



**2025 ABCN**  
**Fujifilm BI**  
**Impact Report**

## 2025 highlights: Fujifilm BI's impact

2025 marked the start of an exciting new chapter for Australian Business and Community Network (ABCN). Building on two decades of impact and the celebrations of our 20<sup>th</sup> anniversary, we're focused on scaling our reach and deepening our impact, helping more young Australians build the skills, confidence and networks to thrive in a rapidly changing world.

This year, we continued to connect students and mentors through meaningful program experiences, made possible by the commitment of Fujifilm BI and your incredible volunteers. Your ongoing support helps open doors and expand what young people can see as possible for their futures.

Together with our partners and volunteers, we're empowering the next generation to explore their potential and achieve their goals. We're enormously grateful for the continued involvement of Fujifilm BI.



**342**  
students supported



**93**  
volunteer participations



**16**  
schools supported



**559**  
hours volunteered

**82%** of mentors said



**'I am more likely to recommend my company to others as a great place to work'**

**95%** of mentors said



**'My mentoring / coaching skills have improved'**



## National activity analysis

We are delighted to present the 2025 Fujifilm BI - ABCN Impact Report. 2025 was another fantastic year, with 93 volunteer mentors providing support for 342 students from 16 schools across Australia. This ongoing support continues to open doors and create inspiring opportunities for the students. With 95% of mentors reporting stronger coaching skills and greater inspiration to help others, the impact is being felt on both sides.

We are deeply grateful for Fujifilm BI's commitment in supporting ABCN with multi-session programs. These programs provide additional time for reflection, progressive skills development and stronger connections between mentors and students. This quote from a student in QLD really sums up the deep appreciation these programs provide: 'Thank you for going out of your way and dedicating to help assist us.' A great example of impact from multi-session programs, has also been seen in the strong partnership Fujifilm BI has formed with Gorokan High School in NSW, through the journey of our First Nations programs and celebrated during NAIDOC week.

It was wonderful to see Fujifilm BI opt to participate in Emerging Leaders, a new core program offering of ABCN in 2025. The program responds to educator demand for early leadership development and helps students see themselves as capable of taking on responsibility in school and beyond. 18 mentors from NSW, QLD & VIC worked with students from three schools. The feedback showed clear impact, with students reporting a stronger sense of themselves as potential leaders. One NSW student said, 'I learnt that having trust, respect, and empathy should be used as your foundation when being a leader and creating relationships. My mentor shows great passion when teaching us and I saw that he truly cares for all of us!!!'



	ACT	NSW	NT	QLD	SA	VIC	TAS	WA	Total
<b>Schools</b>		<b>8</b>		<b>3</b>	<b>1</b>	<b>4</b>			<b>16</b>
<b>Total students*</b>		<b>187</b>		<b>51</b>	<b>18</b>	<b>86</b>			<b>342</b>
<b>Students mentored</b>		<b>87</b>		<b>51</b>	<b>18</b>	<b>86</b>			<b>242</b>
<b>Students reached in other programs</b>		<b>100</b>							<b>100</b>
<b>Company volunteers*</b>		<b>43</b>		<b>21</b>	<b>1</b>	<b>28</b>			<b>93</b>
<b>Volunteer hours</b>		<b>286</b>		<b>137</b>	<b>6</b>	<b>131</b>			<b>559</b>

\* Students and volunteers who participated in more than one program in 2025 are counted for each participation, e.g. if a student or mentor participates in both an Aspirations and a Future Thinkers program, they are counted twice

## Program activity analysis

Core programs	ACT	NSW	NT	QLD	SA	VIC	TAS	WA	Total
Accelerate		1		1					2
Aspirations									
Emerging Leaders		1		1		1			3
Find Your Purpose						1			1
Focus		1			1				2
Future Thinkers		1							1
Goals									
Innovate		1		1		1			3
Interact									
Interview 2 Impress				1		1			2
Money Mastery									
My Career Rules									
Spark									
Tech Careers Expo									
<b>Total</b>		<b>5</b>		<b>4</b>	<b>1</b>	<b>4</b>			<b>14</b>

Other programs / initiatives	ACT	NSW	NT	QLD	SA	VIC	TAS	WA	Total
First Nations Aspirations		1							1
Donated 100 laptops to NSW schools (Armidale Secondary College, Mitchell, Casula & Mount Annan High School)		1							1
Mentor Recruitment Session						1			1
<b>Total</b>		<b>2</b>				<b>3</b>			<b>3</b>

## Fujifilm mentor impact

We asked mentors to rate the following statements on a scale of 1 to 7, where 1 is strongly disagree and 7 is strongly agree. Below are the results from your employees who took part in 2025 ABCN programs.

### Engagement



### Professional development



### Personal development



## What your people say about ABCN programs

**Better understanding of leadership skills.**

Lee, Fujifilm BI mentor

**Great to see first hand the future leaders at a key developmental age.**

Jason, Fujifilm BI mentor

**I enjoy the opportunity to pass on advice and knowledge.**

Craig, Fujifilm BI mentor

**Help break out of my own shell and do something new.**

Brooke, Fujifilm BI mentor

**I felt that i was able to make a positive impact on the group.**

Sam, Fujifilm BI mentor

**It helped to improve my skills.**

Lal, Fujifilm BI mentor

## How we celebrated our partnership's impact on LinkedIn

[Future Thinkers James Meehan](#)

[Laptop donation 5/7](#)

[NAIDOC Week 26/7](#)

[6/8 Interview 2 Impress](#)

[Thomastown 28/9](#)

## Our network's reach in 2025



**9,619**

students mentored



**11,930**

students supported



**4,531**

volunteer participations



**23,844**

volunteer hours recorded



**515**

programs run nationally

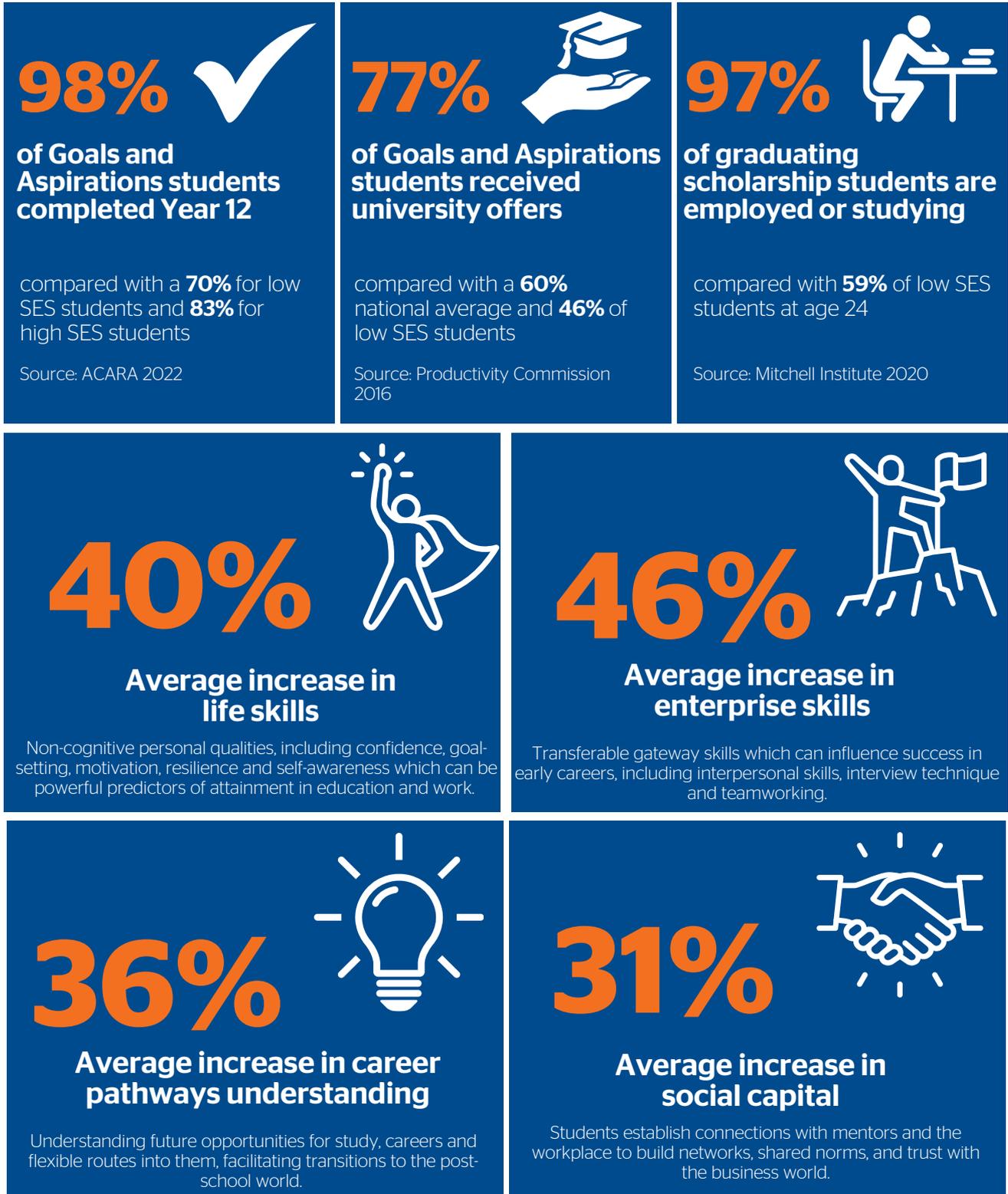
**33**

Accelerate scholarships awarded

**110**

Accelerate students in program

## Our network's impact in 2025



Sources: ABCN partner schools, Accelerate student surveys and ABCN post-program student surveys 2025, all programs (aggregate scores averaged and weighted)

## Full circle: from mentee to mentor with ABCN

Currently thriving as part of the KPMG team in Perth after starting as a grad last year, Ayesha Ali's introduction to the corporate world began in a rather unplanned manner.

In year 10, a teacher nominated Ayesha for an Australian Business and Community Network mentoring program. So, she found herself among a select group of girls attending a two-day event at a big, corporate office in downtown Perth, designed to provide young women with the essential leadership skills they need to engage in a successful, meaningful career.

The experience, although brief, had a lasting impact on her. 'It really opened my eyes to the possibilities available in the corporate world and gave me a clearer idea of the direction I wanted to take.' Ayesha said.

Ayesha's parents migrated to Western Australia from Pakistan when she was nine years old and had to navigate the challenges of adapting to a new country.



'At the time, I really had no concept or understanding of what a corporate career looked like, or really, how to make one happen.'

'The ABCN program gave me the opportunity to see what it could look like in practice and gave me further clarity as I headed into year 11 and 12.'

Ayesha went on to pursue a degree in Economics and Business Law at the University of Western Australia.

'I did a few internships but ultimately chose KPMG for the autonomy and trust I was provided, the sense of community it offered and because the breadth of sector offerings really appealed to me', Ayesha said.

'I'm now an ABCN mentor, giving back to former mentees like me - so it's pretty amazing to have come full circle.'

'I'm so proud that KPMG works with ABCN, as the program and experience genuinely had a huge influence on me. I would encourage anyone who can, to give their time to be a mentor, as you just never know if you might be the person who changes someone's life.'



**My mentor provided very important insights into life and leadership; my most eye opening one was that there are many paths that will lead to my goal, all I need is the determination to achieve it because life is uncertain.**

**Focus student, Prairiewood High, NSW**

## Student outcomes by program

Students rated each program on the following statements using a scale of 1 to 7, where 5 is agree and 7 is strongly agree, prior to commencing the program and upon completion.

**110**

students participated in 2025

### Accelerate

Three-year mentoring scholarship program for low-SES students facing significant challenges.

Rating statement	Before	After	Increase
I know how to set, review and achieve my short and long-term goals	26%	97%	71%
I have confidence in my career options and future pathways	40%	89%	49%
I understand my strengths, skills, and abilities in relation to study, work and personal life	44%	94%	50%

**139**

students participated in 2025

### Aspirations

Broadens awareness of post-school career pathways through problem-solving and future orientation.

Rating statement	Before	After	Increase
I feel prepared for the world of work	43%	94%	51%
I understand my own 'personal brand'	34%	88%	55%
I am aware of the skills that employers are looking for	54%	95%	41%

**1047**

students participated in 2025

### Emerging Leaders

Builds understanding of the skills needed to become capable leaders and how to take on leadership roles in the future.

Rating statement	Before	After	Increase
I understand that there are skills I can build to become a leader	69%	96%	27%
I feel like I could take on leadership roles in the future	54%	85%	31%
I see how being a leader could have a positive impact on me and those around me	68%	93%	25%

**1061**

students participated in 2025

## Find Your Purpose

Builds student confidence in career decisions.

Rating statement	Before	After	Increase
I feel confident about choosing a career	48%	82%	34%
I understand how using my strengths and knowing my values will help me build a life I love	53%	91%	38%
I know the steps I need to take to explore my career ideas	46%	83%	37%

**921**

students participated in 2025

## Focus

Develops leadership skills and encourages take up of leadership roles by female students.

Rating statement	Before	After	Increase
I see where I am a leader in my life	40%	86%	46%
I understand that I can learn from failure to help my development	42%	86%	44%
I have confidence in my leadership potential	60%	95%	35%

**1145**

students participated in 2025

## Future Thinkers

Builds creative and innovative problem solving skills through design thinking.

Rating statement	Before	After	Increase
I understand the principles of design thinking	39%	93%	54%
I am able to develop creative solutions to problems	58%	89%	32%
I can communicate my ideas to others	60%	87%	27%

**301**

students participated in 2025

## Goals

Develops self management techniques, encouraging completion of Year 12 and further study.

Rating statement	Before	After	Increase
I understand that setting goals is important for success	62%	95%	33%
I understand that learning from failure is an important part of success	64%	94%	31%
I know how to set goals and take action to achieve them	42%	92%	50%

**597**

students participated in 2025

## Innovate

Encourages the uptake of STEM (science, technology, engineering and mathematics) subjects.

Rating statement	Before	After	Increase
I would like to continue to study STEM subjects in the future	47%	76%	29%
I am aware of different types of STEM-related careers	51%	92%	41%
I am able to think of creative solutions to problems	62%	87%	24%

**191**

students participated in 2025

## Interact

Recently arrived migrants and refugee students gain confidence in speaking in English and develop the vocational skills necessary to engage with the Australian workplace.

Rating statement	Before	After	Increase
I feel confident about speaking in English with different people	20%	96%	76%
I know my strengths and values	18%	97%	78%
I know a range of career options and pathways	10%	99%	89%

**1739**

students participated in 2025

## Interview 2 Impress

Interactive interview skills workshop to build confidence and interpersonal skills.

Rating statement	Before	After	Increase
I understand how to prepare for a job interview	42%	94%	52%
I am confident to participate in a job interview	42%	90%	48%
I understand how to answer interview questions based on my strengths and previous experiences	44%	92%	48%

**203**

students participated in 2025

## Money Mastery

Develops essential personal financial capability skills, including confidence in having conversations about money and making more informed financial decisions.

Rating statement	Before	After	Increase
I feel confident making good financial decisions	41%	87%	45%
I understand my workplace rights and entitlements	39%	94%	55%
I feel confident having conversations about money matters with others	45%	92%	46%



Fujifilm BI VIC volunteer with students from Thomastown Secondary College during an Innovate program

**980**

students participated in 2025

## My Career Rules

Students develop their aspirations and understand the importance of setting goals, encouraging the completion of Year 12 and further study.

Rating statement	Before	After	Increase
I am aware of what skills and mindsets I need to be successful at work	65%	92%	27%
I understand that it is okay to change your mind about your career paths	71%	95%	23%
I am motivated to explore possible post-school careers and jobs	69%	91%	22%

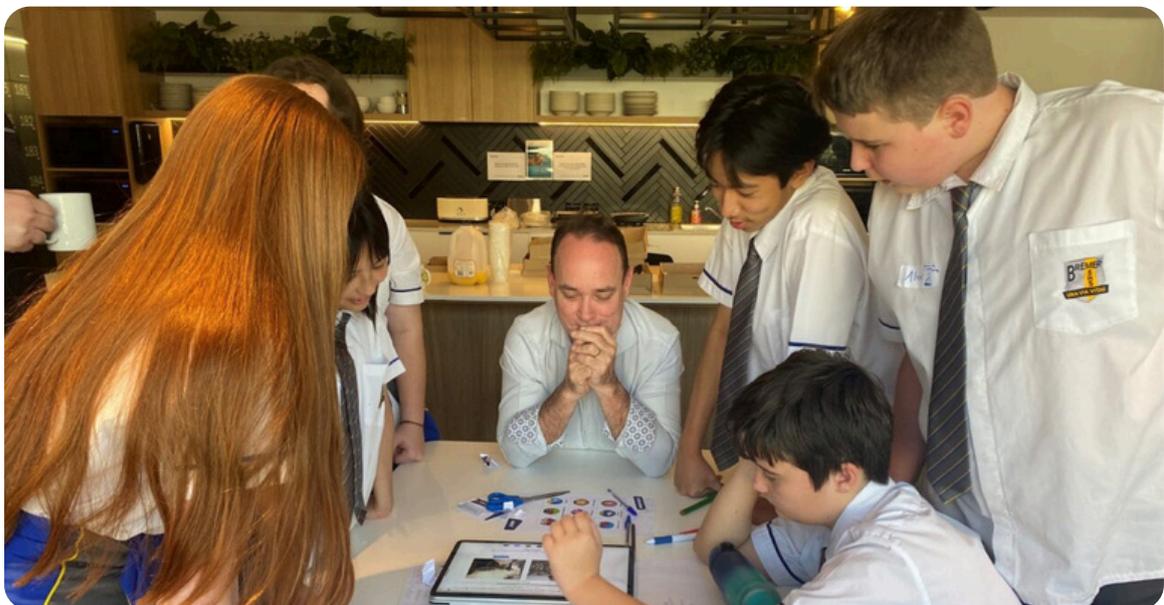
**287**

students participated in 2025

## Tech Careers Expo

Raises awareness and excitement about digital careers through connecting with multiple business.

Rating statement	Before	After	Increase
I understand the range of Tech Career options available to me	38%	92%	54%
I understand the benefits and opportunities of a Tech Career	56%	92%	36%
I would consider a Tech Career for when I finish school	39%	64%	25%



Fujifilm BI QLD volunteers with students from Bremer State High School during an Innovate program

# Thank you

We are deeply grateful to all our dedicated volunteers at Fujifilm BI and particularly acknowledge your Operational Task Force and Champion team, whose commitment enables our partnership to both function and flourish. We're delighted to be working with Fujifilm BI again in 2026, to help more young Australians access opportunities, broaden their horizons and achieve more than they imagined possible. We know that talent is everywhere – and we greatly appreciate your continued support in helping it thrive.

## Operational Task Force and Champions

State	Fujifilm BI employees
National	Cooper Fitzgerald, Jessica Ouyang & Robert Bonotto
QLD	Danielle Calcutt & Kenneth Hickey
SA	Marina Kollis
VIC	Belinda Clark

A list of all mentors involved in ABCN programs will be provided separately.

## Accelerate mentors

State	Fujifilm BI employees
NSW	Susan Webster
QLD	Kenneth Hickey