

# Striving to create lasting, positive change.



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## **At Ganbina, we believe education is the key to unlocking success in both training and employment.**

Research consistently shows that individuals who complete their education are more likely to access better career opportunities, earn higher wages, and enjoy greater career stability. Education not only equips young people with essential skills like critical thinking, problem-solving, and communication, but also helps cultivate a growth mindset, preparing them to embrace lifelong learning and adapt to evolving industries.

By prioritising education, we're not just investing in the immediate future of our young people but also laying the groundwork for their long-term success. Our goal is to help our young people not only catch up, but also keep up and excel academically, ensuring they're better prepared for future training and employment opportunities.

One of the key ways we do this is through our Accelerated Learning Program, which provides targeted,

intensive support to boost educational goals. Research, such as a study from the National Foundation for Educational Research (NFER), shows that students in accelerated learning programs see significant improvements in both academic achievement and self-confidence, particularly in literacy and numeracy (NFER, 2018). This program helps students build the skills and attitudes needed to thrive in education and beyond, laying a solid foundation for their long-term goals.

Thank you for your continued partnership in supporting your child's educational journey. Together, we are helping them build a future filled with opportunity and success.

**Anthony Cavanagh, CEO**



As we kick off 2025, I want to take a moment to reflect on what makes Ganbina so special. It's not just the achievements we've seen or the programs we offer—it's the heart and soul of our Ganbina community: the incredible energy and spirit of our participants, staff, and families. We're welcoming new faces this year, including new staff, new families, and, most excitingly, new participants, and I can't wait to see how they help further enrich our unique programs.

## **What truly sets Ganbina apart is the dedication and commitment of our participants.**

Your willingness to challenge yourselves academically, socially, and physically is inspiring. Whether you're pushing your limits in the classroom, stepping out of your comfort zone with new activities, or fostering meaningful relationships with others, you continuously

raise the bar. Your energy and enthusiasm are at the core of what makes Ganbina such a vibrant and supportive community organisation.

Thank you to everyone—new and returning—for making Ganbina such a special place to learn, grow, and thrive. Let's continue to build on our shared passion for success and make 2025 a year to remember.

Here's to another year of growth, achievement, and community.

**Jean Miller-Fowler, General Manager**





**Jobs4U2 is Ganbina's model for Aboriginal and Torres Strait Islander children and young people aged 5-25.**

**The focus is on three essential life areas: Education, Employment, and Training, to ensure the next generation has the education, skills, and confidence to unlock their full potential.**



**Jobs4U2 Education** focuses on ensuring our participants remain in mainstream education and understand the connection between education, career choices, and life opportunities.

We work to support and empower our participants to stay in school and graduate Year 12, as well as create a career employment vision, which links to their educational aspirations.



**Jobs4U2 Employment** aims to help youth turn the vision for their career employment path, established during the Jobs4U2 Education program, into a reality.

We work to support participants to obtain a job of their choice and progress through the workforce to the best of their abilities.



**Jobs4U2 Training** enables our young people to develop workplace readiness, skills or further education required to obtain the career of their choice.

We work to specifically engage youth in further education, e.g., TAFE, university, and vocational study, post-Year 12 graduation, and linking training with employment and career aspirations.

<https://www.ganbina.com.au/our-programs>



# Head Office Team

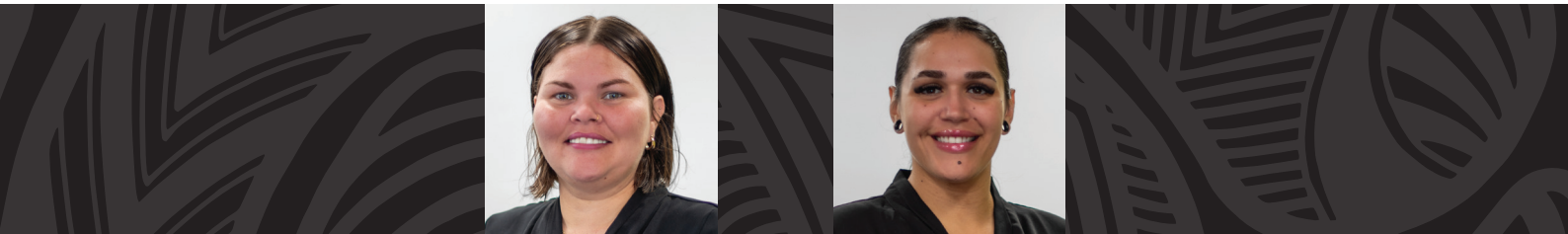
Our participants are at the center of everything we do. Each person - whether team member, partner, or supporter - plays a vital role in helping our participants and Ganbina grow and thrive. Together, we build an environment of shared ideas, support, and creativity, where everyone’s unique strengths come together to make something special.



**Jean Miller-Fowler**  
General Manager

**Valerie Atkinson**  
Leadership Coordinator

**Katrina Penfold**  
Employment and Training  
Coordinator



**Nikkia McLennan**  
Education Program  
Project Officer

**Klarindah Hudson**  
Education Program  
Project Officer

## Spotlight Accelerated Learning Program

The Accelerated Learning Programs is designed to support Ganbina participants reach their full potential. Through this program offers participants opportunity to achieve their educational goals and excel academically.

**The Accelerated Learning Program (Internal)** has been designed to further assist Ganbina participants registered in the Education Program in Grades 3–6.

Core subjects such as English and Maths are delivered in a comfortable, inclusive environment with a student/ tutor ratio kept to a minimum. Cultural elements and life skills are woven into the lesson plans to ensure that the students see the practical benefits of learning.

**Accelerated Learning Program (External)** is extended to General Education Program participants attending secondary school. This program is delivered by third-party providers with costs covered by Ganbina. This funding is additional to allocated scholarship funds.



- 11** students participated in the Accelerated Learning Program Term 3 – **Mathematics (2023)**
- 10** students participated in the Accelerated Learning Program Term 4 – **English (2023)**
- 19** students participated in the Accelerated Learning Program Term 2 – **Mathematics (2024)**



- 62** students accessed external tutoring in **2023-2024**
- 37** secondary students access external tutoring lessons in **2023**
- 25** secondary students access external tutoring lessons in **2024**

**We’re excited to work alongside families to create a supportive environment where every participant can thrive and succeed.**



# Our Values

## EQUITY

We support and empower our young people to achieve cultural, economic and social equality based on their individual needs.



## CULTURE

We demonstrate a deep respect for our culture and work to embed it into our programs.



## INTEGRITY

We act in honesty, fairness and trustworthiness. We consistently work to a high-level moral code and take responsibility for our actions. "Say what we mean, mean what we say."



## PROFESSIONAL

We commit to a high standard of work and conduct ourselves in a professional manner. We work to continually improve our knowledge and skills and cultivate professionalism in our program participants.



## FAMILY

We value the role family plays in the success of our young people and respect their deep connections.



## COMMITMENT

We are dedicated to supporting our young Aboriginal and Torres Strait Islander people to achieve success and work to instill in the value of commitment.



## PASSION

We're passionate about what we do, why we do it and who we do it with.



## RESPECT

We treat everyone with dignity and respect through our word and actions.



## NON-PARTISAN

We aim to remain neutral, impartial and carry out business without bias.



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# What people say about Ganbina.

“ I became **more confident** and learnt more about my culture through the Leadership Program.

Young person

”

“ My children have **achieved an enormous amount** with Ganbina, one completing Year 12 and in her second year of University and the other continuing schooling instead of dropping out. ”

Parent/Guardian

“ You know one of my staff members actually went through Ganbina through all her years at school. And she walked out of high school straight into a job. **I took her on straight away because of the powerful opportunities that she got while she was at Ganbina.** The Leadership Programs and all of those sorts of things have made her into the young lady that she's today. ... And I'm really happy about that because she's a very respectful young lady that will go far in in life. You know, it's hard to explain - to be honest they just do so much. ”

Employer

## On the radar

### April

Monday 7th Youth Leadership Program  
*Melbourne / Sydney trip*

Monday 28th Primary Accelerated  
Learning Program starts

### May

Wednesday 7th Careers Night

## Follow Us

[ganbina.com.au](http://ganbina.com.au)



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