

clontarffoundation

the QUARTERLY

December 2021



clontarf
foundation



Clontarf's Working Record



**Virtual Run
Becomes a
Reality in NSW**

**Partnership Helps
Boys Get On Track**



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About us

The Clontarf Foundation exists to improve the education, discipline, self-esteem, life skills and employment prospects of young Aboriginal and Torres Strait Islander men and by doing so, equips them to participate more meaningfully in society.

Using the passion that Aboriginal and Torres Strait Islander boys have for football allows the Foundation to attract the boys to school. But it is not a sporting programme.

Each Clontarf academy, formed in partnership with the local school, is focused on encouraging behavioural change, developing positive attitudes, assisting students to complete school and secure employment.

Fundamental to this, is the development of values, skills and abilities that will help the boys to achieve better life outcomes.

Through a diverse mix of activities, the full-time, local Clontarf staff mentor and counsel students while the school caters for the educational needs of each student.



Gerard awards Fremantle Academy (WA) Year 11 member Trevor Ryan with the Clontarf 'Good Bloke Award' during the academy's awards night in November.

Message from the CEO

Welcome to the final Clontarf Quarterly for 2021. As another challenging year draws to a close, I'm thrilled to be able to provide you with a preliminary look at our results for the year which included a record enrolment of over 9,300 boys.



While our results are still being finalised, indications suggest that we will finish the year by meeting our target of 80% school attendance. This is a testament to the terrific work of our academy staff, their host schools and the communities in which they operate.

Perhaps most impressive of our results for the year were our employment outcomes, with our 2020 Year 12 graduates achieving an engagement rate of 88% in December. Additionally, we had a record 1,229 school-aged academy members engaged in part-time/casual work, work experience or school-based traineeships. Many of these boys are employed with our partners who have been fabulous in providing our boys with numerous development opportunities and employment pathways. We've highlighted the outcomes of our employment programme in this edition's feature article, so I recommend you have a read to gain further insight.

While each state and territory faced its own challenges during the pandemic, every effort was made to ensure the boys in the Clontarf programme had the opportunity to get to school and remain engaged, regardless of their location. Our team is now well and truly experienced in adapting to change and overcoming adversity, which bodes particularly well for the challenging times ahead. To each and every one of them, you have my profound gratitude.

I'm excited to announce that Isaac Gibbs recently joined the Clontarf Foundation Board. Isaac brings with him an immense wealth of experience in corporate governance, having held several senior

legal roles with various companies and is currently General Counsel and Company Secretary at Audi Australia. I welcome Isaac and look forward to working with him closely.

It is with equal sadness and pride that we will farewell Clontarf veteran Brendan Maher early in the new year. Brendan started with the Foundation in 2012 in our Partnerships team, before being appointed as Zone Manager for NSW and more recently COO East. He has a tremendous opportunity ahead of him and I wish him all the very best.

Looking ahead to next year, the Foundation plans to open several new academies in semester one, with the first two being located at Kent Street Senior High School in Perth, WA and James Fallon High School in Albury, NSW. With the opening of these academies, alongside the growth of our existing programmes, we expect our enrolment to exceed our target of 10,500 participants when we run our census in February. I'll be sure to provide a full update on our new academies and enrolment in the April Quarterly.

Lastly, I want to thank all Clontarf supporters for being part of our journey this year. It has been an extraordinarily challenging 12 months for everyone and 2022 will undoubtedly present more hurdles to overcome, but I'm extremely bullish about what the future holds and know that we have the tools and the team to support the young men in our programme to achieve the outcomes they deserve.

On behalf of everyone at Clontarf, I wish you and your family a very Merry Christmas and a Happy New Year, and I'll speak with you again soon.

- Gerard Neesham, CEO



The boys from Belmont and Sevenoaks Academies met with several senior parliamentarians including WA Premier the Hon. Mark McGowan and Minister for Education the Hon. Sue Ellery.

Boys Get Inside Look Into Parliament House

10 Year 11 boys from Belmont Academy and Sevenoaks Academy (Cannington) in Perth were invited by members of WA Parliament to participate in a personalised tour of the state's legislative houses in October.

The event was hosted by the Hon. Dr Tony Buti MLA, Minister for Finance; Lands; Sport and Recreation; Citizenship and Multicultural Interests, and the Hon. Stephen Pratt MLC.

During the visit, the boys were given a detailed tour of the building, including stops at the Legislative Assembly, the Legislative Council and the Aboriginal People's Gallery.

After exploring the building, the boys had the chance to see government in action from the public gallery with a viewing of Question Time in the Legislative Assembly. The boys were suitably enthralled as prominent public figures sparred over important topics including borders, quarantine and vaccinations.

Belmont Academy Director Brendan Welsh said the boys showed genuine interest throughout the visit.

"The boys really understood the importance of the place they were visiting and the people they were meeting," Brendan said.

"They learned plenty and now have a greater understanding of how Parliament works and the vital issues it tackles day to day."

Following Question Time, the boys were lucky enough to share afternoon tea with several Members and Clontarf supporters including Dr Buti, Mr Pratt, Mrs Lisa O'Malley MLA, Mrs Cassie Rowe MLA and Ms Divina D'Anna MLA. They also presented on their

respective academies and the activities they've been up to over the course of the year.

Both academies would like to thank Dr Buti and Mr Pratt for hosting the event and for being such avid advocates of the Clontarf programme.



Virtual City2Surf Run Becomes a Reality

Sydney's iconic fun run took on a new form in 2021 due to the pandemic, with participants encouraged to design and run their own 14km courses closer to home.

With lockdowns and restrictions continuing in NSW into October, and with Clontarf boys keen to stretch their legs and participate in the famous run, Clontarf partner Deutsche Bank stepped up to the starting line by offering to pay for the entry fees of Clontarf boys for this year's virtual event.

Port Macquarie Academy boys and keen athletes Lesley Smith (Year 10) and Alister Morris-Boyd (Year 9) joined Clontarf Mid North Coast Regional Manager Charlie Maher, a passionate runner who has completed several major marathons, and Operations Officer Zane Sparke for a jog around the beautiful coastal town.

"I had to pull the boys up a few times in the first couple of kilometres, they were that keen to get out

and run," Zane said.

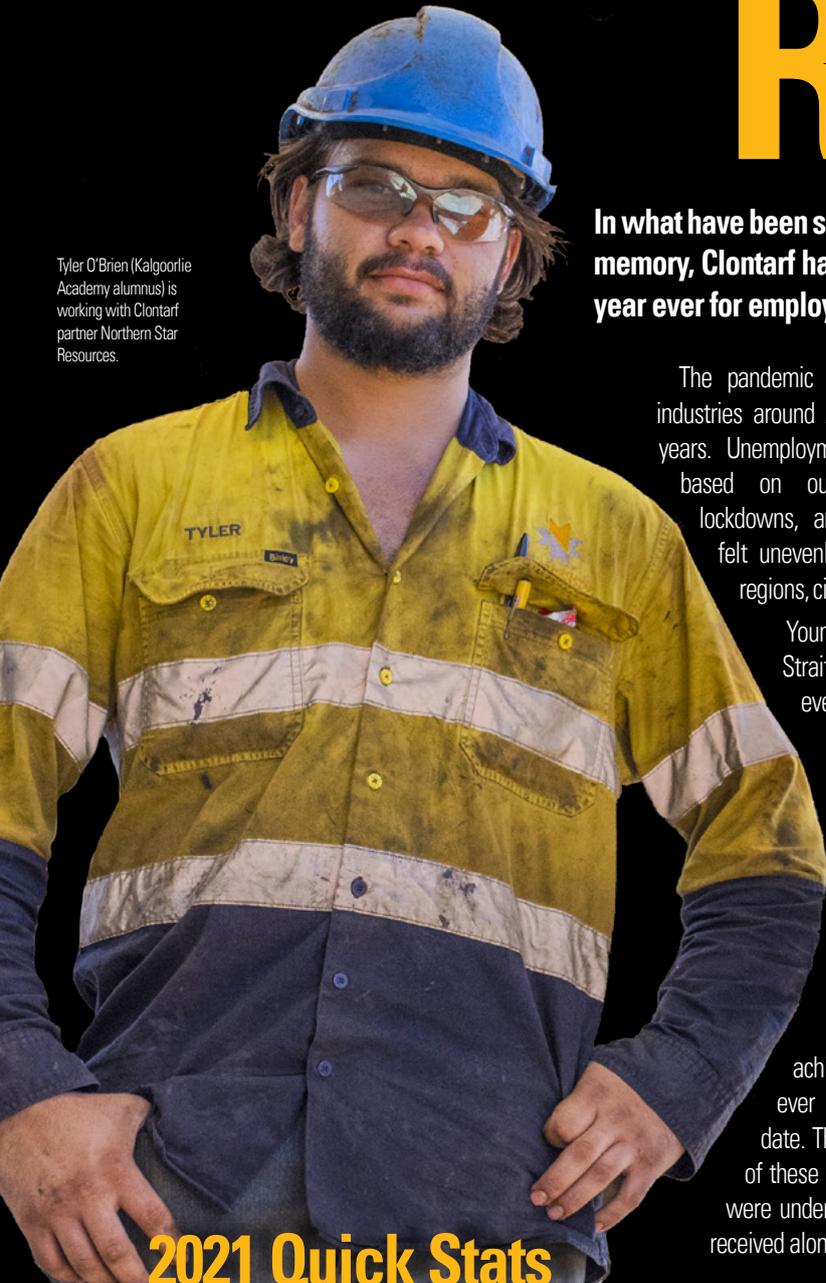
Down the coast, the boys at Vincentia Academy designed a 14km run from Huskisson Wharf to Blenheim Beach along the picturesque Jervis Bay. Year 7 boys Caleb Libbis and Lucas McLeod were joined by school staff and academy alumnus Andrew Van Oploo for the run.

Meanwhile in Nowra, Shoalhaven Academy Year 12 boys Will Barddick and Malachi Curtis were joined by 2019 alumnus Luke Wood for their own take on the Huskisson coastal track down to Greenfields Beach.

The academy boys, staff and alumni would like to thank Deutsche Bank for sponsoring them and enabling them to take part in this fantastic event.



Clontarf's Working Record



Tyler O'Brien (Kalgoorlie Academy alumnus) is working with Clontarf partner Northern Star Resources.

In what have been some of the most challenging employment conditions in living memory, Clontarf has shattered several of its own records to make 2021 its best year ever for employment of young Aboriginal and Torres Strait Islander men.

The pandemic wreaked havoc across all industries around Australia over the last two years. Unemployment rates have fluctuated based on outbreaks, restrictions and lockdowns, and the effects have been felt unevenly across states, territories, regions, cities, towns and communities.

Young Aboriginal and Torres Strait Islander men have been at even greater risk.

With this in mind, the Clontarf Employment Team has worked tirelessly to support recent graduates, alumni and current students to find work, keep their jobs and access support services.

In doing so, the team achieved the Foundation's best ever employment outcomes to date. The following examines some of these outcomes, the activities that were undertaken and the help Clontarf received along the way.

2020 Year 12 Graduates

The Foundation aims to have at least 80% of the boys who complete the programme at the end of Year 12 either continue their education or find work within 12 months of their leaving.

In December this year, 678 graduates out of 771 (88%) from 2020 were engaged in employment or study - Clontarf's highest ever engagement rate in its 20 year history. Additionally, 92% of these boys were employed at some point during the year.

"This group of young men endured a tumultuous final year of school in 2020 and demonstrated incredible resilience to complete their studies," said Marcus Harrold, Clontarf's General Manager for Employment.

"This year, again under tough conditions with the pandemic, they carried their focus and determination into their search for employment and further education opportunities.

"All 28 Clontarf Employment Officers and academy staff from across the country went over and above to find ways to keep the boys motivated, positive and engage."

2021 Quick Stats

2020 Year 12 Graduates

- 771** 2020 Clontarf Year 12 Graduates
- 678** engaged in employment/training/further education
- 88%** rate of engagement
- 92%** engaged at some time during the year

- 230** in full-time employment
- 217** in part-time/casual employment
- 42** enrolled in university
- 54** enrolled in TAFE/further training
- 134** in an apprenticeship/traineeship

Current Academy Members

- 1,229** academy members in part-time/casual work
- 597** working with a Clontarf partner
- 188** Year 12 boys with their driver's licence
- 31** Clontarf Employment Forums held



Despite the pandemic, 31 Clontarf Employment Forums, both face-to-face and virtual, were held across the country in 2021.

2021 Employment Highlights

Employment Forums

With the Foundation's original Employment Forum schedule thrown into disarray by the pandemic, the Employment team wasted no time rescheduling events, rebooking venues and reorganising partners and local employers.

In total, 31 regional employment forums for senior Clontarf boys were held. These were complimented by several local forums focused on part-time employment opportunities.

Many events, particularly those held in NSW and VIC were held virtually, allowing boys in lockdown to continue to receive the benefits of attending a forum.

Driving programme

Having a driver's licence and access to reliable transport is absolutely essential for young Clontarf men to find a job and remain employed.

In 2021, 188 Year 12 boys obtained their driver's licences and 582 had their learner's permits.

The Foundation's driving programme, which includes assisting boys to access driving lessons, tests, safety sessions, resources and documents, was well supported by several partners, funders and local providers.



Partners

In addition to providing funding which goes directly towards operating existing Clontarf academies and opening new ones, the Foundation's network of more than 200 partners provides development opportunities and employment pathways for academy members and alumni.

In December, 140 graduates from 2020 and 597 academy members are employed by one of Clontarf's partners. Clontarf's longest corporate partner, Wesfarmers, has the honour of being the biggest employer of Clontarf boys, with over 300 men young men employed across their retail, energy and corporate businesses.



Part-time/casual work

Work experience and part-time/casual work is an essential activity for young men to participate in while still in school as it provides them with not only the opportunity to earn their own money and gain independence, but also allows them to develop new skills, gain vital experience, meet new people and prepare them for life after school.

In December 2021, a record 1,229 Year 8-12 boys were engaged in work experience or casual/part-time employment.

Our Alumni

"Once Clontarf, always Clontarf."

It's a motto that has resounded since the establishment of Clontarf in 2000 and in 2021, it rings more true than ever before.

This year, 150 pre-2020 alumni were assisted by Clontarf staff to find new work. In many cases, these were men who had fallen on tough times during the pandemic but knew they could trust and rely on Clontarf to help get them back on their feet.

To make networking with and between alumni even easier, the Foundation established a secure, easy-to-use communication tool specifically for our graduates. The aim is to have Clontarf alumni stay connected, share their life stories, as well as to keep them abreast of any employment and/or development opportunities.





Jordan Hits Home Run

Singleton Academy 2020 graduate Jordan Jones is making his mark overseas after being offered a scholarship to play college-level baseball with Trinidad State College in Colorado, USA.

Originally hailing from the small town of Bulga in New South Wales, Jordan first picked up the bat at age 12 during a trip to the Pilbara in WA and the sport soon evolved into his main passion.

Seven years later, his talent was unearthed by scouts while playing at the Nationals in Melbourne and after some back and forth with the college's head coach, Jordan was offered a scholarship.

"Having the opportunity to gain a scholarship is amazing but also being able to play college level is beyond everything I could've ever wanted," he said.

"The level of competition exceeds anything I've ever played in Australia, and every day I'm fighting for my spot to make a starting roster in the spring."

While baseball is his primary focus, Jordan is also studying a degree in Applied Science in Auto Mechanics which builds upon his Cert II in Auto Mechanics, Brakes and Servicing; a qualification he achieved before leaving Australia.

Jordan credits Singleton Academy for helping to prepare him for life after school.

"What Clontarf does is prepare you for the outside world and helps you mature. It turns you into an adult and helps you to learn life lessons that help you down the track.

"Clontarf was a big supporter of this opportunity when it came around. When I presented it to our mentors, they offered to guide me in any way they could.

"Advice for the younger men coming through the academy is to listen to your mentors and go to them if you're struggling in school or at home. They will always listen to what you have to say and guide you in the right direction."



Clontarf boys from across the Top End of the NT enjoyed spearfishing along the Nhulunbuy coastline during a camp in October.

Nhulunbuy Welcomes Eager Visitors

After the pandemic forced much of East Arnhem Land (NT) to be designated a 'biosecurity zone' which restricted visitors into the region, Nhulunbuy Academy finally flung open its doors to other Clontarf academies from across the Top End for a camp in October.

Over 50 boys from Dripstone (Darwin), Gunbalanya, Jabiru, Katherine, Nhulunbuy, Nightcliff (Darwin), Sanderson (Darwin), Taminmin (Humpty Doo) and Yirrkala academies immersed themselves in the beauty of the seaside town and its picturesque surroundings during the three-day trip.

The experience commenced with a Welcome to Country and bunggal (traditional dance), headed up by internationally renowned didgeridoo player, Djalu Gurruwiwi. Several Clontarf boys, including Nhulunbuy Academy members Zavie Burrawanga and Letral Gurruwiwi took to the stage in a great display of confidence and leadership.

The camp included a diverse array of activities, such as:

- spear making, fishing and boat cruises with local ranger group, the Dhimurru Rangers.
- a visit to the white sandy beaches and

pristine waters of Cape Arnhem, joined by Clontarf alumni Daniel Bromot Jr. (Miwatj Health) and Rodney Baird (NT Police), who both provided great insight into their Clontarf and post school journeys.

- a lightning speed game of 'Clontarf Spirit' football at the town oval.
- a swim at the Nhulunbuy Pool.

The highlight of the trip was undoubtedly the many laughs and cheers from boys and staff who all nervously awaited the inevitable bogged vehicle while the convoy's drivers safely tackled the four wheel drive adventure.

All the boys and staff would like to thank everyone who participated in the camp, including Wildcard Luxury Cruises who supplied plenty of local fish to eat, and Woolworths who generously donated the rest of the food and supplies for the entirety of the trip.





Bairnsdale Academy member Peter Harrison is balancing a traineeship at Fulton Hogan with part-time work at the local K hub.

Bairnsdale Boys Booming Employment

Given the employment theme of this month's Quarterly, it was only right that we highlighted the incredible outcomes being achieved by the boys enrolled in Bairnsdale Academy in Victoria.

Of the 23 boys in the academy who are old enough to participate in employment, 19 are engaged in work experience, traineeships or part-time/casual work.

Congratulations to the following academy members:

- Bayley Croucher – traineeship at the Bairnsdale Aquatic and Recreation Centre and Bunnings.
- Boris Bryant – electrical apprenticeship, Bunnings and part-time landscaping.
- Boyde Bloomfield – part-time at Woolworths.
- Brodie McNamara – part-time at Woolworths.
- Darryl Carter – traineeship at Gunaikurnai Land and Water Aboriginal Corporation.
- Isaac Hoskin – traineeship at Kalbar Operations.
- James Hood – traineeship at Bairnsdale Refrigeration and Air Conditioning and

part-time at Bunnings.

- Jarrod Bence – traineeship at Elders and part-time at Bunnings.
- Jordan Stephenson – part-time at Paynesville boat mechanics.
- Josh Ward – part-time at Woolworths.
- Kayden Harrison – traineeship at Commonwealth Bank.
- Latrell Harrison – part-time at K-hub.
- Mario Disarno – part-time at BP.
- Nate Somerville – part-time at KFC.
- Noah Rutherford – traineeship at Cranes and part-time at K-hub.
- Peter Harrison – traineeship at Fulton Hogan and part-time at K-hub.
- Riley Hood – work experience at Cranes.
- Ronan Hudson – traineeship at Gippsland Project Management and part-time at Bunnings.
- Thomas Harrison – work experience at Janson's Haulage.



Staff Profile: Bianca Cook

Bianca Cook is Clontarf's Account Officer based at the Foundation's Central Office in Perth.



Armed with years of experience in customer service and administration roles, she's responsible for ensuring every Clontarf academy has sufficient funds in their accounts to allow them to run their daily activities.

She stepped out of her comfort zone during the last eight months of the year to take on the challenge of managing the Foundation's vehicle fleet and travel arrangements of its staff.

Bianca said that she understood the challenges many of the boys faced in their day to day lives.

"Like many of the boys we work with, I come from a family that faced financial uncertainty," she said.

"We were without a father or other male role model, and I saw how this impacted my brother growing up. That's why I'm passionate about working here, knowing that these boys are being supported by positive role models."

While she doesn't get to witness the day-to-day impact of her work on academy members, she understands that she's an important cog in a much bigger machine.

"I have a team mentality which means I do my job well because I don't want to let my colleagues down, and I like to set personal work goals for myself to achieve each day."

When she's not managing the funds of academies, she enjoys spending time with her partner Glen and their cat Hendrix. She also loves hiking with friends and family, is a movie and TV junkie, and always has a good book on the go.



The partnership between Clontarf and Australian Rail Track Corporation (ARTC) was launched at Wilsonton Academy in Toowoomba, QLD in November.

Partnership Helps Boys Get On Track

A new partnership between Clontarf and the Australian Rail Track Corporation (ARTC) was officially launched during a special event in Toowoomba, QLD in November.

The partnership, which is backed by the Inland Rail Skills Academy, involves 13 Clontarf academies along the Inland Rail alignment between Melbourne and Brisbane.

Clontarf academies who will benefit directly include Ambrose Treacy (Indooroopilly), Goondiwindi, Harristown (Toowoomba), Toowoomba and Wilsonton (Toowoomba) in QLD, and Coonamble, Delroy (Dubbo), Dubbo Senior and Dubbo South, Moree, Mount Austin (Wagga Wagga) Narrabri and Narromine in NSW.

Clontarf CEO Gerard Neesham said the partnership would not only provide funding to allow the Foundation to maintain its existing academies and expand into new communities, but would

also provide many employment and development opportunities for Clontarf Academy members and alumni throughout the life of the project.

“This significant partnership will provide numerous training and employment opportunities for the young Aboriginal and Torres Strait Islander men in our programme and also provide ARTC Inland Rail staff opportunities to interact and build relationships with Clontarf students in a number of communities,” Gerard said.

“The Inland Rail Skills Academy shares Clontarf’s goal of improving the life outcomes of local communities so I’m particularly excited for what our partnership can achieve in the coming years.”

Health Check Expo in Port Augusta

Close to 50 health checks were completed during a two-day wellbeing expo at Port Augusta Academy (SA) in October.

The checks were part of the academy’s annual health programme and were delivered by Clontarf partner, Sonic Health.

Six nurses and two doctors made themselves available over the course of the two days in an effort to get as many boys checked as possible.

Before the checks were undertaken, academy members completed a questionnaire which allowed them to provide some insight into how they had been feeling during the two weeks prior.

The nurses checked each boy’s blood pressure, height, weight and sight before asking a series of health related questions. The boys then had a chance to discuss their results with the doctors.

All results, follow-ups and referrals were sent to each academy member’s usual medical service or family doctor.

All academy members said they enjoyed being involved in the event and hope to do it again in the new year.

Health checks like these were undertaken around the country wherever pandemic restrictions would allow, and while the number of checks are down on previous years, more than 3,000 checks took place during the year.



Thank you for your support

Clontarf would like to acknowledge the following organisations for their recent commitment to support the Foundation:

- GPT Group
- Thales
- Deutsche Bank
- Northern Star Resources
- The University of Sydney
- Minerals Council of Australia
- Optus
- Compass Group
- John Holland Rail
- Jadestone Energy
- St Vincent’s Private Hospital Sydney
- Mercer (Australia)
- South32
- Emmerson Resources
- Red Vets Toowoomba

Donations & Workplace Giving

There are a significant number of individuals who support the Clontarf Foundation through donations and workplace giving programmes.

We are very appreciative and thank you for your ongoing support. If you would like to donate directly please [follow this link](#)

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