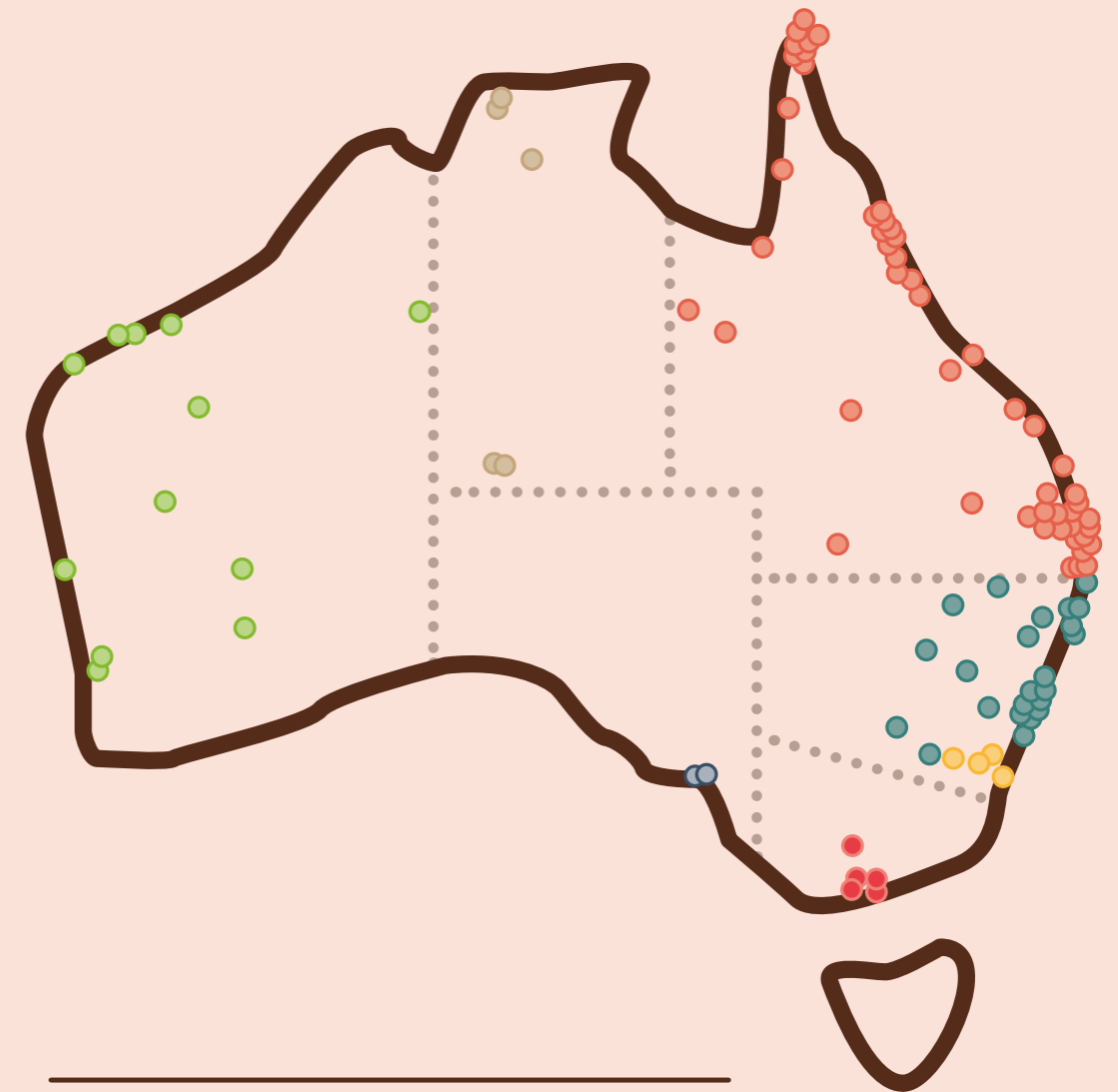
Volunteers from SAP, who spent a fortnight with our team looking at how the AIEF Pathways Program could continue to deliver a high level of support to a rapidly growing network of graduates through the SAP Social Sabbatical program, August 2016.



Eddie Sansbury and Mark Browning from AFL QLD congratulate Phillip and Konama, who completed Year 12 in 2016 on AIEF-AFL Scholarships, October 2016.



OUR 97 GRADUATES IN 2016 JOIN A NETWORK OF ALUMNI LIVING, WORKING AND STUDYING ACROSS AUSTRALIA.



Including 33% in their home community.

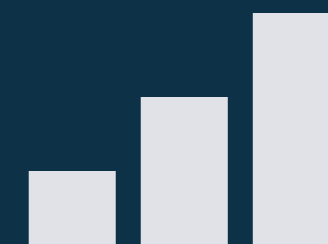
2016 FINANCIAL SUMMARY

The Financial Report for the year ending 31 March 2017 highlights AIEF's financial performance in three key areas: funding, investments and costs.



Funding

As at 31 March 2017 AIEF has raised a cumulative total of \$129 million. This represents an increase of \$23 million in reportable income and pledges since AIEF's 2015 Annual Report.



Investments

AIEF continued to implement its conservative investment strategy focused on protection of capital and risk minimisation, and its investment portfolio generated investment earnings of \$2.1 million representing a return of approximately 3.63% during the year.



Costs

AIEF's low cost base continues to set a benchmark across the non-profit sector, with AIEF having spent an amount equivalent to only 1.6% of its scholarship funding on total administration costs to date after other income generated by AIEF for costs is taken into account.

KEY HIGHLIGHTS TO DATE \$

Contracted funding target for Scholarship Program	106,000,000
Total scholarship funding to date	121,935,522
Exceeded target to date by:	15,935,522

FUNDS RAISED TO DATE \$

Government scholarship funding	53,000,000
Investment income in government scholarship fund	4,152,110
Non-government funding in scholarship fund	47,888,582
Investment income in non-government scholarship fund	6,124,424
Investment income in operating account	1,922,078
Fee for service income	4,835,746
Pledged contributions	10,770,405
Total funds raised to date	128,693,345
Total equivalent expenditure to date from scholarship funding (2007-2016)	1,935,054

AIEF provides evidence that the private sector has an appetite to invest in strategies to help close the gap and to invest in a joint venture with the public sector that is efficient, effective, proven and low-cost.

CAPITAL RAISING

Under the contract AIEF entered into with the Australian Government in 2009, the Australian Government committed to invest \$20 million over three years. This was subsequently increased to \$22 million in 2012, \$32 million in 2013, \$38 million in 2015 and to \$53 million in 2016.

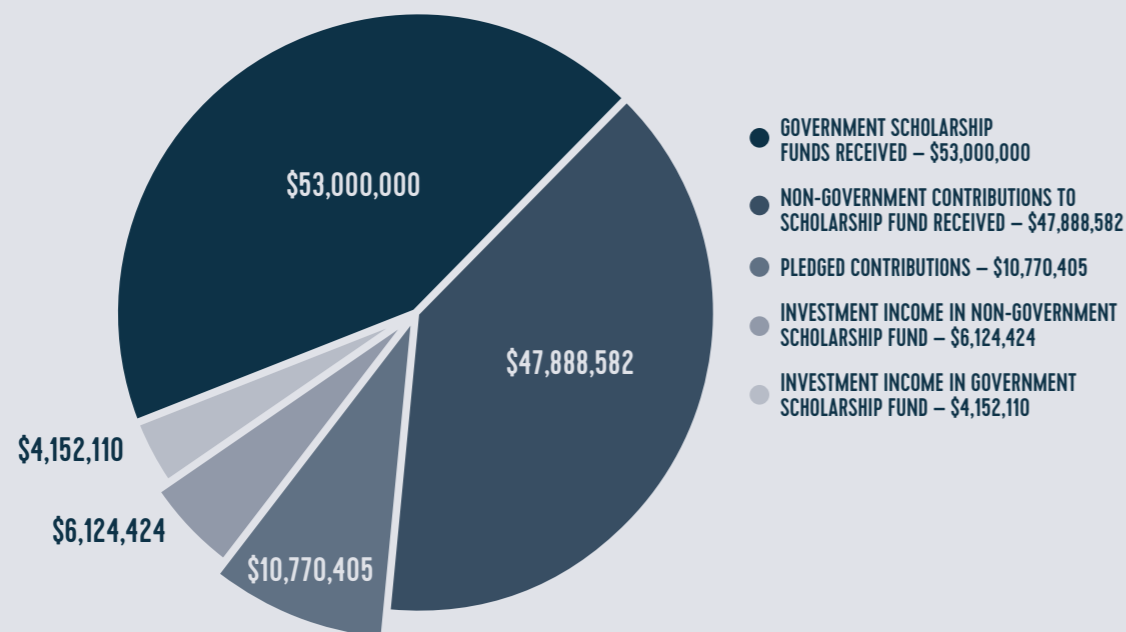
AIEF committed to use its best endeavours to match this \$53 million in Government funding over a period of 20 years, with an undertaking to raise \$5 million in the first five years. AIEF took this commitment seriously, and as at the end of March 2017, less than eight years since signing the contract with the Australian Government, AIEF has raised \$16 million more than the contracted \$106 million 20-year target, with cumulative cash and pledges standing at \$122 million and fees and other income at \$7 million, for a cumulative total of \$129 million.

Instead of raising \$106 million in a period of 20 years, AIEF has raised \$122 million in eight years.

However, existing funds are allocated to support current scholarship students and AIEF needs to raise additional funds to create more opportunities and support benchmark outcomes for more Indigenous students.

AIEF is indebted to its visionary and committed partners for supporting its work. AIEF is backed by more than 2,000 financial supporters as well as hundreds of program partners and volunteers and dozens of pro-bono and in-kind supporters. AIEF's model of engaged collaboration is built on best practice partnership principles and this approach, and the support of its partners, is fundamental to its success.

OUTPERFORMANCE ON AIEF'S \$106 MILLION CONTRACTED FUNDING TARGET (REACHED \$122 MILLION IN TOTAL)



INVESTMENTS

AIEF has delivered a satisfactory performance by proceeding with caution and diligence in a defensive portfolio predominantly in cash, to deliver an investment return of around 3.63% in 2016. Total investment returns over the past eight years amount to over \$12.2 million.

AIEF believes that its investment function is to protect and preserve the money contributed to its programs and to be prudent, conservative and diligent with investments so that it can apply the funds for the purpose they were contributed – the education of Indigenous students.

In addition to its investment portfolio, some listed equities have been donated in-specie to AIEF to hold for dividend income. Those equities fall outside AIEF's investment portfolio since AIEF is directed to retain those shares to generate ongoing dividend income in accordance with the wishes of the donor and AIEF did not pay any consideration for these shares. These shares increased in value in 2016.

AIEF has a professional and experienced Investment Committee chaired by AIEF Director Rob Coombe, CEO of Quick Service Restaurant Holdings and also including AIEF Director Greg Cooper, CEO of Schroder Investment Management Australia Ltd; asset allocation expert John Schaffer; and AIEF's Executive Director and former investment banker Andrew Penfold AM. The AIEF Investment Committee maintains discussions and market monitoring to ensure investments are appropriate for the AIEF business model and objectives.

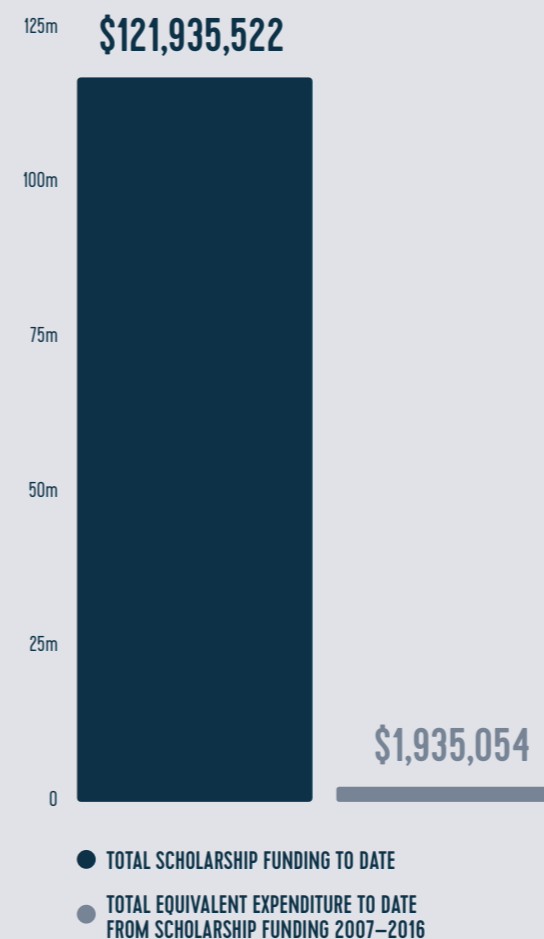
COSTS

AIEF's low cost base continues to set a benchmark across the non-profit sector, with AIEF having spent an amount equivalent to only 1.6% of its scholarship funding on total administration costs to date after other income generated by AIEF for costs is taken into account.

AIEF generates income to meet its total operating costs (i.e. all costs other than scholarship distributions) from a number of sources including a proportion of scholarship donations and investment returns, administrative and other fees for services, contributions made specifically for capacity costs and investment income in the AIEF operating account.

Total equivalent expenditure to date from scholarship funding (2007-2017) represents AIEF's total operating costs from 2007 until 31 March 2017, once total income generated for operating costs from all sources other than scholarship contributions is taken in to account.

EQUIVALENT SCHOLARSHIP FUNDING AND COSTS 2007 – MARCH 2017



ACCOUNTS

Under the legal, regulatory, tax and contractual framework AIEF operates within, AIEF is required to keep various separate books of account and segregation of funds (for example segregation of government and non-government funds) for accounting, investment, distribution and treasury functions. AIEF's statutory accounts comply with all such requirements in full and are always filed within the required legal and regulatory timeframes.

For the purposes of this Annual Report, AIEF has summarised its statutory accounts into two convenient components as follows:

1. The AIEF Scholarship Program, which contains details of all income, expenditure, assets and liabilities relating to that program from both government and non-government sources; and
2. The AIEF Corporate Account comprising the financial statements for AIEF's operating accounts where all operating income and expenses are captured.

The business model for the AIEF Scholarship Program creates a scholarship fund which will be invested and distributed for Indigenous scholarships over a number of years. When funding is received for the AIEF Scholarship Program, 15% of the funding amount is transferred to the AIEF Corporate Account to contribute to operating costs over the same period. Similarly, 15% of investment earnings of the Scholarship Program accounts is transferred to the AIEF Corporate Account.

AIEF SCHOLARSHIP PROGRAM STATEMENT OF INCOME AND EXPENDITURE FOR YEAR ENDING 31 MARCH 2017

Income	2017 \$
Government funding for scholarships	12,000,000
Government establishment grant contribution	3,000,000
Non-government funding for scholarships	4,973,923
Non-government capacity donations	243,528
Investment earnings	1,710,783
Total income	21,928,234
Expenditure	
Capacity donations to Corporate Account	243,528
Allocation to Corporate Account	4,012,903
Total expenditure	4,256,431
Operating surplus	17,671,803
Distributions	
School scholarship distributions	9,736,020
Tertiary scholarship distributions	1,317,543
Total scholarship distributions	11,053,563
Surplus/(Deficit)	6,618,240

AIEF's operating income is supplemented by income generated from other activities undertaken by AIEF to ensure AIEF can continue to operate on a sustainable basis. This other income is shown in the AIEF Corporate Account as 'fee for service income'.

Whilst scholarship funds are being raised, AIEF is also distributing scholarship funds each year. AIEF's average net scholarship cost is approximately \$20,000 per student per annum, which includes the net amount we fund for boarding and tuition fees; incidentals such as uniforms, books, extra-curricular activities, camps and excursions; and support for work readiness training, mentoring and post-school transition support. In 2016, AIEF distributed a total of \$11.1 million in scholarship funds.

In addition to the net assets shown above, AIEF has \$10.8 million in pledges already committed to AIEF as at 31 March 2017 but not shown in AIEF's official accounts until the time of receipt.

AIEF SCHOLARSHIP PROGRAM BALANCE SHEET AS AT 31 MARCH 2017

	2017 \$
Retained funds as at beginning of year	36,647,053
Revaluation of equities donated in-kind	368,000
Surplus for the year	6,618,240
Total scholarship funds	43,633,293
Represented by:	
Bank and term deposits	38,102,617
Scholarship fund balanced investments	6,558,254
Equities donated in-kind	623,000
Interest receivable	231,194
Donations receivable	110,000
Other receivables	5,143
Total assets	45,630,208
Scholarships payable	1,996,915
Total liabilities	1,996,915
Net assets	43,633,293

AIEF CORPORATE ACCOUNT

The AIEF Corporate Account is the operational limb of the AIEF financial statements. For simplicity and transparency, all operating income and operating expenditure is accounted for in the AIEF Corporate Account.

As at 31 March 2017, AIEF had a total staff headcount of 30, representing 28 staff on a FTE basis.

AIEF CORPORATE ACCOUNT STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDING 31 MARCH 2017

Income	2017 \$
Capacity donations	243,528
Costs contribution from Scholarship Program	4,012,903
Fee for service income	779,620
Investment earnings in Corporate Account	384,656
Annual Pathways Support Amount	1,667,834
Total income	7,088,541
Expenditure	
Staffing costs	2,543,068
Office and operating expenses	765,653
Depreciation	34,371
Accounting and legal	31,917
Total expenditure	3,375,009
Surplus	3,713,532

AIEF CORPORATE ACCOUNT BALANCE SHEET AS AT 31 MARCH 2017

	2017 \$
Retained funds as at beginning of year	12,019,925
Surplus for the year	3,713,532
Total operational funds	15,733,457
Represented by:	
Cash and term deposits	15,573,185
Interest receivable	167,732
Other receivables	194,669
Plant and equipment less accumulated depreciation	135,024
Other assets	34,666
Total assets	16,105,276
Liabilities	
Trade and other payables	162,254
Employee benefits	209,567
Total liabilities	371,821
Net assets	15,733,455

AUDIT

The full financial report for AIEF for the year from 1 April 2016 to 31 March 2017 has been filed on time with ACNC in accordance with the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*. The financial statements have been prepared in accordance with the Australian Accounting Standards and audited by BDO East Coast Partnership in accordance with Australian Auditing Standards.



GOVERNANCE AND PEOPLE



Janet Albrechtsen Mark Arbib Andrew Barkla Stephanie Brantz Jennifer Byrne Kerry Chikarovski Brett Clegg Bruce Corlett AM

AMBASSADORS



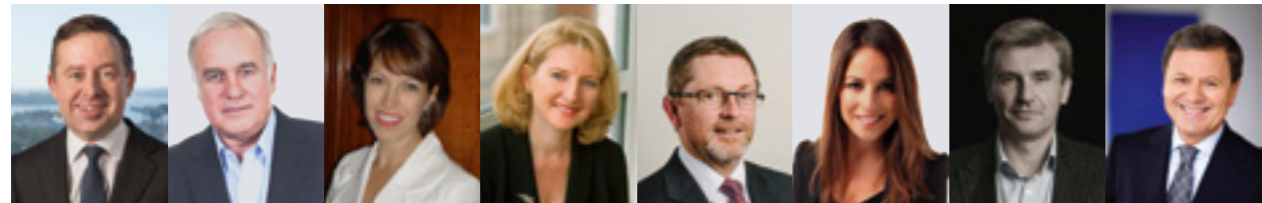
Tony Cripps Patricia Cross Geoff Cundle Charles Curran AC Jenny Dean Geoff Dixon Tom Drake-Brockman Damian Eales



John Eales AM Dr Peter Farrell AM Andrew Forrest AO Janie Forrest Nicola Forrest Angelos Frangopoulos Adriana Gardos Danny Gilbert AM



Stan Grant Caroline Gurney Steve Harker John Hartigan Matthew Hayden AM Andy Holmes Greg Hughes Catherine Hunter



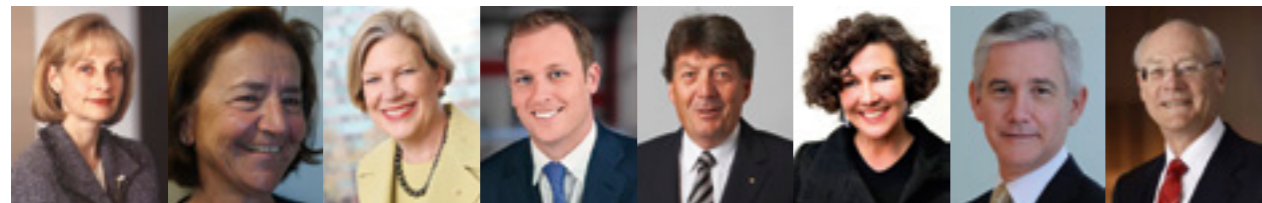
Alan Joyce Alan Kohler Tristan Landers Liz Lewin Michael Lindsay Sharri Markson Nigel Marsh Ray Martin AM



Peter Mason AM Greg Miller Chris Mitchell David Mortimer AO David Murray AO Ian Narev Peter Nash Ralph Norris



John O'Sullivan James Paterson Guy Reynolds AM Aden Ridgeway Julia Ritchie Ruth Ritchie Michael Rose AM John Schaffer

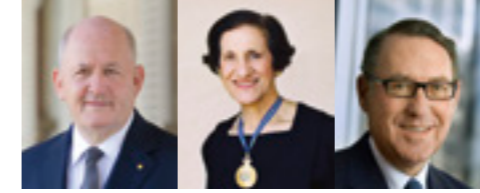


Jillian Segal AM Mary Shaw Ann Sherry AO Peter van Onselen Geoff Walsh AO Dr Nikki Williams Geoff Wilson Frank Zipfinger

His Excellency
the Honourable
Sir Peter Cosgrove AK MC
(Retd), Governor-General
of Australia –
Patron-in-Chief

Professor
The Honourable Dame
Marie Bashir AD CVO

David Gonski AC



PATRONS



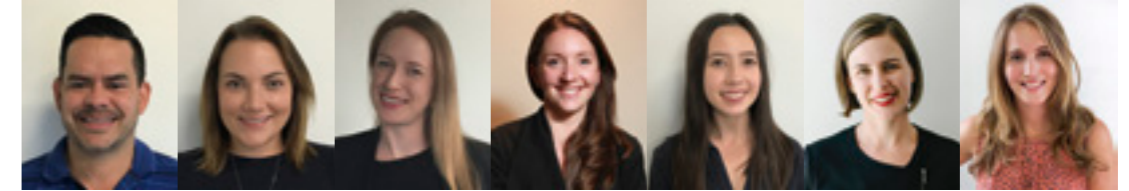
Warren Mundine AO - Chair Rob Coombe Greg Cooper Helen McCabe Carlie Smart Michelle Penfold Andrew Penfold AM - Executive Director

BOARD



Rob Coombe Greg Cooper John Schaffer Andrew Penfold AM

INVESTMENT
COMMITTEE

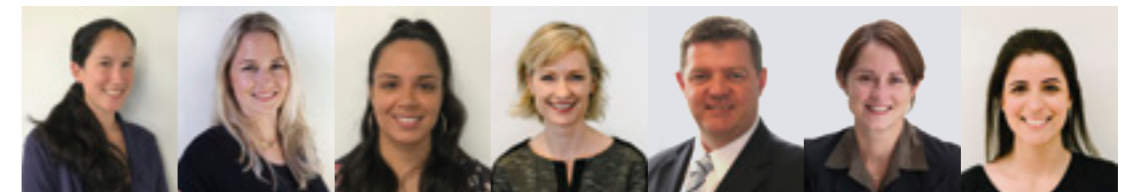


Eddie Ansell Alara Barnes Chantell Burns Miranda Bush Josephine Chu Renée Coffey Claudia Cowell

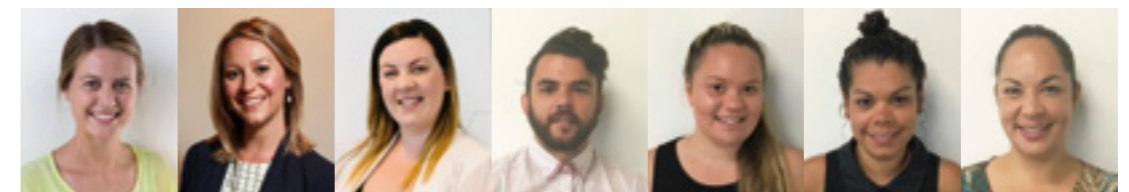
TEAM



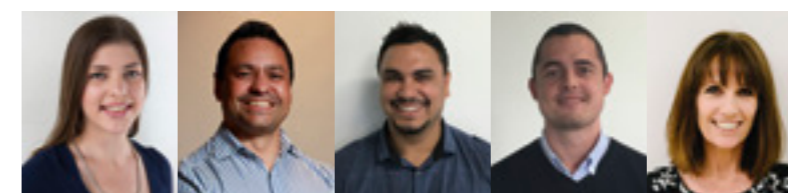
Tess Crellin Emily Davidson Rebecca Dupen Margaret Gilroy Liz Hayes Andrew Killen Anna Mackiewicz



Rebecca Ngo Natalie Nicolson Raquel Nutley Gillian Odbert Andrew Penfold AM Michelle Penfold Farah Rind



Jill Roy Tamara Salamacha Trista Sa'u Jade Smith Coby Smith-Carr Mia Strasek-Barker Clehan Titasey



Alayna Walsh Jason Whitfield Keith Wicks Zak Wild Patrice Wills

OUR PARTNERS



Australian Government

The AIEF Scholarship Program and the AIEF Pathways Program are supported by the Australian Government in collaboration with individual, philanthropic and corporate supporters from the private sector.



Colin Murty: The Australian

AIEF'S WORK AND THE PRODUCTION OF THIS REPORT HAVE BEEN SUPPORTED BY PRO-BONO WORK FROM:



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Australian Indigenous Education Foundation

MATTHEW FROM BRISBANE, PICTURED ON THE COVER OF THIS REPORT, IS ONE OF 97 GRADUATES IN THE AIEF CLASS OF 2016. HE COMPLETED HIS SECONDARY SCHOOLING AT ST PETERS LUTHERAN COLLEGE, WHERE HE SERVED AS HOUSE CAPTAIN, AND HE COMMENCED A LANDSCAPING APPRENTICESHIP IN 2017. MATTHEW HAS ALSO VOLUNTEERED TO HELP TRAIN NEW AIEF MENTORS ALONGSIDE HIS MENTOR SINCE 2014, DAVID GARRATTY FROM COMMONWEALTH BANK.