

SEED FOUNDATION AUSTRALIA

IMPACT REPORT 2019



OUR MISSION



Seed Foundation
provides high quality
education and wrap
around support
services to improve
the health and
wellbeing of
Australia's First
People.



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MESSAGE FROM THE EXECUTIVE OFFICER



2019 was yet another exciting year for the Seed Foundation Team. Firstly, I would like to say a huge thank you to our extremely dedicated Board Members for the ongoing support, time and guidance they have provided throughout the year. Without them, we would not be where we are today.

As predicted it has been our biggest year yet with numbers rising to over 250+ students engaged with Seed Foundation's program. We have watched this growth throughout the year with schools rapidly increasing across Queensland, Northern Territory and Victoria. We are already looking forward to what 2020 will hold, with numbers estimated to rise further and Partner Schools set to reach 90+.

In early May, we welcomed an Administration Trainee to the Team. Brittany has been an integral part of the business providing ongoing administrative support to our Engagement Managers and mentoring to our Seed Foundation Students. We are also looking forward to welcoming our first Engagement Manager to the South East Queensland corner in January 2020. Jacqui will be working with our South East corner schools and securing further pathways for students once they finish their qualification. We look forward to having her on board and strengthening our relationships with schools and industry in this region.





Over the past couple of months, we have been broadening our industry engagement and have built some strong relationships with a number of key organisations that work in the Health and Community Services sector. Next year will see us working a lot closer with a number of large Hospitals, Aged care facilities and NDIS providers who will not only take our students for placements but also place some of our students into traineeships.

We would also like to acknowledge the wonderful work that Connect 'n' Grow and CnG Employment do with all our students and we look forward to continuing this partnership in 2020.

Lastly, I would like to acknowledge the ongoing support from our funders throughout the year. A special mention to Ian Potter Foundation and Tim Fairfax Family Foundation as without their continued support, we would not be in the position we are today.

We are looking forward to working with you again in 2020.

Regards,

Darren Tindal



OUR STORY

SO FAR



Seed was born out of an emerging need for more comprehensive, holistic wraparound support for Aboriginal and Torres Strait Islander secondary school students.

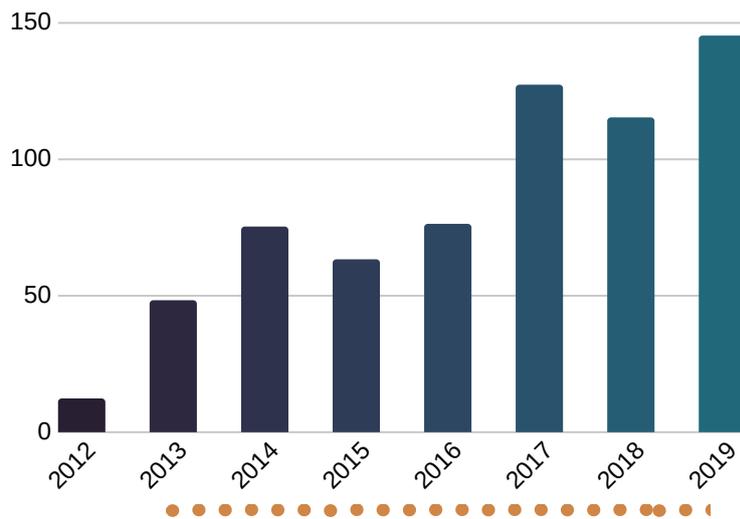
Seed's Managing Director, Michael Gleadow founded Connect 'n' Grow in 2012 to provide health training, career pathways and wraparound support to Indigenous students through the First Peoples Health Program (FPHP). The successful delivery of the FPHP inspired a groundswell of support from both community and industry, and between 2012 and 2017 student numbers increased by over 400%. FPHP students were progressing academically, and the level of health literacy was improving, however, a need to provide more comprehensive support to navigate career and higher training pathways which leveraged this potential became glaringly obvious.

Seed was intuitively established in 2015 for this purpose:
to carry out focused and purposeful activities which create opportunities, maintain connection with community and provide practical support for the students to achieve their potential.

Most of our students are the first in their families and communities, to embark on the challenge of further education and employment, a hugely daunting and foreign process requiring intensive care and encouragement. Seed has fast found its feet, and has become the best-practice and lead entity in a collaborative regional effort to provide pathways and wraparound support for Aboriginal and Torres Strait Islander students.

THE NUMBERS TO DATE

FPHP Course Completion



To date we have....

70+ Partner Schools

600+ FPHP Graduates

50+ Remote communities represented

Through the training and support programs offered, a higher proportion of Indigenous secondary students are now considering tertiary educational pathways and careers within the local healthcare industry. Seed's work has also encouraged universities and health industry partners to renew their commitments to providing students with medium to long-term career prospects.

THE SEED MODEL

Seed's model provides ongoing, holistic, wraparound support for students from school to university and training, and ultimately employment in the Health and Community Services industries.

Quality
Education &
Health
Literacy

Community
engagement
& co-design



Youth
Mentoring &
Career
Guidance

Further
Training &
Career
Pathways



Our model recognises that there are major gaps for students in key transition phases from secondary education to training, tertiary education and employment. For Aboriginal and Torres Strait Islander secondary students, these gaps in support have been detrimental to their ability to reach their potential.



2019: OUR IMPACT

We worked with 250+ FPHP Students



from 70+ partner schools



We also facilitated 6 student Traineeships

- 1 x post school Health Worker Trainee | Townsville |
- 1 x post school Business Administration Trainee | Townsville |
- 1 x Health Worker/Administration Trainee | Palm Island |
- 2 x Health Worker/Administration Trainee | Townsville |
- 1 x Health Worker/Administration Trainee | Cairns |



2019 HIGHLIGHTS



Bentley Park College & Djarragun College Excursion

In October 2019, our Bentley Park College and Djarragun College Health Students had a day out of the classroom visiting Wuchopperen Health Service Ltd, TAFE Queensland and CQ University. The students toured the facilities, listened to different professionals, gained hands on experience and heard about different pathways available to them once finishing school. The students had a fun filled and informative day.



NAIDOC 2019

Our Seed Team participated in a range of NAIDOC events in July. These events included the ITC Community Health Expo which was hosted by Northern Australia Primary Health Limited (NAPHL), the Townsville Hospital's launch of their Reconciliation Action Plan and also the annual NAIDOC Deadly Day Out at Riverway. The Seed Team enjoyed the community events and look forward to attending them in 2020!

St Teresa's College Abergowrie, Mater Hospital Tour

In June, five of our Year 12 students from St Teresa's College Abergowrie were given the opportunity of a behind-the-scenes tour at the Mater Hospital. By working towards the completion of the Certificate III in Health Services Assistance at the college students were able to apply their skills and knowledge. They visited various departments in the hospital and were given an insight of what a career in health would look like. The students returned to Townsville and worked with various organisations to completed a 1 day work experience.



2019 HIGHLIGHTS



Bwgc Colman Community School Excursions

Throughout the year, the Certificate II Bwgc Colman Community School students had the opportunity to do a number of tours at local health organisations on Palm Island. The students visited the Palm Island Primary Health Care Facility, Solace- Disability and Community Unit, the Joyce Palmer Hospital, Joyce Palmer Community Health Mobile Care Unit, Palm Island Pharmacy and attended the Primary Health Centre Community Display. These tours provided great understanding into the different areas of each organisation and students were able to speak one on one to various staff and what their roles involved.



Health Connect VR Experience, Our Lady of Sacred Heart Thamarrurr Catholic College, N.T

Earlier this year, Connect n Grow launched a VR app called "Health Connect VR". The Health Connect VR app provides an inspiring opportunity for the students to immerse themselves and explore hospital facilities and listen to various health professionals. The students from Our Lady of Sacred Heart Thamarrurr Catholic College in Wadeye, NT were able to bring the hospital to the classroom and we loved seeing the student's reactions.

JCU Winter Camp

In July, 13 of our Seed students had the honour of attending the JCU: James Cook University, Winter School Camp for Australian Aboriginal and Torres Strait Islander Students. Over 5 days, students were given the opportunity to take part in academic lectures and tutorials, presentations, study sessions and team-building activities. A Graduation Ceremony took place at the end of the Winter Camp where students were presented with awards and a Certificate of Attainment.



STUDENT SPOTLIGHT



Karla Adidi, School-Based Traineeship,

Bamford Medical Centre, Health Administration Traineeship

Hi, My name is Karla Adidi and I am a Year 11 Student at Kirwan State High School. In 2019 I commenced the Certificate II in Health Support Services and Community Services. In May 2019, I was lucky enough to have secured a school-based traineeship at Bamford Medical Centre in Townsville. I work every Wednesday and complete Medical Reception duties as well as assisting the Health Professionals where required. I will continue my school-based traineeship in 2020 where I will complete my Certificate III in Health Services Assistance and graduate from high school.

Anastacia Barton, School-Based Trainee

Northern Australia Primary Health Limited (NAPHL),

Health Administration Traineeship

My name is Anastacia Barton, I am from Cardwell and a boarder at St Patrick's College, Townsville. I am in Year 11 and I have commenced the Certificate II in Health Support Services & Community Services. I was successful in gaining a school-based traineeship with Northern Australia Primary Health Limited (NAPHL) where I work every Wednesday completing health administration duties as well assisting the health workers on visits to their clients. I will continue my traineeship in 2020 as a year 12 student and I will also commence my Certificate III in Health Services Assistance.



Saroma Gesa, School-Based Traineeship,

Apunipima Cape York Health Council, Health Assistant Traineeship

My name is Saroma Gesa and I am a year 11 student at Trinity Bay State High School, Cairns. I am currently completing my Certificate II in Health Support Services and Community Services. In October 2019, I was successful in gaining a school-based traineeship with Apunipima Cape York Health Council where I will be completing a Certificate III in Health Services Assistance. My duties include health administration as well as assisting health professionals where required. I will continue my traineeship into 2020 as a year 12 student.



SUCCESS STORIES



Naizel Enosa, Nurse,
Northern Peninsula Area

Naizel Enosa was one of the first students to complete our First People's Health Program when it commenced at St Teresa's College, Abergowrie. Naizel was also one of the first graduates from the college to go onto University. He has completed his degree in Nursing and is now a trained nurse who works in the Northern Peninsula Area.

Laquinta Zaro, Indigenous Health Worker,
Townsville Aboriginal & Islander Health Services (TAIHS)

Laquinta commenced her journey with Seed Foundation Australia in 2016 where she completed a Certificate II in Aboriginal and Torres Strait Islander Primary Healthcare at Kirwan State High School. In February, 2017 Laquinta was successful in receiving a traineeship at TAIHS where she has been working part time in the Mums and Bubs Department. Laquinta has successfully completed her Traineeship and is now a full time Health Worker at TAIHS.



Clarise Foster, Full-time Adult Trainee,
Gidgee Healing Primary Health Service, Doomagee

Clarise Foster is a former student of St Patrick's College Townsville who started the program in 2018. Clarise was given the opportunity to start a school-based traineeship with the Mater Health Services in Townsville. Since starting the program, Clarise graduated year 12 in 2019, completed her Certificate II in Health Support Services & Community Services and Certificate III in Health Services Assistance. Clarise has now gone on to become a full-time trainee with Gidgee Healing Primary Health Service in her hometown Doomagee.



OUR PROJECTS



Earlier this year, students undertaking the Cert II at Kirwan State High School in Townsville worked closely with TAIHS (Townsville Aboriginal and Islander Health Services) to put together effective health promotion videos to showcase within the Deadly Choices Program. The students designed two excellent campaigns which focus on encouraging people to quit smoking.

These videos have been viewed on social media channels and within the TAIHS Health Centres. Please click the link below to view the videos:



Stop Smoking



Peer Pressure

AWARDS

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We are so fortunate to be supported by some passionate and hardworking trainers throughout Queensland, Northern Territory and Victoria.

This year one of our trainers Jacqui Dale from Thuringowa State High School in Townsville not only took out VET Trainer of the Year at the North Queensland Training awards but at the State Awards as well. Congratulations Jacqui for all of your hard work!

We were also very proud of our 2018 Student from Southern Cross Catholic College - Scarborough, Shauna Downton who was also awarded Aboriginal and Torres Strait Islander Student of the Year for Queensland this year.



2020 GOALS



350+ FPHP Students



90+ Partner Schools



40 School-based Traineeships



Our goal is for FPHP graduates to return to work in their home communities, boosting long-term health outcomes and improving health literacy amongst Indigenous groups across Northern Australia.

Goal 1:

Improve health literacy in remote communities

Goal 2:

Create education, training and employment opportunities for Indigenous students and their communities in Northern Australia.

Goal 3:

Develop the capacity of industry providers to increase and support employment of Indigenous young people

Goal 4:

Sustainable organisational growth and development

OUR PEOPLE



The Team



Darren Tindal
Executive Officer



Rick Phinsea
Engagement Manager



De'arne French
Engagement Manager



Rachel Knight
Administration



Brittany Yeatman
Administration

OUR PEOPLE



The Board



Michael Gleadow
Chairperson
Executive Committee



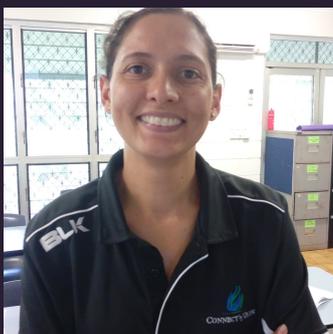
Michael Kelly
Secretary
Executive Committee



Brad Bulow
Treasurer
Executive Committee



Rhonda Renwick
Director



Sarita Richards
Director

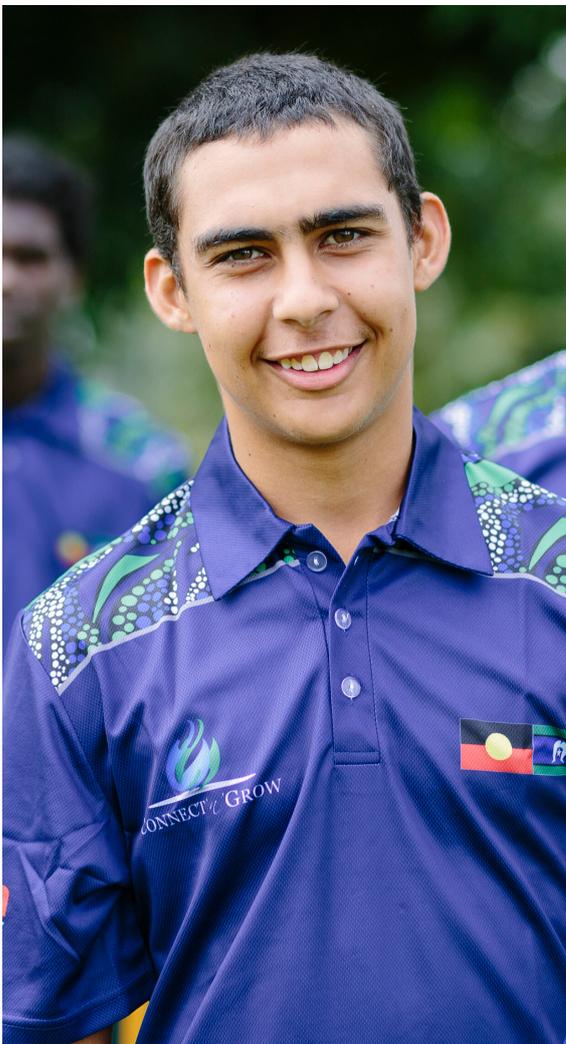


Andrew Morello
Director

A HUGE THANKS



Over the past 18 months, Seed has been fortunate to receive philanthropic support, which has been fundamental to its growth into a thriving and highly impactful organisation. Seed would like to take this opportunity to thank the Tim Fairfax Family Foundation and The Ian Potter Foundation for their continuous support.





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