

ANNUAL REPORT



2018-19



Contents

| | |
|----------------------------------|---------|
| From the Chairman | Page 4 |
| Strategic Objectives | Page 6 |
| BBM Global Industry Scholarships | Page 8 |
| Our Partners | Page 12 |
| Financial Summary | Page 21 |
| Skills and Technology | Page 22 |
| Acknowledgements | Page 23 |

B.B.M. Ltd



BBM's Global Industry Scholarships exist to develop Australia's talent base in agriculture, horticulture, trades and the performing arts through global work experience, networking and development opportunities.

Our talented young people are the future of Australia's industries and our economic well-being and we are here to offer opportunities for them to grow and learn in a global world.

Since we first awarded these opportunities in 1983, we have sent over 1100 young Australians overseas to chase their professional goals. Our Alumni have brought innovation and international networks back to Australia, they have excelled as industry leaders and teachers, and their stories continue to inspire those who follow in their footsteps.

This industry scholarship program is the legacy of the historic Big Brother Movement youth migration scheme. The scheme created life-changing opportunities for over 9,000 young men who came to Australia to work between 1925 and 1982. We keep this legacy alive by connecting Little Brothers with each other and with our young Australians on their life-changing BBM journeys.

Today our goal is to enable young people to create more opportunities for themselves and others, building a better future for Australia.

From the Chairman

In 2019 I'm delighted to report good progress against our Strategic Plan. We have learned more of our history and invested more in our future.

This year we have increased our re-named Global Industry Scholarships and attracted new supporters for our work in industry and education. These have created opportunities in industry innovation and fundraising partnerships, enabling us to provide more scholarships. We made significant progress in harnessing technology to improve our operations.

The quality and relevance of our Global Industry Scholarships is our main focus. We have built on existing partnerships and formed new relationships to recruit young applicants. For the first time applications came from across Australia for all categories, with destinations all over the world.

Through our new Innovation Scholarships we have also formed important relationships in additive manufacturing, green infrastructure, auto-electrical and construction. Innovation is transforming industries and creates exciting opportunities for our future scholars and Australia.

We were honoured and delighted when Her Excellency the Honourable Margaret Beazley, Governor of NSW, accepted our invitation to become our new patron. Her Excellency brings a deep commitment to Australian young people and we're very grateful for the profile such an association brings to BBM.

Little Brother Regional Coordinators Trevor Peart, Stuart Gearey and Peter Howell hosted reunions around the country, sharing BBM heritage and Little Brother stories. They were assisted by the work of Dick Steell and David Coleman who continue to catalogue and organise our archives.

At the Board level we farewelled three directors, Wallace Long, Ken Johnstone and Bryan Jones and gratefully acknowledge their wise stewardship, dedication and service to BBM over many years. Two new



directors were appointed from our scholarship alumni - Nathan Gore-Brown and Tim Eyes, effective July 2019. Each brings a breadth of experience in our core interest areas of agriculture and trades.

Financially BBM Ltd remains secure. We received reduced income from investments but have begun to grow our other income, have increased external funding to \$337,514 and maintained operational costs.

Looking forward, BBM is in a strong position with a clear strategic direction and a team of staff and volunteers committed to young Australians, our heritage and our future.

Stephen Wilkinson, Chairman, BBM Ltd

Strategic Objectives

The three-year Strategic Plan was signed off by the board in May 2018 and has guided our work in the last year.

We are an active charity, responsible for value creation for young people, industry and Australia. We have secured external support in new areas to enable us to expand our scholarship scope. We have also been fortunate to engage more financial supporters, enabling us to provide more scholarships to more young people.

Strategic Objectives to deliver our Mission

- 1) Focus our work to **deliver excellent and relevant award programs** which **create unique value** for young people, industry and Australia
- 2) **Engage our stakeholders** and wider audiences in our work to ensure **recognition of and support** for the value it creates for young people and the future of Australia
- 3) **Focus on fundraising** and prudent management of existing funds to maintain and improve our financial sustainability
- 4) Ensure we have access to the **skills and technology** to effectively **deliver, measure and report** on our work for **quality and evidence** purposes

The Annual Report reviews our progress against each of the strategic objectives.



2018 BBM Global Industry Scholarships

| | |
|-------------------------------------|-----------|
| Agriculture Scholarships | 5 |
| Horticulture Scholarships | 2 |
| Ballet Scholarships | 2 |
| Drama Scholarships | 3 |
| Music Scholarships (including Jazz) | 5 |
| Plain English Speaking | 1 |
| Scottish Cultural Scholarships | 2 |
| Trades Scholarships | 15 |
| Total for 2018 | 35 |

BBM Global Industry Scholarships

To travel, learn and grow

A BBM Global Industry Scholarship is an \$8,000 grant for young Australians to go overseas, travel and gain international work experience from the best in their field.

In 2018 we awarded 35 scholarships across agriculture, trade, horticulture and the performing arts.

Industry trends in sustainability and innovation are at the heart of the program.

A BBM Global Industry Scholarship gives young Australian talent a once in a lifetime opportunity to experience the most exciting cutting-edge developments of their industry.

Many scholars go for two to three months, before bringing their new skills and ideas back to Australia.

This program is an opportunity to shine, not just for those with great training scores, but for those with brilliant ideas; for those with a passion for their industry and a vision for its future.

BBM Industry Scholars draw on the experience and insight of an extensive pool of industry trail blazers, from education and training experts to alumni in their own field, employers and host companies.

This network of players brings quality learning and career development opportunities for young talent that in turn boost the innovation, sustainability and growth in their industries.

\$285,000

To give 35 scholars the opportunity go overseas, to follow their passion, explore the possibilities and create the career they love.

BBM Agriculture Scholarships



Agriculture is central to Australia's economic well-being, nutrition and the environment. Innovation and sustainability will be key to future proofing of our farms for the impacts of a changing climate and world economy.

We have worked closely with our industry and training partners, especially TOCAL and TAFE NSW to ensure our program places scholars at the industry's key frontiers of sustainability, animal welfare, food

integrity and social licencing. These are key future focus areas of our industry-led awards.

Countries: U.K. U.S. Canada

Focus: beef cattle,
farm management

BBM Trade Scholarships



“Learning so much from Ksenia Penkina - Patissier...” Dayna Moyses

“The global economy is changing and Australia’s manufacturing industries are undergoing rapid change to remain competitive...”

MySkills, Dept of Employment

There is a serious shortage of skilled trades people in Australia, especially those who can rise to the challenge of the innovative, adaptive and flexible needs of changing industries. Our Industry Scholarships focus on areas of high demand and new growth.

In 2018 our partnership with Worldskills enabled 15 young people to travel and develop their trade.

From sheet metal working to fashion technology, from plastering to pastry-making, the scholars travelled the world in search of inspiration.

In early 2019 we opened trade scholarships to a wider cohort of apprentices and trainees including the Innovation Scholarship areas.

BBM Performing Arts Scholarships

Green infrastructure holds the key to future proofing our cities, improving air quality, reducing heat and providing economic and social benefits.

Additive or 3D manufacturing is revolutionising the metal industry.

The automotive industry is undergoing the greatest evolution in its history with the advent of electric propulsion and connected automated vehicles.

Introducing a limited number of innovation categories in 2019 has enabled us to explore and develop new relationships across education and industry for the benefit of our scholars.



The Performing Arts

Our support for Australia's vibrant performing arts industry spans music, dance and drama and their respective production environments.

Touring and exchanging artists is an important part of advancing theatre, orchestras and ballet, as artists experience different audiences, approaches and how other companies and ensembles work.

In Australia, with its vast distances, this cultural exchange is of even greater significance. BBM's Performing Arts scholarships made a key contribution to bridging that gap.

Our Partners



- 4 new category areas in trades and innovation
- 10 new partnerships to support new scholarship areas

As Australia's economy becomes more and more outward focussed, businesses find themselves under growing pressure to play on the global stage; meeting local demand for innovative products available overseas, staying competitive through leading-edge technology and developing an international focus through teams with global experience.

BBM Global Industry Scholarships are scoped by industry for industry – by the young Australians who grasp these opportunities, by their educators, employers and mentors and by the industry leaders who are at the forefront

of innovation and share their insights.

In 2018 we built relationships with industry groups and companies in auto-electrical, metal manufacturing and construction industries. These volunteer experts helped us to scope new scholarship areas, develop networks to reach prospective applicants and scope the eligibility criteria for new scholarships.

This is what BBM Global Industry Scholarships are all about – a way for all players in an industry to collaborate and advance their trade around the world for the benefit of all.

Industry and Educators



“TAFE NSW plays a critical role in training the leaders of tomorrow across a range of industries, and access to opportunities such as the BBM Global Industry Scholarships are invaluable for students.

This experience is about far more than just building the hands-on skills of TAFE NSW students; it’s about building their confidence, vision and capacity as leaders in their chosen careers.”

– *Susie George, TAFE NSW Chief Delivery Officer*

Time spent overseas for professional development is common for university students, but limited options exist for the trades, agriculture and even some performing arts, especially in the production environments.

Global industry experience does, however, present the same unique benefits to vocational professionals. It gives our scholars the opportunity to gain a competitive edge in the job market with cutting-edge skills, get insights into industry trends happening overseas and grow as a person and as a leader in their field.

Educators are critical players in the BBM scholarship model, recognised by their students as experts, mentors and guides.

BBM works closely with education providers such as TAFEs and agricultural colleges like TOCAL to offer global opportunities to students and apprentices with vision and talent.

Employers and Host Companies



UK based Host Company Aurrigo: CEO David Keene (left), past BBM Trade Scholar Scott Shearan, Sales and Marketing Director Miles Garner (right)

UK-based Aurrigo, leads the world in driverless vehicle first/last mile innovation; a sector predicted to be worth £907 billion to the world economy by 2035.

In 2017, Scott Shearan from Sydney, working in the automotive electrical field, approached Aurrigo for a placement at their UK headquarters as part of his BBM Global Industry Scholarship.

Scott's success in his placement led to a permanent job and later support from the company to

enrol at the University of Warwick, UK to build on his TAFE NSW studies and Australian apprenticeship. This was a great opportunity for Scott to build a career in cutting-edge technology and simultaneously attain a relevant university degree.

Aurrigo were so impressed with the quality of the participants in the Scholarship Program, they hosted Joey Ussher in 2018.

Volunteer Experts

Aurrigo described the benefits of having Scott in the business:-

"A passionate employee with existing practical knowledge making an immediate contribution to our engineering output."

"An individual with enthusiasm combined with a "can do" attitude is a positive addition to the team."

"The opportunity to bring new ideas based on experience overseas and research as a result of his on-going studies."

"The development of a potential future leader for the Aurrigo company in Australia or another country within our worldwide organisation."

"My time overseas allowed me to mature personally and professionally. I improved as a tradesman, learning new skills and techniques."
Joey Ussher, Trades - auto-electrical, 2018

Over 100 volunteer experts and connectors support young Australians through their BBM Global Industry Scholarship journey

We could not create and deliver the scholarship opportunities without the assistance of our volunteer experts from colleges and industry who help to set the eligibility criteria and recruit and assess our applicants.

Employers and host companies are also key players.

We thank all our partners whose work makes the scholarships possible.

Our Heritage



The BBM Global Industry Scholarship program is the legacy of the historic Big Brother Movement youth migration scheme. The scheme created life-changing opportunities for over 9,000 young men who came to Australia to work between 1925 and 1982. Today we still connect and share experiences and life stories between Little Brothers who have helped to build Australia.

Local Regional Coordinators hosted reunions in Adelaide, Perth and the Gold Coast for 43 Little Brothers, sharing photos, videos and stories over lunch or afternoon tea. The material we have available to share at such events has increased through the work of volunteers Dick Steell and David Coleman who continue to catalogue and

organise our archives.

Other Little Brothers called, emailed or visited to the office in search of information on old shipmates, farm hands and documents. Those who could not attend received stories via the newsletter, the website and active Big Brother Movement Facebook page.

Great connections are also forming between our heritage and our current work.

A Little Brother, Steve Noble (Strathnaver '55) introduced us to the CEO of AMTIL, the metal manufacturing industry group. Steve knew AMTIL through his own successful recruitment business. We have now begun to investigate scholarships in the additive manufacturing space.

Little Brothers



James Lund (Qantas '74)
Little Brother,
Scholarship Recommender -
Hospitality



We also reconnected in 2018 with James Lund (Qantas '74) and discovered a shared interest. James came to Australia as a butcher in the 1970's when such skills were in high demand. He built a successful hospitality business and then a hospitality broking business. Once we found out about his skills, we recruited him to help as a Recommender for our Hospitality Scholarship category in 2019. He was fascinated by our continuing work with young people and subsequently volunteered as a mentor to the 2019 scholar he helped to select.

These are great examples of links to our work with young people today and how our past can inform and support our future.

Our Supporters



Katanah Jas receiving her Horticulture Scholarship, presented by Mayfield Garden owner, Garrick Hawkins

Our relationships with industry and educators as recruiters, recommenders and mentors provides a perfect opportunity to understand the impact of the Global Industry Scholarships on the young people who undertake them.

For industries where youth recruitment is challenging, a scholarship provides a platform to encourage more young people to revitalise an industry. Horticulture is a great example.

Ryde TAFE Student Fund has been donating in support of horticulture scholarships since 2017 and this year they were joined by Mayfield Garden as our inaugural sponsor of a horticulture scholar, allowing us to offer two horticulture scholarships again in 2018.

Mayfield Garden is one of the world's largest privately-owned cool climate gardens and boasts a spectacular garden open to the public.

Mayfield Garden



Mayfield Garden

Katanah Jas



Graham Ross and the Australian Garden Council were instrumental in connecting Mayfield to BBM.

Mayfield Garden CEO Hamish Keith commented: 'We are seeing a decline in the number of skilled young people in horticulture and want to play an active part with programs that improve the skill level, confidence and aspiration of young people in our profession. We are looking forward to supporting a young person's professional development overseas.'

Australian Garden Council founding board member and Chair Graham Ross added: 'I believe our nation is improved by having a really good relationship with gardening. The BBM Scholarships allows young people to travel and experience the best of horticulture around the world, to then bring this knowledge back to improve the profession in Australia.'

Our Supporters



Charlotte Gale, 2018 Horticulture Scholarship proudly supported by Ryde Student Fund

Our work in horticulture has led to other funding opportunities. The Nursery and Garden Centres of NSW and ACT confirmed their sponsorship of a Scholar in 2019. Ryde Student Fund and Mayfield Garden also confirmed they would continue their support, bringing our horticulture scholarships to three per annum.

Other supporters generously contributed a general donation of \$10,000. As more sponsors and supporters engage with the scholarships, we will provide more opportunities to young Australians and expand our work in sustainability and innovation.

Financial Summary

With a total income of \$572,105 (last year \$656,893) and a decrease in the value of investments of -\$6,951 (last year increase \$199,014), BBM Ltd showed a decrease in accumulated funds of -\$195,595 (last year increase \$105,521).

The financial market performed well in 2018/19 in the asset classes we have selected, but the portfolio performance was disappointing with the specific investments we hold. The expectation was for an increase in market value as well as supplying our income needs. We have not achieved our income requirements, but have contained expenses. At the end of the financial year BBM Ltd shows a balance sheet with net assets of \$15,121,471 (last year \$15,317,066).

During the year \$292,248 (last year \$175,348) was invested in funding the BBM Global Industry Scholarships program to provide international work experience opportunities around the world.

Rural Scholarships

We continued to provide \$40,000 p.a. in rural scholarships to selected students at TOCAL Agricultural College. This enables them to commence or continue their studies in agriculture, especially those from rural areas who face hardship accessing education. The development of young people into the agriculture industry remains a commitment for the organisation.

We received income of \$32,000 from donors and sponsors.

Skills and Technology

Office Staff

Libby Daniels left in 2018 to return to family in the UK. We wish her well and thank her for starting our marketing communications journey.

Carmen Welss replaced Libby, focusing on communications and social media through the very successful Gain and Retain initiative.

Sam Andrews was promoted to Scholarship Administrator and has been instrumental in the ongoing development of our business processes and integration into Salesforce.

AnneMaree Adams joined as the new Administration Assistant and Little Brother Liaison with a broad administration background.

All staff are part-time except the CEO.

Board of Directors

This year we farewelled three directors, Wallace Long, Ken Johnstone and Bryan Jones. Ken Johnstone had contributed over

52 years to the governance of BBM Ltd and Bryan Jones had contributed over 26 years. We gratefully acknowledge their wise stewardship, dedication and service to BBM over many years.

Members

There was no change to our membership in the financial year.

Technology

We have extended our use of Salesforce, implementing their grants management process this year. This has completed the end-to-end management of our Scholarship application and delivery process. It has also enabled documentation of the process to be easily maintained and amended.

Salesforce and Dropbox are donated to us free of charge. These gifts from global companies to not-for-profit organisations contribute significantly to the effective management of BBM Ltd. We are very grateful.

Acknowledgements

BBM Staff and Volunteers

Sincere thanks from the BBM Board go to:

- Melanie Stray, CEO
- Carmen Welss, Communications and Programs Manager
- Sam Andrews, Scholarships Administration
- Annemaree Adams, Little Brother Liaison and Administration
- Dick Steell and David Coleman, Little Brother Volunteer Archivists
- Dick Steell (NSW), Steve Noble (Vic), David Tindall (Qld), Peter Howells (WA) and Trevor Peart (SA), Volunteer Regional Coordinators

All Little Brothers, Alumni, ambassadors and professionals who volunteer their time and expertise to support the organisation.

BBM Board

My thanks go to the BBM board for their loyalty, dedication and expertise throughout the past year.

A handwritten signature in black ink, appearing to read 'Stephen Wilkinson', with a long horizontal line extending to the right.

Stephen Wilkinson,
Chairman, BBM Ltd
November 2019

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