

2024 REPORT

A year of milestones, new
collaborations and further
advancing jobs-focused
social enterprises.



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ACKNOWLEDGEMENT

We proudly work with social enterprises all over Australia. We acknowledge and pay our respects to the Traditional Owners of the lands we work and live on, and pay our respects to their Elders, past and present.

Arakwal Elder, Steven and his daughter Shanti, Beacon Laundry.

FROM OUR CHAIR



Keith Rovers, CHAIR
White Box Enterprises

This year marks White Box Enterprises' fifth year of operation and a transformative period for jobs-focused social enterprises in Australia. We've witnessed a groundswell of recognition for the role these people-first businesses play in addressing unemployment and driving social impact.

The Federal Government's new \$21.9M WorkFoundations Program announced in this year's budget, and the newly elected Queensland Government's promised \$80M Social Entrepreneurs Fund are two landmark investments affirming the rise of social enterprise. These initiatives will provide essential support to grow the sector and scale its impact, helping to create more sustainable employment opportunities for those who deserve them.

White Box Enterprises has remained at the forefront of this momentum throughout 2024. Over the past year, the team has continued to lead by example building new enterprises like Beacon Laundry, breaking new ground with

the Disability Enterprise Evolve Program, and continuing to pursue the development of the Sustainable Employment Loan Fund – the first dedicated loan fund for jobs-focused social enterprises.

Similarly, its leadership of the Payment By Outcomes Trial in partnership with the Department of Social Services has created a compelling case for jobs-focused social enterprises to play a more permanent role in the national employment services system.

These achievements are a testament to the tenacity and drive of the White Box team and its CEO Luke Terry. As they look to the future and consider the lessons from the many initiatives underway, all they see are opportunities: to scale these successes, foster deeper partnerships, and continue advocating for systemic change. With collective effort and the continued support of philanthropy, investors, government, corporates and the sector, White Box will continue to play a key role in reshaping Australia's employment landscape.

Keith Rovers

Chair, White Box Enterprises

FROM OUR CEO



Luke Terry, CEO
White Box Enterprises

When I reflect on 2024, I feel both incredibly proud and grateful. With the support of our Board, partners and sector peers, it has been a milestone year for White Box, and jobs-focused social enterprise in Australia.

We now have four incredible social enterprises in the White Box family, and several innovative initiatives and programs underway which are changing the state of play for jobs-focused social enterprise around the country.

Meanwhile, governments at all levels are paying attention to our sector more than ever. The federal government is including jobs-focused social enterprise in their plans to reform the employment services system, and there are ongoing conversations about future payment by outcomes trials. State governments are also leaning in, with the newly elected Queensland government promising to invest \$80M in a Social Entrepreneurs Fund and establish an Office of Social Impact.

And it's not just government. Corporates, like Ventia, are recognising the power of social enterprise to help solve their business problems, partnering with us to create businesses like Civik. While long-established

institutions like Bedford Group are looking to models like Beacon Laundry as they navigate the transition of their supported employment workplaces.

Of course, I'd be remiss to talk about 2024 without giving a nod to Geoff Smith, who is in the running for Australian of the Year 2025 for his remarkable leadership of Australian Spatial Analytics.

It really feels like social enterprise and the value of people-centred employment are part of the national conversation.

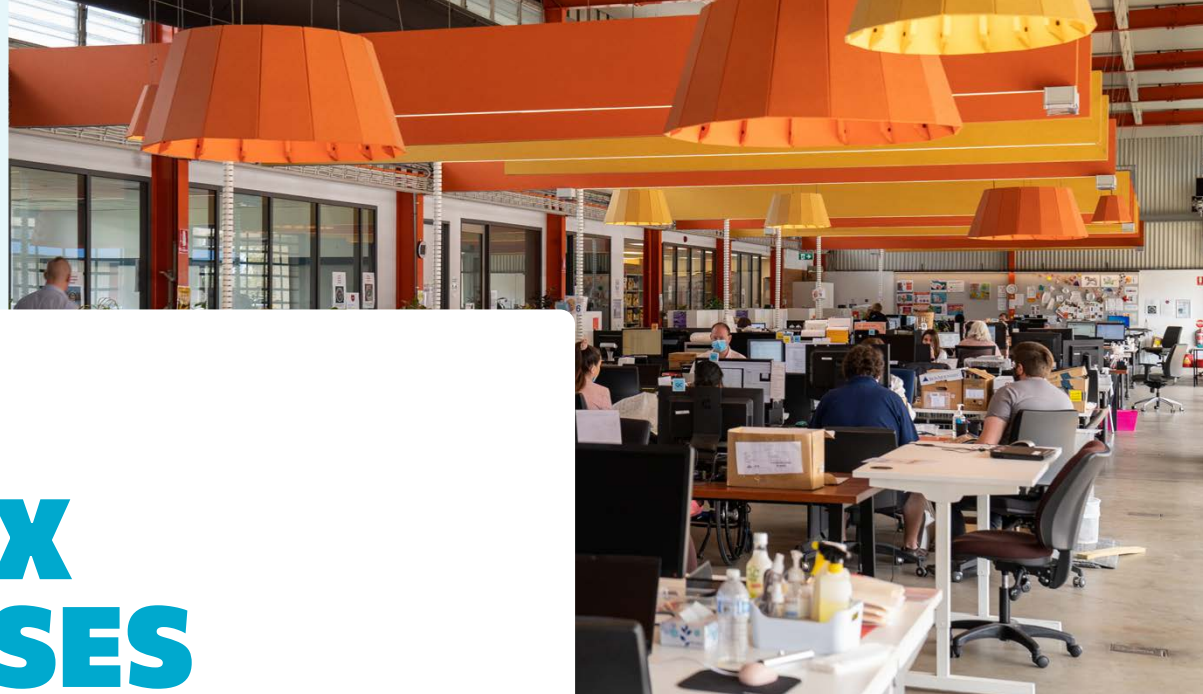
When I think about where we were five years ago, when White Box first started out, to where we are today, we have matured as an organisation, and as a sector. But 'our why' has never changed.

We exist to create an Australia where every individual who wants a job, is able to access one. We truly believe the vehicle that's going to help us get there is jobs-focused social enterprise. We're looking forward to playing a more eco-centric role, sharing our learnings and working more collaboratively with others, so we can speed up the rate of change.

We can achieve so much more when we work together. Here's to an even bigger 2025.

Luke Terry

CEO, White Box Enterprises



ABOUT WHITE BOX ENTERPRISES

OUR VISION

An Australia where every individual who wants a job, can access one.

OUR WHY

Employment has the power to change lives. Yet almost 2M individuals are unemployed or underemployed, and amongst these are many individuals who face barriers to work. Our country's support systems and mainstream workplaces don't support these people in the way they need to be supported. Our goal is to change this.

OUR MISSION

To redefine employment in Australia through the lens of jobs-focused social enterprise.

Our three strategic priorities that guide the work we do:



BUILD

Building large-scale jobs-focused social enterprises from the ground up.



STRENGTHEN

Enabling existing jobs-focused social enterprises to scale and grow.



INNOVATE

Leading systems-change initiatives to accelerate the growth of jobs-focused social enterprises.

A SNAPSHOT OF OUR PROGRESS SINCE 2019

1K

jobs enabled

4

social enterprises successfully created

38

philanthropic, government and corporate partners in FY24

FIRST

federal government Payment By Outcomes Trial for social enterprises

\$52M

philanthropic funding and investments secured to support job creation projects by White Box and its enterprises (as of the end of FY24)

1.2K

people engaged across 20 events, webinars and collab sessions hosted by WBE in 2024

\$3.15M

raised for the Sustainable Employment Loan Fund (SELF)

5

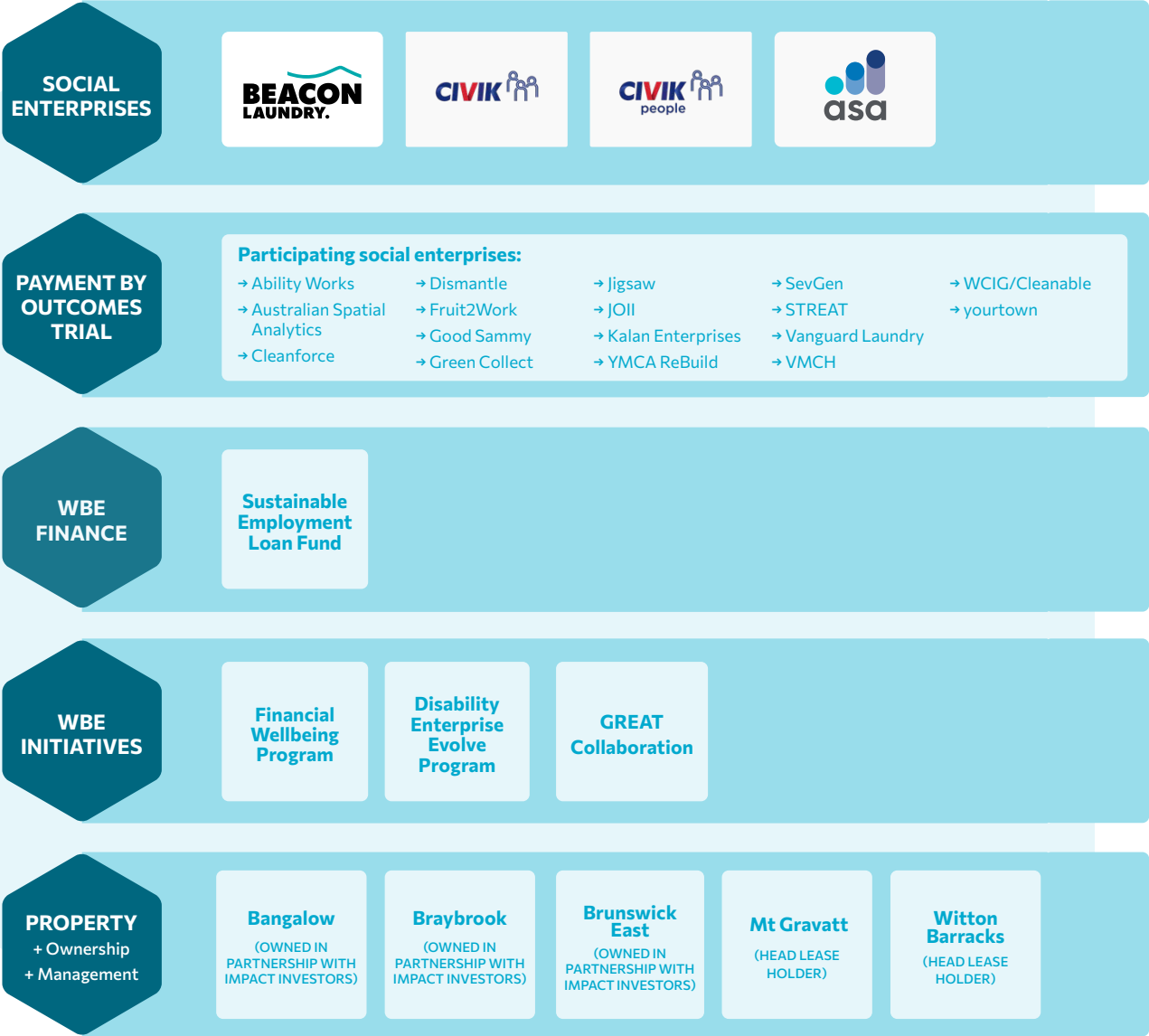
jobs hubs being managed by WBE

4

Australian Disability Enterprises currently being transitioned to jobs-focused social enterprises

STRUCTURE

Our portfolio of social enterprises, programs and initiatives is diverse. However the common thread through all our work is to help advance the jobs-focused social enterprise sector in Australia.





BUILD

BUILDING BUSINESSES FOR GOOD

In 2024 our jobs-focused social enterprise portfolio continued to gain momentum.

Prime Minister Anthony Albanese joined us to officially open the doors of **Beacon Laundry** in Bangalow, Northern NSW, alongside local member and Assistant Minister for Social Services, Justine Elliot. Two months later a second Beacon Laundry opened its doors in Adelaide in collaboration with Bedford Group.

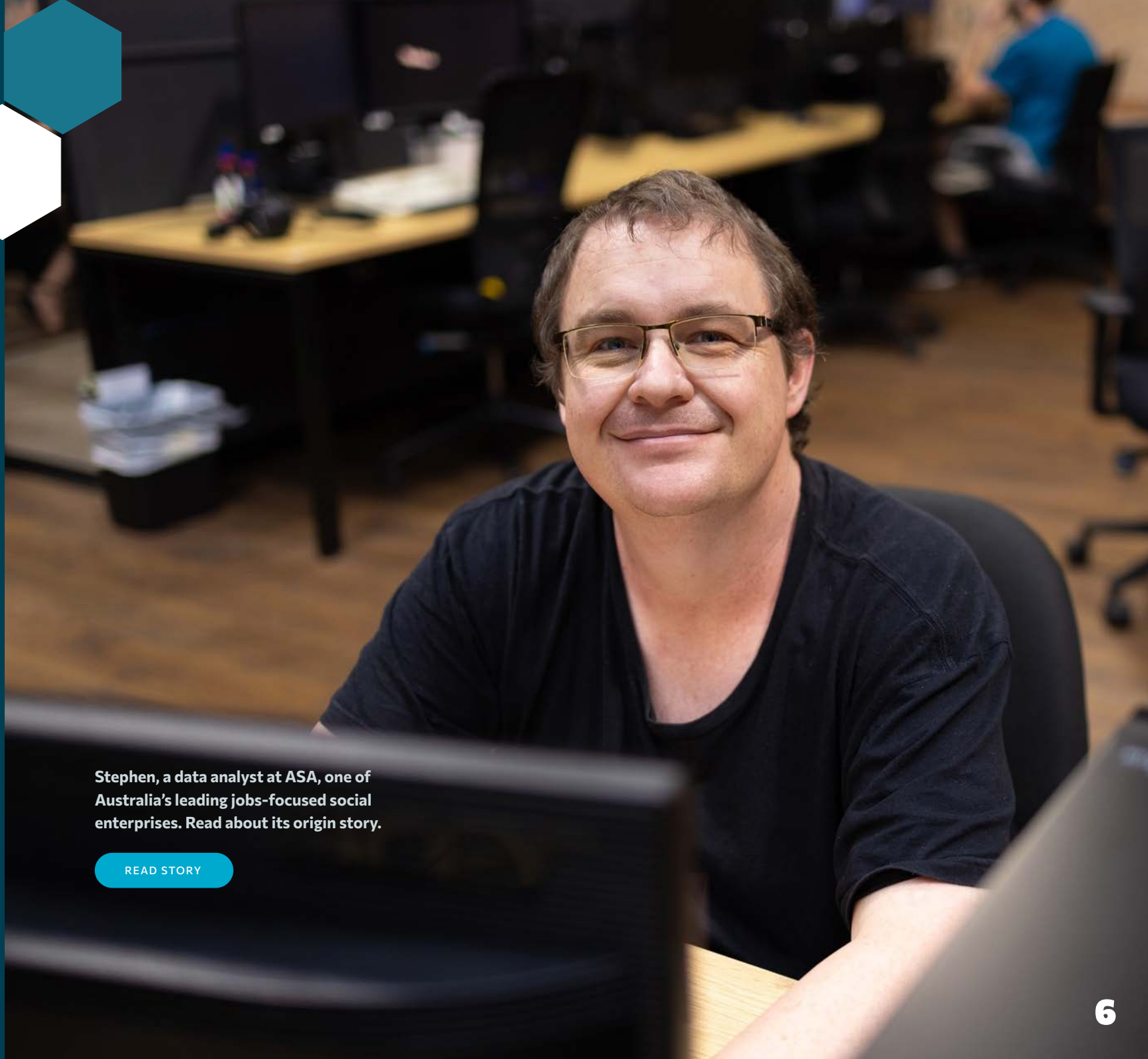
Civik People deepened its relationships with Australia Post, Toyota and other corporates to create 100+ jobs and employment pathways in 2024 for refugees and new migrants in Australia.

Civik, our infrastructure services social enterprise in North Queensland, announced it is joining forces with Youth Enterprises Australia (YEA), to carry forward YEA's legacy and commitment to youth employment under the Civik banner in Victoria.

Australian Spatial Analytics (ASA) gained further recognition for its successful strengths-based business model. In 2024 ASA was named in the AFR's Most Innovative Companies list; profiled throughout mainstream media; received a visit from the Governor General; and its CEO, Geoff Smith was awarded Queensland Australian of the Year.

Stephen, a data analyst at ASA, one of Australia's leading jobs-focused social enterprises. Read about its origin story.

[READ STORY](#)



BEACON LAUNDRY

A social enterprise commercial laundry creating sheet loads of good.

Jobs created since inception: 117

Services offered: Commercial laundry services

Clients include: Elements, Gaia, Basq House, Reflections

Locations in 2024: Bangalow NSW and Adelaide SA in partnership with Bedford Group (see page 18)

Key partners (philanthropy, corporate and government): The Richard and Lorena Uechtritz Foundation, The Ian and Shirley Norman Foundation, The Siddle Family Foundation, The Seaton Foundation, Westpac Foundation, The NSW Premier's Department - Women NSW, The Australian Government - Department of Infrastructure - Investing In Our Communities program

JOHN – from Beacon to his dream job

John was the first person in the Northern Rivers community to contact Beacon when it called for recruits. He'd lost everything in the region's devastating floods in 2022 and was homeless for the 12 months following. This made it incredibly hard to find and maintain employment.

Given Beacon's only job criteria – 'a willingness to work, and a willingness to move on one day' – John was hired. Over the next eight months, he

2024 milestones:

- Achieved **100+ employees** in Bangalow in less than 12 months.
- 14 employee **transitions**.
- Gained **60% of local market share** in nine months, with 70 customers.
- **Helped people shine**, like Mel, one of its first employees. Mel transitioned from a laundry legend to a key member of the Beacon Bangalow leadership team and is now driving an extraordinary culture at the NSW site.
- Hosted **PM Albanese** to officially open the first Beacon Laundry.
- Partnered with Bedford Group to **launch a second site** in Adelaide.
- Increased the **representation of women** at Beacon to 46%.

rediscovered his self-worth, his skills and his love for community. In September 2024, with his renewed confidence, John applied for his dream job at a local pet store and got it. The Beacon team couldn't be happier. Unlike other businesses, it celebrates transitions like John's.



“Being here (at Beacon) has reintegrated me back into society. It's improved my mental health immeasurably... It's not the type of work we do, it's the people we work with.” - John

▶ WATCH VIDEO



CIVIK

An infrastructure services social enterprise creating employment and training opportunities for young people facing barriers to work.

Jobs created since inception: 32 jobs created, including 20 people experiencing barriers to work

Services offered: Infrastructure services

Clients: Ventia, NBN

Locations in 2024: Cairns, Townsville

Key partners (philanthropy and corporate):

Lord Mayor's Charitable Foundation from the Wise Collaboration Giving Account, Ventia and a private foundation

2024 milestones:

- Won **two national awards** in partnership with Ventia.
- **Invested \$90K+** on training and development, excluding site training.
- Launched a **pilot employment pathway program** with Ventia, successfully transitioning two Civik team members into roles within the tier-one organisation.
- Spent **\$1.15M on wages** and local suppliers, injecting money into local economies.
- Welcomed **Chris Fortnam as CEO**, bringing with him decades of industry experience.
- Announced a **merger with Youth Enterprises Australia** allowing Civik to fast-track its expansion into Victoria.
- **Consolidated Queensland operations** in Townsville – where there are 10 staff on the ground.

GERARD

Gerard, one of Civik's original crew members, joined through a partnership with Centacare refugee settlement services in Cairns.

The 21-year-old, who was born in Kenya before moving to Congo, arrived in Australia in 2019 with his family. He initially faced challenges due to his limited English. Even after completing Years 10-12 in Cairns, he struggled to find employment.

Gerard supports his family, as he has six younger siblings, and his parents have been unable to find work due to language barriers.

Thanks to the unique wrap-around supports provided by Civik, Gerard's skills and confidence have grown enabling him to thrive. He was nominated as Tropical North Queensland Trainee of the Year.

Since joining Civik, Gerard has made significant progress towards his dream of working in the construction industry. Civik is currently supporting him to find new career pathways.

You can watch more of his story in this episode of Planet Shapers which shines a spotlight on Civik's partnership with Ventia:

▶ WATCH VIDEO





CIVIK PEOPLE

Supporting refugees and humanitarian entrants into great jobs and great careers with great employers.

Jobs created since inception: 345 jobs
(100 jobs created in 2024)

Services offered: Recruitment, employer engagement and career coaching

Clients: Australia Post, Accor Hotels, Toyota, Ventia, Crown Resorts

Locations in 2024: Brisbane, Melbourne, Sydney

Key partner (government): The Australian Government - Department of Home Affairs - Economic Pathways to Refugee Integration

2024 milestones:

- Surpassed **100 job placements**.
- Increased the number and types of pathways, by **expanding into a total of 11 different industries**.
- Established **strategic partnerships** with Australia Post and Crown Resorts.
- **Collaborated with Career Voice** to develop a tailored interview coaching module specifically designed for refugees and humanitarian entrants.
- **Engaged 244 participants** in our Career Coaching Program, providing essential guidance and support.

ALONA

Alona is one of five refugees who secured employment at the Brisbane Parcel Facility in August 2024 thanks to a partnership between Australia Post and Civik People.

Alona, her husband George, and their young son Asaf fled to Australia after war broke out in Ukraine. Despite their efforts, they struggled to find secure employment. This changed when Alona discovered Civik People and a role they were advertising with Australia Post.

"I was so happy. I had worked at DHL in Ukraine, so I knew the work. It was a perfect match," she says.

Alona now works as a mail sorter at the Redbank Parcel Facility. The job has given her the security and stability she and her family needed.

"I feel settled now," she says. "With this permanent job, I can think about things like applying for rent or a mortgage."

Faiza Shakori, Refugee Inclusion Partner at Australia Post, said collaboration with organisations such as Civik People was crucial in helping the organisation work towards its 1.5% refugee employment target.



"The role that Civik People has played in supporting us has been amazing," she says. "That wrap-around support, the sourcing of the candidate and the quality of the candidates, have been really good, and I believe that's because of the connection that Civik People has with the community and the settlement support organisations. They can bridge that gap."

- Faiza Shakori, Refugee Inclusion Partner at Australia Post

[READ STORY](#)

Image: Alona in her role at Australia Post, made possible through the support of Civik People.



AUSTRALIAN SPATIAL ANALYTICS (ASA)

A jobs-focused social enterprise providing professional data services and Geospatial and Digital Engineering careers for young neurodivergent adults.

Jobs created since inception: >220

Services offered: 'Big data' services in geospatial and digital engineering

Clients include: Acciona, Enzen, Brisbane Airport Corporation, Ventia, Department of Foreign Affairs and Trade

Locations in 2024: Brisbane and Cairns QLD, Melbourne VIC, Adelaide SA

Key partners (philanthropy and corporate): Paul Ramsay Foundation, The William Buckland Foundation, The Bryan Foundation, Lord Mayor's Charitable Foundation, Snow Foundation, Helen and David Hains Foundation, Bennelong Foundation, Westpac Foundation

NICK – from ASA to Acciona

Before ASA, Nick found it difficult to gain employment after his small personal training business ended when the pandemic hit. While Nick had no previous geospatial or digital engineering experience, he quickly picked up software skills with ASA's support and on-the-job training. He then applied for an employment transition opportunity with Acciona in Melbourne. Nick's Acciona team were so impressed by his commitment, he was offered a permanent position. He now works full-time in their offices alongside his trusty assistance dog, Mipha!

2024 milestones:

- \$7.5M in wages paid.
- 175,000 hours worked.
- \$1.3M+ invested in on-the-job training.
- 15 employee transitions.
- Data analyst female representation and non-binary is 33% (compared to the industry average of ~14%), demonstrating ASA's strong female representation in the traditionally male-dominated STEM field.
- A visit from the Governor-General of Australia, Sam Mostyn AC.
- Recognition via multiple awards, including the Australian Financial Review Most Innovative Companies, World Sustainability Awards (Social Impact), Geospatial Council of Australia x 4 and CEO Geoff Smith awarded the 2025 Queensland Australian of the Year.



“I am very grateful for the opportunity that ASA and Acciona have provided to me. While I was learning, everyone was understanding, accepting and helpful. They want you to be comfortable and succeed. Because of the neurodivergent-friendly environment, I am really enjoying the work. The Employment Transition Program has helped me advance my career and I can't wait to see what the future brings.” - Nick

▶ WATCH VIDEO



STRENGTHEN

ENABLING EXISTING SOCIAL ENTERPRISES TO GROW

With almost 2M people unemployed or underemployed and jobs-focused social enterprise proven to be an effective solution, our work to support the growth of jobs-focused social enterprises continued in 2024.

Key initiatives included:

- Securing the head lease from Brisbane City Council to convert **Witton Barracks**, a historic WW2 site, into a community and social enterprise hub. This is now home to eight social impact businesses.
- Delivering the second year of our **financial wellbeing program** created specifically for, and with, jobs-focused social enterprises, in collaboration with Ecstra Foundation.
- Securing a \$1.8M property in Brunswick East, Victoria, enabling **CERES**, one of Victoria's longest running social enterprises, to relocate their HQ, and expand their social enterprise operations to create more jobs for people experiencing barriers to employment.
- Launching our '**Come to Queensland**' campaign, connecting philanthropists and investors with interstate large-scale social enterprises to find ways to replicate their businesses in our home state. Fruit2Work, Cleanable and Good Cycles were amongst these.
- Collaborating with Indigenous-led and owned social enterprise **GREAT** (Gulf Regional Economic Aboriginal Trust) to support their plans to build new social enterprises and drive Indigenous employment in the Lower Gulf of Carpentaria region, in partnership with the John Villiers Trust.
- Actively participating in sector-based advisory committees, research projects and events including the WISE Hub, CASEI and the ARC Linkage Grant.



WITTON BARRACKS

A former WW2 site reimagined as a community and social enterprise hub.

Social impact tenants onsite:

Brisbane Astronomical Society, Brisbane History Group, Cleanable, Eco Effective Solutions, Good People, Jill Hamilton (Specialist Literacy Teacher), Showzer and Yoga on the Inside. It is also White Box Enterprises' HQ

Location: Indooroopilly, Brisbane

Key partners:

Brisbane City Council and Westpac Foundation

2024 milestones:

- Welcomed **eight social enterprise** anchor tenants.
- Held a public open day, with 1K people attending, featuring a vibrant social enterprise market showcasing 16 stalls from renowned social enterprises, as well as history tours from Brisbane Greeters, food stalls, live music, free kids' activities.
- Launched an **exciting program of events** including markets, public talks, telescope nights and a carol service.
- Held **25 private events** on site with approx. 400 attendees
- Worked with **Brisbane Greeters** to include Witton Barracks on their tour of the Walter Taylor Bridge



**WITTON
BARRACKS
INDOOROO
PILLY**

FINANCIAL WELLBEING PROGRAM

A bespoke financial wellbeing program created specifically for, and with, jobs-focused social enterprises.

Participating social enterprises:

7 social enterprises participated in 2024: ASA, Ability Works, Beacon Laundry, Good Sammy, Joii, Jigsaw and Vanguard Laundry

Individuals who have participated in the program:

85 (25 staff participated in the “train the trainer model” and 60 employees participated in the direct to employee model)

Key philanthropic partner: Ecstra Foundation

2024 milestones:

- **Published a Year 1 evaluation** of the program produced by CSI Swinburne which found it was immediately helpful for social enterprises in supporting employees faced with challenging situations.
- Co-designed an **accessibility toolkit** with Ability Works to ensure that future iterations of the program are accessible to everyone, regardless of their abilities.
- **Expanded the diversity** of social enterprises and participant cohorts engaging in training.
- Strengthened the **subject knowledge base**, fostering a knowledge-sharing environment where social enterprises learn from past insights, especially in common cohort areas, while maintaining a tailored program approach.



YMCA ReBuild was one of the first social enterprises to participate in the program, and are included in the first year evaluation.

[READ STORY](#)

SECTOR CONTRIBUTIONS

If we are to fast track the growth of social enterprise, we need to work together.

The White Box team has actively participated in a number of sector-based committees and initiatives in 2024 including:

- The **WISE Hub**, a committee of Social Enterprise Australia.
- **CASEI** (Council of Australian Social Enterprise Intermediaries).
- **ARC Linkage Project**: Activating Employment Futures through Work Integration Social Enterprise, led by Professor Jo Barraket.
- Advisory services to QLD LNP in developing the Social Entrepreneurs Fund and Office for Social Impact.
- The **WISE** System Builders Series, undertaken by Sally McGeoch, PhD Candidate, Centre for Social Impact Swinburne.
- Guest lecturing for a **University of Melbourne** postgraduate subject, Social Enterprise Incubator.
- **Social Enterprise Ecosystem** Funding Advisory Group.



(L to R) Queensland State Treasurer David Janetzki, Luke Terry, Cr Penny Wolff, Mel Sass, Sally McGeoch, Mark Daniels, Keith Rovers at Witton Barracks.



BREAKING NEW GROUND TO SPEED UP THE RATE OF CHANGE

Since our inception in 2019, **boldness, tenacity and breaking new ground have been key traits for White Box. If we are to shift big, systemic issues like unemployment for marginalised communities in Australia, we need to think and do differently.**

We continued our leadership of the landmark **Payment By Outcomes Trial** involving 17 social enterprises across Australia.

Establishing the **Sustainable Employment Loan Fund (SELF)** – the first patient-capital loan fund specifically for jobs-focused social enterprises – remained a key priority with \$3.15M raised to date.

We began exploring new territories with Australian Disability Enterprises (ADEs) through **Beacon Adelaide** and our partnership with Bedford Group, and the launch of our new Evolve Disability Enterprise Program.

We engaged the **Centre for Social Impact at Swinburne University of Technology (CSI Swinburne)** and **Taylor Fry** to undertake independent evaluations and data analysis to capture learnings and impact. These reports were leveraged to **engage and inform federal and state governments**, ultimately to increase the visibility of, and opportunities for, jobs-focused social enterprises in Australia.



Bronwyn, Beacon Laundry, Adelaide.

PAYMENT BY OUTCOMES TRIAL

A three-year landmark federal government trial exploring the effectiveness of jobs-focused social enterprises in delivering long-term employment outcomes for people facing barriers to work.

Trial Partner: Department of Social Services

Participating social enterprises: Ability Works, Australian Spatial Analytics, Cleanforce, Dismantle, Fruit2Work, Good Sammy, Green Collect, Jigsaw, JOII, Kalan Enterprises, YMCA Rebuild, SevGen, STREAT, Vanguard Laundry, VMCH, WCIG/Cleanable, yourtown

Impact Investors and philanthropy partners: Macquarie Group Foundation, Tripple, Hand Heart Pocket Foundation, the Jack Brockhoff Foundation

YEAR 2 PBO TRIAL SNAPSHOT

As at 30 June 2024, there were 132 participants who re/entered work and enrolled in the PBO Trial, across 17 participating social enterprises:

64 participants are in award wage employment with a social enterprise.

24 participants have transitioned to mainstream employment.

44 participants have left the trial.

Of the 132 participants:

59% are aged 18-29 years

29/71%
ratio of females to males

86% live in a major city,
14% live in regional or rural areas.

\$863 average fortnightly income earned by participants working with a social enterprise, and \$787/fortnight for those who have transitioned to competitive employment.

For Social Enterprises:

390 outcome payments have been earned*

\$1.069M has been received

*13-fortnights working with a social enterprises and earning at least \$558 per fortnight, and/or 13-fortnights working with a competitive employer and earning at least \$929 per fortnight).

YEAR 2 EVALUATION

In collaboration with the Centre for Social Impact Swinburne, White Box released the second year evaluation of the PBO Trial, further strengthening the case for jobs-focused social enterprises to play a more prominent role in Australia's national employment services system.

The CSI Swinburne report revealed, of the 132 participants:



80% said their employment circumstances have improved over the last 12 months.



76% said their sense of belonging has improved over the last 12 months, enabled by new friends at work and feeling a sense of community with like-minded people at work.



64% said their financial circumstances have improved over the last 12 months.



Almost two-thirds (64%) reported their mental health had improved over the last 12 months, and **more than half (56%)** said their physical health had improved.

The report also articulated for the first time, three distinct employment transition models through which social enterprises are supporting people into meaningful, sustained employment.



“Employment allows me to be part of the community. It’s helped me grow and it’s given me confidence. It’s good for my mental health. It’s part of my identity now, this job.”

- PBO Trial participant

“This role has created structure and purpose in my life. The routine I’ve gotten into is good for me, mentally and physically.”

- PBO Trial participant

[READ THE REPORT](#)

SUSTAINABLE EMPLOYMENT LOAN FUND (SELF)

The Sustainable Employment Loan Fund (SELF) will be Australia's first loan fund specifically designed for jobs-focused social enterprises.

With its launch set for early 2025, the SELF aims to bridge the gap between traditional finance and philanthropic funding, offering catalytic capital that allows social enterprises to grow sustainably and reduce their reliance on grants.

Current funds raised: \$3.15M (target of \$5M)

Investors: Westpac Foundation, The Victorian Government - Department of Jobs, Skills, Industry and Regions, the English Family Foundation, the Ian and Shirley Norman Foundation

Planned SELF loan offering: flexible loans of \$100,000 to \$500,000 with rates as low as 6.5% and terms up to seven years. The SELF is expected to support between 12 and 20 social enterprises, helping create over 200 jobs for people facing barriers to employment.



Mel, Beacon Laundry.

LEVERAGING OUR LEARNINGS TO CREATE MORE INCLUSIVE WORKPLACES

In 2024, White Box began to explore new territories, applying its learnings and expertise of the jobs-focused social enterprise model to create more inclusive employment for people with complex barriers. Two initiatives were launched, both focused on transitioning Australian Disability Enterprises (ADEs) to social enterprises.

Disability Enterprise Evolve Program (Evolve Program)

Focus: A two-year fully funded program focused on transitioning three ADEs to jobs-focused social enterprises.

Participating organisations: To be announced in mid-December.

Program overview: White Box will be working side-by-side with three organisations who will each receive ~150 days of pro-bono consulting and up to \$350K in grant funding to support their business transition in 2025-2026.

Beacon Adelaide

In June 2024, White Box joined forces with Bedford Group, Australia's second largest disability employer, to transform their newly acquired large-scale commercial laundry in Adelaide's south into a jobs-focused social enterprise, under the Beacon Laundry brand.

The two organisations are working closely to transition the laundry, which was originally a supported employment workplace.

According to an employee survey three months into the transition, progress is positive.

- 87% would recommend Beacon Laundry as a great place to work
- 72% said they were more satisfied with their work, and more motivated to come to work
- 71% said they receive more support in their work at Beacon.



“This partnership is so much more than simply acquiring a new brand for the laundry, it’s a complete transformation of the laundry into a best practice, jobs-focused social enterprise.”

— Bedford Group CEO, Myron Mann

GOVERNMENT ADVOCACY

In 2024 White Box, alongside Social Enterprise Australia and others in the sector, continued its advocacy for jobs-focused social enterprise at both state and federal levels of government.

Notable moments

March

- WBE CEO Luke Terry hosted Minister Tony Burke at two social enterprise site visits in Melbourne and Sydney.

April

- Prime Minister Anthony Albanese officially opened Beacon Laundry, alongside Assistant Minister for Social Services Justine Elliot.

May

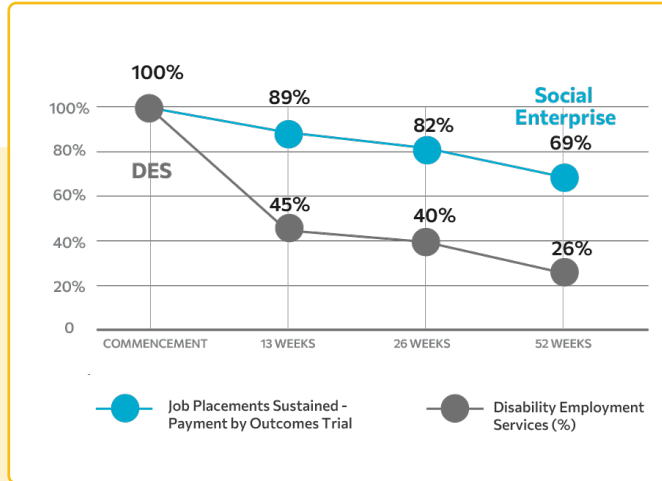
- \$21M WorkFoundations program announced in federal budget.

August

- Future Queensland State Treasurer David Janetzki participated in WBE's fifth birthday panel at Witton Barracks.

October

- An \$80M Social Entrepreneurs Fund and the establishment of an Office for Social Impact part of new Queensland Government's election promises.
- WBE COO Mark Daniels and Head of WBE Finance Murna O'Neill presented to the Social Impact Investing Taskforce Roundtable sub-committee.
- WBE Mark Daniels and Dr Roksolana Suchowska (CSI Swinburne) presented the second year evaluation of the PBO Trial to key representatives in DSS, DEWR, Federal Treasury.



Taylor Fry Report

Strengthening our case with comparable data

In 2024 we re-engaged Taylor Fry, an analytics and actuarial consulting firm, to compare public data on Disability Employment Services (DES) with preliminary data White Box captured from 17 social enterprises through the PBO trial.

The 2024 report supports the long-held belief that social enterprise is more effective than DES in creating employment for people shut out from mainstream employment, with social enterprise retention rates almost three times higher than its counterpart.

The report also revealed social enterprises could return a 20% cost saving to government, equating to \$220 million over five years, if the payment by outcomes (PBO) model was adopted more broadly.

[READ THE REPORT](#)



“My government is committed to an expansion of social enterprise, and this is why.”

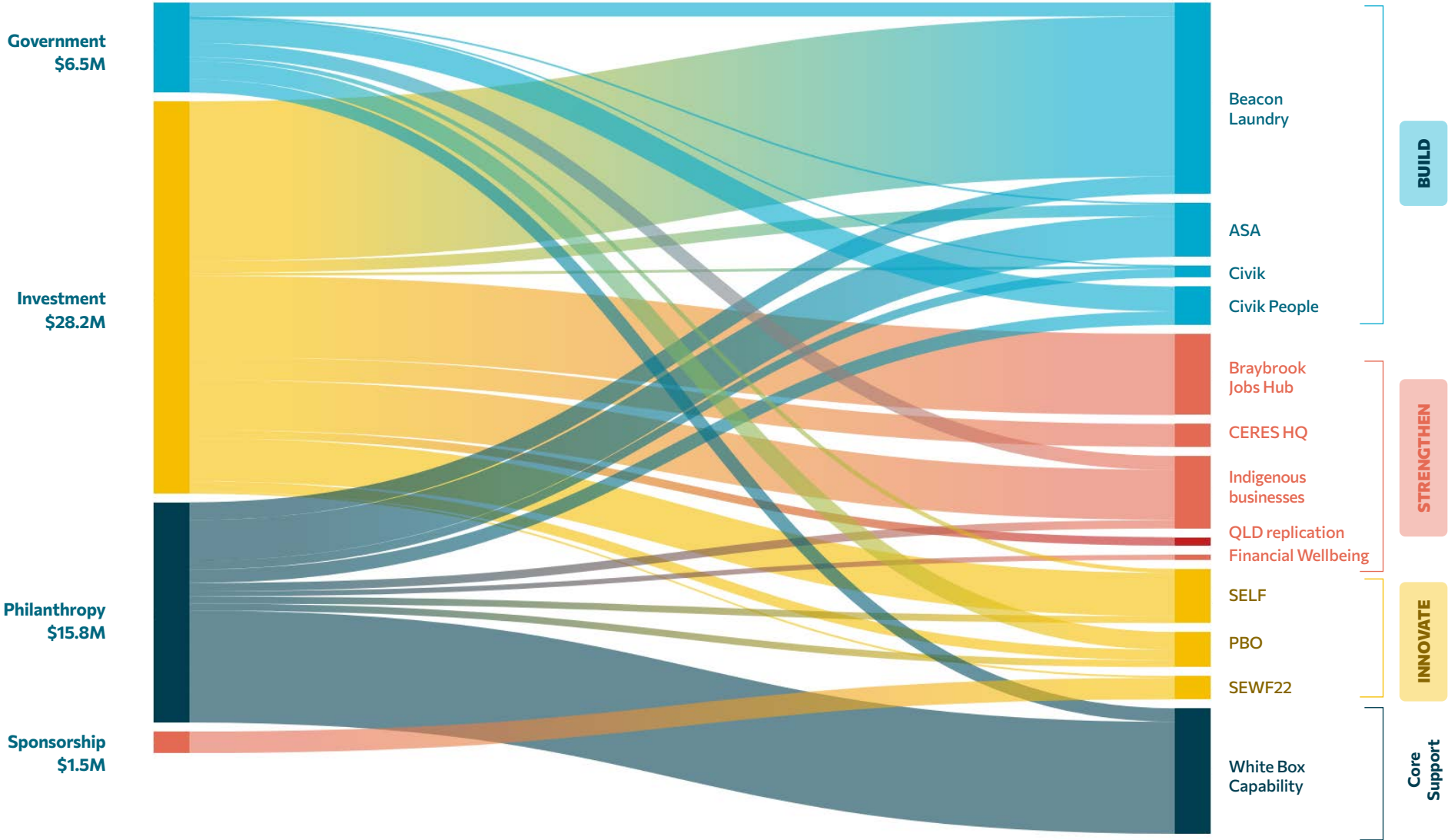
- Prime Minister Anthony Albanese at the launch of Beacon Laundry, April 2024.

BLENDED FINANCE TO DELIVER IMPACT

Since 2019, White Box has raised over \$52M in blended finance to support our strategic priorities. This comprises of \$30M of private investments and sponsorship, \$15.8M of philanthropy and \$6.5M of government grants.

Our model leverages philanthropy and government funding to launch employment social enterprise projects, which can attract private investments.

[VIEW WBE GROUP'S FULL FINANCIALS](#)



CELEBRATING OUR FIRST FIVE YEARS (2019-2024)

Throughout August and September, with the generous support of MinterEllison and Macquarie Group Foundation we brought together 200+ key partners and sector peers in Brisbane, Sydney and Melbourne to express our gratitude for their ongoing support and recognise what we have achieved together over our first five years.

It's important to acknowledge that our success has only been possible thanks to a wide range of supporters, funders, and partners who share our vision.

Each contribution, whether through philanthropic foundations, corporate partners, or private investors, plays a crucial role in advancing our work.

We are deeply grateful to all those who have invested in our mission. This milestone is as much theirs as it is ours.

WATCH: Our first five years captured in two minutes.

▶ WATCH VIDEO

We asked some of our supporters to share their highlights from the past five years.

"White Box starts from a strength-based attitude rather than a deficit one, and that's important. It sees people as a resource, as an asset, rather than an issue to fix. That's the entrepreneurial spirit of Luke and his team. They see assets and resources everywhere that you can transform into a viable product for an enterprise, but more importantly, a successful social tool to bring all people to a level of equality that this country, the world really, should have. That's exciting."

— Dr Alberto Furlan, The Ian Potter Foundation

"It's inspiring to see how White Box turns challenges into opportunities and makes a tangible difference in people's lives. Our partnership with them is something we truly value, and we are honoured to contribute to their mission."

— Sam Benjamin, Seventh Street Ventures

"Most people don't like living in grey areas, they like being in black and white, they want to simplify stuff because it's easier, they want to look away. Whereas White Box is the opposite of that. White Box shines a light on things, they want to change systems and structures, they want to engage honestly and with integrity."

— Coralie Nichols,
Ian and Shirley Norman Foundation

"We love the work of White Box because nothing makes us happier than supporting incredible people dedicating their lives to making the world better. Luke and the whole team at White Box Enterprises are doing that on steroids. It takes a special kind of stubbornness, and possibly denial to refuse to accept that we can't do better and to take the fight to the systems we work within."

— Ferdi Hepworth, Equity Trustees

OUR PARTNERS AND SUPPORTERS

In FY24/25, the work of White Box and its social enterprises has been made possible by the following key partners (philanthropy, grants and pro bono support).

Their continued support in 2024 allows us to be bold and explore business opportunities and systems change initiatives that have the potential to take the jobs-focused social enterprise movement forward.

Supporting White Box Enterprises and White Box Finance

Charitable and Family Foundations and Individuals

The Ian Potter Foundation

The Ella & Mitchell Brazier Fund, Charles Lamond Forrest Estate, Rena Vesey Hall Trust, Charles & Jessie Strong Trust, Charles Frederick William Taylor Estate, Victorian Community Foundation, John James Gardiner Estate - The J. J. Gardiner Trust & The Alison Puzey Charitable Fund which are managed within Equity Trustees Equity & Empowerment program.

The William Buckland Foundation

The Ecstra Foundation

The Siddle Family Foundation

The Jack Brockhoff Foundation

The English Family Foundation

Rob Keldoulis

Ben Croft, CEO of GoodPeople

Corporate

MinterEllison

Macquarie Group Foundation

Westpac Foundation

Charter Hall

Seventh Street Ventures

TDM Foundation

Cooper Investors Philanthropy

Right Lane Consulting

Stone & Chalk

Government

Brisbane City Council

The Australian Government - Department of Social Services

The Victorian Government – Department of Jobs, Skills, Industry and Regions

Supporting Australian Spatial Analytics:

Charitable and Family Foundations and Individuals

Paul Ramsay Foundation

The William Buckland Foundation

The Bryan Foundation

Lord Mayor's Charitable Foundation

Snow Foundation

Helen and David Hains Foundation

Bennelong Foundation

Corporate

Westpac Foundation

Supporting Beacon Laundry:

Charitable and Family Foundations and Individuals

The Richard and Lorena Uechtritz Foundation

The Ian and Shirley Norman Foundation

The Siddle Family Foundation

The Seaton Foundation

Corporate

Westpac Foundation

Government

The NSW Premier Department - Women NSW

The Australian Government - Department of Infrastructure - Investing In Our Communities program

Supporting Civik Group (Civik and Civik People):

Charitable and Family Foundations and Individuals

Lord Mayor's Charitable Foundation from the Wise Collaboration Giving Account

Corporate

Ventia

Government

The Australian Government - Department of Home Affairs - Economic Pathways to Refugee Integration

OUR BOARD

We are fortunate to be supported by a diverse and highly skilled board who share our belief that employment and social enterprise have the power to change lives.



Keith Rovers, CHAIR

Partner, MinterEllison



Melissa Cameron

Senior Client Partner, Korn Ferry



Simon Freeman

CEO, Judith Nielson Foundation



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Rosalie Wilkie

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Leigh, Beacon Laundry.