



CareerTrackers

ISSUES

Indigenous Australians are **3 times** more likely to be unemployed than non-Indigenous Australians.

Only **1 in 7** Indigenous Australians are in highly skilled occupations.

Only **39%** of young Indigenous people are engaged in any form of formal employment.

7 out of 10 Indigenous university students fail to complete their degree.

VENTURE MISSION

CareerTrackers' goal is to become embedded into corporate Australia to enable all Indigenous tertiary students to successfully pursue their career aspirations.



KEY OUTCOMES

CareerTrackers interns complete university at almost **80%**, compared to **38%** for all other Indigenous students.

INTERVENTION MODEL

CareerTrackers recruits Indigenous university students and links them with private sector employers to participate in a paid summer internship over 1 – 5 years, with the aim of securing a permanent place in that company at the completion

of their degree. CareerTrackers provides pre-employment training, skills development, social and cultural support to ensure success of the program for both the intern and sponsoring company.

To date **1,138** interns have been engaged by **86** employers

89% of participants transition to full-time employment.

37 partner universities

CareerTrackers now operates as a **self-sustaining** social enterprise.

MILESTONES

| 2009 | 2010 | 2013 |
|--------------------------|---|---|
| CareerTrackers launched. | CareerTrackers secures 18 internships in its first year of operations and receives its first funding from a Commonwealth social enterprise development fund managed by SVA. This enables CareerTrackers to establish itself as an organisation. | CareerTrackers joins the SVA venture portfolio. |

CASE STUDY

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 CareerTrackers,' Morgan says.

Morgan had always thought about getting into property development and with the help of CareerTrackers, Morgan was able to secure an internship with Lend Lease.

'CareerTrackers 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.'

'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

'The pinnacle of my internship was giving a speech with the CEO of Lend Lease at the company's Reconciliation Action Plan launch'

MORGAN COLEMAN, CAREERTRACKERS GRADUATE

GOALS OF THE PARTNERSHIP

CareerTrackers is the vital link that ensures those from a disadvantaged background have the guidance they need to successfully transition from an early learning environment to a rewarding career. Recognising the

power of the model and their ability to expand, SVA supported CareerTrackers to develop strong Indigenous business leaders and ultimately create generational change.

SVA SUPPORT

Over a six year partnership with CareerTrackers, SVA's support has included a number of elements:



Funding

SVA funding in 2010 was the first funding received by CareerTrackers, enabling it to establish itself as an organisation.



Capacity building

SVA CEO has provided leadership mentoring to CareerTrackers CEO, advice on governance and how to scale effectively.



Networks

SVA has leveraged its networks to CareerTrackers' benefit in several capacities, most notably showcasing them to key corporates who have been integral to their scale and providing ongoing employment opportunities for interns.



Evidence

An SROI demonstrated that for every \$1 invested in CareerTrackers, \$4.40 is returned in value.

3 years

Years in portfolio

\$301,667

Total distribution

69%

Average annual growth rate – beneficiaries

49%

Average annual growth rate – turnover

2015

CareerTrackers implemented the 10x10 initiative, securing 10 year commitments from 14 large employers. CareerTrackers placed over 1,000 internships.

2016

CareerTrackers launched its 10x10 university initiative, seeking to secure 10 year partnerships with 10 universities.

WAY FORWARD

After three years in the portfolio, CareerTrackers transitioned to an Alumni venture in 2015. The success of this venture relationship means that CareerTrackers now operate a business that is self-sustaining and has the capacity to access networks and employers using their own brand. This is evidenced by the 10x10 initiative where CareerTrackers has entered into 10 year partnerships with 14 large employers to provide internships and funding for the program. As part of our Alumni network, SVA continues to share knowledge and learn from CareerTrackers.