



SVA VENTURE PARTNER CAREERTRACKERS



www.careertrackers.com.au

CareerTrackers creates professional career pathways for Indigenous university students. It matches students' career aspirations with private sector employers who provide in-depth work experience in the form of paid internships.

There are 83,000 young Indigenous Australians living in our disadvantaged communities that are unable to access the educational and broader life opportunities they need to reach their full potential. The disparity between Indigenous and non-Indigenous Australians is continually highlighted across education and employment results and participation. Indigenous young people are half as likely to finish year twelve and are represented at university at about one-fifth the rate of their non-Indigenous peers.

The CareerTrackers Indigenous Internship Program is a non-profit social enterprise creating private sector internship opportunities for talented Indigenous university students. The program provides support and structure for both student and employer. All internships are merit based and program participants receive intensive interview and employability skills training before undergoing an employment selection process. Similarly, CareerTrackers prepare the employer for the intern providing cultural awareness training and structure to the intern's workplace assignments.

CareerTrackers monitors the relationship between the intern and employer to ensure a meaningful experience and constructive feedback. It also provides academic support to help interns balance their study and work commitments. Through the CareerTrackers Alumni Association they can access continuing personal, professional and peer support. CareerTrackers is creating a community of Indigenous business professionals to serve as corporate and community role models.

DID YOU KNOW?

- Indigenous people are three times more likely to be unemployed than non-Indigenous
- Only one in seven Indigenous Australians are in highly skilled occupations
- Only 39% of young Indigenous people are engaged in any form of formal employment

FOCUS AREAS

- ✓ Indigenous
- ✓ National
- ✓ Employment pathways
- ✓ Social enterprise

"CareerTrackers has changed my life. The pinnacle of my internship was giving a speech with the CEO of Lend Lease, Mank Menhinnitt, at the company's Reconciliation Action Plan launch. It's hard when I look back to think this was ever possible"

– Morgan Coleman,
CareerTrackers participant

Since 2010, CareerTrackers has grown rapidly, and currently supports 287 students in the program who are linked with 48 employment partners.

CareerTrackers is the vital link that ensures those from disadvantaged backgrounds have the guidance they need to successfully transition from a learning environment to a rewarding career. Their work is critical to developing strong Indigenous business leaders and creating generational change.

Morgan's Story

'Career Trackers has changed my life. The pinnacle of my internship was giving a speech with the CEO of Lend Lease, Mark Menhinnitt, at the company's Reconciliation Action Plan launch. It's hard when I look back to think this was ever possible. 18 months ago I was cleaning pools and now I am sharing a stage with a company's CEO'

As an Indigenous kid growing up in regional Victoria, university was not on Morgan Coleman's horizon. Nevertheless, through hard work and strength of character he won a place at the University of Melbourne to study commerce, the first in his family to do so. 'The first couple of years were tough. I never really felt comfortable or like I belonged there until I become involved with Career Trackers', Morgan says.

Morgan had always thought about getting into property development but had frequently been told that he needed 20 years' experience in construction for this to happen. With the help of Career Trackers, Morgan was able to secure an internship with Lend Lease while studying at university.

'I have worked on an incredibly diverse set of projects and developed so many professional skills. I now feel comfortable walking into the office and attending meetings with executives. I feel confident voicing my opinion in areas in which I have knowledge. I was mentored and developed professionally by a company that really believes in investing in indigenous people.

"SVA's support of CareerTrackers has been critical from the start. SVA provided funding for us to become an organisation with employees, participants and supporters. Today, SVA is not just a funder, they are a partner, walking side by side through the rapid growth and development of CareerTrackers."

– Michael Combs, CEO

CAREERTRACKERS QUICK FACTS

People:

- Michael Combs, Founder & CEO
- Michael McCleod, Chair
- 31 Staff
- 912 students enrolled
- 79 Employment Partners

Places:

- CareerTrackers currently has staff based in Sydney, Melbourne, Brisbane, and Perth and works with Indigenous students nationwide.

Success:

- 97% internship completion rate in 2012 & 2013
- 62 active alumni
- Increase from 125 internships in 2011 to 912 enrollments in 2014
- nominated for 2013 Social Enterprise Innovation Award
- 2013 Winner of the Westpac Community Leaders Social Entrepreneur Award
- 2013 Winner of the Property Council of Australia's Spire Award for Innovation

SVA SUPPORT

SVA partners with CareerTrackers to help them grow and scale to increase their impact and help even more young Indigenous people like Morgan follow their career aspirations.

CareerTrackers initially came to gain SVA's support in 2010 through the Department of Education, Employment and Workplace Relations' (DEEWR) Supporting Social Enterprises Project (SSEP). Through SSEP funding CareerTrackers recruited three staff members and began building corporate and university relationships with the aim of securing 28 internships: a target they significantly exceeded.

By the end of 2011, 125 internships had been secured and set the target of supporting 8% of Indigenous students enrolled in university by 2016: an estimated 1,000 students. They had also laid down strong foundations including assembling a start-up board, creating a constitution and establishing DGR status.

SVA recognized the potential to create generational change and established a multi-year partnership with CareerTrackers.

SVA is supporting CareerTrackers with their national expansion and to become more financially self sustainable, particularly with developing a fundraising and stakeholder management strategy, organisational strategy, identifying & communicating impact, advocacy and thought leadership and program and intern development opportunities.

Interested in being involved? Get in touch today.

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