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2025 was a defining year for UNIQ You and for the growing national conversation around workforce participation, gender equity and early pipeline development.

Across Australia, industry, government and educators increasingly recognise that addressing workforce shortages and improving gender representation must start much earlier. The pace of workforce transformation means these conversations cannot happen too late.

Throughout 2025, UNIQ You continued to deepen partnerships with educators and schools, recognising that long-term impact is created not only through direct student engagement, but through the educators and school leaders championing change within schools and communities.

When educators and schools have accessible, meaningful connections to industry, future pathways conversations become easier to embed within classrooms, subject selection and school culture, extending the impact far beyond a single interaction.

In 2025, nearly 3,400 girls engaged in meaningful career conversations with UNIQ You Advisors, connecting with women working across industries facing some of Australia's most pressing workforce shortages. This included growing engagement across regional and remote communities, with a continued focus on reaching First Nations students and young women who face greater barriers to opportunity and industry connection.

Behind this impact is a community of more than 100 UNIQ You Advisors, made possible through the ongoing commitment and investment of our industry partners. By connecting girls directly with women working across STEM and high growth industries, these partnerships are helping expand visibility, confidence and aspiration for the next generation.

At the close of 2025, UNIQ You made the deliberate decision to pause and strengthen for the future. We took time to listen carefully to educators, Advisors, students and partners, while refining systems, improving delivery and strengthening the foundations needed to support long-term scale and impact.

The results are already evident.

While outside the 2025 reporting period, engagement throughout 2026 has reinforced both the demand for UNIQ You's model and the significant opportunity that lies ahead. At our current trajectory, UNIQ You is positioned to reach more than 5,000 girls in 2026 alone, meaning more than 10,000 girls will have engaged in conversations with UNIQ You Advisors since inception.

The opportunity ahead is significant. With greater support and investment from industry and government, more girls can be reached earlier, more schools can be engaged deeply, and more industries can help shape a stronger, more diverse future workforce.

I am incredibly proud of the team behind UNIQ You and deeply grateful to the educators, schools, Advisors, industry partners and supporters driving this momentum forward. I also acknowledge the ongoing commitment and leadership of my fellow Board members in supporting UNIQ You's continued growth and impact.

The demand is growing. The model is working. And the opportunity to create lasting impact at scale has never been greater.

A handwritten signature in black ink that reads "Val". The signature is stylized and fluid.

**Val Ridley**

CEO & Executive Director, UNIQ You