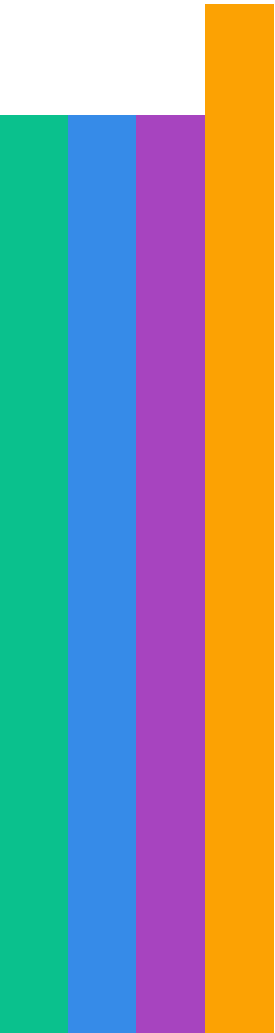




2023 COMMUNITY IMPACT REPORT

Local Impact. National Voice. Global Influence.



**Our Vision:
A better world
with and for
young people**



The Y acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community.

We pay our respect to their elders past and present and extend our respect to all Aboriginal and Torres Strait Islander peoples today.

The Y recognises Aboriginal and Torres Strait Islander peoples as the first peoples of this continent and the islands of the Torres Strait. In doing so, we acknowledge our shared history; recognise the right to self-determination and the importance of connection to country.

The Y acknowledges that 2023 has been a difficult year for our First Nations people. We remain committed to the Uluru Statement from the Heart as a sincere and moving invitation from First Nations Peoples to “walk with us in a movement of the Australian people for a better future”.

A message from our National President and CEO



In 2022 we committed to a bold new Vision, of working together, across our 680+ sites in every State and Territory in Australia, to drive systemic change for a better world, with and for young people.

Led by young people and diverse staff across the country, we worked together to clarify our 'Why' at the Y, to articulate why we exist, where we will focus our efforts over the next seven years, and what makes us unique (see Section 1), namely:

- our DNA of standing with and for young people;
- our deep connection to local community;
- our national scale;
- our global influence;
- and our capacity to support children and young people from the earliest of ages throughout their life journey, across our broad range of programs and services.

2023 has been about building the foundations we need to translate our Vision into reality. It has been about articulating what success looks like (the objectives we aim to achieve) across our four strategic pillars: meaningful work; a just world; sustainable planet and community wellbeing.

2023 has been about building the foundations to translate our bold Vision into reality.

And it has been about building the architecture – the new entities, systems and functions – that will help us deliver on our Vision of systemic change.

2023 has been an impactful year:

- **We secured Australian Government funding for our innovative new Y Careers Agency** – securing \$15.2 million to support 15,000 young people over the next 5 years into meaningful career pathways.
- **We have led global strategic efforts on behalf of the World YMCA**, to drive meaningful work opportunities for young people around the world, including through a global survey, designed by young people for young people.
- **We have become explicitly more inclusive**, revising our Constitution to ensure we are inclusive of all young people – regardless of gender, faith, sexuality or difference; and to ensure greater diversity of representation across our governance settings.
- **We built a new Advocacy and Public Policy Function**, to enable the Y to draw from its extensive service profile and local expertise, to contribute to public policy; and to amplify the voices of young people.
- **We have more than doubled the resources available to the Y Australia Group**, including obtaining \$1.5 million in new pro bono supports over the last 10 months.
- **We have built powerful new partnerships**, with value-aligned partners to enhance our community impact.

- **We contributed to the 2023 Asia Pacific General Assembly**, in Chennai, India, and supported the co-design of regional priorities.
- **And we have realigned our National Office** to ensure we have the functions, capabilities and operating environment to enable us to achieve our Strategy (see page 16).

2023 has been an impactful year, in delivering on the bold change-mandate set by our National Board, and in pursuit of our co-designed nationwide strategy.

However, in delivering on our commitment, we haven't sought to replace 'the old' with 'the new'.

Our success now and into the future relies on the ability to draw from our powerful legacy, our 170+ years of existence in Australia, and our long-standing local connections, while also embracing new approaches.

In particular, it requires us to hear the powerful voices of young people – who challenge us to find ways to be more innovative, more inclusive, and more impactful.

To achieve our 2030 Vision of a better world with and for young people, we must build the structures and practices to meaningfully hear and embed youth voices in how we make decisions.

Our success now and into the future relies on the ability to draw from our powerful legacy, our 170+ years of existence in Australia, and our long-standing local connections, while also embracing new approaches.

We have taken tangible steps to elevate youth voice in 2023, including by:

- building out a seven-year strategy with young Australians at the centre.
- ensuring our Youth Voice Steering Group has been a key player in our strategy process.
- investing in the creation of a 'youth ecosystem' as a core part of our new Member Services function.

- building a global community of more than 80 young people from around the world, to drive our global meaningful work project, including our global survey, for young people, by young people.
- Responding to the calls of young people to amend our key governance documents, including our Constitution, to be more inclusive of all, while still acknowledging our proud history.
- Explicitly recognising the need for age diversity and other diversity in our Board Committees.
- Supporting young people across the country through training to develop governance capabilities.

While important foundational steps have been taken, we still have much work to do to deliver on our objective of elevating the diverse voices of young people to influence decision-making and shape a just world. This will continue to be a key priority for 2024, as we take our next steps in the implementation of Strategy 2030 (see page 16).

Key acknowledgements

Our successes are due to the collective efforts of many – our staff, volunteers, partners, stakeholders, and young people across our movement.

We wish to acknowledge:

- our National Board and Y Australia team for their dedication and leadership over the last 12 months. Our purpose-driven people are our greatest strength;
- our Member Associations, Member CEOs, Presidents, life Governors, staff, and volunteers for their commitment and collaboration; and
- our value aligned partners for their extensive contributions to the important work we do, in support of young people, and our communities.

Ben Hubbard
National President

Tal Karp
National CEO



CONTENTS

Section 1	Who we are	6
	Who we are – our ‘secret sauce’	7
	What we do	8
	Our stats at a glance	9
	Our programs and services	11
Section 2	Our impact stories	15
	Our Vision for 2030	16
	– Meaningful work stories	18
	– Community wellbeing stories	29
	– Just world stories	43
	– Sustainable planet stories	53
Section 3	More about us	59
	Our global profile	60
	Our Australia-wide profile	61
	Our national entities:	62
	– Y Australia	62
	– Y Careers	63
	– Y Safeguarding	64
	– Y Services	65
	Our Member Association impact reports	66
	Key acknowledgements	67

Section 1

Who we are





Who we are

Our world YMCA movement is the largest youth movement in the world, reaching 65+ million people in over 120 countries, in every continent.

The Y in Australia (formerly the YMCA) is a social enterprise, operating in more than 680 communities, with 12,300 employees and over 23 million visits to our programs and facilities over the past year.

Drawing from our vast national footprint and 170+ years of deep connections with our local communities, we are focused on helping to resolve system-wide challenges in support of young people and our communities.

Across Australia, we offer a wide range of programs and services that support children and young people across their life cycle, from early learning and kindergarten programs to meaningful career pathways, through to recreation and other supports for older Australians.

We also offer a wide range of programs for marginalised, disadvantaged and at risk, young people.

The Y in Australia is aligned – locally and nationally – by its bold Vision, of driving systemic change for a better world with and for young people.

In 2019 we rebranded as the Y (from the YMCA) to make it clear that we stand for all young people, regardless of gender, religion, sexuality or difference.

In 2023, we explicitly recognised this commitment to all young people in our Constitution.



Our Y 'secret sauce'

The attributes that make us uniquely capable of supporting young people in the face of some of the world's most pressing challenges include:

Our DNA of standing with and for young people – over the last 170+ years in Australia, we have existed to support young people and our communities.

Our deep connection to local – community is at the heart of everything we do. We work hand-in-hand with our local communities to help resolve community problems.

Our national scale – our powerful national footprint spans 680+ communities in Australia, in every state and territory.

Our global influence – we have international reach, as a global movement across 120 countries, 12,000 communities and 65+ million people.

We support children and young people from the earliest of ages, throughout their life journey through our wide range of programs and services, and extensive footprint.



What we do

We deliver a wide range of programs and services that support children and young people across their life cycle, from early learning and kinder programs to meaningful career pathways, through to recreation and other supports for older Australians.



Early learning

Programs and services providing care and education for pre-school children

OSHC (Out of school hours care)

Programs and services that engage primary school aged children

Recreation

Programs and services that help people of all ages get active and connected with others, e.g.

- Health & Fitness
- Swimming
- Gymnastics
- Action sports
- All abilities and inclusive recreation
- Camps

Youth empowerment

Programs and services that support young people to reach their full potential in body, mind and spirit, e.g.

- Youth Parliament
- Youth hubs and spaces
- Youth Leadership
- Youth training and education
- Youth voice and engagement
- Programs supporting at risk youth
- Virtual Y

Child safeguarding

Through the support of our harm prevention entity, 'Y Safeguarding', all programs and services are dedicated to ensuring children and young people feel safe at the Y, in their families, and in their communities

Meaningful career pathways

We drive meaningful career pathways for young people, including through:

- Y Careers (our new careers entity)
- Global meaningful work project
- Vocational schools
- Programs supporting young people at risk (e.g. Rebuild)

Procurement & merchandise

Y Services exists to provide members with merchandising, collective procurement, purchasing, and sourcing expertise as our national service provider.

Quality and ethical products are sourced at reasonable prices, with profits going back to the Y's work.

Advocacy, public policy & research

We advocate on a national basis to ensure the resources, policies and regulatory environment of governments are serving Australia's children, young people and communities.

By the Y

Other programs and services; e.g.

- All ability and inclusion programs
- Affordable housing / accommodation
- Meals for the homeless
- Facilities management



Our stats at a glance

We exist as a Federated movement.

Each of our **12** member associations works in partnership with their local communities

The number of participations* in our programs and services over FY 22/23:

23,500,000+

16,300,000+ (FY21/22)
18,300,000+ (FY20/21)

FY22/23 participation is a 44% increase on prior year, indicating strong COVID recovery.

We employ 12,300+ staff

more than half are young people (6,500+)

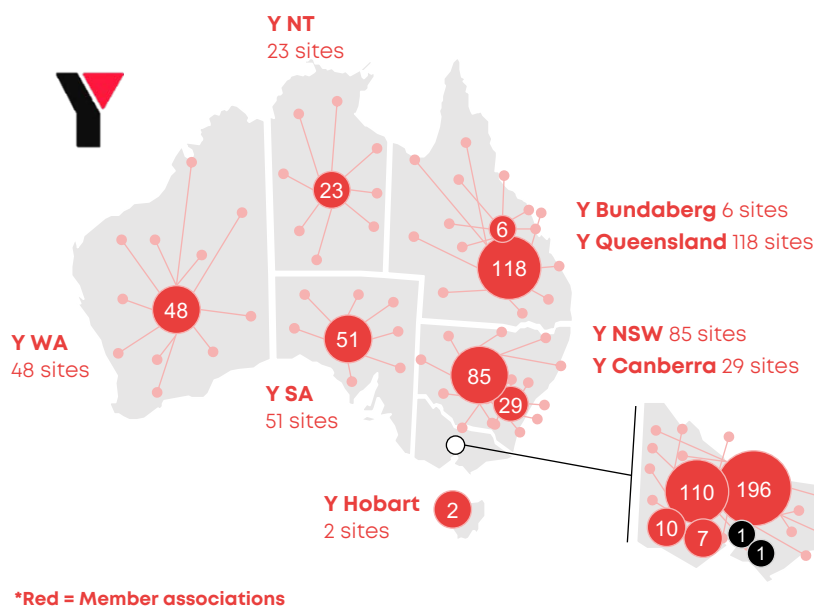
& have over 900 volunteers

Our collective turnover is

\$630,632,634

\$478,167,820 (FY21/22)

We work in support of children, young people and communities, in every state and territory in Australia...



...with 687 sites managed across our cities and regions.

- Y Victoria 196 sites
- Y Ballarat 110 sites
- Y Geelong 7 sites
- Y Whittlesea 10 sites
- Y Australia Group 1 site
- Y Services 1 site

FY22/23 FACTS

* The measure used is of "participations", rather than "participants". If, for example, a child attended a service 5 times in a week, 5 participations are recorded (rather than the number of children).



Our stats at a glance (cont.)

OUR PROGRAMS AND SERVICES

Early learning and children's programs



- Over 5 million** participations
- 56** Early learning centres
- 93** stand-alone kindergartens
- 248** OSHC services
- 6** long day care services

Youth programs



- 11** vocational schools / educational facilities offering alternative education

1,300 young people in vocational schools / youth training & education programs



- 9** board and committee members across Australia aged under 30

Health and wellbeing



- Over 8.2 million** fitness and gymnasium participations
- 39** health and fitness centres

Aquatics



- Over 3 million** swimming lessons / aquatic activities
- 22** aquatic education facilities
- 47** multi-aquatic / recreation facilities
- 48** outdoor pools

Sport and recreation



- Over 4 million** participations
- 52** community sports / recreation centres
- 7** stadium facilities
- 7** gymnastics facilities
- 4** skate parks and **1** sailing club

Camping and outdoor education



- 129,000** participations
- 13** accommodation-based camp facilities

Over 15.3 million total participations in recreation programs

Families supported through Y children's programs

36,000 families supported

56,000 children supported

91,049 individual children given free breakfasts as part of the **Schools' Breakfast Program**

Youth programs

395,000 participations in youth programs

Most youth programs focus on disengaged or marginalised youth and are targeted at 16-25 year olds

And more ...



- 24** access and inclusion (disability) services with **64,000** participations



- 14** accommodation facilities, including hotels, hostels and emergency housing



- 3** op shops

Our programs and services

Early Learning & Outside School Hours Care (OSHC)



The Y has an extensive footprint in early learning, kindergarten and OSHC across Australia, including:



56

Early learning centres



93

Stand-alone kindergartens



248

Out of school hours care programs

Education and Care

~ **4,000** Y staff provide education and care to over **56,000** children

~ **7,300** of the children in our care are from culturally and linguistically diverse backgrounds

~ **2,200** children in our care identify as First Nations

88% of our workforce are women

One-third of our workforce are under the age of 30 years

The Y across Australia is committed to drawing from its significant knowledge and experience relating to early years, to improve the lives of children and families.

We advocate on a national basis to ensure the resources, policies and regulatory environment of governments are serving Australia's children, young people and communities in the best possible way.

In 2023 the Y made a number of submissions to key Government inquiries to drive systemic change in support of children and families, especially the most vulnerable:

- [Productivity Commission Inquiry into Early Childhood Education and Care 2023](#)
- [ACCC Inquiry into Early Childhood Education and Care 2023](#)
- [The Australian Government's Early Years Strategy 2023](#)
- [The National Strategy on the Care and Support Economy 2023](#)

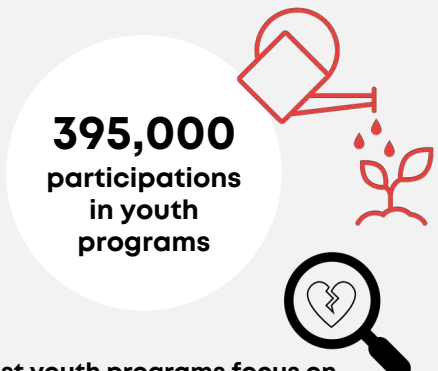


Our programs and services

Youth Empowerment



Youth programs



Most youth programs focus on **disengaged or marginalised youth** and are targeted at 16-25 year olds



11 vocational schools / educational facilities offering alternative education



1,300

young people in vocational schools / youth training & education programs



9 board and committee members across Australia aged under 30

Empowering a young person is not just a single act; it's a ripple effect that transforms individuals, communities, and society at large.

The Y provides programs and services that aim to inspire, educate, uplift and amplify current and future generations, including:

- **Youth Parliament** – fostering civic engagement and leadership skills, see page 46.
- **Youth hubs and spaces** – which support innovation, creativity and leadership skill development in a safe and supportive environment. See e.g. [HQ Leederville](#), a dedicated Youth Hub and Live Music venue.
- **The Change Agent Program** – empowering young people to be global catalysts for positive social change. See [World YMCA Change Agent program](#)
- **Youth leadership, youth voice engagement programs**
- **Programs supporting at risk youth** – see e.g. [Street gym](#)
- **Digital spaces** – including, the [WhyNot Platform](#), a digital safe space for collaboration, advocacy and idea exchange; and [Virtual Y](#), an online youth hub.

The Y is collectively committed to elevating the diverse voices of children and young people to share a just world. See further, pages 16 and 44.



Our programs and services

Recreation



Over **15.3 million** total participations in recreation programs

Health and wellbeing



Over **8.2 million** fitness and gymnasium participations
39 health and fitness centres

Aquatics



Over **3 million** swimming lessons/aquatic activities
22 aquatic education facilities
47 multi-aquatic/recreation facilities
48 outdoor pools

Sport and recreation



Over **4 million** participations
52 community sports/recreation centres
7 stadium facilities
7 gymnastics facilities
4 skate parks and a sailing club

Camping and outdoor education



129,000 participations
13 accommodation-based camps

Did you know?
The Y invented basketball, volleyball & futsal!

The Y provides health and wellness solutions for people of all ages, abilities and backgrounds across our many recreation centres, stadium facilities and community spaces.

For more than 150 years, we've been there, from the court to the streets – shaping the games and the generations who have grown up with us.

We've always understood that sport is much more than a scorecard. It's about the long-lasting connections we build when we play together, the dreams nurtured, and the lives transformed.

Today, we still lead the charge. As a place of safety for children learning their first strokes in our swimming pools, or taking their first shot on our courts or fields. And as trusted coaches and mentors to millions of Australians who pass through our doors each year.

Our mission is clear: break down barriers, provide access to safe spaces and opportunities for our communities to connect and thrive, and amplify the voices of those who've been sidelined for too long. We're working to level the playing field.

Changing the game for women and girls in sport

At the Y, we are passionate about using our deep community connections to support flexible forms of sport and recreation, to meet women and girls where they are at; to provide wrap-around support for marginalised and at risk women and girls; and to provide a pipeline for elite sporting pathways.

Our programs and services

Meaningful Work



We are committed to creating a better world, with and for young people.

As one of the largest employers of young people in Australia (with over half of our 12,300+ employees being young people) we are committed to creating and advocating for meaningful, just, and fair education, training and employment opportunities and working conditions for current, and future generations.

We employ **12,300+** staff



**more than half
are young people
(6,500+)**

Some of the programs and services within our Meaningful Work pillar include:

- **Y Careers** – our new innovative Careers Agency, which will support 15,000 young people over the next 5 years into meaningful career pathways. Established as a Charity in 2022, Y Careers will help address youth underemployment and a national shortage of workers in the care sector, by creating a pipeline of next generation workers in childcare, disability care and aged care. See page 19.
- **ReBuild** – rebuilding the lives of young people in the criminal justice system, the Y Victoria's Rebuild program supports young people involved in the criminal justice system with a pathway to re-integrate back into the community through employment, connection and belonging.
- **Vocational Schools Program** – Y Queensland's vocational schools provide adjusted education programs and vocational training to secondary students, who would benefit from an alternative learning environment. With campuses across Brisbane, our schools support students in their journey to employment. Students participate in programs dedicated to enhancing practical and personal skills, at a pace that encourages school attendance, engagement and confidence. See page 25.
- **Suspended students Program** – Y NSW's Alternative Suspension Program aims to reduce the number of repeat suspensions by tackling the underlying causes of educational disengagement; and giving students an opportunity to transform their time away from school into positive learning experiences.

Section 2

Our impact stories

Local Impact. National Voice. Global Influence.



A better world, with and for young people. That's our bold new Strategy 2030 Vision.



Strategy 2030, our seven-year nation-wide strategy, is about all of us.

It's about working together, across our Y movement, hand-in-hand with our local communities and in collaboration with our value aligned partners, to drive system change, for and with young people.

Watch our [Vision 2030 video](#)

We have committed to systemic change, across 4 areas of impact

Together, we drive systemic change to create a better world. We draw from our collective expertise, our deep community partnerships, and our local, national and global influence.



Meaningful Work	Community Wellbeing	Just World	Sustainable Planet
Empowering young people to navigate and thrive in the dynamic world of work	Building healthy, connected communities, where children and young people thrive	Amplifying the diverse voices of children and young people to shape a just world	Adapting, protecting and renewing for a sustainable planet
Enhance knowledge and skills for modern work	Ensure safe people and safe environments	Elevate the voices of children and young people within the Y	Adapt and build resilience
The Y as a springboard to meaningful work	A wellbeing-focused movement	Amplify the voices of children and young people in our communities	Restore and renew
Unlock potential and remove barriers for all	Enable body, mind and spirit	Enable diverse voices	Reduce our carbon footprint



For the first time in our global and national history, the Y movement is working collectively to drive change across four areas of impact.

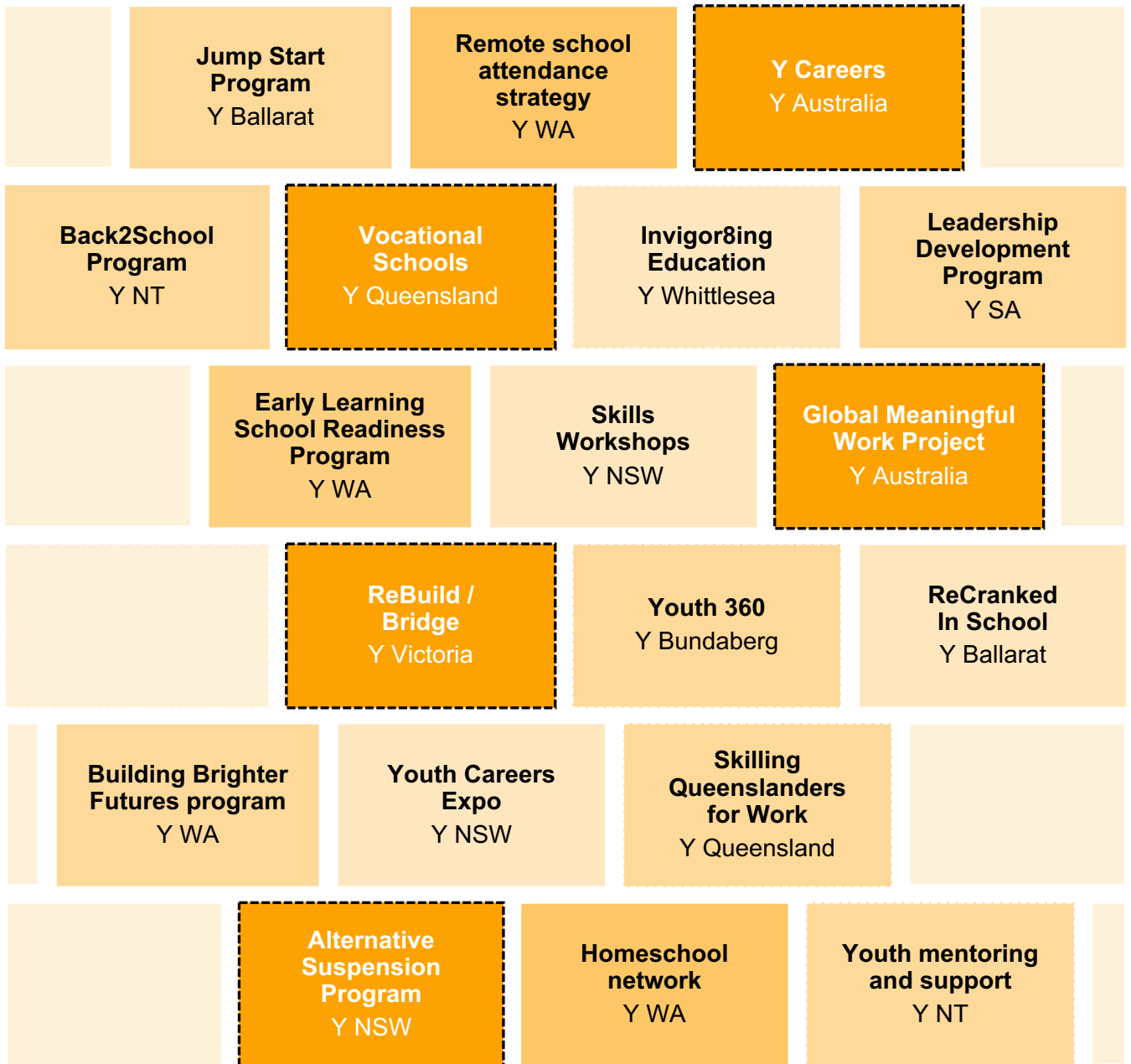
Read on to discover more about some of our many powerful programs that drive local impact, national voice and/or global influence.



A snapshot of our impact

Meaningful work

Empowering young people to navigate and thrive in the dynamic world of work



Selection of some of the many Y programs and services driving **meaningful work** outcomes across Australia

Impact stories showcased within this report

Y CAREERS

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet



The CHALLENGE

Australia is facing a national shortage of workers in the care sector with some estimating that the Australian care workforce will need to increase by up to 1 million more workers over the next 10 years.

Our challenge and primary focus lies in addressing youth underemployment and unemployment whilst also alleviating the urgent demand for compassionate caregivers in the child-care, disability care, and aged care sectors.

Without innovative solutions and direct, tailored action to create a new and ongoing stream of skilled and supported workers, this shortage will result in the closure of critical services that our communities and Australian economy desperately need.

The PROGRAM

Y Careers is an innovative social enterprise start-up of Y Australia, committed to creating 30,000 job placements for up to 15,000 young Australians nationally, over the next 5 years, in the care economy by supplying meaningful employment opportunities for young people and assisting employers facing critical workforce shortages.

Y Careers is supported by the Australian Government Department of Employment of Workplace Relations through a \$15.2 million grant, 'Supporting the setup of the Y Careers agency and its operations'.

Y Careers is set to roll out a comprehensive traineeship program for young people in the care industry in 2024 and beyond.

As Y Australia's flagship national strategic initiative under the 'Meaningful Work' pillar of Y Australia's Strategy 2030, Y Careers aims to empower young people to navigate and thrive in the dynamic world of work.

The traineeship will provide young people with a launchpad, wrap around support and an employment ecosystem over a 1-year traineeship with the option of a 2nd year sector specific traineeship.

As part of the program the young person will receive a competitive hourly wage, obtain a fully funded qualification (specifically, a Certificate III in Individual Support in Year 1), and engage in two to four work placements within the care industry.

Our holistic support model for young people and employers includes:

<p>A dedicated Career Coach</p>	<p>Diversity of work placements</p>	<p>Innovative training and learning</p>	<p>Job matching and placement</p>	<p>A single employer</p>
--	--	--	--	---------------------------------

The IMPACT



“Y Careers promises to be a game-changer for young people and the care sector. We have assembled an exceptional team and are working in close partnership with our parent organisation, Y Australia, as well as the Australian Government, Member Ys, and our valued partners such as Maddocks, Deloitte Australia, Social Ventures Australia, Learning Creates and the University of Melbourne.

Together, we are laying the foundations for the launch of a pilot program in 2024. Through an innovative consortia approach, Y Careers aims to address the challenges of youth unemployment and underemployment, while also meeting the critical need for compassionate caregivers in the childcare, disability care, and aged care sectors.”

Amaresh Devanesen, Executive Director Y Careers



The STATS

Our program aims are to:

EMPLOY



15,000

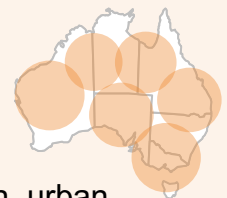
Young people over 5 years

PROVIDE



30,000

Placements to young people with employer partners across 5 years.



Across metropolitan, urban, and regional Australia

Be multi-sector and foster youth entrepreneurship and innovation

Want to learn more?

[Y Careers – About us](#)

GLOBAL MEANINGFUL WORK PROJECT



Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet



The CHALLENGE

There has never been a more important time to prepare young people for the future of work.

The evidence is alarming. Almost a quarter of young people are not in work, education, or training.¹ Two thirds of the youth labour force currently lack the basic skills needed to participate effectively in work.¹ With almost a quarter of jobs projected to change by 2027,² young people will need to develop new skills and capabilities – and soon.

The current state of play is failing our young people, with women and girls, and marginalised groups faring the worst. If we are going to empower young people to navigate and thrive in a rapidly changing context, we need to problem solve with – not just for – young people. And we need to work together differently across business, governments, and civil society.

The PROGRAM

It is in the context of the World YMCA’s first global strategy, Vision 2030, that Y Australia, World YMCA and Deloitte Australia, embark on a bold new collaboration.

Y Australia (formerly YMCA Australia) has been tasked with global leadership of the World YMCA’s Meaningful Work strategic pillar – one of four pillars of action under Vision 2030.

To accelerate progress, Y Australia is collaborating with global professional services firm, Deloitte Australia. Deloitte’s expertise and reach, its deep understanding of the changing nature of work and its strong commitment to social impact, make this a powerful collaboration with the World YMCA movement.

Our project will add to existing global research, listening to and learning from diverse young people around the world through a global survey, to understand their work aspirations and experiences.

The Y Australia, World YMCA and Deloitte Australia collaboration will deliver a series of focused reports on the challenges and opportunities. Working with young people and stakeholders across sectors, we will identify practical and sustainable actions, to help drive a more equitable and meaningful future of work by 2030.

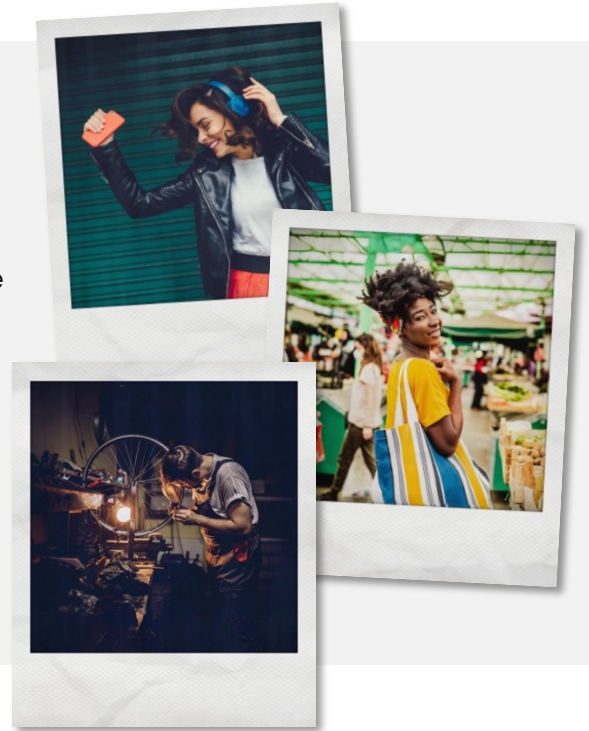
1 [ILO World Employment and Social Outlook, 2023](#)
 2 [WEF Future Jobs Report, 2023](#)

The IMPACT



“We dream of a world that is just and inclusive for all, where all young people have access to decent jobs and meaningful work. The YMCA has a unique contribution to make using our scale and trusted connections with community to drive real and tangible outcomes for young people – where and when they need us most. This powerful collaboration will help us unlock meaningful work opportunities for young people and a roadmap to get us there.”

Carlos Sanvee,
Secretary General, World YMCA



“Imagine this – the largest and oldest youth organisation in the world, with a reach of 120 countries, 12,000 communities and 65+ million people, teaming up with the expertise and dedication of Deloitte – a global firm with a deep commitment to our shared ambition of a better, more just, inclusive, and sustainable world for and with young people. Powered by a unique YMCA and Deloitte global collaboration, our ambition is to drive practical, actionable, measurable change with, and for, young people and communities across the world.”

Tal Karp,
CEO, Y Australia

“Deloitte is thrilled to be collaborating with a value-aligned organisation in Y Australia, who have such a rich history of empowering young people and share our vision of building a better world. We look forward to creating impact through this important and exciting collaboration, helping bridge the gap between education and employment to inspire and unlock new opportunities for young people to pursue their life aspirations.”

Nicole Scoble-Williams,
Deloitte Leader for the Future of Work

The STATS

As the statistics suggest, the world of work is changing for young people. We need to respond:

Two thirds of the global youth labour force are without a basic set of skills

Three-quarters lack the skills needed for employment

75% of workers say they are more likely to stay in their current role if their employer will continue to provide flexible working arrangements

20% of jobs advertised are ‘remote jobs’

77% of Gen Z and **75%** of Millennials would consider looking for a new job if their employer required them to be on-site full-time

60% of global workers are seriously considering leaving their jobs for one that better supports their well-being

44% of Young People say they were taught only ‘very basic’ digital skills

12% of young people say they received no education at all in technology or digital skills at school

Want to learn more?

<https://youthmeaningfulwork.com>

REBUILD/ BRIDGE

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet



The CHALLENGE

Statistics tell us that over 50% of young people leaving custody will reoffend within the first four months, placing a significant toll on families and communities, as well as governments who are shouldering the costs of reincarceration.

How can this rate of reoffending be reduced? And how can we create and support opportunities for incarcerated young people to build skills and a sense of purpose to support a second chance for life?



The PROGRAM

YMCA ReBuild is a social enterprise that works in correctional centres, engaging young people while they're incarcerated. ReBuild provides specialised training and support preparing each young person for employment with the commercial arm of the social enterprise upon their release. This unique pathway re-integrates young people back into the community and transforms lives through employment, connection and belonging.

Focused on reducing the rates of reoffending, ReBuild provides on-the-job training under the guidance of an experienced tradesperson, mentoring, employment and support to provide these young people with a second chance.

"I've been out of jail the longest I have for my whole entire life.

I've never been able to hold a job for more than two months. Now I've worked solid for three years."

**Rory, Crew Leader
YMCA ReBuild**

The IMPACT

Since 2018, ReBuild has saved the Victorian Government more than \$2.4 million in avoided reincarceration costs. The rate of participants who reoffend within five years is less than 5%, compared with the 50% average.



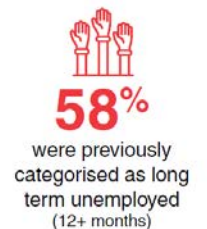
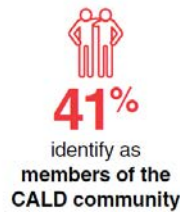
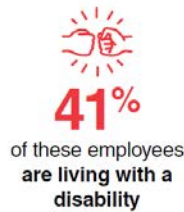
ReBuild participant



“ReBuild means opportunity, pathways and security, a second chance”

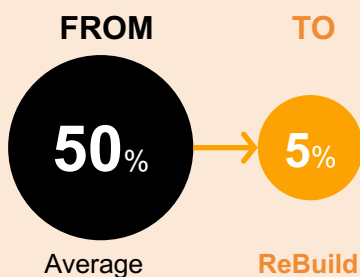
ReBuild participant

In the last 12 months, ReBuild has employed 34 young people into commercial construction opportunities:



The STATS

We reduced the rate of reoffending (within the first four months of leaving custody) ...



Saving the Victorian Government up to **\$2.4m** per year

To date, ReBuild has:

Employed over 400 people, and

Trained more than 200 in custody

50% of YMCA ReBuild participants are from culturally and linguistically diverse backgrounds, while 27% have experienced homelessness. No matter who they are, we believe every young offender deserves a second chance.

Want to learn more?
[YMCA ReBuild – Our impact](#)

VOCATIONAL SCHOOLS PROGRAM

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet



The CHALLENGE

Many of our young people are struggling to feel engaged and supported within the mainstream school model. How can we improve educational engagement and create safe learning opportunities for all? And how can we keep our youth engaged and enable them to reach their potential?

“The staff do a great job making you feel welcome. They push you to chase after your passions... they create a welcoming and safe space.”

Year 12 student, 2022

The PROGRAM

Y Queensland's vocational schools deliver alternate education through a holistic model that focuses on student wellbeing, academic outcomes and job readiness skills.

With campuses across Brisbane, and in Bundaberg, the schools support students in their journey to employment by providing adjusted education programs and vocational training.

Students participate in programs dedicated to enhancing practical and personal skills. They use learning methods that encourage school attendance, engagement, confidence and the development of positive behaviours that support students to become happy, healthy, productive adults and thriving members of our communities.

The program takes a holistic, flexible, individualised approach to learning, and provides a safe environment where all young people can enjoy a sense of belonging.



The IMPACT

“My daughter is in a much better place mentally now with all the support she is getting at school, and it has made such a difference to our family. I was getting very worried about my daughter’s future, but I feel it is a lot brighter now that she is engaged in learning.”

Mother of a student.



“... I can give back to the YMCA because they have given so much to me.”

Student



The program takes a holistic, flexible, individualised approach to learning, providing a safe environment where **all young people can enjoy a sense of belonging, regardless of their gender, sexuality, religion, or difference.**

The STATS



895

students enrolled across our **8 Vocational School campuses** over the course of the year.

Student surveys are administered three times a year to measure program outcomes.

- In 2022 in a repeated measures analysis of variance test, we found that **scores on Optimism significantly increased by 4%** from February to November.
- At the beginning of the year, 27% of our students had low scores for wellbeing. By the end of the year, this proportion had dropped to 16% of the sample, **indicating that our Schools improve student wellbeing.**
- In their Literacy assessment, all students demonstrated significant improvement throughout the year, **ranging from 50% to 100% improvement.**
- In their Numeracy assessment, **72% of students had improved their scores.**

At the end of 2022, the following campuses shared the data for their **Year 12 students planning to transition into employment, apprenticeship/ traineeship, or further training:**

- 88%** from Logan
- 88%** of Victoria Point
- 85%** of Moreton Bay
- 85%** of Brisbane South
- 80%** of Ipswich Senior

Want to learn more?

<https://ymcaqueensland.org.au/services/vocational-school>
 YMCA Queensland - Community Impact Report 2023.pdf

ALTERNATIVE SUSPENSION PROGRAM

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet

The CHALLENGE

We know that suspending students sees marginalised and excluded young people at increased risk of involvement in the criminal justice system. And we know we need innovative new approaches if we are going to disrupt this 'school suspension-to-prison pipeline'.

But what if – instead of a traditional suspension – young people were supported to use the time away from school to tackle the underlying causes of their educational disengagement?



“This remarkable program turns things around for disengaged young people by transforming suspension into an opportunity for them to get back on track in a neutral, safe environment.

We want to help these young people make a successful return to school and seize these suspensions as missed opportunities for our young people.”

Louisa McKay,
Executive Leader Purpose & Impact

The PROGRAM

Drawing from a wealth of evidence of successful programs run by the Y in Canada, **Y NSW's new Alternative Suspension Program** partners with local schools, parents and Government to get young people back on track at school or in alternative training pathways, and to tackle the underlying causes of educational disengagement within young people aged 12 to 18 years.

It is currently running in Western Sydney and on the Central Coast and seeks to increase participants' resilience and their ability to persevere in education, thereby reducing the number of repeat suspensions.

Developed by YMCA du Quebec the program has been delivered to more than 30 communities across Canada, France and the United Kingdom, with 3000 young people referred annually and another 13 programs launching globally throughout the COVID-19 pandemic.

Qualified youth workers support disengaged students in an environment promoting self-worth, goal setting, and the building of social skills and community respect. They also work with parents and schools to develop action plans for the earliest and smoothest transition of the Young person back into mainstream education or alternative training pathways.

“It’s been an absolute blessing for me. My daughter has done a complete 180 and I truly can’t thank them enough.”

Parent of 14-year-old

The **IMPACT**

“Massive positive changes... She was mentally not doing well at all. She’s put some weight on, she’s calm and she’s thinking. I can’t thank them enough.”

Parent of a 14-year old

“He has actually woken up to himself and understands doing what he does isn’t very beneficial to his future. He wants to get an education now, be involved in class.”

Parent of a 13-year old



“The Y youth workers actually care about the kids, They really want to help and are very understanding. I think that the Y is actually the most beneficial thing I’ve ever heard of.”

Parent of 13-year-old

the Y | NSW
ALTERNATIVE
Suspension

The **STATS**



10

Programs across the Central Coast and Parramatta sites



300

Referrals to the program



200+

Students through the program



900

Hours of **classroom support** sessions

Want to know more?

<https://www.ymcansw.org.au/community-services/youth/alternative-suspension/>
<https://www.ymcansw.org.au/news-and-media/news/y-nsw-launches-australian-first-alternative-school/>



A snapshot of our impact...

Community wellbeing

Building healthy, connected communities, where children and young people thrive



Selection of some of the many Y programs and services driving **community wellbeing** across Australia

Impact stories showcased within this report

INSIDE OUR MINDS

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet

The CHALLENGE

Growing up today is a hard gig. Our youth have so many challenges and distractions that just weren't around for previous generations, and navigating them can often feel insurmountable. How do we help our youth feel less isolated, and more accepted and understood in this world that is apparently so connected?

This program aims to reduce the stigma surrounding mental health issues among young people, and to normalise behaviours that make it ok to reach out and ask for help.

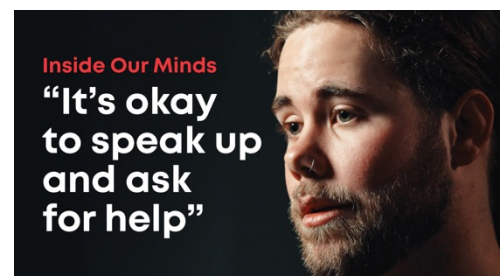
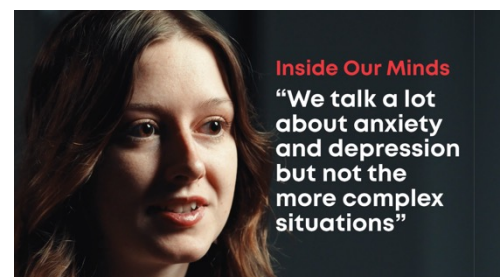
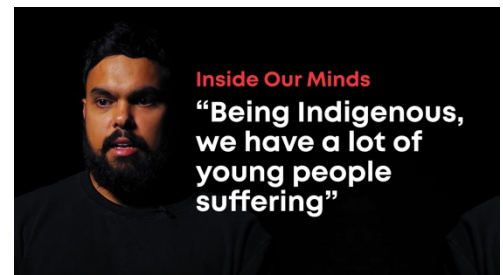
The PROGRAM

Inside Our Minds (IOM) is a video series showcasing stories of young people's mental health struggles, released over seven days during Mental Health Week in October each year. The series showcases young people in a powerful way with the main purpose to continue to destigmatise the mental health issues and promote a positive, open conversation for young people.

Starting in 2019, Change Agent Martin Johnson was eager to use his platform to amplify the voices of young people dealing with mental health issues. Driven by his personal experiences and a passion for mental health, Martin sat down with seven young Australians to discuss their mental health experiences, personal challenges and how they could reduce the stigma.

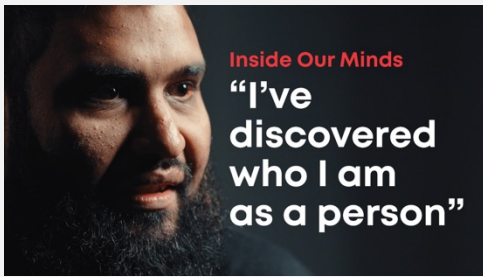
Over the last 5 years this annual series has showcased the stories of many young Australians, including young Indigenous People sharing their experiences with mental health, and LGBTQIA+ young people shedding light on their lived experiences and their encounters with mental health stemming from struggles with inclusivity. Each and every participant speaking openly and honestly about their lived experiences.

The program continues to be a catalyst for positive change, fostering a supportive community and promoting understanding of the various challenges young people face in the realm of mental health.



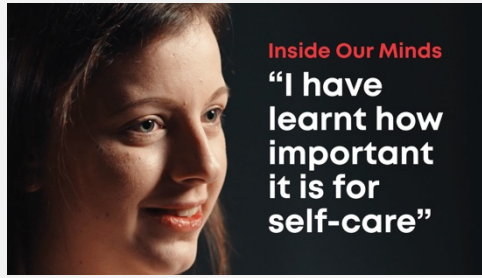
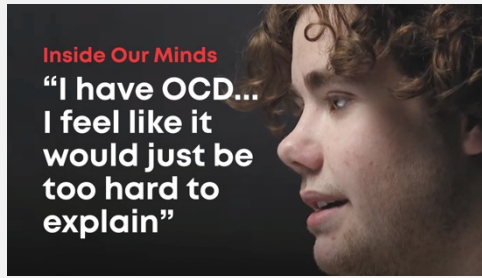
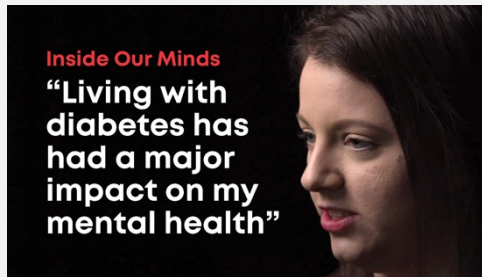
Now celebrating its fifth anniversary, the 2023 program is taking participants and viewers on a reflective journey through the past five years, rekindling connections and showcasing the ongoing experiences of those who have shared their stories.

The IMPACT



“This year’s participants have shared their journeys in a transparent and brave outpouring of emotion, and they have the real potential to connect with others experiencing similar issues in a profound way. We are sincerely grateful this courageous group shared their experiences purely for the benefit of other young Australians.”

Dr Tim McDonald, CEO, Y WA



“What I’ve learned over my 30 years of experience across psychology and mental health services is that young people are not interested in re-stating what the problem is, but they are highly invested as participants about finding solutions to the problems confronting them. **That’s what Inside our Minds is about. Hearing the voices of other young people to help inform solutions that will work for them.**”

Chris Harris,
 MinRes Psychologist and
 Head of Mental Health

If you, or a young person you know, is struggling and needs help, visit: [Beyond Blue’s – Helpful contacts for young people](#)

Want to learn more?
<https://www.ymcawa.org.au/media/inside-our-minds>

REMOTE POOLS PROJECT

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet

The CHALLENGE

Royal Life Saving Australia research shows that First Nations children (aged 5-14 years) are 2.9 times more likely to drown than non-Indigenous children and reports that they are at greater risk due to lower levels of swimming skills and water safety knowledge, combined with living in a remote location near waterway.

Fostering a community-led approach to address health inequalities in remote First Nations communities requires the identification of strengths, understanding unique needs, and building trust. Overcoming these challenges is crucial for creating collaborative environments that maximise the impact of health and wellbeing programs.



The PROGRAM

The Remote Pools Project is a community led program that improves the health and vitality of First Nations communities, for present and future generations.

The safe operation of swimming pools, together with community-led health promotion programs, fosters far-reaching health and wellbeing benefits for communities.

Through meaningful relationships and trust, the project employs locals and engages visiting volunteers to manage swimming pools and deliver programs.

By providing training pathways and local job opportunities, the project not only addresses employment needs but also contributes to greater health outcomes. This holistic approach, developed in partnership with communities, ensures culturally relevant and sustainable programs that empower and enhance the resilience of remote First Nations communities.

Lifeguard Terry Alice got his first job at the pool when he was 18 years old, and 30 years on he's rejoined the team and loves working at the community pool.

“The way we are running the pool now is the best ever.

Heaps of local staff and we are all looking after the place. It's created a really good happy place for people to come and enjoy, to go for a swim, sit down under the trees on the nice green grass and talk story and relax from the heat and get healthy.”

The IMPACT

“Our community pool is the best place for our kids to swim (especially when it’s hot). It’s safer than the local waterholes around community. The pool brings families together. Kids are happy to see other kids, they don’t fight just play with each other.”

Patricia Oliver – Eastern Arrernte woman, local artist and staff member at Ltyentye Apurte (Santa Teresa) Pool.

“Local swimming pools like the one in Ltyentye Apurte are vital and valuable community assets – places to gather and connect.”

“It’s created a really good happy place for people to come and enjoy, to go for a swim, sit down under the trees on the nice green grass and talk story and relax from the heat and get healthy.”

Remote pool participants



Pools are much more than a place to swim, and nowhere is that more true than in a remote community



For Kiana Hayes, getting trained up and securing her first job has been a really good experience:

“I felt very happy going through the bronze medallion and first aid training, learning the new skills was great and really fun.”

Heaps of my friends and family work here so I feel very happy when I go to work. My favourite thing about work is helping the kids to be safe at the pool when they come in.”

The Remote Pools Project works in partnership with some communities across the Central Australia region and with the Mac Donnell Regional Council to support the safe operation of the swimming pool and delivery of community-led health promotion programs.

Want to learn more?

<https://www.remotepoolsproject.ymca.org.au/>

ACTION SPORTS – GIRLS’ SKATEBOARDING

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet

The CHALLENGE

Many skateboarding girls worry about being the only girl in the skate park or feel embarrassed to practise basic tricks in front of others.

“Even though the boys at skate parks usually keep to themselves, most girls, especially first timers, still find being at the park daunting. Basic activities such as practising tricks publicly can become anxiety-inducing tasks.” says Lily Smith, YMCA Action Sports Team Member, who sees this issue all the time.

The physical and mental benefits of skateboarding are numerous, but how can we create safe spaces for all members of our community – particularly girls and women – to enjoy this sport?



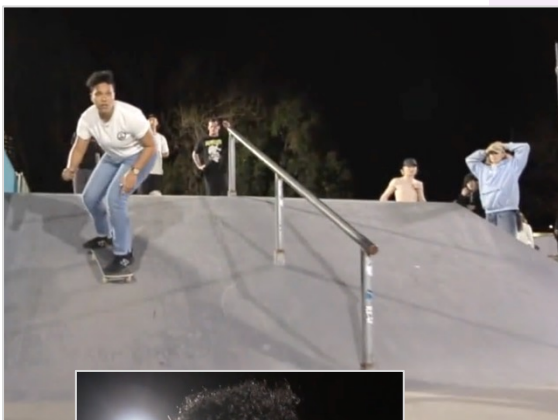
The PROGRAM

Providing a supportive environment for girls and young women to learn to skate is a priority for YMCA Action Sports, and many skate parks have group sessions just for girls.

Riverslide Skate Park in Melbourne is just one of the skateparks offering inclusive and welcoming sessions for girls and anyone from the LGBTQI+ community.

The friendly and professional Riverslide staff are experienced instructors with a wealth of knowledge and experience and can provide skateboarding tips and advice during the lessons. The skateboard instructors have also participated in the Y skateboard lessons, programs and competitions, so they know what it’s like to be starting out!

All instructors have Working With Children Checks and are first-aid certified, and if participants don’t have their own gear, skateboards and safety equipment (including knee pads, wrist pads, elbow pads and helmets) are provided for use during the lessons.



“I got my first skateboard for my birthday, and now I just try to do it every day ... the first session was the scariest one to come to because you don’t know anyone and you worry about hurting yourself, but then you come through and it’s just amazing!”

Riverslide skateboarding participant

The IMPACT

Here's a selection of what our Riverside skateboarding participants are saying:

“The thing I like about skating is that it’s not necessarily a team sport – you can do your own thing, but at the same time if you want to talk to people or ask for help, you can. So you get the support of a team without any of the pressure.”

“I like it because you are out there and you are always getting better and trying, but it’s not super competitive and everyone celebrates with you when you do well.”

“It just makes me happy.”

“Originally I was just skating solo ... and then I was seeing these girls’ sessions pop up ... and I thought ‘this would be great, because it gives me a more social and welcoming setting to learn’.

The female coaches made me feel so welcome and accepted ... they are there to inspire you and to encourage you – it made all my nerves at ease.”



The Action Sports STATS

YMCA manages some of Victoria’s best skate parks in partnership with Boroondara, Knox, and Melbourne Councils, including:

- Junction Skate & BMX Park
- Knox State & BMX Park, and
- Riverside Skate Park

We engage over **250,000** people each year



Our events and program framework is sanctioned by **Skate Australia Inc.** the recognised national sporting organisation for skateboarding

Want to learn more?

- <https://skatepark.ymca.org.au/news-events/girls-skateboarding-community>
- <https://riverslide.ymca.org.au/lessons/group-lessons/girls-skateboarding-lessons>
- <https://victoria.ymca.org.au/programs-services/action-sports>

SCHOOLS BREAKFAST PROGRAM

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet



The CHALLENGE

Imagine arriving at school hungry – your stomach is rumbling and you just can’t concentrate on anything. And then the teacher asks you to complete a task, or to participate in sport ...

We know that when children come to school hungry, the impacts of poor concentration and lack of engagement can trigger a cycle of ongoing low-level educational outcomes. By providing breakfast, we not only help create a great start to the day, but this simple program can help make school – and the process of learning – a positive experience.

The PROGRAM

The YMCA Schools’ Breakfast Program began in September 2006 with the support of the Clem Jones Group and Foodbank Queensland.

Starting at five state schools in the heart of Logan, deemed by Education Queensland as ‘most in need’ of a breakfast program, the program currently delivers more than 100,000 breakfasts a month, and supports a further 230 schools with food resources across Queensland

“The Y recently delivered our 7 millionth breakfast to children through our Schools Breakfast Program, which has now expanded into over 165 schools across South-East Queensland.

The need is growing and this is a welcome acknowledgment of the positive impact this type of program has on the children and their families and the wider school communities.”

Damian Foley, CEO, Y Queensland



The IMPACT

This commitment will not only help struggling families – it has a real impact on the educational outcomes of those children who are supported with a healthy nourishing start to their day.

Our aim is to ensure students are provided with the best opportunity to make the most of their education and develop healthy eating habits. Our Schools' Breakfast Program:

- Maximises behavioural outcomes in the classroom
- Enhances student engagement and school connectedness
- Positively impacts student academic performance



Congratulations to our Schools' Breakfast Program team, who won the 'Charity and Not For Profit (Small)' category at the [Logan City Chamber of Commerce](#) 2023 Business Distinction Awards!

"We are so happy to have such a tight and wonderful team who work so well together.

We were delighted to be nominated and then announced as a finalist for the awards... and incredibly excited to win!"

Amanda Maystone-Towell (Lion) – Schools' Breakfast Program Manager

The STATS

Our YMCA Schools' Breakfast Program provides food, equipment and support to schools free of charge, so that schools are able to provide free breakfast to all children.



14,000+

children **on any one day** with a healthy breakfast



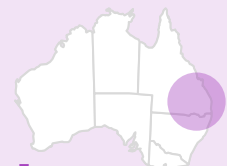
This is over **51,000**

meals per week, each month...



3,368,813 school breakfast participations in Queensland

91,049 individual children were given free breakfasts



... across **165+**

schools in South-East Queensland

Regions include the Logan, Ipswich, Brisbane, Moreton Bay, Gold Coast areas and Redland Bay.

Want to learn more?

[Schools' Breakfast Program - YMCA Queensland Home - YMCA Queensland](#)

We acknowledge the Queensland Government for its investment and commitment to supporting the well-being and success of our future generations. Together, we can continue to make a lasting impact on the lives of children across the state.

RAID (Recreational Activities for People with Intellectual Disability)

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet

The CHALLENGE

People with intellectual disabilities can often experience acute social isolation, and not have access to opportunities to build friendships and communities.

Knowing how important inclusion and community is for everyone's overall wellbeing, how can we create an inclusive program that addresses both the emotional and physical needs of this specific population?



The PROGRAM

RAID (Recreational Activities for People with Intellectual Disability) basketball program provides participants with an opportunity to be part of a sporting team and to not only enjoy the game itself but the friendship, pride and confidence that comes from being part of a team. For some, this is the only social contact they have outside of their home and this opportunity is vital in reducing their sense of social isolation.

The game is played with modified rules to include all players in a team. RAID participants are offered to be part of a game that best suits their level of skill and pace.

Games are played at Radford College and offer student volunteers the opportunity to participate in the games, coach, and partner up with participants who need that little bit of extra support & encouragement, fostering a positive team spirit and ensuring each RAID player has equal participation.

The Y Canberra's partnership with Radford College first started in 2006 when students in Radford's Team Support Program started volunteering their time to assist with the inclusive basketball program. The presence of the Team Support students is invaluable as it infuses the program with meaningful camaraderie, friendship, fun and laughter.

The RAID program has been running since 1984 and some of the participants have been involved for over 20 of those years.

“RAID is the best part of my week, and I've said that since year 10 when I started going. I love how each participant is their own unique person!”

Student Volunteer, Radford College

The IMPACT

Once a week on a Wednesday night, around 30 RAID participants and 6-10 volunteers from Radford College turn up to play basketball in the Radford College gym. There are two games played, beginners and intermediate, and participants are placed into the game that best suits their level of skill and pace.

For some, this is the only social contact they have outside of their home and this opportunity to socialise is vital to reducing their sense of social isolation.



“The RAID participants are enthusiastic, noisy and competitive and for many it is the starting point of friendships that will have a significant impact on their lives.”

Student Volunteer, Radford College



The STATS



81

Registered participants



2,339

Attendances

“For most of the participants, Wednesday night basketball at the Radford College Gym is the highlight of their week and for many this is their only opportunity for social interactions outside of work.”

Basketball Supervisor, Radford College

Want to learn more?

[RAID Basketball - YMCA Canberra Region](#)

COMMUNITY INCLUSION

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet

The CHALLENGE

Navigating NDIS and community services and programs can be a daunting task, and the overwhelm is real – many people just don't know where to begin. How can we support these people to find the services they need, and to feel engaged in the wider community?



The PROGRAM

As a registered NDIS provider, the Community Inclusion program (Bundaberg) empowers people with a disability to go about their daily lives and access and participate in the wider community.

“We recognise that being as independent as possible with the right level of support is a key to managing mental health and emotional well-being.”

The IMPACT

The Community Inclusion team assist individuals, their families and/or carers to access support options such as:

- **SIL (Supported Independent Living) & ILO (Individualised Living Options) supports** – finding and supporting ways for people living with disabilities to grow and feel like part of their community and help them to live as independently as possible.
- **Behaviour supports & NDIS navigation** – the Client Engagement Coordinators help clients and families understand their NDIS plans and explore different types of supports. They support clients to get in contact with Local Area Coordinators, Support Coordinators and other stakeholders to ensure each person gets quality support and advice.
- **Mental health supports** – While Y Bundaberg Community Inclusion caters to all types of disabilities, they are also one of the few providers who specialise in assisting those with psychosocial disabilities arising from mental health issues.
- **Group programs** – The Community Inclusion team helps people access programs such as Y Connect (a program helping adults with all abilities become more connected with their community), the Childrens' Saturday Morning Programs, and School Holiday Programs
- **Short Term Accommodation (STA)** – Y Bundaberg offers a variety of respite services to meet the needs of people with a disability, their families and/or carers. Clients use the Short Term Accommodation (STA) services for a variety of reasons from general care through to planned holidays. STA provides respite to both client and carer, so it can maintain informal networks for as long as necessary. The respite is provided either in the home or in specified accommodation. Accommodation options may include a Motel, Resort, Airbnb, or a Holiday home (depending on the wishes of the family or client).

Want to learn more?

<https://bundaberg.ymca.org.au/ndis/>

Y KINDERS / Y LEARN & SWIM

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet



The CHALLENGE

Major changes are coming to early education in Victoria, with free kindergarten, the roll-out of Pre-Prep and more kindergartens offering 15 hours of three-year-old kinder. With workforce challenges, the sector requires innovative solutions.

How can we streamline our processes and enhance our offerings to support busy families and carers to access high quality programs nurturing our young people as they grow? And at the same time, giving our people engaging opportunities?



The PROGRAMS

INSPIRED EARLY EDUCATION AT Y KINDERS

This year marks a significant milestone for Ballarat's Y Kinders, as they celebrate 20 years of managing and supporting kindergartens to deliver inspired early education. Starting with a handful of Kindergartens in Central Goldfields Shire, they have grown to be the State's largest Early Years Manager with a reach from Mildura to Inverloch to Mallacoota.

Y Kinders innovative approach to early childhood education has meant that they create strong foundations that set the stage for a lifelong love of learning. Continually generating new initiatives, Y Kinders designs inclusive and engaging programs and environments, nurturing each generation of learners. With services in metropolitan, rural and regional Victoria, they are proud to be an integral part of the fabric that strengthens and connects communities.

Y LEARN AND SWIM

After 2 years of planning, Y Ballarat launched a unique model of early years education to support the next generation of young people in the local Ballarat community. Y Learn and Swim offers Kindergarten, Long Day Care and Swimming Lesson programs under the same roofline, a unique offering in Ballarat and across Victoria.

This centre equips children with valuable skills for life and fosters a passion for learning. Whether this is in the crucial first years, during kindergarten or acquiring the abilities to swim and be safe around water, through this new model, Y Learn and Swim empowers young people and supports busy local families.

The IMPACT

“We now see children as our future leaders and educate them as such. The focus on the environment and inclusion, is building a better future for them and the children to come.”

Pauline Whyte, Early Childhood Teacher, Grace Berglund Kindergarten, Warragul

“Avoca Preschool was established in 1970. I've definitely seen some significant changes while I've been connected with the preschool, including the construction of a new kindergarten.”

In the early 2000's, we became one of the first kinders in the area to join Kindergarten Cluster Management with the YMCA of Ballarat. It has been a privilege to be a part of the Avoca Preschool journey over the years at this amazing service.”

Delvene Barber, Early Childhood Teacher, former student and parent at Avoca Preschool



The STATS

93



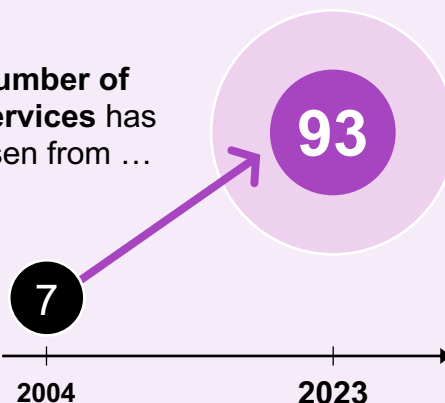
Y Kinders located in...

21



Local Government Areas

Number of services has risen from ...



including

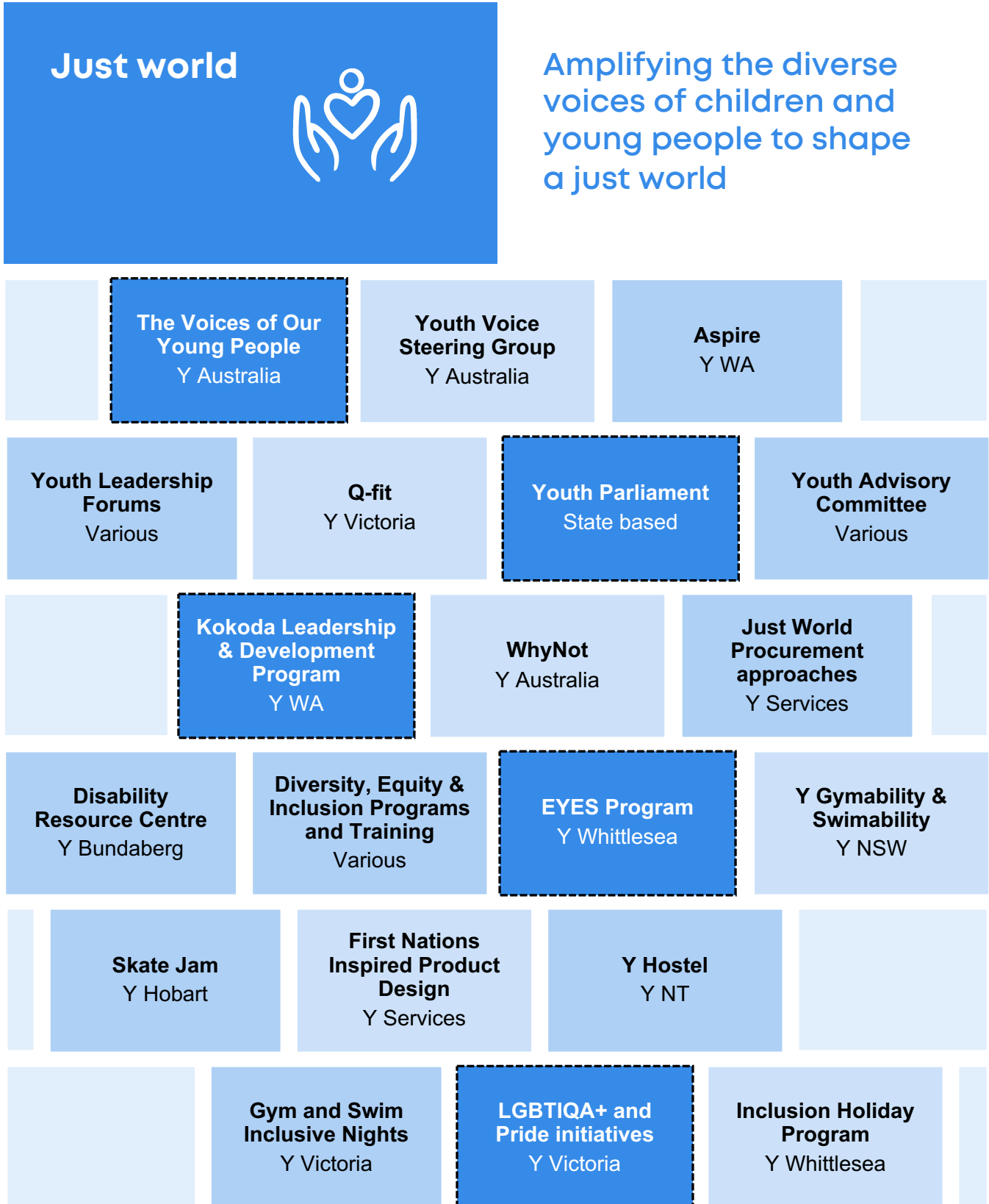


New kindergartens who joined Y Kinders in 2023

Want to know more?
<https://ykinders.org.au/>



A snapshot of our impact...



Selection of some of the many Y programs and services driving a **just world** across Australia

Impact stories showcased within this report

THE VOICES OF OUR YOUNG PEOPLE

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet

The CHALLENGE

We have committed under our nationwide Strategy – Strategy 2030 – to elevating the diverse voices of children and young people to shape a just world.

For us, this means, taking measurable, actionable steps towards:

- **Elevating youth voices within the Y** – building the architecture (including structures, policies and practices), to hear, enable and embed youth voices in how we make decisions at the Y.
- **Amplifying the voices of young people** – using the Y’s footprint and platform to elevate youth voices and influence Government and community decision-making; with young people guiding what is just.
- **Enabling diverse voices** – ensuring we enable diverse, representative voices.

Read on for a snapshot of some of the foundational steps we have taken in 2023 to **move from talk to action** – to begin building the structures and levers to elevate diverse youth voices in everything we do.

The IMPACT

A co-designed strategy, that puts young people at the centre

Through co-design with young people across our movement, we have built a seven-year strategy that places children and young people at the centre. See page 16.

To support the meaningful implementation of our collective strategy, we have invested in the creation of a ‘youth ecosystem’ as a core part of our new Member Services function, and a Youth Voice Steering Committee.

Governance changes that embed our commitment to young people

We have responded to the calls of young people to amend our key governance documents, including our 100+ year-old Constitution, to be more inclusive of all; and to explicitly state that we stand for all young people – regardless of gender, faith, sexuality or difference.

We have also amended our key governance documents to ensure greater diversity of representation, including age diversity, across our governance settings.



The IMPACT (cont.)

A national position on the Voice to Parliament

Responding to the calls of young people, in June 2023, the Y Australia committed its support to the Voice to Parliament. This position was established after extensive consultation with young people, members and staff within the Y and in the broader Australian community, [HERE](#).

We were deeply saddened by the outcome of the Referendum. We have committed to continuing to enhance our own capabilities to deepen our commitment to self determination, to working with First Peoples and listening to their voices. See our Statement following the Referendum, [HERE](#).

Globally elevating the voices of young people to drive a meaningful future of work

The Y in Australia is leading global strategic efforts on behalf of the World YMCA, to enable a more meaningful future of work for young people.

This has included building a global network of more than 80 youth champions from 40+ countries, to drive strategic efforts, including through the co-design of a global survey, for young people, by young people. Read more on p.21 and [HERE](#).

Taking our Youth Parliament programs to a national stage

We've elevated the importance of our Youth Parliament Program to a national level, including through a submission to the Federal Office for Youth on the importance of youth representation in policy-making. Read more [HERE](#).



Our inaugural Youth Statement

Youth Delegates from across the Y movement were invited to share a Youth Statement of their vision for enabling youth voice by 2030 at our 2023 AGM.

Key to their statement was the invitation to co-design a Youth Voice Action Plan with Y leadership; and to continue to build brave spaces and not just safe spaces. Youth Delegate perspectives on how the Y can best enable young people across the Y movement, and the country, will be the subject of continued dialogue at the National Board table in 2024.

Our commitment moving forward



Over the last 170+ years, the Y has existed to stand with and for young people. It's in our DNA.

Looking ahead, we remain steadfast to our commitment to using our powerful local, national and global platform to elevate the diverse voices of young people to influence Government and community decision-making, and to enable and embed youth voices in how we make decisions at the Y. See Strategy 2030 on page 16.

YOUTH PARLIAMENT

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet



The CHALLENGE

In the face of contemporary global challenges, a pivotal question arises: How can we amplify the voices of young people to catalyse meaningful change in the world?

Recognising the inherent power and fresh perspectives that young minds bring to the table, this challenge calls for innovative strategies to elevate their voices.

Addressing this imperative involves creating platforms that empower young individuals to express their thoughts, concerns, and aspirations. It necessitates fostering an inclusive environment where their diverse perspectives are not only heard but also embraced.

“We learned that we all have the power to make a difference”

Youth Parliament Participant

The PROGRAM

The Y is all about providing opportunities to amplify the voices of young people. Youth Parliament is one of the Y’s key programs that empowers, educates and connects; ultimately providing young people with a platform to amplify their voice within their communities.

Running for over 35 years, Youth Parliament takes place in each State’s Parliament House, replicating a Parliament sitting session. Held in Victoria, NSW, WA, SA, NT, Tasmania and Queensland, the program gives young people between the ages of 16 and 25 a chance to be heard at the highest levels of State Government on issues that young people care most about.

Youth Parliament bills are developed and forwarded to relevant Ministers, providing our government with insights about issues important to young Australians; and providing young people an opportunity to develop their leadership and analytical skills, and to research, debate and contribute to critical issues.

The IMPACT

“The NSW Youth Parliament program has been nothing short of a life changing opportunity, where young people are able to advocate for the issues they feel so passionate about for the betterment of a society they will inherit.

This program has been instrumental in understanding the person I am now and developing into the person I become.”

Youth Parliament Participant



Through our work, we know a range of important needs must be supported to enable young people to flourish. Those needs include:



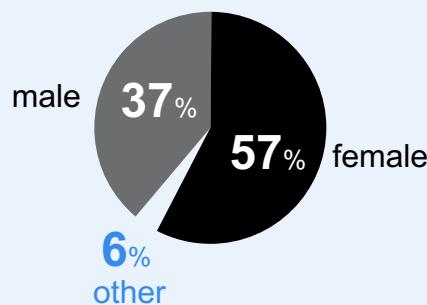
The Youth Parliament program provides a safe, learning environment where these needs can be met.

The STATS



A truly diverse national reach

463
Participants
in the 2023 programs



- 6% First Nations
 - 28% CALD
 - 26% LGBTQIA+
 - 6% Disability
- There was also strong representation from rural and regional Australia and from government schools

Want to learn more?

ymca.org.au/what-we-do/empowering-young-people/youth-parliament/
ymca.org.au/wp-content/uploads/2023/12/Youth-Engagement-Strategy-Submission.pdf

EYES PROGRAM

(Early Years Engagement Support)

Alignment to our
Strategy 2030 pillars



Meaningful
work



Community
wellbeing



Just
world



Sustainable
planet



The CHALLENGE

There is a need for support for young children with additional needs due to more successful outcomes with early intervention. Access to vital resources and services, focusing on early intervention can be difficult.

EYES aims to create an inclusive environment where every child can thrive, ensuring timely assistance and developmental success in a simplified and supportive environment.

“EYES has not only helped my son, but our whole family. We’ve been provided with consistent services, information and support. Our overall experience has been exceptional.”

Stephanie, Parent

The PROGRAM

The Early Years Engagement Support (EYES) program assists children and families within our Early Learning Centres who may be eligible to receive early intervention or NDIS support into the National Disability Insurance Scheme.

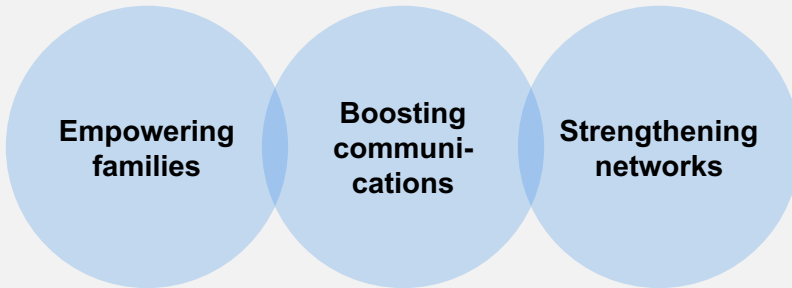
In partnership with families and agencies we provide a holistic approach to education and care for children and deliver tailored inclusion support plans, and guide educators and families with strategies for the best interest of each child’s individual needs.

Our role is to work together with our families to inform, provided guidance and to be a conduit for agencies, community services and families to reduce acceptance times into the NDIS (and other supports) and for the initial NDIS Plans to be delivered in a safe and supportive way.

We also support and guide our educators in creating supportive learning environments that meet each child’s needs, with a view of bridging the gap between agencies, services, families and educators.

The IMPACT

EYES amplifies its impact by:



Remarkably, the EYES program thrives without any supplementary funding – a testament to Y Whittlesea’s commitment to fostering an inclusive community. As we look forward, our vision remains unwavering: to nurture, support, and uplift every child, ensuring they have the tools to thrive.

“I found the program an essential support tool for me being able to navigate the NDIS early intervention program. Without EYES I wouldn’t have been able to understand the process.”

Maggie, Parent

“I was happy with the communication from the team earlier this year, they helped to liaise between myself and other services, and I was able to get set up with the right support for my son quickly and without long waiting periods.”

Lauren, Parent



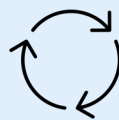
The STATS



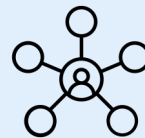
Supported 80 children with strategic assistance tailored for educators and families.



Approved **10 Inclusion Support** and **26 Kindergarten Inclusion Support** applications.



Referred 74 children for holistic Connections Support.



Facilitated 33 referrals to the Early Childhood Approach under NDIS.



Secured NDIS funding for 24 of these children.

Want to learn more?

[Early Years Engagement Support \(EYES\) – Y Whittlesea](#)

LGBTIQ+ & PRIDE INITIATIVES

Did you know?
In 2019 we rebranded as the Y (from the YMCA)

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet



The CHALLENGE

Our movement recently voted to amend our Constitution to explicitly acknowledge that the Y movement stands for **all** young people, regardless of gender, religion, sexuality or difference, but how do we ensure we are truly living this statement? And how can we cement an inclusive and safe environment so this statement underpins everything we do and stand for?

On Sunday 5 February, the Y took to Fitzroy Street in St Kilda to participate in the **Midsumma Pride March** for the fourth year in a row.

Vibrant staff and volunteers (including executives) from across the Y movement marched in support of all things diversity, inclusion and equality. The Pride March provides a sense of belonging for staff and volunteers, which is important to the Y as the organisation strives to provide inclusive, welcoming and safe environments for everyone.

Recreation for all

Celebrating inclusion and diversity

The Qfit program by Y Victoria offers safe and welcoming physical activity classes to the LGBTIQIA+ community. Over 20 classes, 126 attendances were recorded and **100% of survey respondents agreed that 'I have an increased sense of belonging.'**

Programs like this show great promise in pursuing better outcomes for groups identified by the broader social impact data as needing additional support.



"Finding Qfit and the community it offers has been a life and game changer in terms of going to the gym consistently every week at least twice a week."

Female, 39 years



KOKODA LEADERSHIP & DEVELOPMENT PROGRAM

Alignment to our
Strategy 2030 pillars



Meaningful
work



Community
wellbeing



Just
world



Sustainable
planet



The CHALLENGE

The Y WA's mission work is grounded in providing relevant and powerful youth services for young people to flourish. All young people have the capacity to flourish when they have a sense of belonging, experience a sense of achievement, have the independence and power to make decisions and have a sense of purpose.

The challenge lies in how to make a transformative difference in the lives of at-risk young people? And how to ensure that youth from remote and disadvantaged communities – for whom the cost and logistics of undertaking programs can be a significant barrier – are given impactful opportunities to flourish?

By providing the opportunity to participate in programs that build connection, competence, caring, character and confidence, and that ultimately help young people contribute positively to better futures for themselves and others.

The PROGRAM

The Y WA's 'Kokoda Leadership and Development Program' empowers young individuals to achieve greatness and create memories through a once in a lifetime opportunity.

14 indigenous and non-indigenous youth from across regional and metropolitan WA – escorted by five WA staff members, including the Y WA CEO Dr Tim McDonald – have just conquered one of the most gruelling treks in the world, the Kokoda Trail.

These 14 young people came from Newman in the Pilbara, the Goldfields, and from the Y WA school catering for young people disengaged from education in Mirrabooka, Perth. All are enthusiastic youth, connected to the Y WA through various youth engagement services.

The group began training for the trek in March, and following months of physical and mental preparation, including two exhausting training camps, they completed the arduous 96-kilometre trek through dense jungle over the Owen Stanley Ranges in Papua New Guinea, from 25 November – 3 December 2023,

The group persevered through nine days of hiking distances ranging from 12-19km per day over steep and difficult terrain, and through diverse and beautiful rainforest. The landscape was spectacular, revealing glorious mountain rangers, pristine rivers, and a variety of traditional cultures of the people who live along the track.

The IMPACT

“I learnt a lot about myself, and I think I improved from day one through to where I am today. The first day I was very protective of myself mentally, but they broke my barriers down and I’ve come out so much more open and engaged in such a short time. I love the jungle; I miss it already. It was most definitely a life changing experience for me.”

17-year-old Ash Stageman from Morley who attends the Y Vocational School

“I have an apprenticeship lined up with a small electrical company in town, but it was a condition that I complete the trek first. After the trek I feel like I can do more than I thought I could, and when I think I am done, I can do more. And my knees hurt, and I can’t wait to lay in my bed and have a shower and go to sleep.”

16-year-old Kye Parker from Newman

“What an incredible group of young people, some of which haven’t been on a plane before, let alone left the country.”



“I can’t begin to tell you about the shift in them all, in their lives, their outlook, their attitudes, the way they speak, look and connect. It was just amazing over those nine days walking through the Papua New Guinea jungle. The Y has made a difference in their lives, and it was a privilege to share that journey with those young people and the dedicated Y staff who supported them through it.”

Dr Tim McDonald, CEO, Y WA

The STATS



14 Indigenous & non-indigenous young people escorted by **5** Y WA staff members



96km

Trek through dense jungle over the Owen Stanley Ranges in Papua New Guinea.

9days

of hiking



12-19km

Per day over steep and arduous terrain

Want to learn more?

[Kokoda Challenge: Teens Take on the Challenge of a Lifetime | Documentary Teaser \(youtube.com\)](#)



A snapshot of our impact...



Selection of some of the many Y programs and services driving a sustainable planet across Australia

Impact stories showcased within this report

ReCRANKED

Alignment to our
Strategy 2030 pillars



Meaningful
work



Community
wellbeing



Just
world



Sustainable
planet



The CHALLENGE

Having a way to get around is so important for anyone, especially young people. With this in mind, how can we provide safe and serious modes of transport for those without wheels? And what can we do with old, unwanted, unused, broken or forgotten about bikes, to ensure they don't end up in landfill?

“The reaction of people getting the bikes has been amazing sometimes. We've had a few groups come and get bikes – they couldn't believe it, that they were getting them for free.”

Brian, ReCranked Volunteer

The PROGRAM

Now in its 10th year, ReCranked is a Y Ballarat initiative specialising in recycling bikes and giving them to new riders.

Donated bikes are given a complete overhaul in the ReCranked workshop by Y staff, volunteers and young people.

A ReCranked bike can be life-changing – providing transport, exercise and connection. ReCranked bikes have enabled access to employment, contributed to physical and mental health benefits and facilitated attendance at social activities, sports training and education.

The program keeps items out of landfill, with bikes restored to working order, as well as implementing a committed approach to ensure that components that are at end-of-life are recycled in environmentally friendly ways. The program generates almost no waste.

Partnerships

ReCranked was officially launched in April 2013, through the support of the City of Ballarat and Department of Planning and Community Development.

Over the years, ReCranked has formed partnerships with local bike groups, and works closely with local Agencies and has enormous support from the community. The partnership with Bikes for Humanity (Melbourne) enables bikes to be shipped overseas.

The IMPACT

“We’ve stopped thousands of bikes from just getting ploughed into the ground.

Apart from recycling bikes and getting new riders for them, for bikes that really are no longer usable, we salvage, reuse or recycle everything we possibly can from them. The rubbish that we throw out from the Workshop really is negligible. We literally have one rubbish bag every five or six weeks.”

Wallace Martin, ReCranked Coordinator



“It’s such a fantastic program. It’s a great initiative. ReCranked bikes let my kids ride to school.”

Ballarat Parent

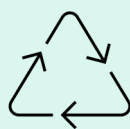
“We picked up a bike for one of our clients. It’s meant the world to him. He now has independence to get to his own appointments.”

Access Employment Case Manager

The STATS



Over **3,000** bikes recycled in 10 years



900kg of scrap metal recycled each year



Equivalent of **30** car tyres of bike rubber tyres and tubes recycled each year



all paper and cardboard recycled



Over **480** bikes recycled in 2022 - 2023

Want to learn more?

<https://yballarat.org.au/recranked/>

SOLAR POWER INITIATIVE

Alignment to our Strategy 2030 pillars



Meaningful work



Community wellbeing



Just world



Sustainable planet

The CHALLENGE

With Energy costs soaring at the Marion Leisure and Fitness Centre, the Centre needed to find ways to not only reduce their energy costs now, but to create opportunities to future-proof themselves both financially and sustainably moving forward. The results have been inspiring!



The PROGRAM

The Y South Australia, in partnership with the City of Marion, has made a substantial contribution to harnessing cleaner and more sustainable power with the installation of 270 solar panels at Marion Leisure and Fitness Centre. The system was installed on the Centre’s roof in late 2022, with a 2.5 year return on investment for the Y.

The objective of the installation of solar panels was to further reduce the facility’s carbon footprint by using natural resources more efficiently, thereby decreasing power consumption, and reducing operating costs.

Together with the current energy efficient LED lighting the centre is aiming to reduce waste and future-proof their operations.

“We understand our responsibility to operate more sustainably, both ecologically and economically, which includes working with our partners to minimise our reliance on non-renewable energy sources.”

Haydn Bellamy, Area Manager

The IMPACT

While the financial savings are considerable, the improvement of the Centre’s environmental performance is especially noteworthy.

This project marks a significant step toward the Y’s environmental commitments and shared vision for a sustainable future. It also creates value for Y SA’s partners, communities, and most importantly, future generations.

The STATS



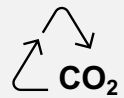
~\$20,000

Annual savings with average generation of electricity



143,000kWh

Energy generated each year



100+

Metric tonnes of carbon offset annually

Want to learn more?

[Clean, green solar boost for Marion Leisure and Fitness Centre](#)

SUSTAINABILITY IN ACTION

Alignment to our
Strategy 2030 pillars



Meaningful
work



Community
wellbeing



Just
world



Sustainable
planet

The CHALLENGE

We know that starting to address climate and sustainability targets and objectives can feel overwhelming. But we also know that every bit helps, and that doing something is always better than doing nothing.

Our challenge lies in getting all our organisations to start planning and initiating projects – both big and small – to keep us moving in the right direction.

Read on to discover some of the ways our associations are doing just that!



The goal at Y Canberra Belconnen Early Learning Centre is to inspire sustainability every day

At the Y Belconnen Early Learning Centre (ELC), the team is committed to promoting and practicing sustainability and climate action in their daily routines. The goal is to inspire the next generation of environment champions!

They proudly partner with local Canberra sustainability projects and initiatives such as Lids4Kids where plastic lids are donated for upcycling, the ACT Container Deposit Scheme that helps fund the Belconnen garden, and the 2023 Wonder Recycling Rewards Program where the centre collaborated with families to collect bread tags which earns sports equipment.

This year, the Y Belconnen was also granted the Woolworths Junior Landcare Grant, which funds a sustainable program at the centre. This year, the team are looking to implement a worm farm!

Y Canberra Jamison Early Learning Centre embeds sustainability practices in all aspects of the children's learning programs & curriculum

The team at Jamison works collaboratively with children, families and communities to integrate locally-relevant, sustainable practices into their Centre:

- **Floriade Community** – The team is a proud member of the Floriade Community, with hundreds of bulbs received from Floriade. The children took real excitement in the planting process, and were lucky to have support from the wonderful 'green-thumb' grown-ups in their lives!
- **Our Crop to You** – a community collaboration project between the Y Jamison and the local community, where the children grow and propagate indoor plants and succulents, with the beautiful plants then given to the community as a 'thank you' for their ongoing support!
- **Edible Gardens** – In late Autumn, the Y Jamison renovated and rebuilt its garden beds, with the children helping to plant and grow edible green vegetables. It has become part of the children's regular routines to visit and take care of the garden, and at harvest time, they were excited to try their fresh, home-grown food.

Y Whittlesea are committed to making a difference

Y Whittlesea have undertaken a full audit of our environmental impact and have been working with sustainability experts to develop a clear pathway to reach Net Zero by 2026, and hopefully be climate positive by 2028.

Our Staff Advisory Committee, Chaired by Stephanie Ferguson will now be working on the roll-out plan of all the initiatives we need in place to achieve our goal over the next 3 years.

The plan also incorporates 'damage repair' or restoration leading not just to net zero emissions but to regeneration – a rewilding, reforestation and rehabilitating of the planet.

We have already started to undertake some measures such as placing solar panels on some of our larger recreation and early learning centres to reduce our electricity use.

Achieving net zero emissions is our ticket to protecting the environment. It's like hitting the "reset" button on our planet's health, restoring the balance and putting a big smile on Mother Nature's face.

The committee is currently working on our waste emissions and how we can work with local community groups, farmers and waste centres in reducing our waste footprint and benefiting the community at the same time.

We are taking all of our staff and the local community on this journey with us Towards Net Zero.



“Reaching net zero by 2026 embodies our commitment to a sustainable future and respect for our planet. This journey is not merely about reducing emissions; it's about inspiring change, fostering innovation, and building a legacy of stewardship and hope for generations to come.”

**Michele Rowse,
Y Whittlesea CEO**

“We were thrilled to discover how achievable these goals are, and are now beginning to implement steps from our plan to see our carbon emissions continue to decrease.”

Stephanie Ferguson, Chair of Staff Advisory committee, Y Whittlesea

Y Geelong has a commitment to the sustainable planet

Through the support of Y Services Procurement team, Y Geelong accesses the supply arrangements in key categories of environmental impact with the benefit of engaging with providers whose environmental focus, responsibility and commitment has been assessed by Y Services Procurement team.

Their focus is around emissions reduction, with 'consuming less' and 'wasting less' as important strategies being built out with their people and communities.

Some of their initiatives include:

- Paperless roll for classes
- Recycle product initiatives and the bottle top project
- Reduction of waste food products to compost and vegetable gardens and chooks at Camp
- Recycling of uniforms

Y Hobart believes every little bit helps!

Y Hobart is aligned to Strategy 2030 and is committed to supporting the Sustainable Planet Pillar. Some of the local initiatives that contribute to improved sustainability include:

- Using fair trade coffee; composting excess coffee bean waste; and offering discounted coffee for people who bring a keep cup
- Replacing one-use plates, cups and crockery for birthday parties, with reusable options, and reusable decorations instead of balloons
- Sourcing food and drinks from local suppliers, and increasing 'green' procurement partnerships
- Partnering with a local food bank for excess foods, goods and patron donations
- Recycling program including all old electronics, printer cartridges, batteries, paper & cardboard etc.
- Installation of low-flow shower and toilets to conserve water
- Using a 75kW solar panel system in our aquatic centre to provide clean and renewable energy

Section 3

More about us





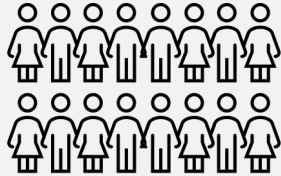
Our global profile

World YMCA



Our World YMCA movement is the largest youth movement in the world, reaching...

65+
million people



in over **120** countries



in every continent

Want to learn more?
<https://www.ymca.int/>

World YMCA Vision 2030

In a global first, the World YMCA’s first global strategy – Vision 2030 – was adopted at the YMCA World Council in July 2022.

With the aim of aligning our YMCAs across 120 countries, Vision 2030 is based on driving impact across four key pillars – meaningful work, community wellbeing, a sustainable planet, and a just world.

See more on [World YMCA Vision 2030](#) **HERE**

Reflecting Y Australia’s strategic leadership role, the World YMCA invited Y Australia to take on global leadership of the World YMCAs meaningful work pillar – the first of the four global pillars to be activated.

See Y Australia’s [Global Meaningful Work project](#) at pages 21 & 22

“With Vision 2030, we are rebuilding the Jericho Road. We seek 'system change' - changing the way the world works, changing the way we work.”

**Carlos Sanvee,
World YMCA Secretary-General,
citing Martin Luther King Jr.**



Asia Pacific Alliance of YMCAs

Y Australia is part of the Asia Pacific Alliance of YMCAs (APAY).

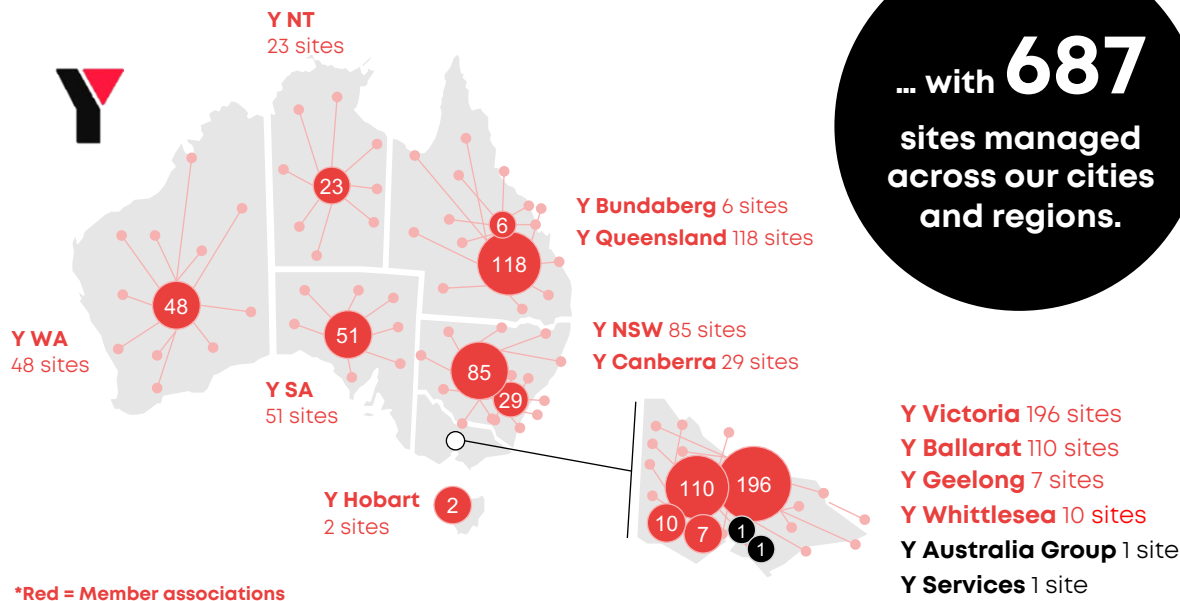
APAY is a Federation of YMCA movements in 24 countries across the Asia and Pacific region. Its aim is to support and promote cooperation among YMCAs in the region and worldwide.

See the [APAY website](#) **HERE**



Our Australia-wide profile

We work in support of children, young people and communities, in every state and territory in Australia ...



	Sites	Total staff	FTE staff	Volunteers	Total participations* (in programs & services)
<u>Y WA</u>	48 sites	548 total staff	208 FTE	55 volunteers	593,326 participations
<u>Y NT</u>	23 sites	438 total staff	179 FTE	19 volunteers	635,830 participations
<u>Y Bundaberg</u>	6 sites	80 total staff	60 FTE	17 volunteers	221,753 participations
<u>Y Queensland</u>	118 sites	1,336 total staff	704 FTE	162 volunteers	2,693,062 participations
<u>Y NSW</u>	85 sites	1,588 total staff	633 FTE	86 volunteers	3,133,984 participations
<u>Y Canberra</u>	29 sites	350 total staff	193 FTE	7 volunteers	348,592 participations
<u>Y Victoria</u>	196 sites	5,706 total staff	1,740 FTE	263 volunteers	13,000,275 participations
<u>Y Ballarat</u>	110 sites	710 total staff	322 FTE	204 volunteers	358,398 participations
<u>Y Geelong</u>	7 sites	119 total staff	84 FTE	20 volunteers	117,823 participations
<u>Y Whittlesea</u>	10 sites	373 total staff	188 FTE	12 volunteers	384,254 participations
<u>Y Hobart</u>	2 sites	63 total staff	21 FTE	13 volunteers	121,151 participations
<u>Y SA</u>	51 sites	970 total staff	252 FTE	43 volunteers	1,956,860 participations
<u>Y Australia</u>		15 total staff	13 FTE	17 volunteers	
<u>Y Careers</u>	1 site	2 total staff	2 FTE (recruiting)	3 volunteers	
<u>Y Safeguarding</u>		2 total staff	2 FTE	3 volunteers	
<u>Y Services</u>	1 site	9 total staff	8 FTE	5 volunteers	
TOTAL	687 sites	12,309 total staff	4,609 FTE	929 volunteers	23,565,308 participations

* The measure used is of "participations", rather than "participants". If, for example, a child attended a service 5 times in a week, 5 participations are recorded (rather than the number of children).



Our national entities

Y Australia



Our why and what we do

With the Vision to create a better world with and for young people, Y Australia is the national body of the Y (formally known as the YMCA) in Australia.

A part of the largest youth movement in the world, and collectively one of the largest community organisations in Australia, the Y in Australia operates as a federation of 12 member associations, supporting more than 680 communities across the country.

In 2023 the Y movement in Australia collectively committed to a bold new Strategy (Y Australia’s Strategy 2030), and to aligning our impact across four areas: Meaningful work, Community wellbeing, Sustainable planet and a Just world.

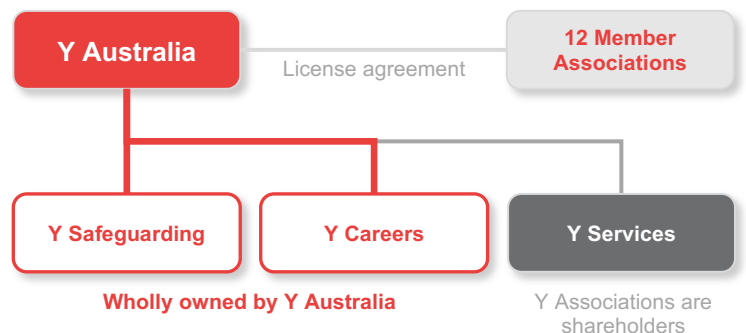
See our Strategy 2030 video [HERE](#); and more on our Strategy at page 16.

Want to learn more?
Y Australia | ymca.org.au

Governed by an intergenerational board, Y Australia plays a critical role in stewarding the Y in Australia, and providing national strategic leadership, shared services, governance and membership support to the Y movement.

Meet our Intergenerational Board [HERE](#)

Our Y Australia ‘Group’



Y Australia also holds ultimate accountability for the performance of our subsidiaries – **Y Careers**, our new career agency to drive meaningful employment for young people (see page 63); and **Y Safeguarding**, our harm prevention entity, set up to keep children and young people safe (see page 64).

While member Ys are separate legal entities, we are bound together through a nation-wide strategy – Strategy 2030 – a Licensing Agreement and a series of shared national functions and services provided by Y Australia to the movement.

Our national entities

Y Careers



Our why and what we do

We know the Australian care sector urgently requires a pipeline of labour, with care workforces decimated during the pandemic period, and pressures on businesses continuing to increase. It is projected that 250,000 new workers are required in the care sector by 2025, with the demand particularly acute in regional areas.

Y Careers aims to provide employment to 15,000 young people over a 5-year period. This will begin in 2024 with up to 350 young people.

Y Careers, along with our partners, will provide training and employment through a holistic approach inclusive of wraparound support to young people across Australia.

Our focus will be on ensuring we engage diverse geographically and culturally young people, including those traditionally marginalised from the labour market and experiencing barriers to employment.

“We are assembling an exceptional team and working in close partnership with our parent organisation, Y Australia, as well as the Australian Government, Member Ys, and our valued partners such as Maddocks, Deloitte, Social Ventures Australia, Learning Creates and the University of Melbourne.”

Amaresh Devanesen,
Executive Director Y Careers



Thanks to \$15.2 million in establishment funding from the Australian Government, Y Careers is set to roll out a comprehensive two-year traineeship program for young people in the care industry in 2024/2025.

Embedded within the 'Meaningful Work' pillar of Y Australia's Strategy 2023, Y Careers aims to empower young people to navigate and thrive in the dynamic world of work.

The traineeship will provide young people with a launchpad, wrap around support and an employment ecosystem over a 2-year traineeship.

Want to learn more?

[Y Careers | ymca.org.au/about-us/y-careers/](https://ymca.org.au/about-us/y-careers/)

Our national entities

Y Safeguarding



Our why and what we do

We exist to ensure every child and young person has a safe environment, culture and service experience at the Y.

At the Y, safeguarding children and young people is our highest priority, so we want our position known – *we want young people to feel safe, be safe, at the Y, in their families, and in their communities.*

Y Safeguarding provides training, resources and assurance requirements to help our members meet high standards in Safeguarding.

We proudly advocate our [See-Hear-Feel-Tell](#) campaign which actively encourages young people and children to speak up about concerns and get information about how to do this.

See our Safeguarding Framework, Tools and Resources [here](#).

“The Y considers the skills and experience to safeguard children and young people as a prerequisite to providing services. We have established sound skills and practices and are committed to ensuring that they continue to develop and evolve to meet the needs of our services.”

Christopher Lewis,
Y Careers Chair



Established in 2019, Y Safeguarding is the Y’s National Safeguarding Charity and a subsidiary of Y Australia. Y Safeguarding is proud of its ongoing commitment to continuous improvement, ensuring the ongoing safety of children and young people.

In 2022, Y Safeguarding led a cross-sector business initiative in partnership with the Australian Childhood Foundations and Westpac to drive action in safeguarding within the business community. This has led to the creation of About Us – On Us, which is the Australian Business Coalition for Safeguarding Children, supported by a number of partners. Following its launch in November 2023, the Y remains a foundation partner of the coalition and continues to be a strong supporter and advocate of its work.

Want to learn more?

[Y Safeguarding | ymca.org.au/about-us/safeguarding-children-young-people/](https://ymca.org.au/about-us/safeguarding-children-young-people/)



Our national entities

Y Services



Our Why and what we do

Y Services Pty Ltd is a social enterprise, specialising in custom uniform, apparel, promotional products, and procurement services. We proudly partner with the Y and now beyond the Y with over 50+ organisations across Australia, New Zealand and beyond.

We facilitate better options and purchasing decisions, economically, environmentally, and socially.



Y Merchandise is the official online store of the Y (trading as Y Gear) and offers a vast range of products and services for our business partners and our customers. We design, develop and deliver custom uniform, apparel and promotional products across all industries. With over 20 years' experience, our collaborative approach ensures high levels of service and satisfaction for our many customers (business and consumer). We maintain a first-class network for sourcing garments and products, adhering to ethical procurement standards, both locally and off-shore.

“Since 2003, Y Services has been supporting the Y’s of Australia.

Over the last 20 years, our products, services, and initiatives have delivered meaningful value for the Y and beyond the Y, economically, environmentally and socially.”

Donna McMaster,
Executive Director



Y Procurement provides value-driven procurement advice and guidance as well as supply support built to unlock collaborative benefits and assist our Members to meet their operational goals. We assess and recommend supplier arrangements and our advice, resources and leadership are provided by talented and experienced subject matter experts whose sole focus is procurement. Our aim remains the provision of respectful and engaged support that aligns to The Y’s mission and helps Associations to deliver their services.

Want to learn more?

[YMCA Gear | Sportswear and Accessories](#)

Our Member Association impact reports



The Y exists as a Federation of 12 Member Associations.

Please click below to learn more about the important work underway across our local communities, programs and services in our Member Association Impact Reports.

Y Ballarat 2023 Impact Report	READ REPORT	
Y Bundaberg 2023 Impact Report	See Website	
Y Canberra 2023 Impact Report	READ REPORT	
Y Geelong 2023 Impact Report	READ REPORT	
Y Hobart 2023 Impact Report	See Website	
Y NSW 2023 Impact Report	READ REPORT	
Y NT 2023 Impact Report	READ REPORT	
Y Queensland 2023 Impact Report	READ REPORT	WATCH VIDEO
Y SA 2023 Impact Report	READ REPORT	
Y Victoria 2023 Impact Report	READ REPORT	
Y WA 2023 Impact Report	See Website	
Y Whittlesea 2023 Impact Report	READ REPORT	



Key acknowledgements

Recognising our people

Our purpose-driven people are our greatest strength. We are continually inspired by the contribution of our staff and volunteers across the Y.

In particular we wish to acknowledge our National Board and Y Australia team for their dedication and leadership over the last 12 months.

We also wish to acknowledge our Member Associations, Member CEOs, Presidents, life Governors, staff, and volunteers for their hard work and commitment to the important work we do, in support of young people, and our communities.



Recognising our partners

Our community impact is significantly enhanced by our powerful new partnerships. Many thanks to our value aligned partners, for going above and beyond in support of us – in particular, **Deloitte Australia, Maddocks, King and Wood Mallesons and the Melbourne Social Equity Institute.**



Recognising key contributions

Congratulations, and many thanks, **Shona Eland**, CEO of Y Geelong, for 25 outstanding years of service to the Y, including 10 years as CEO of Y Geelong.

Thank you to Ben Hubbard and Tal Karp

2024 represents a changing of the guard in leadership at Y Australia. We acknowledge the contributions of the outgoing President, Ben Hubbard, and CEO Tal Karp; and look forward to 2024, under the leadership of the Y Australia Board, led by Acting President, Amelia Shaw, and our dedicated Y Australia team, led by Acting CEO Tirzah Bokelund.

The Y Australia Board thanks Ben Hubbard for his enormous contribution to the Y over more than thirty years – as a Youth Parliament program participant in his teens, a volunteer, staff member, Director of Y Australia over the last seven years, and most recently as President of Y Australia from 2020 – 2023. [See full media release, HERE.](#)

The Board also wishes to acknowledge the extensive contribution of its outgoing CEO, Tal Karp, after 5 years of exceptional contribution to the Y, including three years as National Board member and two years as National and Group CEO. [See media release, HERE.](#)

In memoriam

We wish to honour and celebrate the lives and valued contributions of Y colleagues who have passed away over 2023, including:

- **Simon Hammond**,
Inaugural Friend of the Y
([see commemoration video](#))
- **Ross Melville OAM**,
Life Governor
- **Bruce Peake OAM**
- **Des Dyer**
- **Russell Fryer**
- **Ian Hindman**
- **Eric Kempin**
- **Bob Mathison**
- **Bob Watson**
- **Harold Meston**
- **Peter Rawlings**
- **Alan Knott**



Simon Hammond

Our Vision: A better world with and for young people

Y Australia

2 Bristol Street, Essendon Fields

Victoria, Australia 3041

Ph: +61 3 9699 7655

Email: contact@the-y.org.au

ymca.org.au/