

CHANGING OUR NATION



2018
ANNUAL
REPORT





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2018 AT A GLANCE

94%
OF AIEF ALUMNI
ENGAGED IN CAREER PATHWAYS

97 SCHOLARSHIP
GRADUATES IN
2018

65
UNIVERSITY
GRADUATES
TO DATE

556
YEAR 12
GRADUATES
TO DATE 

152 
VOLUNTEERS FROM
AIEF CORPORATE PARTNERS

453

AIEF
SCHOLARSHIP
STUDENTS
FROM



237
COMMUNITIES
IN EVERY STATE
AND TERRITORY
OF AUSTRALIA

UNIVERSITY
RETENTION &
COMPLETION RATE

97%

92%

RETENTION
& YEAR 12
COMPLETION RATE

\$173
MILLION RAISED
SINCE 2008

1.7%

SPENT ON
TOTAL COSTS
TO DATE

32

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

A decade ago the Australian Indigenous Education Foundation was established to meet community led demand for scholarships for young Indigenous students.

Over time the Foundation has grown to become a powerful example of the transformative power of schooling – to provide new opportunities, to offer pathways to the future and to unleash the potential and drive that rests within Indigenous students.

Today we see this power of education in full swing, thanks to the unfailing determination, energy and enthusiasm of AIEF and its supporters. Currently assistance is provided for around 500 scholarship students, representing around one third of all scholarship places for Indigenous boarders. Year 12 completion rates consistently sit above 90% – testament to the positive effect AIEF is having

on so many – and I feel privileged to have hosted graduation events for students and to have met with so many wonderful young scholars.

For Indigenous students to achieve all they can, to lead the fullest and most productive lives possible, to ensure that opportunity is common across the nation – we need organisations like AIEF. I have been proud to serve as the Foundation's Patron and I wish AIEF every success into the future.

Peter Cosgrove

A MESSAGE FROM OUR PATRONS

PROFESSOR THE HONOURABLE DAME MARIE BASHIR AD CVO

From the farthest corners of the nation to the heart of the cities, every family deserves the choice of where to send their children to school. And indeed, every young Australian should have equal opportunities to pursue an enriching education.

This is a time of incredible growth for Australia and we must continue to ensure that no individual is left behind, and that all young people are given the opportunity to fulfil their potential. The Australian Indigenous Education Foundation is making great strides in this pursuit and ensuring that equal opportunities are afforded to young Indigenous people across our nation.

This year we celebrate ten years of the Australian Indigenous Education Foundation, and ten years of valuable nation changing progress. It is through the dedicated work and programs of this incomparable organisation that more and more Indigenous young people are able to advance, achieve and inspire others in their communities.

It fills me with immense pride to be a Patron of AIEF, and it has been my privilege over the years to meet so many of the young men and women whose lives have been transformed by quality education.

Marie Bashir





A MESSAGE FROM OUR PATRONS

DAVID GONSKI AC

The fundamental principle of assisting those who are educationally disadvantaged is the most valuable notion we must achieve in this country, indeed in the world.

My grandfather did not have much, if any, school education and he suffered from this detriment for his entire life. An intelligent man of humour and interest in culture and life, he sold linen and cloth to feed his family. They didn't starve but they did struggle. He and his wife wished to ensure that their children had a good education. The direct result of this was that my father rather than selling linen became a brain surgeon.

The contrast between the life my father led and his father's, and the contribution to society he was able to make, remains deeply in my mind as proof of what an education can do for the individual and for their family and community.

Over the past ten years, AIEF has worked out a successful model which supports many wonderful Indigenous students to complete Year 12, contributing to improved educational outcomes and inspiring many more.

As can be seen in this Annual Report, education works better when families and communities are involved. This entire organisation has an enormous energy and great focus to work with families, schools and communities, and for that I commend them.

I believe very strongly in partnerships between government, non-government, business and philanthropic sectors. It is a problem in Australia that too often they are divided. There is a place for government in education, but there is also a place for other institutions to provide assistance in their respective fields of focus. It is through this partnership with AIEF that the power of the government is brought closer to home and the lives of young Indigenous people and their communities are significantly enhanced.

How wonderfully bright the cohorts of AIEF Scholarship Students shine and how wonderful it is to see them come to their true potential.



A MESSAGE FROM THE AIEF COMMUNITY

MARINA WANGURRA
MOTHER OF JAEDON, YEAR 9, 2018, THE SCOTS COLLEGE

Education for me is key. It is a basic human right, it's what sets you apart and it's what gives you options in life.

I attended over 30 schools growing up; we were always moving around. Between remote homelands, to larger communities, to regional towns and urban cities. While I didn't finish school, my education was different. I grew up with a solid foundation of who I am, where I'm from and life skills that I could never have learnt at school. That being said, there is also immense value in formal education as it equips us with the tools to interact with an ever changing and evolving mainstream world. I am excited to currently be studying a Bachelor of Business Administration at the University of Technology Sydney. Life skills are important, but sometimes a piece of paper really helps.

Living so remote presents its own sets of challenges. While there are some really good opportunities for employment, they are limited and often require a specialised skillset, tech-level schooling or a university degree. For these reasons, conversations about boarding school with my kids started in their early primary school years and by the time they reached middle school, it wasn't a question of how or where they would attend boarding school, but when.

I believe that things happen for a reason.

One day in August 2018, I was very fortunate to come across AIEF through a mutual friend. After learning more about their scholarships and the schools that they work with, the next thing I knew my son and I were on our way to Sydney for a 10-day trial stay at The Scots College. Two weeks later, my son Jaedon was offered a place at Scots to commence in Term 4 of Year 9.

Our lives changed forever that day.

Jaedon is now in Year 10, and loving the boarding and Scots life he has been warmly welcomed into. We talk now about what his future holds and what he would like to do after graduation. Some of these discussions include going to university to study business and engineering, so that he may one day run his own fishing business, or operate his own fleet of fishing boats. Other days are about his passion for AFL, and his dream to play elite football at the highest level. I remind my son that the world is his oyster, and a solid education will enable him to pursue any one, or all, of his dreams.

A friend of mine who also has children at boarding school once told me that whilst she misses her children every day, she doesn't cry or complain because she knows they are happy. And if your children are happy and ready for the opportunity to be launched into the world, then as parents our role is to support them.

If there is anything I can leave behind for my kids, it's instilling the value of education and placing a real importance on the fact that education is key, and is what will open doors and give them endless options for their future.

A MESSAGE FROM OUR EXECUTIVE DIRECTOR

ANDREW PENFOLD AM EXECUTIVE DIRECTOR

All Australian children deserve the opportunity to access quality schooling and develop the skills and confidence to fulfil their potential. When we awarded the first AIEF Scholarship in 2008 it was in response to Indigenous families and boarding schools across Australia asking for assistance. Those schools were inundated with demand from Indigenous families all around the country seeking enrolments at their schools, but lacked the funds to be able to address that community demand.

The rationale of AIEF's existence is to empower Indigenous families to make their own decisions about where they want their children to go to school when they may not otherwise be able to afford it.

Consistent with the principle of self-determination, AIEF responds to demand from the grassroots by providing co-funding for those families who initiate an application themselves, choose a school themselves, and pay the school fees themselves. The whole process is driven by Indigenous families; AIEF's role is to co-fund that parental choice.

Each AIEF Partner School's Indigenous education program is run and led autonomously by the school itself, and they enrol Indigenous students through a variety of different programs, organisations and funding arrangements.

This approach to Indigenous education acknowledges that each school is independent, with differences in culture, local context, historical origins, values, beliefs, teaching styles, leadership, ethos and approaches to education, pastoral care, parental engagement and student support, and Indigenous families can choose which school best suits their children.

The schools themselves provide culturally inclusive environments, pastoral care and academic support.

A quality education is the most empowering method of combatting generations of entrenched disadvantage and AIEF has become a core part of the Indigenous education ecosystem in Australia. We have never sought to be "the answer" for all young Indigenous people, but this is a program with a proven track-record.

The achievements and outcomes of AIEF students are a testament to our role. It is our goal to consistently help enable the best outcomes in retention and Year 12 completion for Indigenous young people.

One passionate supporter of AIEF's work since its inception has been Nyunggai Warren Mundine AO. Starting as an Ambassador and Executive Committee member of the St Joseph's College Indigenous Fund in 2004, right through to the establishment of AIEF, Warren has been an inspiring source of wisdom and guidance through all the incredible growth and achievements over the past 15 years.

Warren has been a great friend and mentor, and we are sorry to be losing him as Chair, yet he leaves an indelible legacy. Through his leadership we have supported thousands of Indigenous students whose lives, families and communities will be changed forever.

Indeed we've been bringing together the forces of aspiration, social justice and philanthropy together for 10 years now, leading to significant success and unprecedented levels of Year 12 attainment.

As you will see in the pages of this report, AIEF Scholarship Students and Alumni are continuing to realise outstanding outcomes in Indigenous education and beyond. It is truly a privilege to witness their remarkable efforts and to see them progress and seize the opportunities before them.

We're celebrating 10 years of success in the knowledge that all the funds we have raised are committed to supporting current students to complete their studies. In the knowledge that the demand from Indigenous families has continued to grow and far outpaces the funds available for scholarships.

With a 10 year track record proving what can be achieved, now is the time where we need private sector, individual and philanthropic donors and the Australian Government to continue to invest in our work and help us build a sustainable future for Indigenous children and communities.

For as long as there is demand for scholarships from young Indigenous people, we will remain focused on bringing together schools, partners and donors to make this vision a reality.



Josh Kelly/Jack Hartlam Photography

“CONSISTENT WITH THE PRINCIPLE OF SELF-DETERMINATION, AIEF RESPONDS TO DEMAND FROM THE GRASSROOTS. THE WHOLE PROCESS IS DRIVEN BY INDIGENOUS FAMILIES; AIEF’S ROLE IS TO CO-FUND PARENTAL CHOICE.”



AIEF SCHOLARSHIP PROGRAM

The purpose of the AIEF Scholarship Program is to respond to community demand from Indigenous families who choose to enrol their children in boarding schools. Bringing together the government and private sector, AIEF provides scholarship funding for Indigenous students to complete Year 12 or tertiary studies.

97 SCHOLARSHIP GRADUATES IN 2018

73 AT UNIVERSITY IN 2018

380 AIEF SCHOLARSHIP STUDENTS AT SCHOOL

UNIVERSITY RETENTION & COMPLETION RATE **97%**
RETENTION & YEAR 12 COMPLETION RATE **92%**

Launched with one scholarship student in NSW in 2008, AIEF has established a national footprint over the past ten years, and in 2018 supported 453 scholarship students from every state and territory of Australia at school and university.

The entire AIEF Scholarship process is driven from the grassroots by Indigenous families. AIEF provides co-funding for scholarships to reduce the cost for them to send their children to boarding schools and achieve Year 12 attainment. Indigenous students who apply for tertiary scholarships are provided co-funding to reduce the cost for them to gain access to university and complete their degrees.

For many years, AIEF Partner Schools have been establishing relationships with Indigenous families and communities across Australia. Since 2010 the number of AIEF Scholarship Students from remote and very remote communities has more than tripled.

In 2018, AIEF supported students from 237 communities across Australia, from as far north as Dauan Island, to Smithton in the south, Mullumbimby in the east and Carnarvon in the west. To date, the AIEF Scholarship Program has supported students from over 400 communities from every state and territory of the nation.

The 380 school students supported by the AIEF Scholarship Program in 2018 achieved a 92% retention and Year 12 completion rate, with 77 students completing Year 12 on AIEF Scholarships, including the first three female AIEF graduates from SA Partner School Seymour College.

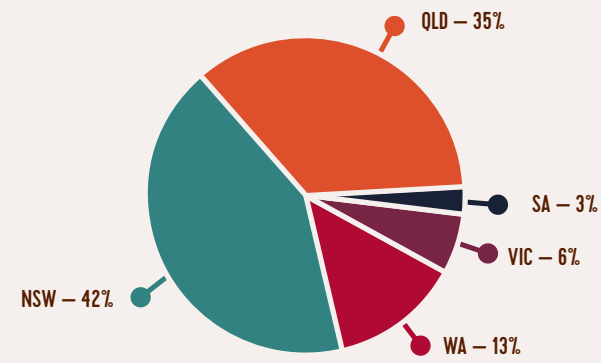
AIEF also supported 73 students at university, and 97% of tertiary scholarship students continued or completed their studies during the year.

AIEF recorded the highest number of tertiary graduates to date in 2018 with 20 students graduating from university on AIEF Scholarships. This number included five students, Hannah Berekoven, Justin Dolman, Bernard Kelly, Ellen Pike and Ellie Slade, who completed both Year 12 and university with AIEF Scholarship support, bringing the total number of dual scholarship graduates to nine.

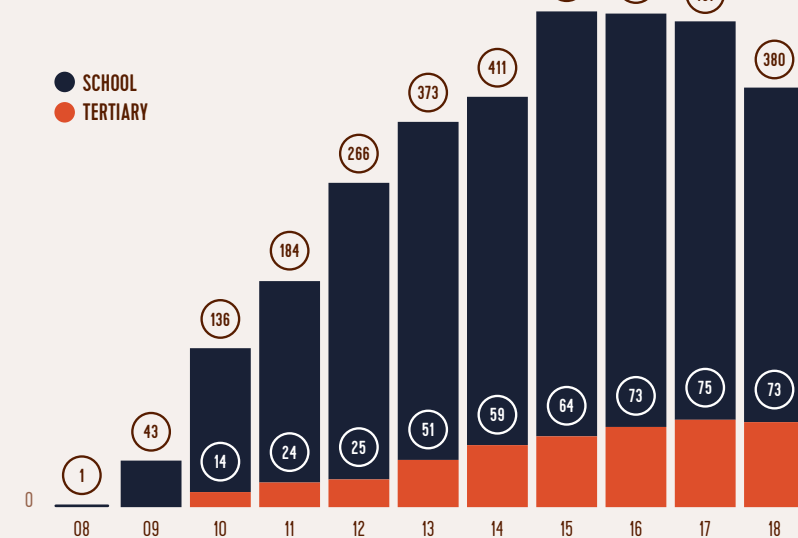
Female tertiary graduates in 2018 represented 65% of the total number of graduates completing university on an AIEF Scholarship. Of these outstanding female students, 77% graduated with degrees in the traditionally male dominated industries of Law and STEM.

In 2018, AIEF formalised a new offering in the tertiary space in recognition of the financial assistance often required for scholars to undertake an internship opportunity relevant to their course of study and career goals.

GRAPH 1: AIEF EDUCATIONAL PARTNERS 2018



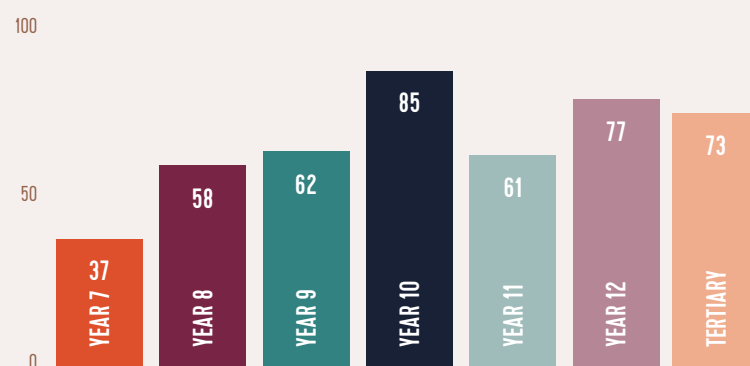
GRAPH 2: AIEF SCHOLARSHIPS 2008-2018



GRAPH 3: AIEF SCHOLARSHIP STUDENTS BY GENDER 2018



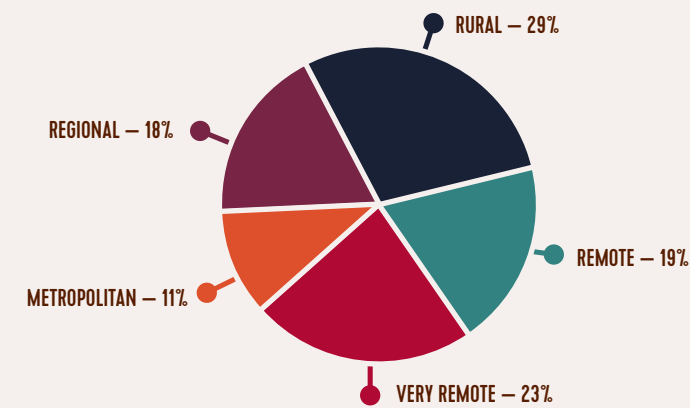
GRAPH 4: AIEF SCHOLARSHIP STUDENTS BY GRADE 2018



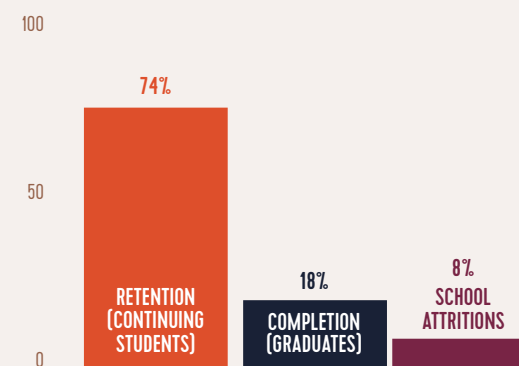
GRAPH 5: AIEF SCHOLARSHIP STUDENTS BY HOME COMMUNITY 2018



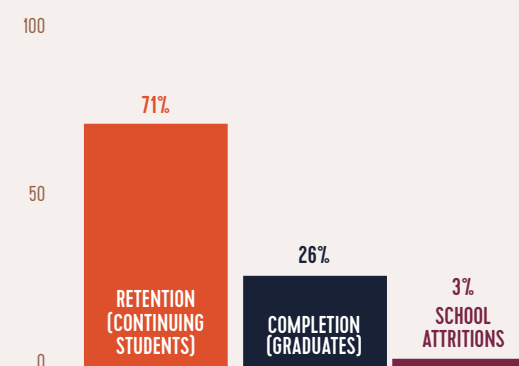
GRAPH 6: AIEF SCHOLARSHIP STUDENTS BY REMOTENESS 2018



GRAPH 7: SCHOOL RETENTION AND COMPLETION RATE 2018



GRAPH 8: UNIVERSITY RETENTION AND COMPLETION RATE 2018



The new AIEF Tertiary Internship Scholarship complements our established school and university scholarships as more Year 12 graduates enrol at university and look for opportunities to gain experience and skills to give them an advantage in a competitive job market.

Over the past 10 years AIEF has recorded exceptional outcomes where students have consistently achieved annual retention and Year 12 completion rates above 90%, and for alumni, successful transition to further study or employment over 90% every year.

Over the years AIEF has made substantial changes and improvement in the AIEF Scholarship Program, including through publishing and sharing the *AIEF Compendium of Best Practice for Achieving Successful Outcomes With Indigenous Students in Australian Boarding Schools*. As well as this, in recent years AIEF has changed the composition of the Partner Schools involved in the program. This targeted approach has resulted in steady, sustainable progress.

“AIEF HAS CHANGED THE LIVES OF OUR PEOPLE IN REMOTE COMMUNITIES AND IN CITIES BY GIFTING US WITH OPPORTUNITIES AND PATHWAYS THAT SEEMED IMPOSSIBLE.”

AIEF ALUM MATTHEW COLLINS

The Indigenous education programs at Partner Schools have also continued to evolve and are substantially different to what they were 10 years ago, based on the ongoing feedback they have received from Indigenous students, their families and communities, building on their learnings, greater sharing of experiences among Partner Schools, and learnings from AIEF's best practice research.

There are now over a thousand inspiring Indigenous students who have graduated or are currently at school in the AIEF Program. These students and alumni are trailblazers and role models for future generations.

The continued success of the AIEF Scholarship Program reflects the expertise, commitment and support provided by the staff at our Educational Partners. The efforts and achievements of AIEF Scholarship Students are nurtured and developed through quality teaching and vital pastoral support, and we would like to thank and acknowledge our Educational Partners for their passion and dedication to helping us in our mission to support young Indigenous people to build a brighter for themselves and for the nation.



NAME: Jerone Wills
AGE: 22
GRADUATED: Year 12, 2014, St Joseph's Nudgee College
STUDYING: Bachelor of Laws, Queensland University of Technology
FROM: Darwin, NT

CASE STUDY

When Jerone Wills was younger, he happily spent his days playing footy with his mates at home in Darwin, NT. That was until an older boy in the community who attended St Joseph's Nudgee College in Brisbane inspired Jerone and his friends to change their path.

"My community is small enough that everyone knows each other. One of my mate's older brothers went to Nudgee on an AIEF Scholarship. There was a big group of us and we all decided that we wanted to go to Nudgee so our parents liaised with each other and we all ended up applying. My mum was really supportive. The moment that I told her the idea she was like, 'Yep no worries, let's do it!'"

"At that time education was not a priority, but then after going to boarding school and being exposed to different people and with the support of my mum and AIEF, my priority became education."

Now 22, Jerone has completed Year 12, is on track to complete his Bachelor of Laws at QUT and has just completed his fourth AIEF-HSBC work placement.

"Originally I never thought that I would go to university and study Law or even work in an office. The scholarship gave me more of an opportunity to do things that I wouldn't normally have access to. Going through the AIEF program and going to boarding school helped me to gain confidence in my abilities and believe that these things are possible and I can do them and I can do them well."

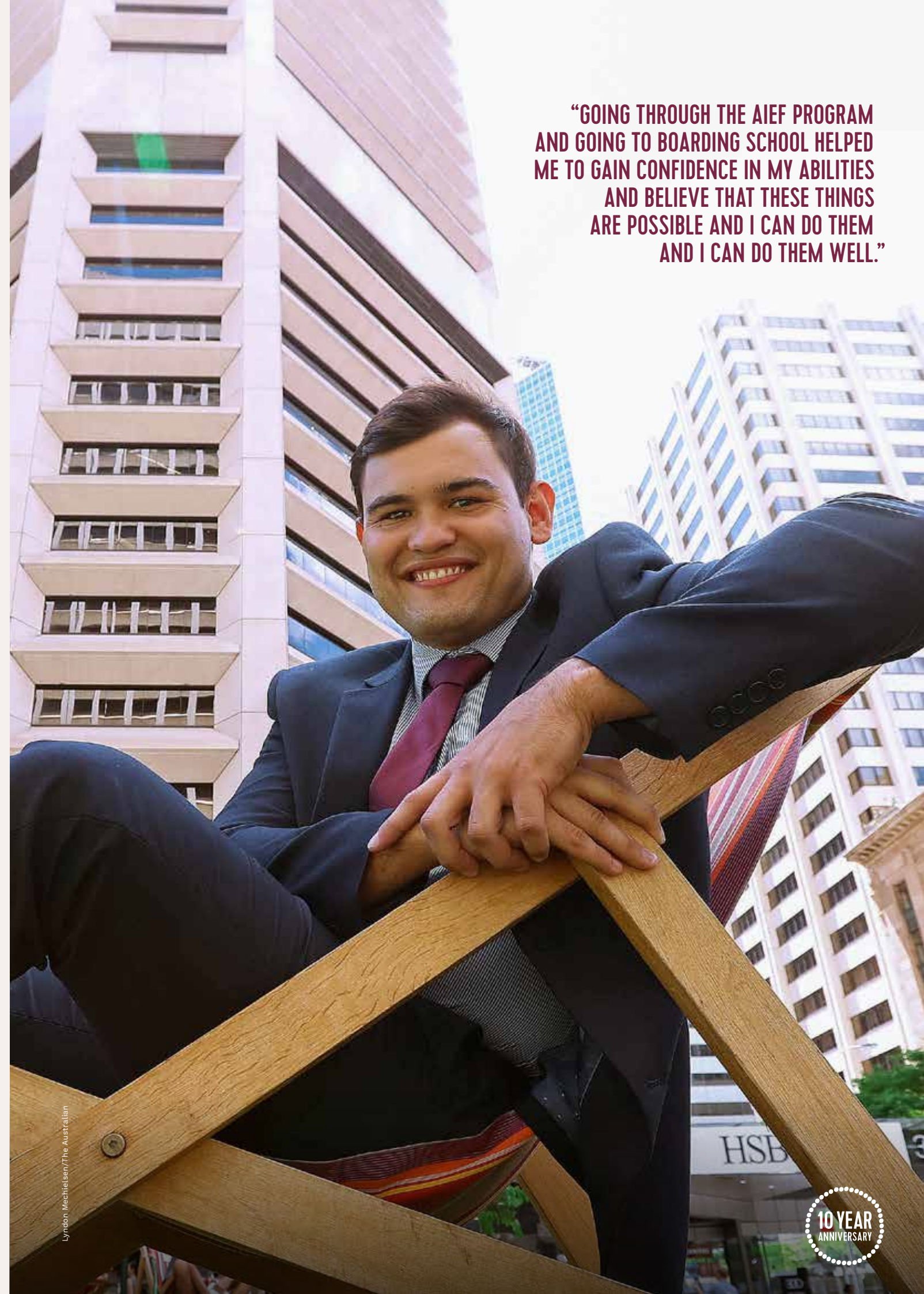
In 2018 Jerone completed a two-week internship with Allens, his first experience in a law firm. "I was in the disputes and investigations team and I really loved it. I also got to go to court for the first time and witness a proceeding so that was really eye-opening and exciting."

After undertaking his university studies on an AIEF Tertiary Scholarship, Jerone then received an inaugural AIEF Internship Scholarship, which allowed him to complete his fourth work placement with HSBC. "I've done one in retail, two in commercial banking and the most recent one was in global liquidity and cash management. The fact that I keep going back there every year shows that I really enjoy it."

Jerone is appreciative of the various skills and networking opportunities that he has gained during his stints at HSBC. "The placements have allowed me to continue to develop those professional, interpersonal skills in a corporate environment. There are a lot of great people that work at HSBC and being around great people is half of what makes a job enjoyable. HSBC is a global bank and during my most recent internship I was the only Australian in our team of eight people. I was really lucky that I was able to meet so many different people and network with them and learn as much as I could. I still keep in contact with many of them today and we can chat not just as colleagues but as friends."

Jerone has taken advantage of many experiences during his journey with AIEF and encourages the future generations of AIEF Scholarship Students to follow his lead.

"AIEF is not just providing opportunities for people, there's a genuine interest and emotional investment in helping the students that are a part of the program. In saying that, it's also a two way street, the students really need to make the most of the opportunities, apply themselves and work hard. Boarding school and university go so quickly and if you don't try your best everyday then you're only limiting yourself. I'm so thankful for AIEF, their support and the opportunities that they have provided."



"GOING THROUGH THE AIEF PROGRAM AND GOING TO BOARDING SCHOOL HELPED ME TO GAIN CONFIDENCE IN MY ABILITIES AND BELIEVE THAT THESE THINGS ARE POSSIBLE AND I CAN DO THEM AND I CAN DO THEM WELL."



CASE STUDY

NAME: Jamika Shillingsworth
AGE: 20
GRADUATED: Year 12, 2016, Ipswich Girls' Grammar School
EMPLOYMENT: Deadly Choices Program Officer at CWAATSICH
FROM: Charleville, QLD

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Growing up in the remote town of Charleville, about eight hours' drive south-west of Brisbane, Jamika didn't think much of school.

"Throughout primary school, living out here in the bush, a lot of us kids, sometimes we loved going to school, but a lot of the time we just wanted to stay at home with family, going out with Uncles, going out on country, going fishing. It wasn't until I got older that I realised how education can benefit a lot of people."

A proud young Indigenous woman born and raised on Bidjara country, Jamika dealt with bullying and racism at local schools.

"I had a lot of dreams I wanted to chase. I wanted to go to uni, to better myself so I can help my people. I realised that wasn't happening for me in Charleville. A few of my cousins went to boarding school and I decided I wanted to go. I saw the opportunities they had."

In 2015 Jamika started at Ipswich Girls' Grammar School on an AIEF Scholarship.

"Going to boarding school was life changing for me. I became lifelong friends with girls from all over, true friends, well actually, sisters. We stuck by each other, we went through a lot of similar things throughout high school and we were just there for each other. I felt like I'd never had that before."

While at boarding school, Jamika took advantage of a range of new experiences, including AIEF Tertiary Experience Day.

"We got to go to the different universities around Brisbane with fellow AIEF students. It was a real deadly time, it was a real eye opener and you got to connect with other kids. I also attended the WEX [Work Exposure in Government] Programme. It was my first time going to Canberra and I had a blast. I was asked to give the thank you speech to Nigel Scullion in front of everyone."

Completing Year 12 was a huge achievement for Jamika.

"It was a very proud moment, very overwhelming. I had been told I would amount to nothing and I wouldn't graduate. I was happy and excited because I had made it and I didn't think I would."

Jamika is currently working back home at the Charleville and Western Areas Aboriginal and Torres Strait Islanders Community Health organisation (CWAATSICH) as a Deadly Choices Program Officer.

"I'm mainly working with young Indigenous kids and helping educate them about making healthy choices, not just having a healthy diet and exercising, but also teaching them about mental health, especially in that age group, about where to go and the resources available to them to get help. It's doesn't really feel like a job when you enjoy it and you have those connections, especially when you've got a lot of the younger Indigenous kids looking up to you."

Though Jamika loves her current role, she still aspires to study law and become a leader in the community.

"As much as I love my community and being on country, there will be a time for me to go away and build my skills and knowledge. Once I've finished doing that, I'll come back again. University has always been on the books for me, it's just about finding the right time to go."

"My ultimate dream, later on in life, I want to be a leader and follow in the shoes of my grandfather. I want to build my own legacy and hopefully be a leader for our First Nation's people and be up there in Parliament House; that's my big dream."

Jamika encourages current AIEF Scholarship Students to take advantage of the opportunities afforded to them at boarding school, even when times are tough.

"I know it can get hard sometimes, and there are times of struggle where you just want to drop everything and go home, but remember; stick it out. You don't realise it now but you will have an impact. And remember you're doing this not only to benefit yourselves, but you're also doing it to make your family, your people and your mob proud."

"GOING TO BOARDING SCHOOL WAS LIFE CHANGING FOR ME. I BECAME LIFELONG FRIENDS WITH GIRLS FROM ALL OVER, TRUE FRIENDS, WELL ACTUALLY, SISTERS."

NAME: Kayleb Hawkins
AGE: 21
GRADUATED: Year 12, 2015, Knox Grammar School
EMPLOYMENT: NSW Police Recruit
FROM: Moruya, NSW

CASE STUDY

From a young age, Kayleb dreamed of joining the ranks of the NSW Police Force. After completing Year 12 on an AIEF Scholarship in 2015, he has been relentless in pursuing his goal through education, training and employment - willing to do whatever it takes to achieve his dream.

Kayleb's story began when he was 13 years old and moved from the south coast of NSW to begin boarding at Knox Grammar School.

"I loved boarding school. I was never a follower of people, but growing up in a certain socio-economic area meant that there were kids around me getting into drugs and alcohol at a young age. I always kept my distance from it, but it was around. I wanted something different."

At boarding school, Kayleb immersed himself in a range of pursuits, enjoying Ancient History and PE, and joining the rugby team.

"Being around all the boys was great. As Indigenous students we had tonnes of support, but we were never made to feel different or separate, we were always treated as equal."

Throughout school, Kayleb knew he wanted to join the police and after graduation he went on to participate in the Indigenous Police Recruitment Our Way Delivery program (IPROWD).

"I always wanted to be a police officer, all through school. AIEF put me on to IPROWD and opened a doorway for me, as an Indigenous person, into the police force."

The NSW Police have made an undertaking to recruit an extra one thousand Indigenous officers by 2020. Currently there are around 400 officers. As part of the IPROWD Program, Kayleb earned a Certificate in Workforce Essentials and knew he had made the right choice.

"The program gives you a direct entry to the police force and gives you a taste of what it's going to be like as an officer. We did a week at the police academy, ran through a live scene, ate meals there and sat in on academy sessions. We also did courses in Indigenous studies, and they would have a sergeant come in and take us out running, help us build teamwork skills and physical fitness, and take us through the policing aspect of it all."

After completing the IPROWD program, Kayleb applied for the police force and was rejected.

"I'm not going to say I wasn't actually quite dirty at the police for rejecting me! But I think it also helped me get more life experience. After you get rejected from the police you have to wait a minimum 12 months until you can apply again."

Recognising he needed to branch out and do something new, Kayleb applied to the local council for a traineeship while never letting go of his dream.

"I worked with youth and children's services in community development. I was also working at a local youth club with the police and PCYC. And then halfway through the traineeship, when the 12 months was up, I reapplied for the police."

Unfortunately, he was once again unsuccessful. Though faced with a series of challenges, Kayleb never lost his ambition and continued with unrelenting drive.

"Throughout it all I had so much support from AIEF with staff giving me different options and different avenues to attack my goals and get where I want."

Kayleb wrote a letter of appeal to the NSW Police and travelled to Sydney for an interview.

"I passed my psychometric and fitness assessments, and I must have made an impression in the interview because I didn't even have to do the final interview. There were a few hurdles along the way, but I got there!"

This year Kayleb commences formal training at the NSW Police Academy in Goulburn.

"I see being a police officer as a lifelong career. There are so many avenues as you go into the police force and so many different job roles I can go into. When I finish I would love to come back down the coast, it's a great lifestyle."

Kayleb's advice to other young Indigenous students is to just go for it! "The best thing I've ever done was stop looking left and right and just headed straight."

"If more kids can get scholarships and a good education, it lowers the negative expectations or the labels that are attached to Indigenous kids. AIEF gives Indigenous kids from troubled areas like myself a chance to break the cycle."



"IF MORE KIDS CAN GET SCHOLARSHIPS AND A GOOD EDUCATION, IT LOWERS THE NEGATIVE EXPECTATIONS OR THE LABELS THAT ARE ATTACHED TO INDIGENOUS KIDS. AIEF GIVES INDIGENOUS KIDS FROM TROUBLED AREAS LIKE MYSELF A CHANCE TO BREAK THE CYCLE."



“I DON’T THINK I’D BE WHERE I AM TODAY WITHOUT GOING TO BOARDING SCHOOL AND WITHOUT AIEF. I DON’T THINK I WOULD HAVE SET MY GOALS AS HIGH AND I DON’T THINK I COULD HAVE REACHED THEM.”

CASE STUDY

NAME: Ellen Pike
AGE: 23
GRADUATED: Year 12, 2013, St Vincent’s College, Potts Point
STUDIED: Bachelor of Nursing/Bachelor of Paramedicine at the Australian Catholic University
FROM: Dubbo, NSW

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A proud Wiradjuri woman from western NSW, Ellen always wanted to go to boarding school.

“I always dreamed of going to boarding school. My parents really recognised that all of our education could have been better than it was in Dubbo. My mum reached out and found AIEF and then she started the process of applying for me to attend boarding school. I really wanted to go, I couldn’t wait. I thought it was the best thing ever.”

Ellen began boarding at St Vincent’s College on an AIEF Scholarship in Year 9. Her older brother began boarding at Knox Grammar School that same year in Year 11.

“I matured a lot quicker, being away from my parents, and learned some really good life lessons. I made great friends and it was like I had my own little family. When my parents saw how amazing the experience was for us, my younger brothers started at boarding school in Year 7. They loved it and spent their whole high school years at boarding school.”

Ellen completed Year 12 in 2013 and set out on a path to work in healthcare, studying a combined Bachelor of Nursing/Bachelor of Paramedicine at the Australian Catholic University Canberra campus.

“I don’t think I’d be where I am today without going to boarding school and without AIEF. I don’t think I was as focused on school in Dubbo, I don’t think I would have set my goals as high, and I don’t think I could have reached them.”

“I was really sporty, I ended up being soccer captain in Year 12. I just studied hard and worked my way through everything.”

“I didn’t know what I wanted to do until the end of high school when I had to start applying for courses. I worked through all my interests – I did always like caring for my friends and my family, so I guess the passion was there, I just never put it together with nursing or paramedicine. I went to an Open Day at university and it just clicked, I thought ‘Yes, that’s the course for me.’”

In her third year of study, Ellen applied for an AIEF Tertiary Scholarship.

“I had so many more expenses that I thought. It literally came at the perfect time every month, to help with something that I needed. It mostly went toward textbooks, because they’re so expensive, or just other living expenses.”

Ellen’s advice to other young scholars is to take every chance and look for support. “I really leant on the Indigenous group at university, that support network was really good while being away and having a heavy study load. My advice is to take every opportunity and make sure you’re supported well.”

“Both my parents finished school, but no one in my family has ever gone to university. It was extremely important for my parents that we finished Year 12 to the best of our abilities. We’ve all turned out better for it.”

In 2018, Ellen became the first Indigenous student to graduate from paramedicine at the ACU campus in Canberra.

“I am the first one to graduate from university and now my younger brother is halfway through his Optometry degree, my youngest brother just started at UNSW and my oldest brother is working for the Minister for Indigenous Affairs. We’ve turned out pretty good!”

Long-term, Ellen hopes to work as a paramedic in rural Australia.

“I’ve been offered a job in London as a paramedic, but I’m still considering my options. I’m also looking at paramedic jobs here. I would like to stay in Australia and after my initial graduate year I want get out to the country.”

“It may seem like a small thing to someone else, but an education can be something massive to someone who never really got that opportunity. An AIEF Scholarship really does change someone’s future, it creates the opportunities and goals that they need to change their whole life.”





AT THE MAY 2018 SAP AUSTRALIA BRANCH MEETING IN SYDNEY, AIEF WAS HONOURED TO RECEIVE A 10,000 EURO DONATION FROM SAP, SHARING THE MONEY WITH SAP ANZ'S OTHER CSR PARTNER. THE FUNDS WERE PRIZE MONEY DONATED BY THE SAP TEAM WHO WON THE TALENT CONTENT AT A TECHNOLOGY CONFERENCE HELD EARLIER IN THE YEAR.

AIEF Alum Jola Cumming delivered the Acknowledgement of Country at the event and proudly accepted the donation on behalf of AIEF. Jola completed Year 12 on an AIEF Scholarship at St Vincent's College, Potts Point in 2013. She is currently studying a Masters of PE Teaching at The University of Sydney on an AIEF Tertiary Scholarship.

"It was the opportunity AIEF gave me which opened my avenues and eyes to what the world has to offer instead of being blindfolded by the system. I am determined to break the cycle. I have worked so hard over the years, giving it my all in my final exams at school, and from that I was given the opportunity to be the first from my family to graduate from university."

"I am excited for what's to come and look forward to now being on the other side of the table as a teacher and sharing the importance of education and how it truly can change your life."



"THE BILL AND PATRICIA RITCHIE FOUNDATION SUPPORT OF AIEF BEGAN WHEN ANDREW PENFOLD PRESENTED OUR FAMILY WITH AN AUDACIOUS AND AMBITIOUS PLAN TO DRAMATICALLY IMPACT OPPORTUNITIES FOR INDIGENOUS STUDENTS IN SECONDARY SCHOOL EDUCATION. NINE YEARS ON, THE PHENOMENAL SUCCESS OF AIEF IS BEYOND OUR EXPECTATIONS. OUR SUPPORT AND OUR BELIEF IN THE PROGRAM CONTINUES TO GROW."

AIEF is grateful to all the donors who continue to invest in our work and support programs that are changing lives, including The Bill and Patricia Ritchie Foundation.



AT THE AIEF YEAR 7-9 ACTIVITY IN BRISBANE IN NOVEMBER 2018, STUDENTS, INCLUDING THOSE FROM MARIST COLLEGE ASHGROVE (PICTURED), MET WITH STAFF FROM AFL QUEENSLAND AND PLAYED AN AFTERNOON OF FOOTBALL AT IPSWICH GRAMMAR SCHOOL. AFL QUEENSLAND STAFF, INCLUDING AIEF ALUM PETER YAGMOOR (ST PETERS LUTHERAN COLLEGE, 2010), PLAYED SEVERAL GAMES WITH THE STUDENTS AND TAUGHT THEM HOW TO PLAY THE INDIGENOUS GAME BORRIGIN.

These activities were a great opportunity for AIEF students to connect with each other, learn about the AIEF journey of support and to strengthen their sense of understanding of the wider AIEF cohort.



"MENTORING WITH AIEF IS A GREAT OPPORTUNITY TO CONTRIBUTE TO THE FUTURE OF A YOUNG AUSTRALIAN AND DEVELOP YOUR UNDERSTANDING AND APPRECIATION OF INDIGENOUS CULTURE."

Mick Nash, Kalari HSE on mentoring his student Joe Franciscus who graduated from St Joseph's Nudgee College on an AIEF Scholarship and spoke on behalf of the Class of 2018 at the Year 12 Graduation event.



AIEF-BHP TERTIARY SCHOLARS FROM ACROSS AUSTRALIA TRAVELLED TO THE BHP DAUNIA MINE IN QUEENSLAND IN JULY 2018 FOR THE AIEF-BHP CAREER PATHWAYS WORKSHOP.

Students heard from engineers, plant managers and geologists in a tour of the site, which included a visit to the coal wash plant and the large outdoor pit.

A networking lunch paired each student with someone from BHP working in their field of study, giving students an insight into what a career with BHP could look like.



AIEF SCHOLARSHIP STUDENTS JACK MUDGE (CRANBROOK SCHOOL), KODIE MASON (ST VINCENT'S COLLEGE, POTTS POINT, 2018), MATTHEW MCDONALD (KNOX GRAMMAR SCHOOL, 2018) AND ELYSSA CLARK (ST PETERS LUTHERAN COLLEGE) MET WITH PRIME MINISTER THE HON SCOTT MORRISON MP DURING THE WORK EXPOSURE IN GOVERNMENT PROGRAMME (WEX) IN SEPTEMBER 2018.

The WEX programme aims to provide Indigenous students with hands on experience and information about job opportunities and career pathways in the Australian Public Service.



STAFF AT ALL LEVELS OF ALLENS ARE PERSONALLY ENGAGED WITH AIEF'S WORK AND THE FIRM IS A STRONG SUPPORTER OF THE AIEF MENTOR PROGRAM.

AIEF Mentor Corinne Rochester from Allens was a member of the career journeys panel at the Year 12 Learn It! Live It! Work Readiness Workshop in September 2018. Corinne discussed her own path from high school to working at Allens and the importance of networking and giving back through the AIEF Mentor Program.



"NILEY AND I TALK ABOUT EVERYTHING – SUBJECTS, RUGBY, SCHOOL HOLIDAYS, EXCURSIONS. ON A VISIT TO HER SCHOOL, SHE PROUDLY SHOWED ME HER ARTWORK. I'M HELPING HER FOCUS ON GETTING INTO GOOD STUDY HABITS FOR YEAR 11."

Mentor Emma Warr from Qantas on her AIEF Scholarship Student Niley from Pymble Ladies' College. The pair engaged in a series of activities, catch ups and events throughout the year, aimed at building rapport, trust and a solid foundation for their mentoring relationship.



AIEF ALUMNI PAULA-ROSE BASSETT (ST VINCENT'S COLLEGE, 2016) AND LOCHLAN CROSSLEY (THE SCOTS COLLEGE, 2017) MET THE GOVERNOR-GENERAL AND AIEF PATRON-IN-CHIEF HIS EXCELLENCY GENERAL THE HONOURABLE SIR PETER COSGROVE AK MC (RET'D), LADY LYNNE COSGROVE AND THE IRELAND FUNDS AUSTRALIA CHAIR YVONNE LE BAS AT THE ANNUAL GARDEN PARTY IN SYDNEY, NOVEMBER 2018.

Paula-Rose was honoured to deliver the Acknowledgement of Country and Lochie played the didgeridoo for guests. The Ireland Funds has been supporting AIEF Scholarship Students since 2010.



AIEF ALUMNI LOWANNA MORAN, NATHAN BASSANI, LIBBY COOK-BLACK AND BERNARD KELLY WERE PROUD TO REPRESENT AIEF AND MEET FORMER PRIME MINISTER KEVIN RUDD AND FORMER INDIGENOUS AFFAIRS MINISTER JENNY MACKLIN IN CANBERRA AS PART OF THE 10TH ANNIVERSARY OF THE NATIONAL APOLOGY AND THE RELEASE OF THE CLOSING THE GAP REPORT IN FEBRUARY 2018.



"I'M REALLY ENJOYING HOW OUR MENTORING RELATIONSHIP IS PROGRESSING. WE'RE NEVER SHORT OF CONVERSATION. WE'RE MATCHED PERFECTLY AND I'M REALLY GRATEFUL FOR THAT."

Pauline Cusack from HSBC speaks fondly of her mentoring relationship with student Bella from Kincoppal-Rose Bay School of the Sacred Heart.



"ROB'S A TOP BLOKE. HE'S SHOWN ME DIFFERENT CAREER OPTIONS AND IS ALWAYS THERE FOR ME TO TALK TO. WE WILL DEFINITELY STAY IN CONTACT FOR THE REST OF MY LIFE."

Riley from St Gregory's College Campbelltown on his mentor Robert Iaconis from Commonwealth Bank. Mentors from CommBank have been supporting AIEF Scholarship Students since 2010.



SINCE 2009 KPMG HAS BEEN SUPPORTING AIEF TO PROVIDE SCHOLARSHIPS AND CAREER AND MENTORING SUPPORT FOR INDIGENOUS STUDENTS AT SOME OF AUSTRALIA'S LEADING SCHOOLS AND UNIVERSITIES.

"We are always really excited to see each other. Steph is very sweet. We catch up and chat about our holidays, what subjects she is interested in and how she is going in her exams." – AIEF Mentor Samantha Gordon from KPMG on how she supports her AIEF Scholarship Student Stephanie (Presbyterian Ladies' College, Sydney) to achieve goals at school.



THIS IS THE SPIRIT OF AUSTRALIA. POSTERS ON DISPLAY IN THE QANTAS LOUNGES IN SYDNEY AND CANBERRA THROUGHOUT SEPTEMBER 2018 HIGHLIGHTED THE ACHIEVEMENTS OF SIX OF OUR OVER 600 AIEF ALUMNI.

One of the alumni featured is Kygim King who completed Year 12 at Kincoppal-Rose Bay School of the Sacred Heart in 2011 on an AIEF Scholarship. Kygim went on to complete a Bachelor of Laws at The University of Technology, Sydney and is now working as a lawyer. "Being admitted as a solicitor was very overwhelming and exciting. It was a really proud moment for my family and me."

Qantas has been supporting AIEF since 2011 and together we are striving to create more opportunities for young Indigenous people to change the nation.



OVER 60 YEAR 12 STUDENTS FROM PARTNER SCHOOLS ACROSS AUSTRALIA ATTENDED THE AIEF LEARN IT! LIVE IT! WORK READINESS WORKSHOP AT THE COMMONWEALTH BANK INNOVATION LAB IN SYDNEY IN SEPTEMBER 2018.

The workshop included sessions on goal setting, budgeting and interview skills designed to help students gain the knowledge they need to make a successful transition from school to employment or further study.



"I LIKED THE MODULE ON PRESENTATION SKILLS BECAUSE IT WAS FUN TO WORK AS A TEAM AND LEARN TO BREAK THROUGH THE BARRIER OF PUBLIC SPEAKING." LIAM, YEAR 11, 2018, IPSWICH GRAMMAR SCHOOL.

The Year 11 Learn It! Live It! Work Readiness Workshop for students from schools in Queensland was hosted by Perpetual at their Brisbane office in October 2018. Students learned how to master soft skills to utilise in their future working lives and participated in sessions including self-care, identifying strengths and values and developing public speaking and presentation skills.



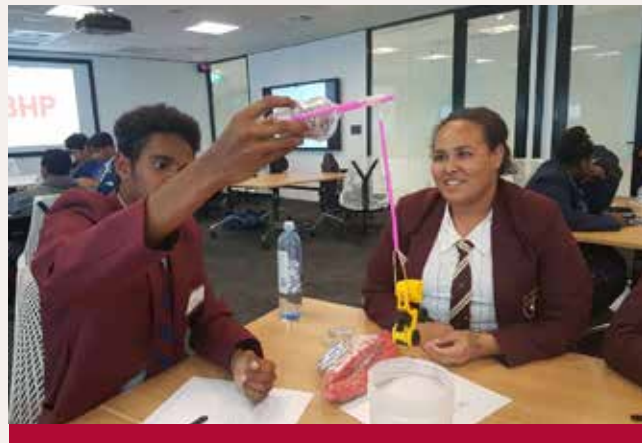
"MY MUM ALWAYS REMINDED MY BROTHERS AND ME THAT WE HAVE THE POWER EVERY DAY TO CHANGE THE PERCEPTIONS AND STEREOTYPES OF OUR PEOPLE AND, WHETHER WE LIKED IT OR NOT, PEOPLE WOULD ALWAYS BE JUDGING. AT SCHOOL I WAS ABLE TO TEACH A LOT OF MY FRIENDS ABOUT MY CULTURE AND THE STRUGGLES OF OUR PEOPLE AND GIVE AN INSIGHT INTO OUR LIVES. THIS IS SOMETHING THAT I AM VERY PASSIONATE ABOUT."

"I believe if you are a young Indigenous Australian you have a duty to help create change. We owe it to the old people who fought so hard to give us the opportunities that they never had and to help the people today who are struggling. It is also a duty of our non-Indigenous brothers and sisters to support and encourage our young Indigenous men and women to improve the lives of their people."

"Everyone can play a part in closing the gap and working towards reconciliation." – AIEF Alum Unngoorra Harbour speaks at KPMG's National Reconciliation Week event in Brisbane in May 2018.

Unngoorra completed Year 12 at St Joseph's Nudgee College in 2015 and is now studying Bachelor of Biomedical Science at Queensland University of Technology.

He spoke about his journey to boarding school, his plans to become a doctor, and the importance of education in Australia's reconciliation journey.



NEARLY 40 AIEF SCHOLARSHIP STUDENTS PARTICIPATED IN A WORKSHOP CO-HOSTED BY BHP IN BRISBANE IN JUNE 2018.

Students, including those from St Peters Lutheran College (pictured), learned about pathways to apprenticeships, traineeships and direct entry employment and participated in a simulated Assessment Centre as part of experiencing the recruitment journey. "I never realised how many roles there are at BHP and the different types of jobs you can get." – Dylan, Year 11, 2018, St Augustine's College.



AIEF ALUM MATTHEW CHARD (CRANBROOK, 2015) WAS PROUD TO DELIVER THE ACKNOWLEDGEMENT OF COUNTRY AT SAP'S ASIA PACIFIC EMPLOYEE TOWN HALL AND SPEAK ABOUT HIS SCHOLARSHIP JOURNEY AND DEVELOPING HIS PASSIONS.

"These life changing opportunities were only made possible to me through the support of AIEF and corporate partners like SAP. This support helps students like me to make an impact on our families and communities, becoming our own version of success."



"I RESPECTFULLY ACKNOWLEDGE THE WOMEN WHO HAVE PAVED THE WAY FOR ME, MY GENERATION, AND THE GENERATIONS TO COME."

AIEF Alum Shannon Hanning (Pymble Ladies' College, 2016, pictured centre) spoke of the strong Indigenous women who have inspired and shaped her educational journey at HSBC's NAIDOC Week event, commemorating the 2018 theme 'Because of her we can'.



AIEF HAS BEEN PROUDLY SUPPORTED BY TENIX SINCE 2008. WITH THEIR FUNDING, AIEF HAS BEEN ABLE TO PROVIDE SCHOLARSHIPS FOR THE NEXT GENERATION OF YOUNG INDIGENOUS LEADERS LIKE AIEF ALUMNI BERNARD KELLY (MELBOURNE GRAMMAR SCHOOL, 2013; TERTIARY GRADUATE 2018), SARAH TREACY (LORETO NORMANHURST, 2012; TERTIARY SCHOLAR), AND NEERIM CALLOPE (ST AUGUSTINE'S COLLEGE, 2010; TERTIARY SCHOLAR) WHO SPOKE AT THE 2018 AIEF YEAR 12 GRADUATION CEREMONY ABOUT THEIR EXPERIENCES BEYOND YEAR 12.

Neerim closed the official proceedings with an excerpt from 'Oh, The Places You'll Go' by Dr Seuss. "You'll be on your way up! You'll be seeing great sights! You'll join the high fliers who soar to high heights. Kid, you'll move mountains! Today is your day! Your mountain is waiting. So...get on your way!"



ALLENS SUPPORTED THE ESTABLISHMENT OF AIEF 10 YEARS AGO AND HAS REMAINED COMMITTED TO CHAMPIONING OUR GOAL OF EDUCATING THE NEXT GENERATION OF INDIGENOUS LEADERS.

AIEF students and alumni have benefited from networking events, educational workshops, employment, cadetships and other career opportunities throughout our partnership with Allens. Jodie Symes, Richard Spurio (AIEF Ambassador) and Ian McGill represented Allens at the AIEF 10th Anniversary event in September 2018.

AIEF PATHWAYS PROGRAM

The AIEF Pathways Program aims to:

- a) Prepare Scholarship Students for post-school pathways by assisting them with personal and professional skills development while they are at school.
- b) Support Scholarship Students by connecting them to professional networks and providing one-on-one support as they make the transition from school to careers.
- c) Monitor and track students' career progression after they complete Year 12 or university, providing ongoing support as needed.

AIEF PATHWAYS PROGRAM

The face of AIEF is changing. With a focus on integrated programs providing effective career support for students as they transition from secondary school to further studies or employment, the AIEF Pathways Program has developed a strong peer network of AIEF Alumni who are now giving back to the next generation.

By laying the foundation for young Indigenous people to take their place as leaders, we are helping to build a brighter future for our nation. In 2018, AIEF supported 964 students and alumni, including 77 new Year 12 graduates and 20 university graduates.

As part of the AIEF Pathways Program, regular career sessions, events and work readiness workshops were facilitated for 143 students in Year 11 and 12 throughout 2018. These sessions focus on advancing students' practical abilities, as well as soft skill development for the modern workplace.

Playing a vital role within the AIEF Pathways Program, the AIEF Mentor Program pairs volunteer mentors from Corporate Partners with students from Year 10 onwards. In 2018, the AIEF Mentor Program had 207 mentor-student pairs taking part, including 44 new pairs who commenced during the year, with volunteers drawn from major Corporate Partners including BHP, Commonwealth Bank, Qantas, HSBC, Perpetual, SAP, Swire, AFL, KPMG and Allens.

AIEF also held a national Year 12 Graduation Ceremony in Sydney in 2018. The event was a great opportunity to celebrate the achievements of the graduating class, and take the first steps in supporting students on their journeys from school to further studies and careers.

AIEF Tertiary Scholar Neerim Callope (St Augustine's, 2010) emceed the Graduation Ceremony, which presented a great occasion to showcase the leadership of our alumni and the transformative impact of completing Year 12. Neerim was joined by fellow AIEF Tertiary Scholars Bernard Kelly (Melbourne Grammar School, 2013) and Sarah Treacy (Loreto Normanhurst, 2012) who shared their wisdom about experiences beyond Year 12, including varying pathways to university and careers, and the importance of resilience.

The AIEF Pathways Program aims to support a lifetime of professional success, encouraging students to develop a range of skills which enable them to connect with leadership roles and career opportunities. In 2018 AIEF continued to offer cadetships and internships for alumni and tertiary scholarship students. AIEF Tertiary Internship Scholar Lachlan Harlow completed his second HSBC Work Placement in Melbourne, and fellow scholar Jerone Wills completed his fourth HSBC placement in Sydney. AIEF-BHP Tertiary Scholarship Students participated in a Career Pathways Workshop at the Daunia mine site, and several students engaged in internships at BHP operations across Australia.

AIEF was proud to see a marked increase in alumni engagement in 2018 with 43 alumni and tertiary scholars contributing to the program as volunteers, representing AIEF at major events, and working with AIEF staff to present and facilitate events for students. These engagements present further opportunities for alumni to develop their skills and support younger students to define and focus their aspirations.

AIEF remains committed to the development of the alumni community and hosting the largest ever Yarn'n Circle in 2018 presented a valuable opportunity for alumni to provide feedback and insights which help shape the continual development of the Pathways Program. The Alumni Connect events AIEF hosted throughout the year helped facilitate collaboration and connections among our alumni, continuing to build a strong and supportive peer network.

“AIEF PROVIDED ME WITH IMMENSE SUPPORT THROUGHOUT MY HIGH SCHOOL EXPERIENCE AND ONGOING SUPPORT WITH MY CURRENT TERTIARY STUDIES. I HOPE AIEF CAN KEEP PROVIDING GREAT SUPPORT TO THE FUTURE GENERATIONS TO COME AND CHANGE THE LIVES OF YOUNG STUDENTS THE WAY THEY CHANGED MINE, OFFERING GREAT LEARNING EXPERIENCES AND CAREER OPPORTUNITIES THAT WOULDN'T NORMALLY BE AVAILABLE TO YOUNG INDIGENOUS STUDENTS.”

AIEF ALUM TAHLIA PRIOR

The diversity of our alumni, the range of their careers and their successes to date stand testament to their hard work and determination. In 2018, 94% of AIEF Alumni were engaged in productive pursuits, forging careers in a vast range of fields from construction to engineering, education to hospitality, business to health services, and farming to sport and recreation.

Members of the AIEF team based in Brisbane are hosted in offices provided by SAP, while in Perth our team is hosted by Allens. This support allows AIEF staff to continue to deliver a high level of support to students and alumni across Australia, particularly by being able to reach those in communities outside of major cities.

As AIEF enters its second decade, we look forward to witnessing the achievements of future generations of Indigenous young people who have been able to complete their education and fulfil their dreams.





OVER 600 AIEF ALUMNI AS OF 2018

TOP 8

INDUSTRIES FOR WORK & STUDY:

CONSTRUCTION / ENGINEERING / EDUCATION / HOSPITALITY AND TOURISM / ACCOUNTING, BUSINESS AND FINANCIAL SERVICES / HEALTH AND HEALTH SCIENCE / FARMING AND LAND MANAGEMENT / SPORTS AND RECREATION

94%

OF AIEF ALUMNI PRODUCTIVELY ENGAGED

**25% UNIVERSITY
69% EMPLOYMENT**

THE AIEF PATHWAYS PROGRAM SUPPORTED

964



STUDENTS & ALUMNI IN 2018 INCLUDING:

97

GRADUATES

207

STUDENTS MATCHED WITH AIEF MENTORS





Khalu is pictured far right with AIEF Executive Director Andrew Penfold, fellow 2018 AIEF Scholarship Graduates John, Traeden and Thomas, and Ipswich Grammar School Indigenous Support Officer Jackson Weir-White.



CASE STUDIES

Ivana is pictured at right with fellow 2018 AIEF Scholarship Graduate Ella.

NAME: Khalu
AGE: 19
GRADUATED: Year 12, 2018, Ipswich Grammar School
EMPLOYMENT: Technician Officer Traineeship at the CSIRO
FROM: Palm Island, QLD

Khalu's boarding school journey started when he was 13 years old. A proud Bwngcolman from Palm Island, he began boarding at Ipswich Grammar School in Year 7 in 2013.

"I went to boarding school because my nan thought it would be a better opportunity for me. It was really good. I made lots of new friends and met a lot of new people that I really liked."

Khalu thrived and threw himself into sport.

"I did a lot of sports, activities and things to keep you busy. From Year 7 I started off playing cricket, then the next year I followed up with volleyball, rugby then soccer. I played all of them for the past six years at school."

"I WAS PROUD TO SEE MYSELF GRADUATE, I DIDN'T EXPECT THAT TO HAPPEN. MY NAN WAS VERY PROUD TOO. SHE SAW ME GO THROUGH SOME TOUGH TIMES SO SHE WAS VERY GRATEFUL THAT I FINISHED, AND SHE WAS PROUD OF ME AND HOW FAR I'VE COME FROM YEAR 7 TO YEAR 12."

Through his studies, Khalu also found a passion for agriculture. Learning about his values and interests, and setting goals in his career sessions with his AIEF Pathways Advisor, he decided to pursue something in that field as a post-school pathway.

"In my career sessions we talked about my interests, what I would like to do in future, where I think I would like to be in two, five, 10 years down the road. I had been doing

quite a lot of agriculture and I liked the experience, and saw how it could be a career, so I decided to go with that."

Neither of Khalu's parents finished school, so completing Year 12 in 2018 was a huge milestone.

"It was very exciting for me. I was proud to see myself graduate, I didn't expect that to happen. My nan was very proud too. She saw me go through some tough times so she was very grateful that I finished, and she was proud of me and how far I've come from Year 7 to Year 12. It was a good opportunity she gave me."

Khalu applied for a traineeship with the Commonwealth Scientific and Industrial Research Organisation (CSIRO) in Townsville and, to his surprise, he was offered the role.

"It was my first interview ever, and then I got in! I was just trying to remember to be calm during the whole thing, talk normally. I'm usually a shy person but I had to open up, it really got me out of my shell. They were impressed with how I presented myself."

Along with career sessions, Khalu found attending the AIEF Learn It! Live It! Work Readiness Workshops in Year 11 and 12 to be especially worthwhile in helping him develop personal skills and learn techniques for entering the workforce.

"In Year 11 we went to Brisbane and Cathy Freeman was there to give a speech. She talked about how she got to where she was, doing athletics and the Olympics and all that. I really liked it. I enjoyed her talking and telling us about her story. I could see how some of her lessons could work for me. I followed some of her advice and it really helped me."

Khalu is now completing a Certificate III in Laboratory Skills as part of a two-year traineeship to become a qualified Technician Officer.

"I'll be working in the lab, working in the field, working with cattle, sampling soil, grass and seaweed. It's a really fun job. There's a lot of great people here and it's a very good place to work. If they offered me a permanent job at the end of my traineeship, I would definitely take it."

Khalu encourages young Indigenous students to embrace all the experiences offered by an AIEF Scholarship.

"AIEF can really help people from remote areas to get better opportunities. It's a chance to go to a good school, which can help you get a good job; to help you experience new things and to get a quality education."

NAME: Ivana
AGE: 17
GRADUATED: Year 12, 2018, Seymour College
STUDYING: Bachelor of Early Childhood Education at Charles Darwin University
FROM: Darwin, NT

As the youngest of five siblings, Ivana learned about the advantages of boarding school from two of her older brothers who completed Year 12 on AIEF Scholarships.

"My brothers said that boarding school was so much fun, and the help and support they received was so much better than at school back home and they got to focus more. I thought, 'I need to start focusing on school. I need to separate myself from what I know, study hard, and then hopefully I can get good grades.'"

Ivana was 15 when she started boarding at Seymour College in Adelaide.

"It was a big change. I'd never done something as big as moving away from home. I didn't know anyone that lived in Adelaide, I had no family there, so I had to really adapt to a new place and get to know everyone there."

Moving into Year 12 with all the pressure and stress that can bring, Ivana involved herself in a wide range of activities and played the majority of sports on offer at the College.

"I never focused much at school in Darwin. I would go to school but I never really tried hard or put any effort in. I really switched on at boarding school. At Seymour, everyone around you is so positive and they push you to be your best."

Ivana says the additional support she received from AIEF through the Transition Support Program helped her decide to take her next big step from boarding school to university.

"The Indigenous students were a small population of the school, but the support we got from all the teachers was so big. They were so accepting. We had assemblies dedicated to Reconciliation Week and we definitely had the support we needed to get us through."

"The visits from our Pathways Advisor made it that much easier. She helped us with organisation, due dates, talking about how we were handling school, and helping us look at the future - university or jobs after Year 12 - all that stuff you don't want to think about. It was about helping us so we could focus and be prepared and ready."

"I was tossing up between studying a Law degree and an Education degree. My Advisor helped me work out the negatives and positives of each degree and each university."

"GOING TO BOARDING SCHOOL ON AN AIEF SCHOLARSHIP WAS SUCH A GREAT OPPORTUNITY AND I'M SO GLAD THAT I TOOK IT – GRABBED IT WITH BOTH HANDS – AND REALLY GAVE EVERYTHING MY ALL."

"Now I'm studying a Bachelor of Early Childhood Education. I want to complete my degree and I want to go and work out in Indigenous communities and give back to our people. Being an Indigenous woman myself, I want to make sure it's not just Indigenous people in the cities who have quality education, I would like to help the people in remote areas too."

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

"You've got to give everything a go. There's so much support and so many people to help you. Going to boarding school on an AIEF Scholarship was such a great opportunity and I'm so glad that I took it. My life would have been so different if I didn't take that opportunity - grabbed it with both hands - and really gave everything my all. The outcome was just amazing, I couldn't ask for anything more!"

"There are so many Indigenous people who don't get the opportunity to attend a good school and get a good education. With scholarships like AIEF, we're really giving Indigenous people a chance to succeed and become the best version of themselves."

CASE STUDIES



Leila Maulen/
Dru Maasepp Photography

NAME: Cordell
AGE: 17
STUDYING: Year 11, 2018, Wesley College, South Perth
FROM: Fitzroy Crossing, WA

When Cordell was 13, he travelled from his home in the tiny, remote town of Fitzroy Crossing, 400 kilometres east of Broome, to attend Wesley College, South Perth on an AIEF Scholarship.

“Part of the reason I decided to go to boarding school was to further my knowledge and education because I didn’t really know much about school and learning before I came to Perth.”

Little did Cordell know that his future mentor Richard Yeo, a Regional Manager for Qantas Ground Services, was also looking to broaden his horizons.

Richard learnt about the AIEF Mentor Program through the Indigenous recruitment team at Qantas.

“I try to do as much as I can at Qantas and work within the on-boarding and recruitment with Indigenous communities. I wanted to expand my understanding of Indigenous families and their culture and try to assist them to remain in work.”

During their first meeting, the inquisitive pair soon discovered they had even more in common.

“I was a bit nervous at the start,” Cordell admits. “I didn’t really know what I was going to say, but I was interested in becoming a flight attendant and since Richard works at Qantas, I found myself very comfortable.”

Richard believes that in order for a connection to grow, both the mentor and the student need to invest in the relationship.

“I think it’s about spending time with each other, talking and figuring out what you’re both interested in. Over time, and with the events that AIEF puts on, Cordell and I are in a good spot and we get along really well.”

The pair continue to bond over their mutual interest in travelling and aviation. With both of their busy schedules, Cordell is grateful for the opportunities they get to catch up.

“Whenever I fly home on my holidays, I’ll go and visit Richard at the airport or Richard will come out to the terminal and see me. Whenever we meet up, it’s always fun and we share lots of laughs together.”

We’re closer than most mentor pairs. My mentor is probably the closest person I have to talk to since we met.”

Richard is proud to mentor Cordell and counts him as a mate.

“Cordell has a really genuine connection with people. No matter what he’s doing he’s giving it 100% so whenever you speak to him he’s always engaged and caring. He’s just a really good person.”

As Cordell prepares to finish Year 12, he values the role that Richard is playing in supporting his different career options.

“WHENEVER WE MEET UP, IT’S ALWAYS FUN AND WE SHARE LOTS OF LAUGHS TOGETHER. MY MENTOR IS PROBABLY THE CLOSEST PERSON I HAVE TO TALK TO.”

“I’ve had a lot of thoughts about what I want to do when I finish Year 12. One of them has been to become a flight attendant at Qantas because they have a good Indigenous program and you can receive traineeships. Richard always keeps me updated on how I can apply for these opportunities.”

Richard understands the importance of encouraging Cordell during this transition. “Nowadays there’s a lot of pressure on students to make big life choices at quite a young age. I play the part of a sounding board with Cordell and let him know that it’s actually ok to not know what you want to do.”

Looking to the future, Cordell wants to show Richard what life is like back in Fitzroy. “We speak about that a lot, just going out onto the river on fishing trips and seeing the gorges and national parks.”

Richard is confident that he and Cordell will remain good friends and is appreciative of the opportunities afforded by the AIEF Mentor Program.

“Cordell spends a lot of time on the river back home. I also love the bush and the outdoors and it will be great to go to Fitzroy and for Cordell’s family to show me the area.”

“I think the mentor program is probably just as beneficial for the students as it is for the mentors; to be able to give back a bit of their time and experience. It’s been such a good experience and I’m looking forward to further developing the relationship.”

NAME: Vivica
AGE: 15
STUDYING: Year 10, 2018, Loreto Normanhurst
FROM: Bourke, NSW

A proud Barkindji woman from the north-western NSW town of Bourke, Vivica followed a family legacy to attend Loreto Normanhurst on an AIEF Scholarship when she was 12 years old. Vivica’s father had attended Loreto’s brother school when he was younger and he was eager to send Vivica and her older sister to Sydney for their high school education.

Now in Year 11, Vivica is grateful for the strong friendships she has made at boarding school and the support networks that have strengthened over time.

“I have a lot of other Indigenous girls at school with me, and they help me to connect with home and my family, because we have a lot in common. I’ve met so many girls from different places in Australia and international boarders too. We have opportunities like excursions, camps and tutors, which you wouldn’t really get at home.”

“GET TO KNOW YOUR MENTOR AND REALLY MAKE THE MOST OF THE OPPORTUNITIES AND THE ACTIVITIES, AND JUST HAVE FUN.”

Throughout her schooling journey, Vivica has also formed a strong connection with her AIEF Mentor Linnae Clarke. When Vivica first met Linnae, she was working in Sydney at SAP Australia.

Linnae heard about the AIEF Mentor Program at work and was determined to fit the program into her busy lifestyle.

“SAP has been working with AIEF for a number of years but it was the first year since we’d been partnering with AIEF that I really had the space and time.”

Before their first meeting, Linnae hoped to find something that would break the ice. “I went back through my physical CD collection to when I was 15 and found what was transformational for me and that was 90s pop band TLC.”

Vivica remembers feeling nervous before meeting Linnae, but quickly found herself feeling comfortable and sharing

a few laughs with her new mentor. “I feel like we just clicked instantly. I thought Linnae was funny because she brought in a CD.”

Within a year, the shared sense of humour and bond between the pair has continued to grow. Vivica feels like her mentor is someone that she can always go to.

“Linnae is just there to listen to all my worries, all my dramas. She pushes me to do more and is always caring. She’s like a second mother to me.”

Linnae respects Vivica’s “openness and willingness to explore and see the world” and was proud to introduce Vivica to her family.

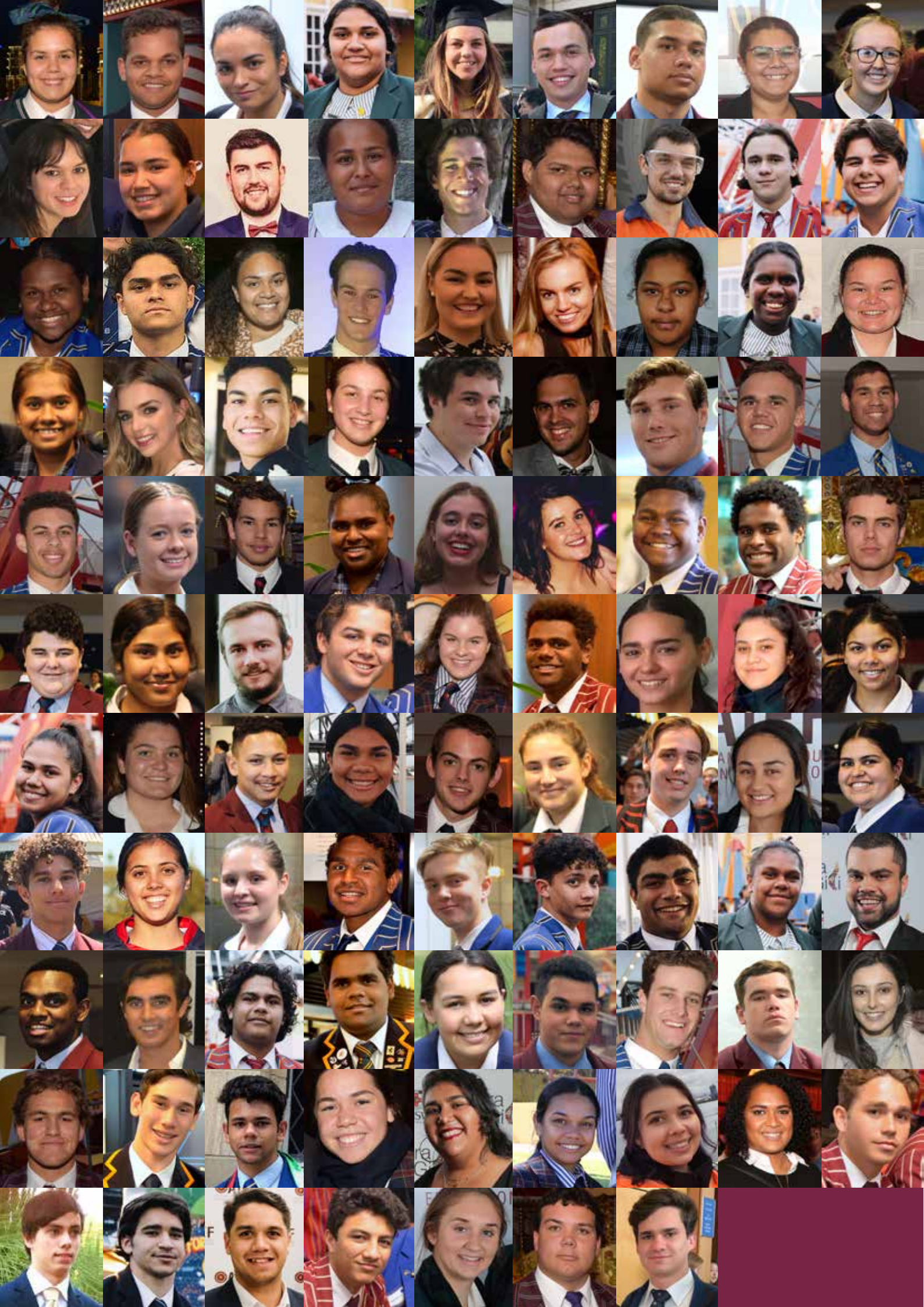
Linnae is committed to supporting Vivica through her final years at school and believes that persistence is the key to being a good mentor. “If Vivica raises an issue it’s making sure she follows through. She makes the decisions herself but it’s just encouraging her to keep doing it.”

When asked to give advice to someone thinking of joining the AIEF Mentor Program, Vivica says it’s important to come with an open mind. “Get to know your mentor and really make the most of the opportunities and the activities and just have fun.”

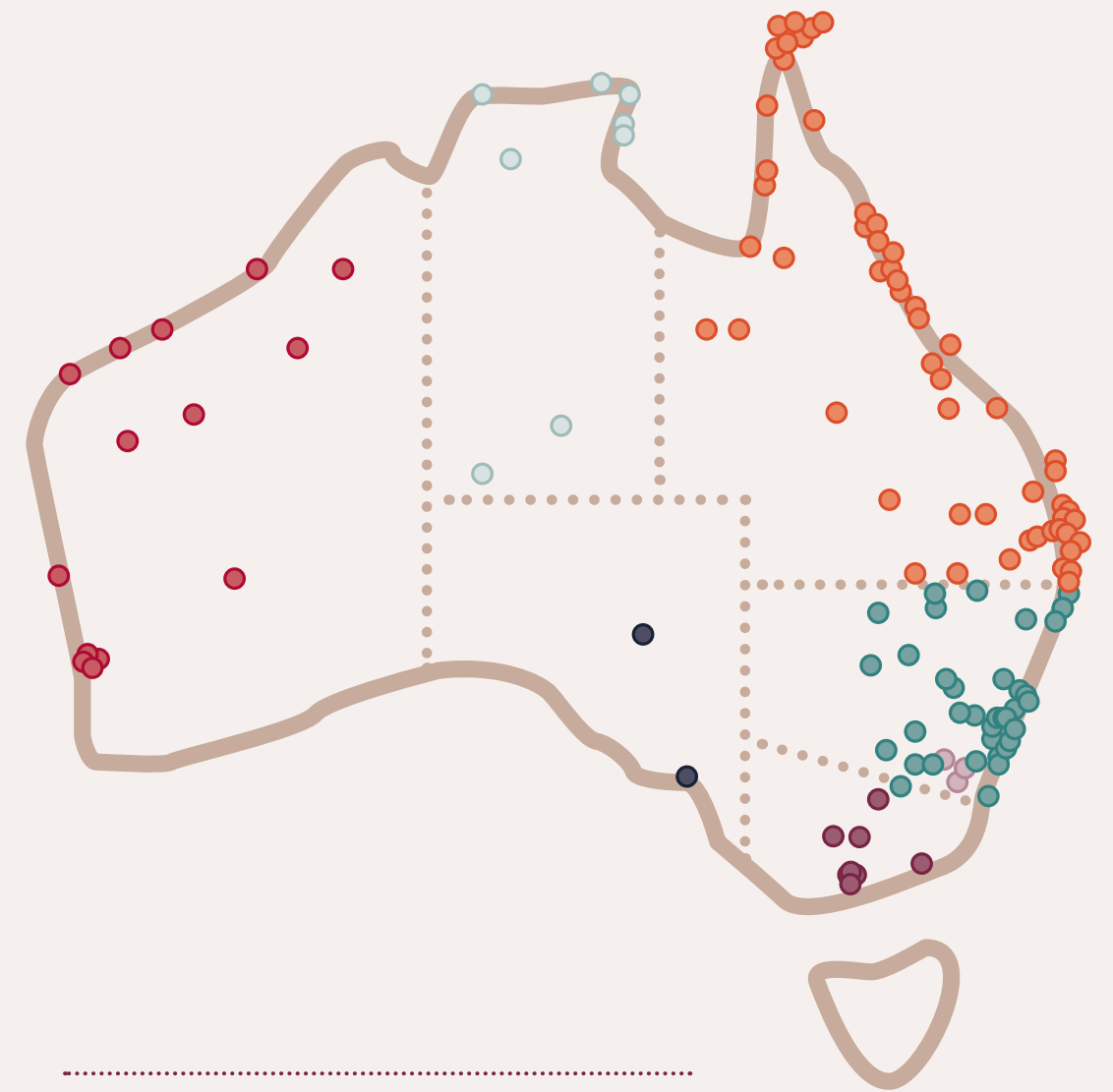
Linnae has encouraged her colleagues to get involved and advises future mentors to spend time understanding where their students come from. “Go to where they are and remember what it was like to be a teenager.”

After completing Year 12, Vivica hopes to return to her home community of Bourke and do some work with her local primary school before commencing university. She is excited to take Linnae back home to meet her family. “If she can handle the 40 degree heat! I think Linnae would like it, to experience the real outback. I’ll take her camping and fishing.”

Linnae believes the highlight of their relationship has been thinking of new things to do together and planning for the future so that they can keep growing. “I’d love to go to Bourke. I’d like to meet her family, see where Vivica is from and get a better understanding of her own community.”



OUR 97 GRADUATES IN 2018 JOIN A NETWORK OF ALUMNI LIVING, WORKING AND STUDYING ACROSS AUSTRALIA.



.....
Including 22% in their home community.



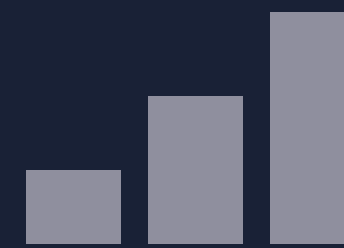
2018 FINANCIAL SUMMARY

The Financial Report for the year ending 31 March 2019 highlights AIEF's financial performance in three key areas: funding, investments and operating costs.



FUNDING

In the year ending 31 March 2019 AIEF increased its funding by \$9.3 million in reportable income and pledges, bringing its cumulative total to \$172.9 million since inception, which includes \$83 million invested by the Australian Government since 2009.



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 \$2,665,120 representing a return of 3.3% for the year.



COSTS

AIEF maintains a low cost base for those contributing scholarship funding, with AIEF having spent an amount equivalent to 1.7% of its cumulative scholarship funding on cumulative operating costs since inception after other income generated by AIEF for costs is taken into account.

Key Highlights to Date		\$
Funding target for Scholarship Program		166,000,000
Total scholarship funding to date		163,804,505
Balance		-2,195,495
Funds Raised to Date		\$
Government scholarship funds received		83,000,000
Investment income in government scholarship fund		5,096,800
Non-government funding in scholarship fund		55,818,128
Investment income in non-government scholarship fund		9,841,904
Pledged contributions		10,047,673
Total scholarship funds to date		163,804,505
Investment income in operating account		2,784,152
Fee for service income		6,314,494
Total funds raised to date		172,903,151

FUNDING

Under the contract AIEF entered into with the Australian Government in 2009, the Australian Government committed to invest \$20 million over three years. This has progressively increased to \$83 million as at 31 March 2019. AIEF has committed to use its best endeavours to match this \$83 million over 20 years. As at 31 March 2019, total cumulative scholarship funding has reached \$163,804,505 in cash and pledges, which together with fees and other income of \$9,098,646, makes a cumulative total income of \$172,903,151 since inception.

Much of the funds raised since inception have been spent over the past years and the remaining funds are shown in the accounts below. The remaining funds are allocated to support current students to be able to complete their education. For new scholarship students coming into the program, AIEF needs additional funds to be able to offer more opportunities to Indigenous families seeking financial assistance to support their children.

AIEF is grateful to its committed partners for supporting its important work. AIEF is backed by around 3,000 financial supporters as well as hundreds of program partners and volunteers and dozens of pro-bono and in-kind supporters.

INVESTMENTS

AIEF has delivered a satisfactory performance by proceeding with caution and diligence in a defensive portfolio predominantly in cash, to deliver investment income of \$2,665,120 in 2018, representing a return of around 3.3%. Cumulative investment income since inception amounts to \$17,722,856.

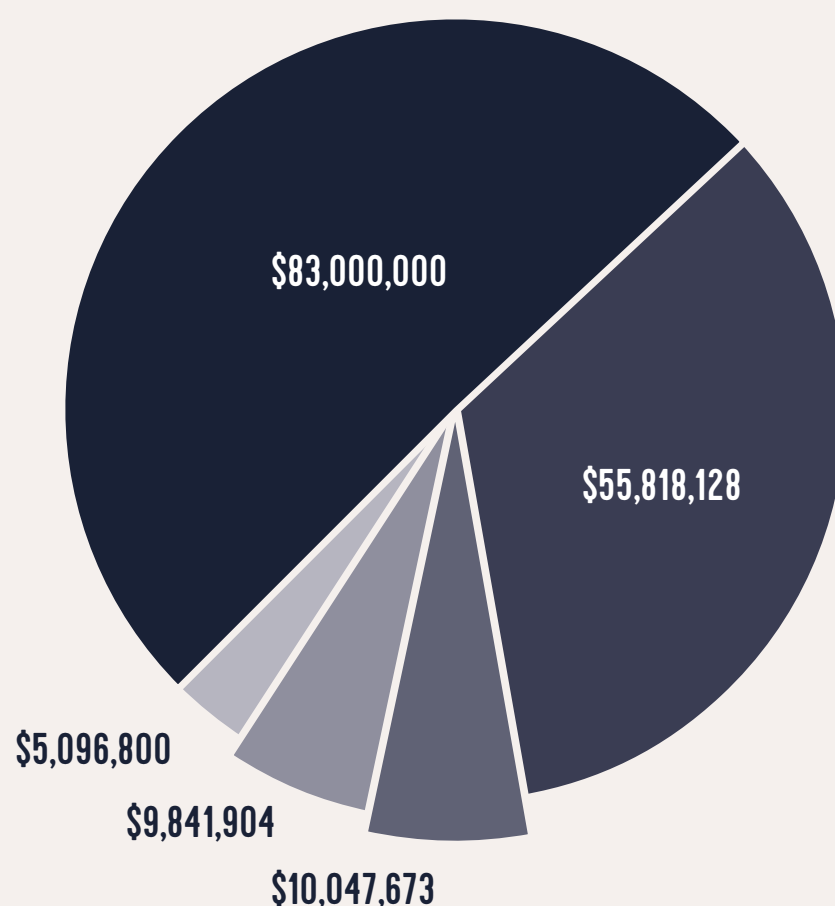
AIEF believes that its investment function is to protect and preserve the money contributed to its programs and to be prudent, conservative and diligent with investments so that it can apply the funds for the purpose they were contributed, and AIEF has never made a loss on investments in any year, even through the GFC.

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 active investment management 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 from \$433,000 to \$711,000 in 2018.

AIEF has a professional and experienced Investment Committee chaired by AIEF Director Rob Coombe, Executive Chairman of the ASX listed Generation Development Group and also including AIEF Director Greg Cooper, recently retired CEO of Schroder Investment Management Australia Ltd; asset allocation expert John Schaffer, Principal of Catallyst Advisors; and AIEF 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.

AIEF'S \$164 MILLION SCHOLARSHIP FUNDING

- GOVERNMENT SCHOLARSHIP FUNDS RECEIVED – \$83,000,000
- NON-GOVERNMENT CONTRIBUTIONS TO SCHOLARSHIP FUND RECEIVED – \$55,818,128
- PLEDGED CONTRIBUTIONS – \$10,047,673
- INVESTMENT INCOME IN NON-GOVERNMENT SCHOLARSHIP FUND – \$9,841,904
- INVESTMENT INCOME IN GOVERNMENT SCHOLARSHIP FUND – \$5,096,800



OPERATING COSTS

AIEF maintains a low cost base for those contributing scholarship funding, with AIEF having spent an amount equivalent to 1.7% of its cumulative scholarship funding on cumulative operating costs since inception after other income generated by AIEF for costs is taken into account, as shown in the table below.

Throughout the year various scholarship payments are met from AIEF's operating account and these are reconciled and credited back to the corporate account from the scholarship fund at the end of the year. Total equivalent expenditure to date from scholarship funding (2007-2018) represents AIEF's cumulative operating costs from 2007 until 31 March 2019, once total income generated for operating costs from all sources other than scholarship funding is taken into account.

Operating Cost Ratio

	2018 \$
Cumulative payments out of corporate account	25,592,600
Less: cumulative scholarships payments credited back	9,247,321
Cumulative Operating Costs	16,345,279
Less: Cumulative fee for service income, capacity donations and corporate account investment income	13,486,289
Cumulative Net Operating Costs	2,858,990
Cumulative total scholarship funding	163,804,505
Cumulative Net Operating Costs as a Percentage of Cumulative Scholarship Funding	1.7%

ACCOUNTS

Under the legal 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 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 AIEF's operating income and operating costs are captured.

AIEF's business model creates a scholarship fund which is invested and distributed for Indigenous scholarships over a number of years. When donations are 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 2019

Income	2018 \$
Government Funding for Scholarships	-
Non-Government Funding for Scholarships	4,353,028
Non-Government Capacity Donations	174,248
Net Investment Earnings	1,291,921
Mark to market	1,057,967
Total Income	6,877,163
Expenditure	
Donations for Costs to AIEF	174,248
Transfer to Operating Costs Reserve	962,208
Total Expenditure	1,136,456
Operating Surplus	5,740,707
Distributions	
School scholarship distributions	9,575,136
Tertiary scholarship distributions	1,225,324
Total Scholarship Distributions	10,800,460
Surplus/(Deficit)	-5,059,753

AIEF's operating income is supplemented by income generated from other activities undertaken by AIEF to help AIEF operate on a sustainable basis. This other income is shown in the AIEF Corporate Account as 'fee for service income'. In addition to the net assets shown below, AIEF has over \$10 million in pledges already committed to AIEF as at 31 March 2019, but not shown in AIEF's official accounts until the time of receipt.

In 2018 AIEF distributed a total of \$10.8 million in scholarship distributions with an average secondary scholarship amount of approximately \$26,000 per student. AIEF scholarships include the shortfall in boarding fees, tuition fees and incidentals that are not paid by parents or other sources. Aside from AIEF's role paying the shortfalls, AIEF scholarships also provide students with participation in the AIEF Pathways Program, providing career support to help graduates make a successful transition to their chosen careers. As part of the offering for students, the costs of the AIEF Pathways Program, travel and accommodation for participation in events and activities, and associated costs are also covered.

AIEF Scholarship Program Balance Sheet as at 31 March 2019

	2018 \$
Scholarship Funds	
Retained Earnings as at 31 March 2018	60,473,132
Asset Revaluation Reserve	515,000
Accumulated Surplus	-5,059,753
Total Equity	55,928,380
Represented by	
Bank and Term Deposits	38,006,485
Equities Donation in-kind	711,000
Trade Debtors	-
Franking Credit Receivable	15,857
Interest Receivable	255,665
Scholarship Fund Balanced Investments	18,599,364
Donations Receivable	49,500
Total Assets	57,637,872
Current Liabilities	1,709,492
Total Liabilities	1,709,492
Net Assets	55,928,380

AIEF Corporate Account Balance Sheet as at 31 March 2019

	2018 \$
Operational Funds	
Retained Earnings as at 31 March 2018	22,151,438
Accumulated Surplus	-122,023
Total Equity	22,029,416
Represented by	
Bank and Term Deposits	21,610,113
Trade Debtors	178,870
Interest Receivable	268,606
Petty Cash	500
Other Assets	50,475
Plant and Equipment less Accumulated Depreciation	456,046
Total Assets	22,564,610
Current Liabilities	
Trade creditors	46,119
GST Liabilities	-
FBT, PAYG and SGC payable	110,861
Other Employer Costs payable	378,215
Total Liabilities	535,195
Net Assets	22,029,416

AIEF CORPORATE ACCOUNT

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

AIEF Corporate Account Statement of Income and Expenditure For The Year Ending 31 March 2019

	2018 \$
Income	
Capacity Donations	174,248
Costs Contribution from Funds for Operating Reserve	962,208
Fee for Service Income	730,782
Scholarship Payments credited back	2,136,386
Investment Earnings in Operating Account	315,232
Total Income	4,318,857
Expenditure	
Program and Donation costs	251,048
Employee Expenses	3,292,241
Premises	212,137
IT and Communications	179,331
Depreciation	126,222
Travel	278,915
Governance, Risk and Compliance	34,396
Printing, Postage and Stationery	38,445
Other	28,144
Total expenditure	4,440,879
Surplus	-122,023

FINANCIAL AND DATA AUDITS

The full financial report for AIEF for the year from 1 April 2018 to 31 March 2019 is 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 independently audited by BDO East Coast Partnership in accordance with Australian Auditing Standards.

As well as AIEF's regular financial audit, in 2018 AIEF engaged its independent auditor BDO East Coast Partnership to audit AIEF's full 10-year school scholarship data from 2008-2017. BDO issued a Report on Factual Findings undertaken in accordance with the Standard on Related Services ASRS 4400 Agreed Upon Procedures Engagements to Report Factual Findings which found no errors or omissions in that 10-year historical data. A Report on Factual Findings has also been incorporated as part of AIEF's standard annual reporting and audit cycle each year starting with the 2018 data, so that AIEF has its current year data audited as well as its full cumulative history since its first scholarship was awarded in 2008. The auditor's Report on Factual Findings for 2018 covered 100% of the school scholarships awarded by AIEF in 2018 in the data audit and found no errors or omissions in that 2018 data.

Further information about AIEF's programs, data, definitions and reporting is available on the AIEF website.

GOVERNANCE AND PEOPLE

PATRONS



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



PROFESSOR THE HONOURABLE DAME MARIE BASHIR AD CVO



DAVID GONSKI AC

BOARD



CARLIE BENDER
CARLIE IS A SOLICITOR OF THE SUPREME COURT OF NSW CURRENTLY WORKING AS A LAWYER AT SBS. A PAST RECIPIENT OF AN AIEF SCHOLARSHIP. CARLIE IS A PROUD GUMBAYNGGIRI WOMAN FROM BOWRAVILLE ON THE NORTH COAST OF NSW.



ROB COOMBE
ROB HAS OVER 35 YEARS OF CORPORATE EXPERIENCE IN BOTH AUSTRALIA AND ASIA AND IS CURRENTLY THE EXECUTIVE CHAIRMAN OF THE ASX LISTED GENERATION DEVELOPMENT GROUP, A FINANCIAL SERVICES BUSINESS FOCUSED ON GENERATIONAL FINANCIAL SOLUTIONS.



GREG COOPER
GREG IS A DIRECTOR OF NSW TREASURY CORPORATION AND A NUMBER OF SMALL TECHNOLOGY AND INVESTMENT RELATED FIRMS. UNTIL DECEMBER 2018 HE WAS CEO OF SCHRODER INVESTMENT MANAGEMENT AUSTRALIA LIMITED, A POSITION HE HELD SINCE SEPTEMBER 2006.



HELEN MCCABE
HELEN IS DIGITAL CONTENT DIRECTOR AT NINE ENTERTAINMENT CO. SHE WAS EDITOR-IN-CHIEF OF THE AUSTRALIAN WOMEN'S WEEKLY FROM 2009 UNTIL THE END OF 2016, FOLLOWING 12 YEARS IN NEWSPAPERS, INCLUDING WORKING AS THE DEPUTY EDITOR OF THE SUNDAY TELEGRAPH.



MICHELLE PENFOLD
MICHELLE IS A CO-FOUNDER AND EXECUTIVE DIRECTOR OF AIEF AND FORMER CEO OF THE AUSTRALIAN CHAMBER OF COMMERCE IN HONG KONG (AUSTCHAM), THE LARGEST AUSTRALIAN BUSINESS ORGANISATION OUTSIDE OF AUSTRALIA, REPRESENTING OVER 1,000 AUSTRALIAN BUSINESSES ACROSS GREATER CHINA.



ANDREW PENFOLD AM – EXECUTIVE DIRECTOR
ANDREW IS THE EXECUTIVE DIRECTOR OF AIEF AND A MEMBER OF THE ADVISORY COUNCIL AT THE CENTRE FOR SOCIAL IMPACT. ANDREW SITS ON THE NATIONAL APOLOGY FOUNDATION FOR INDIGENOUS AUSTRALIANS (NAFIA) BOARD AND WAS AN INAUGURAL MEMBER OF THE PRIME MINISTER'S INDIGENOUS ADVISORY COUNCIL.

TEAM



EUNICE ALCALA CRAIG ALT ERIN BOYD ZOË CARNEY-CHAPUS ANNINA CHRYSAL RENÉE COFFEY MARGARET GILROY CHARLOTTE GJEDSTED ELIZABETH HAYES



JOSEPH KADEL CORINNA LAM MATIKA LITTLE REBECCA NGO NATALIE NICOLSON GILLIAN ODBERT NATALIE ORTON ANDREW PENFOLD AM MICHELLE PENFOLD



JEMMASON POWER ERIN QUINN QUIRKE TRISTA SA'U JANE SIMMONS AARON SMITH COBY SMITH-CARR KIRA SPUCYS-TAHAR MIA STRASEK-BARKER SARAH SUKROO



TORI WARKILL JASON WHITFIELD ZAK WILD TERENCE YOUNG

AMBASSADORS



JANET ALBRECHTSEN COLUMNIST AT THE AUSTRALIAN
MARK ARBIB DIRECTOR OF STRATEGY & BUSINESS DEVELOPMENT AT CONSOLIDATED PRESS HOLDINGS
ANDREW BARKLA CEO AND MANAGING DIRECTOR OF IDP EDUCATION
STEPHANIE BRANTZ SPORTS PRESENTER
JENNIFER BYRNE TELEVISION PRESENTER
JOSEPHINE CASHMAN EXECUTIVE CHAIR OF THE BIG RIVER IMPACT FOUNDATION & MANAGING DIRECTOR OF BIG RIVER CONSULTING & BIG RIVER IMPACT INVESTMENTS
KERRY CHIKAROVSKI DIRECTOR OF GOVERNMENT RELATIONS, CHIKAROVSKI & ASSOCIATES
BRETT CLEGG FOUNDING PARTNER AT CATO/CLEGG
MATT COMYN CEO AND MANAGING DIRECTOR OF COMMONWEALTH BANK OF AUSTRALIA



BRUCE CORLETT AM CHAIRMAN OF SERVICORP LIMITED
TONY CRIPPS CHIEF EXECUTIVE OFFICER OF HSBC BANK SINGAPORE LIMITED
PATRICIA CROSS CHAIR OF COMMONWEALTH SUPERANNUATION CORPORATION
GEOFF CUNDE CHAIRMAN AND CEO OF JOHN SWIRE & SONS PTY LTD
CHARLES CURRAN AC CHAIRMAN OF CAPITAL INVESTMENT GROUP PTY LIMITED
JENNY DEAN NON-EXECUTIVE DIRECTOR AT THE AUSTRALIAN INDIGENOUS EDUCATION FOUNDATION
GEOFF DIXON CHIEF EXECUTIVE DIRECTOR OF CROWN RESORTS LIMITED
TOM DRAKE-BROCKMAN CO-FOUNDER OF THE AUSTRALIAN INDIGENOUS EDUCATION FOUNDATION
DAMIAN EALES CHIEF OPERATING OFFICER, PUBLISHING AT NEWS CORP AUSTRALIA



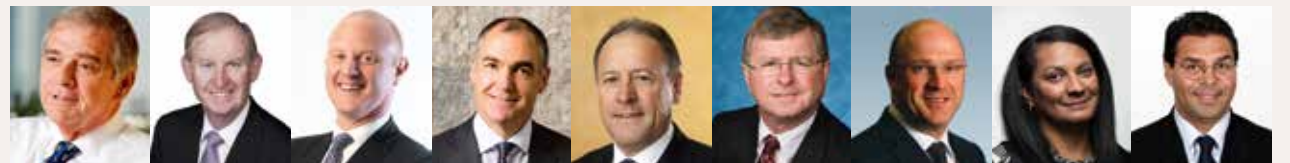
JOHN EALES AM FOUNDER OF THE METTLE GROUP, NOW PART OF CHANDLER MACLEOD
DR PETER FARRELL AM CHAIRMAN AND FOUNDER OF RESMED INCORPORATED
ANDREW FORREST AO FOUNDED NON-EXECUTIVE CHAIRMAN OF FORTESCUE METALS GROUP
JAMIE FORREST MANAGING DIRECTOR OF COOLAROD ALPACA STUD FARM
NICOLA FORREST CHIEF EXECUTIVE OFFICER OF THE MINDEROD FOUNDATION
ANGELOS FRANGOPOULOS AM PARTNER, HEAD OF CAPITAL AFFAIRS AND MANAGING DIRECTOR OF SKY NEWS ARABIA
ADRIANA GARDOS DIRECTOR OF THE TENIX FOUNDATION
STAN GRANT GLOBAL AFFAIRS AND INDIGENOUS AFFAIRS ANALYST AT ABC
CAROLINE GURNEY MANAGING DIRECTOR AND HEAD OF MARKETING AND CORPORATE COMMUNICATIONS AUSTRALASIA AND DEPUTY CHIEF COMMUNICATIONS OFFICER ASIA PACIFIC AT UBS



STEVE HARKER NON-EXECUTIVE DIRECTOR AT WESTPAC
JOHN HARTIGAN CHAIRMAN OF PRIME MEDIA GROUP
MATTHEW HAYDEN AM MANAGING DIRECTOR OF THE HAYDEN WAY
EMILY HILL POLICY ADVISER
GREG HUGHES CHIEF OPERATIONS AND SERVICE DELIVERY OFFICER OF CATHAY PACIFIC
CATHERINE HUNTER PARTNER, HEAD OF CORPORATE CITIZENSHIP AND LEADER OF INDIGENOUS SERVICES AT KPMG AUSTRALIA
ALAN JOYCE AC CEO AND MANAGING DIRECTOR OF DANITAS AIRWAYS LIMITED
ALISON KITCHEN NATIONAL CHAIRMAN OF KPMG AUSTRALIA
ALAN KOHLER AM EDITOR IN CHIEF OF INVESTSMART AND BUSINESS EDITOR AT LARGE AT THE AUSTRALIAN



TRISTAN LANDERS LAWYER AT GILBERT + TOBIN, DIRECTOR AT JUSTICE CONNECT
LIZ LEWIN NON-EXECUTIVE DIRECTOR OF COLONIAL FIRST STATE INVESTMENTS LIMITED
MICHAEL LINDSAY DIRECTOR OF THE TENIX FOUNDATION
SHARRI MARKSON NATIONAL POLITICAL EDITOR AT THE DAILY TELEGRAPH
NIGEL MARSH CEO OF WEST82ND
RAY MARTIN AM AWARD-WINNING TELEVISION HOST, JOURNALIST, AUTHOR AND PHOTOGRAPHER
PETER MASON AM CHAIRMAN OF AUSNET SERVICES LTD, DIRECTOR OF SINGAPORE TELECOMMUNICATIONS LTD (SINGTEL), SENIOR ADVISOR TO UBS
GREG MILLER CHIEF EXECUTIVE OF TANDEM.AI
CHRIS MITCHELL AO COLUMNIST AND FORMER EDITOR IN CHIEF AT THE AUSTRALIAN



DAVID MORTIMER AO CHAIRMAN OF CRESCENT CAPITAL PARTNERS
DAVID MURRAY AO CHIEF OF AMP
IAN NAREV COO AND CEO ASIA PACIFIC AND AMERICAS DIVISION AT SEEK
PETER NASH FORMER CHAIRMAN OF KPMG AUSTRALIA
SIR RALPH NORRIS FELLOW OF THE AUSTRALIAN INSTITUTE OF MANAGEMENT, FORMER CEO OF THE COMMONWEALTH BANK OF AUSTRALIA
JOHN O'SULLIVAN NON-EXECUTIVE DIRECTOR AT AMP LIMITED
JAMES PATERSON FORMER COUNTRY HEAD AUSTRALIA AT CLSA AUSTRALIA
NOVA PERIS OAM AUSTRALIAN OLYMPIAN AND FORMER FEDERAL SENATOR
ADEN RIDGEWAY PARTNER AT COX INALL RIDGEWAY



JULIA RITCHIE EXECUTIVE DIRECTOR OF THE BILL AND PATRICIA RITCHIE FOUNDATION
RUTH RITCHIE DIRECTOR OF THE BILL AND PATRICIA RITCHIE FOUNDATION
MICHAEL ROSE AM CHAIRMAN OF THE COMMITTEE FOR SYDNEY, SPECIAL ADVISOR TO KPMG
JOHN SCHAFFER PRINCIPAL AT CATALYST ADVISORS
JILLIAN SEGAL AO CHAIR OF THE GENERAL SIR JOHN MONASH FOUNDATION
MARY SHAW DIRECTOR OF THE TENIX FOUNDATION
ANN SHERRY AO EXECUTIVE CHAIRMAN OF CARNIVAL AUSTRALIA
RICHARD SPURIO MANAGING PARTNER AT ALLENS LINKLATERS
ANITA THOMPSON HEAD OF MARKETING AND COMMUNICATIONS (ASIA PACIFIC) AT LAWYERS ON DEMAND



MARTIN TRICAUD CHIEF EXECUTIVE OFFICER HSBC AUSTRALIA
PETER VAN ONSELEN POLITICAL EDITOR AT NETWORK TEN AND CONTRIBUTING EDITOR AT THE AUSTRALIAN
GEOFF WALSH AO FORMER AUSTRALIAN CONSUL-GENERAL TO HONG KONG
MARINA WANGURRA REGIONAL COORDINATOR, EAST ARNHEM REGION, NORTHERN TERRITORY
JOE WILLIAMS FOUNDER AND SPEAKER AT THE ENEMY WITHIN, SUICIDE PREVENTION AND MENTAL WELLBEING EDUCATION
DR NIKKI WILLIAMS NON-EXECUTIVE DIRECTOR OF TELUS HOLDINGS
GEOFF WILSON INDEPENDENT DIRECTOR AND ADVISOR, TOLL GROUP, NON-EXECUTIVE DIRECTOR AT HSBC
FRANK ZIPFINGER CHAIRMAN OF INVESTOR REPRESENTATIVE COMMITTEES FOR THE AMP CAPITAL WHOLESALE OFFICE TRUST AND THE AMP CAPITAL WHOLESALE SHOPPING CENTRE TRUST

OUR EDUCATIONAL PARTNERS



OUR PARTNERS



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.

THANK YOU

TO THE MORE THAN 3,000 GENEROUS DONORS AND VOLUNTEERS WHO HAVE HELPED TRANSFORM THE LIVES OF AUSTRALIA'S YOUNG INDIGENOUS PEOPLE WITH THEIR SUPPORT OVER THE PAST YEAR, THANK YOU.

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



barhead

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AIEF SCHOLARSHIP STUDENT ONYINYE NWAMADI, PICTURED ON THE COVER OF THIS REPORT, WAS APPOINTED THE FIRST INDIGENOUS HEAD PREFECT OF PYMBLE LADIES' COLLEGE IN SYDNEY IN 2018. ONYI HAS BEEN AT BOARDING SCHOOL ON AN AIEF SCHOLARSHIP SINCE YEAR 7 AND IN 2019 SHE WILL COMPLETE YEAR 12. ONYI'S PARENTS, KNOWING THE VALUE OF EDUCATION, WANTED HER TO PURSUE HER SCHOOLING WHERE SHE WOULD EXPERIENCE WIDER OPPORTUNITIES. ONYI IS NOT YET SURE WHETHER SHE WOULD LIKE TO PURSUE A CAREER IN LAW OR DIPLOMACY, BUT SHE HOPES TO STUDY AT UNIVERSITY.