



ANNUAL REPORT 2024-2025



Fit to Drive Foundation

Acknowledgment of Country

Fit to Drive Foundation respectfully acknowledges Aboriginal and Torres Strait Islander people as the first peoples and Traditional Owners and custodians of the land and waterways on which we live. We pay our respects to Elders past, present and emerging.

Contact Details

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About Fit to Drive

VISION

Elimination of youth-related road trauma in Victoria



MISSION

To be a leading road safety education provider that advocates for young people and their communities



VALUES

- We connect and engage with our communities
- We adapt to evolving road safety environments
- We listen and influence road safety for young people
- We empower young people to keep each other safe
- We liaise between community and road safety policy makers



Messages from the CEO and Chair



BRAD CROFTS & ANTHEA WILLIAMS

On behalf of the Foundation and on behalf of both our board and team, we would like to record our sincere appreciation for the support we have received from our stakeholders and road safety partner colleagues in 2024–25.

It is important for us to acknowledge these relationships because without them, we would not have been successful as a not-for-profit organisation in achieving our goals aiming to assist in the elimination of road trauma in Victoria, especially among younger people.

Fit to Drive has met ambitious milestones in 2024–25 and reiterated our place as a leading road safety education provider in Victoria. We continue to fulfil client and stakeholder expectations as a road safety partner of choice. The 2024–25 Annual Report details our activities and achievements. Our partnership with road safety policy makers, funders and first responders in the delivery of our workshops has been key to achieving outcomes. We are also indebted for the support we have received from road safety partners including from many Councils, Technical and Vocational Education (TAFE) and other Vocational Education and Training (VET) providers, and schools across the State and with corporate sponsorship including from BlueScope Steel on the Mornington Peninsula. This support has enabled us to deliver more workshops to more locations in schools, TAFEs and in community settings across a range of road safety programs.

Of note in 2024–25 was successful completion on behalf of TAC of the delivery of the road safety pilot program *Work Smart Drive Smart (WSDS)*, which, via workshops, delivers vital road safety information to young apprentices in the construction trades. Fit to Drive has been grateful to have been able to partner with TAC in delivering the program to reduce road trauma experienced by a very “at risk” cohort of young Victorian drivers for whom our roads are also their workplace. Fit to Drive achieved charity status in 2024–25 assisting Fit to Drive to attract funding and in-kind support. None of these achievements however would have been possible without the dedication of the Fit to Drive team. We thank them for their dedication and commitment to improving road safety in Victoria, especially for our younger road users.

New directors were appointed during the year bringing new skills and capabilities to the board. We also welcomed a new Ambassador, Dale Armstrong, Head of Emergency Management, Ambulance Victoria who joins Glenn and Darren as our existing Patron and Ambassador, respectively. We would like to recognise the support of Glenn, Darren and Dale. Fit to Drive is well positioned to benefit from future opportunities focused on both delivering and developing road safety programs in line with our Strategic Plan 2023–26 and the Victorian Government’s Road Safety Strategy 2021–30 with a primary focus on younger road users.

Message from our Patron



GLENN WEIR, APM

Assistant Commissioner
Road Policing Command
Victoria Police

As head of Road Policing Command, at Victoria Police (VicPol) I witness the devastating impact of road trauma on the Victorian community. I'm therefore a proud Patron of Fit to Drive and supporter of its ongoing commitment to the elimination of youth road trauma in Victoria. Fit to Drive and VicPol share the common goal of ensuring all Victorians feel safe, and are safe, on and around our roads. I would like to acknowledge the work of Fit to Drive in 2024-25 across the range of its road safety delivery programs and for its investment in innovative latest programs.

I'd also like to compliment the team at Fit to Drive and the board for its dedication to improving engagement opportunities with younger road users which are aligned with VicPol's Road Safety Strategy 2024-2027. Through our partnership in delivering the F2D Workshop and the Green Light Initiative (GLI), an increasing number of trained VicPol members have valued the opportunity to engage with schools and the broader community on delivering road safety messages and sharing the non-negotiable facts of what it means to be a responsible road user in Victoria. This also includes the consequences for irresponsible road use. It is great to see from the survey results of teachers, students, and community workshop participants, that high value is placed on VicPol's engagement. In 2024-25, VicPol was pleased to be engaged in the GLI with a special focus on culturally and linguistically diverse communities (CALD). The GLI CALD, developed by Fit to Drive and delivered in partnership with VicPol addresses community need for road safety education focusing on disadvantaged and marginalised groups. The program has received grant support from the Department of Transport and Planning. I look forward to supporting VicPol's future participation including in other "at risk" cohorts such as international students. VicPol supports the on-going delivery by Fit to Drive of TAC's Work Smart, Drive Smart program which focuses on enhancing road safety awareness among young apprentices in the construction industry on their P plates and for whom our roads are also their workplace.



Message from our Ambassadors



DARREN MCQUADE

Assistant Chief Fire Officer,
Community Resilience,
Fire Rescue Victoria

As an Ambassador of Fit to Drive, and on behalf of Fire Rescue Victoria (FRV), I am proud to endorse the achievements of Fit to Drive in 2024-25 and for Fit to Drive's proactive engagement with FRV. I share their dedication to improving road safety outcomes in Victoria.

As a First Responder, FRV witnesses the consequences of and responds to poor decisions on our roads. FRV believes in empowering young people and building their confidence to speak out, self-advocate and to make safer choices including on the range of alternative travel options aimed at eliminating the risk of road trauma.

The F2D Workshop encourages young people to become safer road users as both drivers and passengers by focusing on personal safety, responsibility, and in assisting developing their own safety strategies to get home safely. FRV collaborates with Fit to Drive and VicPol to bring this workshop to life across the range of Victorian educational settings via a vital real-life case study which is central to the workshop. The case study challenges young students to reflect on their own actions on our roads and the subsequent consequences. Survey responses indicate the very positive impact of the case study on students.

In the year ahead, I look forward to facilitating Fit to Drive's work by maximising and deepening FRV's engagement in the F2D Workshop and in other community-based activities. I am keen to advocate for the funding of these programs as Fit to Drive's Ambassador both with the State Government and the private sector.



Message from our Ambassadors



DALE ARMSTRONG

Director,
Emergency Management,
Ambulance Victoria

I was very pleased to accept an invitation by the Chair of Fit to Drive to become a Fit to Drive Ambassador in 2024–25. I recognise the power of road safety education in reducing trauma, especially that experienced by younger road users on Victoria's roads in line with the Victorian Government's Road Safety Strategy 2021–2030.

Along with VicPol and FRV, Ambulance Victoria (AV) is a first responder to serious and fatal road crashes in Victoria. Our paramedics and first responders see the consequences of these events which are so damaging and difficult to recover from. Road trauma has a profound and far-reaching impact, extending well beyond those directly involved. It deeply affects families, friends, first responders, local communities, and others connected to the incident, often resulting in lasting physical, emotional, and social consequences.

The burden on health and recovery systems is significant, with substantial rehabilitation costs that highlight the need for proactive prevention. Prioritising road safety education, especially programs tailored to the specific risks faced by younger road users, is an investment in the long-term wellbeing and safety of all Victorians.

I am looking forward in 2025–26 to exploring ways AV, with our own insights, will be able to proactively support Fit to Drive's road safety programs and to engage with younger road users alongside our colleagues at VicPol and FRV.



Our team



Brad Crofts

*Chief
Executive
Officer*



Melissa Burns

*General
Manager*



**Maria
Kaplanis**

*Engagement
Officer*



**Alena
Bondarchuk**

*Head of
Evaluations*



Zoe Stewart

*Program
Coordinator*



Samantha Lam

*Program
Coordinator*



Lexi Cairns

*Program
Coordinator*



Jack Carpenter

*Program
Coordinator*



Anna Wylie

*Program
Coordinator*



Amanda Dean

*Program
Coordinator*

Our Board



Anthea Williams

Chair



Nicole O'Reilly

Secretary



Megan Hannan

Deputy Chair



John Ryan

Treasurer



Dr. Mike Wilson

**to 19th June 2025*



Alexander Bianchini-Kometer



Matthew Ryan



Ingrid Cole



Justin Goldsmith

Our Partners

Fit to Drive recognises the support and appreciates the involvement of the following organisations, Victoria Police units and Fire Rescue Victoria Districts:

- BLUESCOPE
- MORNING PENINSULA SHIRE COUNCIL
- MELBOURNE CITY COUNCIL
- BRIMBANK CITY COUNCIL
- CARDINIA SHIRE COUNCIL
- PAKENHAM BLUE LIGHT
- CASEY CITY COUNCIL
- CITY OF STONNINGTON
- MOIRA SHIRE COUNCIL
- NORTHERN GRAMPIAN SHIRE
- WANGARATTA RURAL CITY COUNCIL
- DAREBIN CITY COUNCIL
- BANYULE CITY COUNCIL
- WEST WIMMERA SHIRE COUNCIL
- ROADS SAFE WESTGATE
- HUME CITY COUNCIL
- ROTARY CLUB OF MAFFRA
- ROTARY CLUB OF COLAC
- NORTHERN DISTRICT COMMUNITY HEALTH
- NILLUMBIK YOUTH COUNCIL
- MELTON CITY COUNCIL
- WYNDHAM CITY COUNCIL (VIA ROADS SAFE WESTGATE)
- CITY OF BOROONDARA COUNCIL
- MEDIBANK
- TAC
- MITCHELL SHIRE COUNCIL

- Ballarat Proactive Policing Unit
- Buloke Youth Resource Office
- Cardinia Youth Resource Office
- Casey Proactive Policing Unit
- Colac Highway Patrol
- Dandenong Proactive Policing Unit
- ED1 Proactive Policing Unit
- ED2 Proactive Policing Unit
- ED3 Proactive Policing Unit
- Greensborough Highway Patrol
- Horsham Highway Patrol
- Melton Highway Patrol
- Mill Park Police Station
- Moorabbin Proactive Policing Unit
- ND1 Proactive Policing Unit
- ND2 Proactive Policing Unit
- ND3 Proactive Policing Unit
- ND4 Proactive Policing Unit
- ND5 Proactive Policing Unit
- Portland Youth Resource Office
- Somerville Proactive Policing Unit
- Surf Coast Youth Resource Office
- Warragul Proactive Policing Office
- WD1 Youth Resource Office
- Westgate Proactive Policing Unit
- Wimmera Proactive Policing Unit
- Wodonga Youth Resource Office



- CENTRAL
- EASTERN
- NORTH & WEST REGIONAL
- NORTHERN
- SOUTH & EAST REGIONAL
- SOUTHERN D1
- SOUTHERN D2
- WESTERN D1
- WESTERN D2
- WESTERN D3



Highlights 2024-2025



GLI Highlights

9.4/10



GLI participants rated the program as 9.4 out of 10 on average.

100%



All GLI participants said that other communities should participate in Green Light.



F2D Highlights

7,755

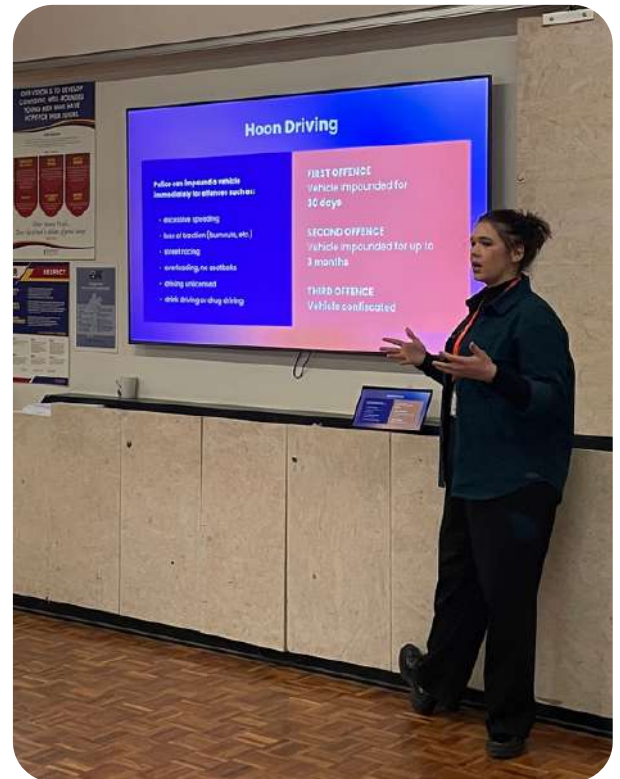


Students reached

58



F2D workshops delivered



WSDS Highlights

630



Construction apprentices have been reached with a WSDS program



Our Strategic Priorities

1. Reaching more communities



- a) Refresh and relaunch F2D program
- b) Expand Green Light Initiative
- c) Deliver a workplace road safety project
- d) Diversify Fit to Drive Program offerings

2. Raising Awareness



- a) Amplify Fit to Drive Voice and Messaging
- b) Raise Fit to Drive thought leadership profile and industry presence
- c) Become the road safety partner of choice

3. Financial Sustainability



- a) Strengthen community sponsorship and patronage
- b) Secure public sector funding
- c) Explore new funding opportunities

1. Reaching more communities

a. Refresh and Relaunch F2D program

7,755



Students reached by our program in 2024–25 financial year

58



F2D workshops delivered in 2024–25 financial year

8

rural

50

metro

4

included alternative cohorts (incl. special Developmental, VCAL, TAFEs and Indigenous group).

F2D Program

We adapted the Workshop in 2024–25 to enhance the participation by both VicPol and FRV including boosting the respective agencies engagement with students. Survey feedback through the year indicated very positive responses from both students and teachers to the presentations by VicPol and FRV, facilitated by our team.

F2D Marketing

This year our strategy has pivoted from securing bookings first and looking for funding later to sourcing grants for existing workshop bookings and exhausting the funding available.

Emergency Services

Fit to Drive would like to acknowledge the ongoing strong support by both VicPol and Fire Rescue Victoria (FRV) for the F2D Workshop and for their participation in delivering workshop.

VicPol and FRV remain engaged with the revised F2D workshop in 2025. VicPol attendance at workshops has dropped slightly since last year, with 78% (22/28) of workshops having a VicPol representative (down from 95% last year). Four of those workshops took place in regional areas where the pool of trained officers is smaller.

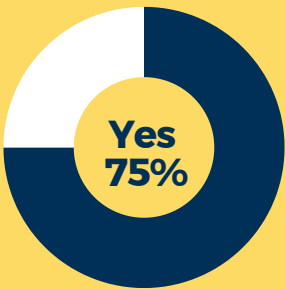
FRV continue their strong present within the F2D workshop, attending 100% of FRV zoned workshops and even attending one non-FRV zoned workshop.



1. Reaching more communities

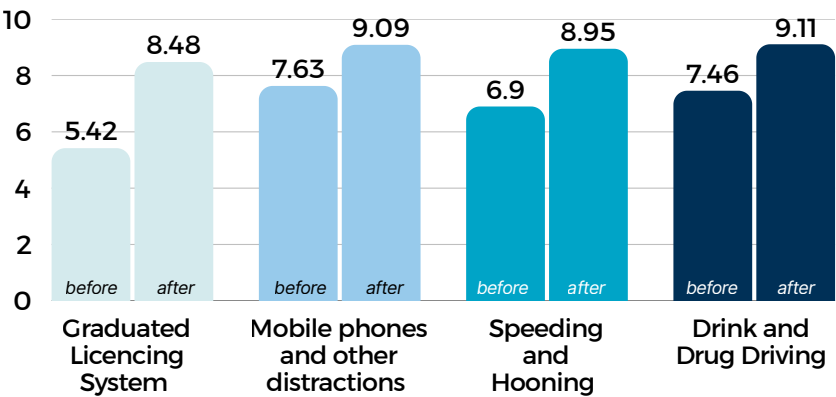
a. Refresh and Relaunch F2D program

Have you ever felt unsafe or been in a risky situation as a road user?

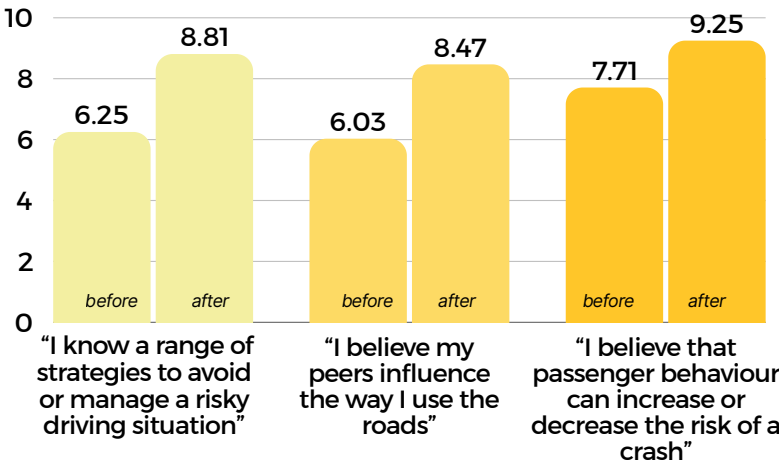


A total of **119** participants completed F2D **before** and **after** workshop surveys. The results show improvements on all outcomes.

Victoria Police



FRV Case Study



Do you think that other schools and students would benefit from this workshop?



How valuable did you find the program?

8.5/10

The students said:

"I find this workshop really helpful and learnt lots of things regarding the risks that comes with not being cautious"

"Please keep doing this. It really helped me and will benefit my peers"



1. Reaching more communities

b. Expand Green Light Initiative

8



GLI programs delivered

6



Local Government areas were reached

\$10,000



Secured a Community Road Safety Grant to fund the CALD GLI into 2024–25.

CALD GLI

The evolution of the Green Light Initiative (GLI) continued, including the development and delivery of a separate program focused on culturally and linguistically diverse (CALD) groups in the Victorian community. Fit to Drive successfully applied to the Department of Transport and Planning (DTP) for grant funding of GLI CALD throughout 2024–25. This funding allowed Fit to Drive, in partnership with Victoria Police (VicPol), to deliver workshops focused on this cohort. Fit to Drive acknowledges the support by DTP for the program and we look forward to delivering an increasing number of workshops in the years ahead with the support of both public and private sector sponsors.

In March 2025 we delivered two CALD GLIs at Kangan Institute Docklands. These were the final two sessions to be covered by the DOT funding, fulfilling our commitment to delivering 10 CALD GLIs. We have received interest from multiple organisations to run future CALD GLI sessions. We hope to access further DOT funding to maintain the accessibility of this program for vulnerable communities.



Three one-on-one VicPol officer trainings have been completed. These sessions were run to prepare individual officers who agreed to present last minute to fill staff shortages.

1. Reaching more communities

b. Expand Green Light Initiative

A total of **128** participants completed GLI survey after the program. The results were overwhelmingly positive.



95% of participants said “yes” to “*I am more confident to use the roads in Victoria*”



95% of participants said “yes” to “*I know more about the road rules in Victoria*”



95% of participants said “yes” to “*I know how to get a Victorian Licence*”



97% of participants said “yes” to “*I feel more connected with my community*”



98% of participants said “yes” to “*I know how to be safe on the roads*”

Do you think that other communities should participate in Green Light?



How did you find the Green Light Initiative?

9.4/10

Participants also said:



“Was really informative and appreciated”



“This is a great initiative to keep the community informed on road safety rules”



“Very worthwhile initiative”



“Thankyou so much we got more information about driving and also heard what the police said about driving safe and the presenters were very nice and kind”



1. Reaching more communities

c. Deliver a workplace road safety pilot project

630



Construction apprentices have been reached with a WSDS program

Completed the Work Smart Drive Smart pilot having booked over 800 participants and delivered to 630 construction apprentices across Victoria.



Secured a contract for the ongoing delivery of the Work Smart Drive Smart program for the 2025–26 financial year with expectation for ongoing renewal.



Hired, trained and maintained optimal casual staffing numbers for the program and upskilled staff when suitable for leadership roles within the coordination team.



Worked closely with the TAC on program improvements and developments to optimise delivery and engagement.



Built relationships with eight apprenticeship training organisations throughout the pilot who we will continue to work with to meet ongoing program expectations.



1. Reaching more communities

d. Diversify Fit to Drive program offerings



Transitioned the WSDS pilot into an ongoing program



2. Raising Awareness

a. Amplify Fit to Drive Voice and Messaging

- Engagement officer was hired as part of our WSDS team.

Maria Kaplanis

Engagement Officer



- Created tailored bi-annual newsletters for key stakeholders, including VicPol, FRV and Councils.
- We are in the process of uplifting our Media and Communications Strategy and increasing our social media presence.



2. Raising Awareness

b. Raise Fit to Drive thought leadership profile and industry presence

- Invited to submit applications to the Australian Road Safety Awards 2025. We nominated the GLI (CALD) to be considered for a national award.



2. Raising Awareness

c. Become a road safety partner of choice



We have been selected to be included on the TAC Road Safety Panel of preferred road safety partners.



- Engaged with Dale Armstrong from Ambulance Victoria to be our new Ambassador, Director, Emergency Management, Ambulance Victoria

DALE ARMSTRONG

Director,
Emergency Management,
Ambulance Victoria

- Continued our collaboration and partnership with VicPol in the delivery of the GLI CALD and F2D programs.



3. Financial Sustainability

a) Strengthen community sponsorship and patronage

- We once again received funding of \$10,000 from the Department of Transport and Planning in 2024–2025 to support the implementation of the GLI program for CALD communities.

\$10,000

In 2024–25, we successfully secured funding support from the following partners:

- BlueScope Sponsorship
- Morning Peninsula Shire Council
- Melbourne City Council
- Brimbank City Council
- Cardinia Shire Council
- Pakenham Blue Light
- Casey City Council
- City of Stonnington
- Moira Shire Council
- Northern Grampian Shire
- Wangaratta Rural City Council
- Darebin City Council
- Banyule City Council
- West Wimmera Shire Council
- RoadSafe Westgate
- Hume City Council
- Rotary Club of Maffra
- Rotary Club of Colac
- Northern District Community Health
- Nillumbik Youth Council
- Melton City Council
- Wyndham City Council (via RoadSafe Westgate)
- City of Boroondara Council
- Medibank
- TAC
- Mitchell Shire Council



3. Financial Sustainability

b. Secure public sector funding

- Secured TAC funding for the development and delivery of the road safety workplace pilot Work Smart Drive Smart in 2024–25.
- Secured additional state-based / local government grants for the GLI and GLI (CALD).
- The introduction of a more lean F2D workshop model with reduced costs has increased the value proposition for education providers and funding bodies. This may in turn increase our bookings and delivery of the program, increasing our reach to students across Victoria.



3. Financial Sustainability

c. Explore new funding opportunities

*** The team is proud to share that after much effort, Fit to Drive is now a registered charity.**

- Having achieved charity status in June 2024, Fit to Drive continued to explore opportunities for attracting sponsors and new funding partners in 2024–25 to enable growth in our selection as a partner of choice and in delivering road safety education aimed at younger road users.
- During the year, the board undertook a strategic planning day to examine a variety of funding options and opportunities.



Financial Report

Fit to Drive Foundation Inc.

Registered No. A0051772H
ABN: 38 319 116 527

Board’s Report
For the Year Ended 30 June 2025

Your Board members submit the financial statements of the Association for the financial period ended 30 June 2025.

Board Members

The names of Board members at the date of this report are:

Anthea Williams	Tania Ewing	Justin Goldsmith
John Ryan	Andrew Stocky	Alexander Bainchini-Kometer
Nicole O'Reilly	Megan Hannan	Matthew Ryan
Ingrid Cole	Michael Wilson	

Board Meetings

During the period ended 30 June 2025, five (5) meetings of the Association's Board Members were held in respect of which, each Board Member of the Association attended the following number:

Name of Board Member	Number of Meetings conducted whilst a Board Member	Number of Meetings attended
John Ryan	5	5
Andrew Stocky (Resigned 21/10/2024)	2	2
Anthea Williams	5	5
Nicole O'Reilly	5	4
Tania Ewing (Resigned 11/10/2024)	1	0
Megan Hannan	5	5
Justin Goldsmith	5	3
Alexander Bianchini-Kometer	4	4
Matthew Ryan	4	4
Ingrid Cole	4	4
Michael Wilson (Resigned 19/06/2024)	4	4

Principle Activities

The Fit to Drive Foundation Inc. is a not for profit organisation dedicated to reducing road trauma in young people aged 16 to 25. Our mission is to engage with young people to deliver road safety messages that will empower and support young road users (aged 16-25) to achieve zero deaths on Victorian roads.

Operating Result

The loss amounted to \$146,059 (2024: the loss was \$111,865).

Significant Changes

There were no significant changes in the state of affairs of the Association other than those referred to in the accounts and notes thereto.



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