

Women in Construction

Industry Innovation
Program (IIP) Year 2

January 2024



Agenda

Welcome and Introduction

Probity Overview

Women in construction Program

IIP Overview

IIP Guidelines – Year 2

FAQs



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Welcome and Introduction

Women in Construction



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Probity Information

Women in Construction



Probity key points

- The purpose of this briefing document is to provide background information only.
- All participants must not in any way rely upon this briefing document for the purposes of preparing its application.
- Questions may be responded to via the FAQs facility on the IIP website.

Should applicants have concerns in relation to the probity of the process, they can contact the Program's Probity Advisor directly:

O'Connor Marsden & Associates Pty Ltd
Sarah Mullins, Partner
M: 0413 443 374
E: smullins@ocm.net.au

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Program overview

Women in Construction

VISION: a more gender balanced construction industry

GOAL: Increase the number of women working in construction trade and non-traditional roles

PROGRAM OBJECTIVES

- There is a pipeline of women educating / training to meet demand
- Increased workplace flexibility in the construction sector
- Culture change on construction sites so that the construction industry is one that people want to work in
- Partnership between government and industry to achieve this goal



Kaitlyn at the Western Sydney International Airport project

Strategy Framework

Removing
Obstacles

Creating
desire &
awareness

Fulfilment /
Retention

Accountability

Partnership with industry

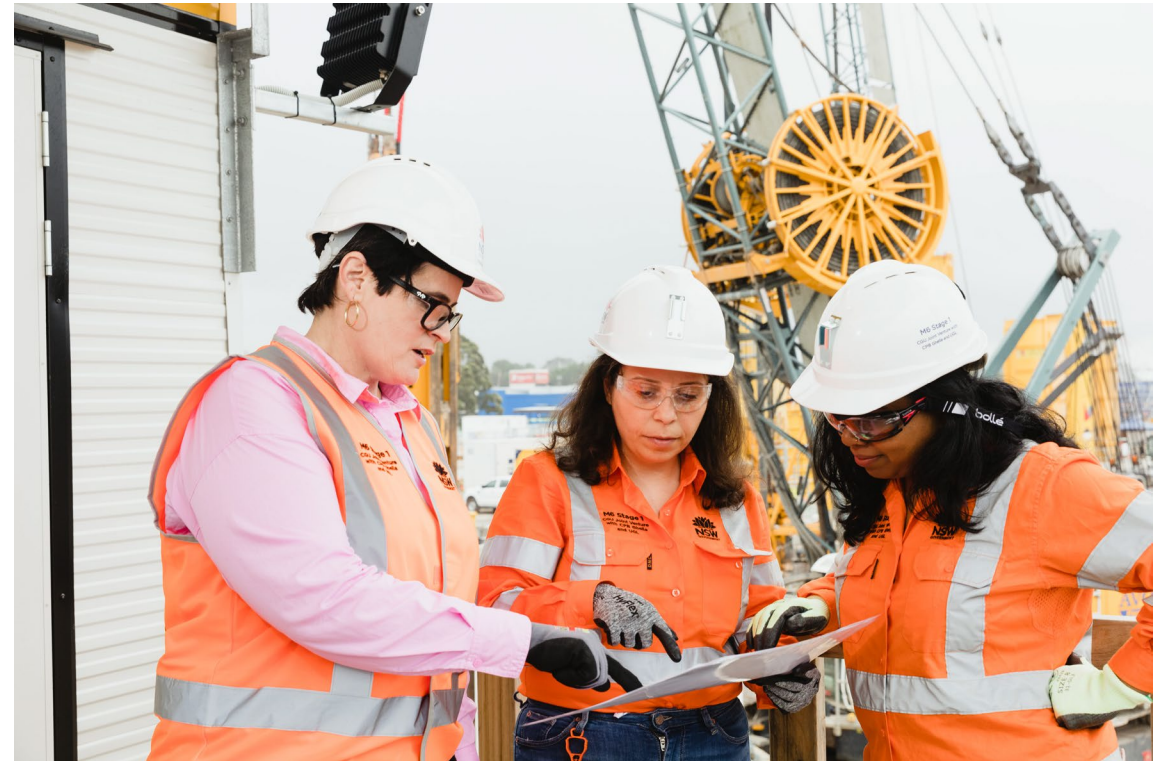
Priority Actions

**Industry Innovation
Program**

**Targets for women in
trade and non-
traditional roles for
government
infrastructure projects**

**Communications &
Engagement**
website, campaign &
social media

**Industry Survey to
understand baseline
participation rates and
key challenges**



Teresa, Nagham and Loshika at the M6 Stage 1 project

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IIP Overview and FAQ

Women in Construction





Industry Innovation Program

The Industry Innovation Program is a key feature of the NSW Government's \$20.2m investment to attract more women to the construction industry.

Year 2 of the Program launched on **22 January 2024** and follows Year 1 in which \$3.7M grant funding was awarded to 21 successful projects.

Image taken at Victoria Cross South, Sydney Metro



Program objectives

The objective of the Program is to support industry initiatives that will encourage the participation and retention of women in the construction industry by:

- Creating inclusive workplace cultures, including by improving employee wellbeing and supporting flexible working arrangements;
- Increasing the number of women entering and staying in the industry; or
- Women in leadership and female employees.
- Demonstrating the potential for scalability and sustainability of the proposed model post-funding

Image taken at Martin Place, Sydney Metro

IIP Guidelines – Year 2

- IIP Guidelines - Year 2 outline the eligibility and assessment criteria applicants must meet. It also lists details of ineligible criteria

Eligibility Criteria

- The applicant must meet all eligibility criteria to progress in the assessment process:
 - Applicant
 - Project
 - Cost

Assessment Criteria

- Alignment and impact of the project on the program objectives (30% weighting)
 - This is a Threshold Criterion. The Panel will firstly review eligible applications against this Threshold Criterion to determine which applications satisfactorily meet the requirements.
- Viability (25% weighting)
- Locality (5% weighting)
- Scalability and Sustainability (20% weighting)
- Value (20% weighting)
- You must read the IIP Guidelines – Year 2 to determine your own eligibility.



Application process: SmartyGrants

To apply for the IIP Year 2 Grant, you must access the SmartyGrants online portal
<https://trainingservicesnsw.smartygrants.com.au/IIPYear2>

At the top of the home page, there are three options:

Women in Construction Industry Innovation Program (IIP)



Start a
submission



Preview
the form



Download
preview form

The home page includes a link to the IIP Guidelines – Year 2 and a Help Guide for Applicants. There is a list of instructions from SmartyGrants about drafting and submitting your application.

There is an IIP enquiry email: WiC@det.nsw.edu.au This email is for enquiries about:

- Navigating SmartyGrants
- General advice about the IIP Guidelines – Year 2

We are not able to provide applicant specific eligibility or project proposal advice.

Key dates

Key Activities	Key Dates
IIP Year 2 Applications open	Monday 22 January 2024
Question and Answer period ends	Thursday 8 February 2024
Applications close	2pm Monday 19 February 2024
Assessment	20 February 2024 - May 2024
Approval and announcement of successful projects	From May - June 2024
IIP Funding Deeds signed by successful applicants	By 17 June 2024
IIP Grant projects and expenditure of funding commence	From 1 July 2024
IIP Grant projects and expenditure ends	30 June 2025

FAQs

How much funding is available under the IIP Year 2?

Grant amounts may range from \$30,000 up to a maximum of \$300,000 per applicant.

When do IIP applications close?

All applications need to be submitted by 2pm AEDT 19 February 2024.

Can my organisation submit more than one application?

Applicants can submit multiple applications for different projects.

However, the grant funding cap of \$300,000 applies to the total of all submitted projects per applicant for the IIP Year 2.

Can my organisation apply if it received funding under IIP – Year 1?

Yes, as long as the organisation meets the eligibility and assessment criteria requirements for IIP – Year 2. Note that the guidelines and requirements for IIP Year 2 are different to IIP Year 1.

FAQ

What is a non-traditional occupation?

Women employed in both non-trade and trade occupations/roles where women represent less than 25% of the occupational workforce and where most of their time is spent on site or site-related activities, including off-site construction activities contributing to the project. For example, drafting, environmental or construction management, or professional occupations such as civil engineers. This also includes women undertaking and employed in non-traditional traineeships and apprenticeships.

If applicants are applying as part of a partnership, are all partners required to be eligible applicants?

All partners must meet the eligibility criteria and a lead applicant must be identified.

Frequently asked questions will be published and updated on the Grant Finder website.



Thank you