

NSW Department of Education

# Connecting Women to Trades grant program round two

Trade Pathways Program-Women in Trades

[education.nsw.gov.au](http://education.nsw.gov.au)



# Acknowledgement of Country



Artwork created by Suzanna Bulai. The artwork expresses the themes of community, school, friendship and family.

# Presenters



**Arline Dumazel**

**Director**  
Training Quality &  
Regulation  
Training Services NSW



**Ellena Washbourn**

**Manager**  
Trade Pathways Program  
Training Services NSW

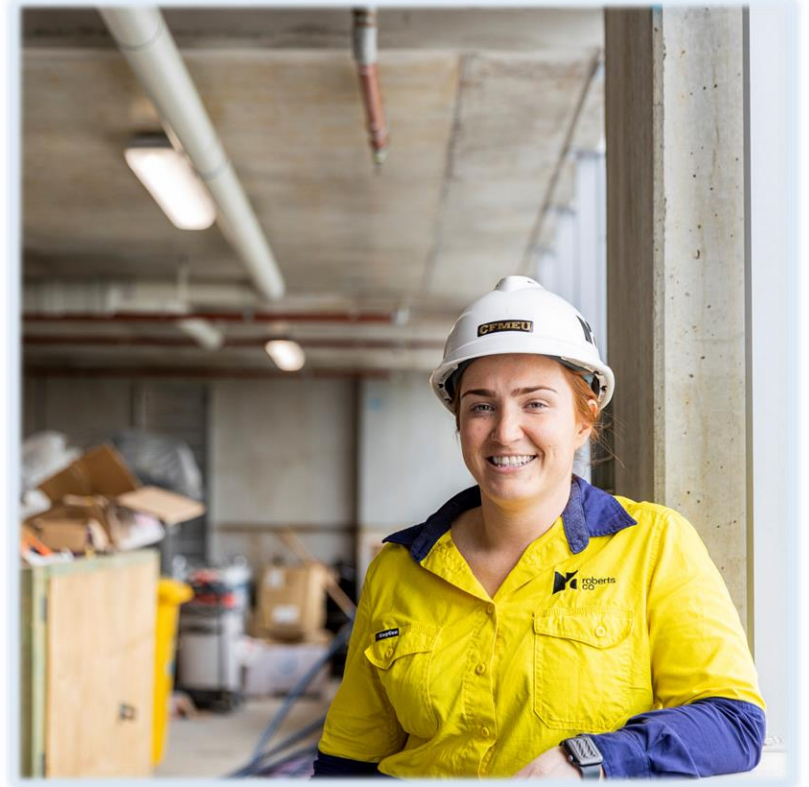
# Agenda

## Overview

- Trade Pathways Program
- Women in Trades Strategy 2021-24
- Women in Trades Promising Practice Review
- Grant overview
- Project outputs
- Eligibility criteria
- Financial & reporting requirements
- Assessment criteria

## Next Steps

Key dates and application process  
Q&A



# Trade Pathways Program

Trade Pathways Program is implementing NSW Productivity Commission recommendations to:

- establish additional pathways to trades.
- increase the representation of women, young people and mature age people in trades.

These objectives are currently being achieved via two streams:

## Stream 1

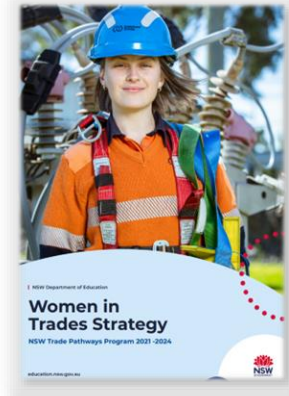
Trade Pathways for  
Experienced Workers

## Stream 2

Trade Pathways -  
Women in Trades

# Women in Trades Strategy 2021-24

## Pillars of Action



### Pillar One



Increase the appeal of trades to raise women's level of participation

### Pillar Two



Facilitate change to remove cultural and societal barriers

### Pillar Three



Support women's learning to maximise vocational outcomes

# Women in Trades Strategy 2021-24

## Desired outcomes

Improved exposure of trade pathways for women

Increased awareness of gender discrimination across workplaces in all trades sectors

Boost awareness of the social and economic benefits of a career in trades

Stronger networks between industry, employers and women

Greater visibility of female trade ambassadors

Reduced financial barriers that deter women from entering trades

Confidence to enter training and employment in trades

Development of skills that lead to a career in trades

Greater numbers of women taking part and completing vocational education training

# Women in Trades Promising Practice Review

Training Services NSW in partnership with the Behavioural Insights Unit NSW

- The Women in Trades Promising Practice Review provides key findings on the issues and barriers to women taking up apprenticeships in non-traditional trades
- The Women in Trades Promising Practice Review should inform your project



Women represent only 2% of people in trade training and employment in industry occupations such as engineering, automotive and construction.



# Aim

## Connecting Women to Trades grant program

- Increase the representation of women in non-traditional trades and trades experiencing skills shortages
- Create opportunities for women to enter the trades
  - Encourage more women into trade training
  - Support women to progress into a career in trades



# Grant program overview

## Connecting Women to Trades grant program

- \$5 million funding available
- \$500,000 for projects in LGAs affected by floods in 2022.
- Up to \$300,000 per project proposal.
- Fund projects across all Training Services NSW regions including regional and rural areas
- Projects commence February 2023. Conclude in April 2024.

Applicants can submit multiple project proposals

# Priority projects

## Women in non-traditional trades

- Increase representation of women in male dominated trades <25%
- Occupations experiencing skills and labour shortage (2022 Skills Priority List)
- Align to the Women in Trades Strategy 2021-24
- Regional, rural, remote projects



# Project scope

## Projects should:

- utilise partnerships with multiple organisations such as industry, community organisations, and women's groups.
- align outcomes and objectives to the Women in Trades Strategy 2021-24.
- incorporate recommendations from the Women in Trades Promising Practice Review.
- deliver multiple outputs to progress women into trade training and employment.
- focus on developing skills in trades where women are underrepresented.

# Applicant eligibility

## Eligible applicants include:

- Registered Training Organisations (RTOs)
- Group Training Organisations (GTOs)
- Not-for-profit organisations
- Industry Training Advisory Bodies (ITABS)
- Local Government organisations
- Industry associations
- GST registered businesses with a trade workforce
- Trade unions

Federal or State Government entities are ineligible

# Project outputs

## Aligned to the Women in Trades Strategy's Pillars of Action



# Grant participant eligibility

## Connecting Women to Trades grant program

### Smart and Skilled eligibility applies for accredited training

- 15 years or older at the time of enrolment
- No longer at school
- Living or working in NSW
- Australian Citizens, permanent residents, humanitarian visa holders or NZ citizens



# Financial considerations

## Grant period

Grant round commences February 2023 and concludes April 2024.

## Grant amounts

Up to \$300,000 per project proposal.

Grants will be paid in three stages:

- 50% at project commencement.
- 30% at mid-point review and approval of project report.
- 20% completion and final review of project.





# Reporting considerations

## Quarterly activity report

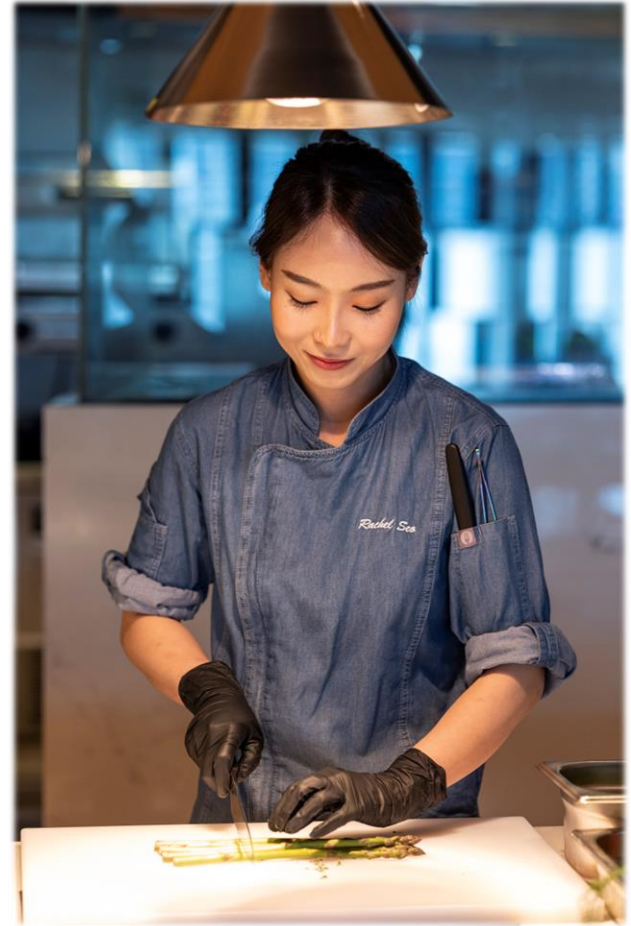
Provide a quarterly update of your progression in project delivery.

## Mid-point report

Outline activity and achievements at the midway point of project delivery (September 2023).

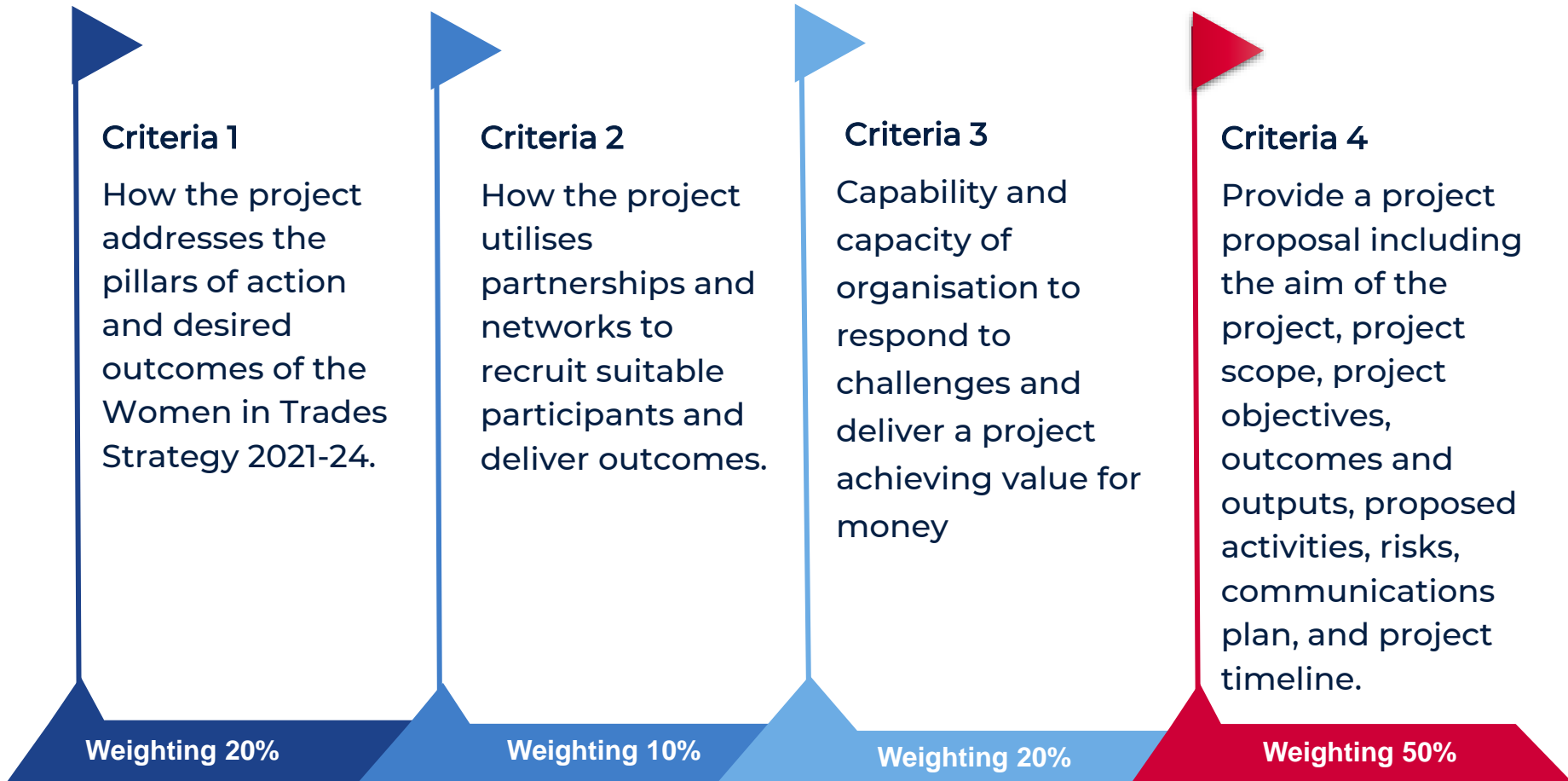
## Final report

Report on entire project and financial acquittal.



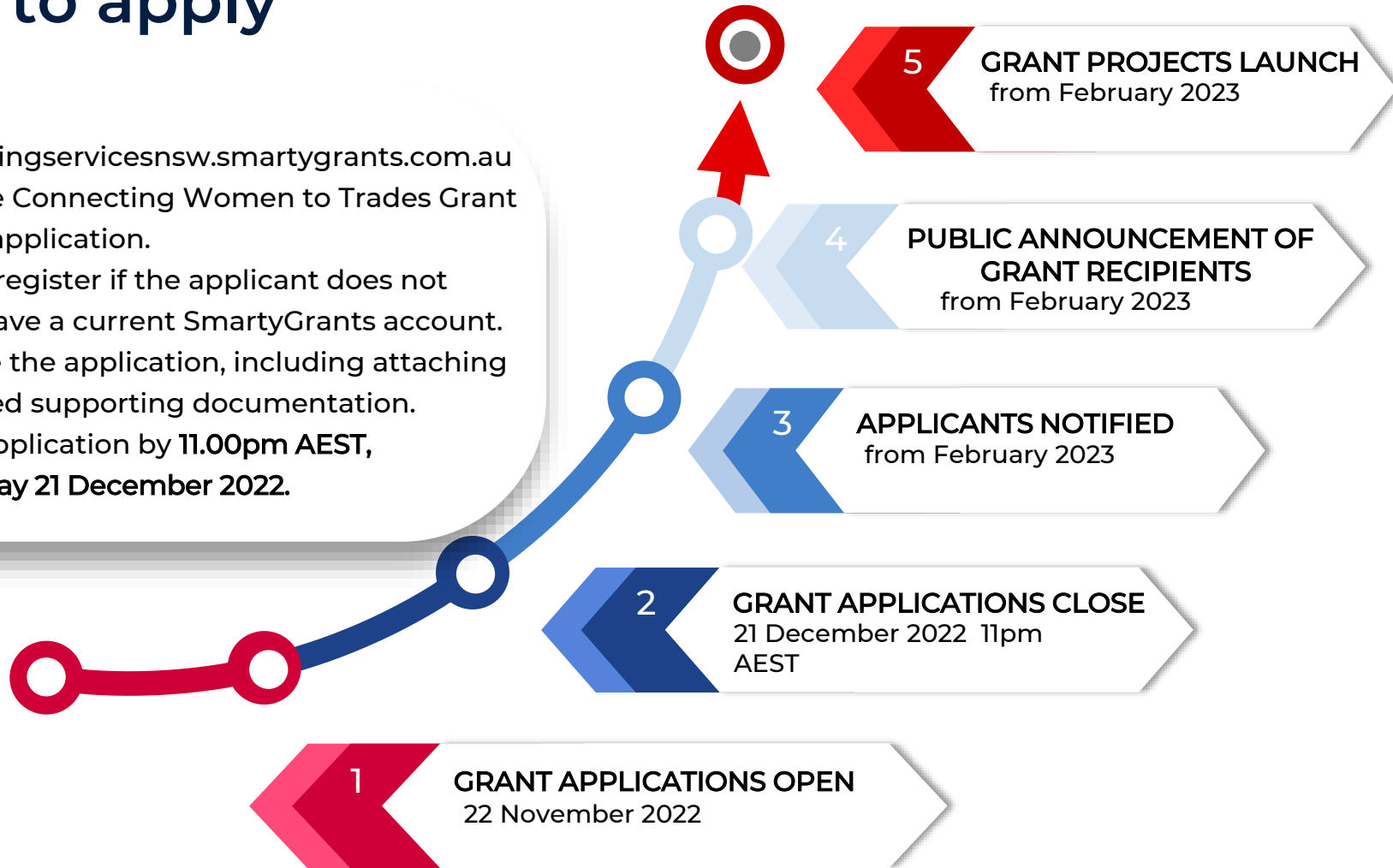
# Assessment criteria

Applicants must address the four assessment criteria



# How to apply

1. Visit [trainingservicesnsw.smartygrants.com.au](https://trainingservicesnsw.smartygrants.com.au)
2. Select the Connecting Women to Trades Grant Round 2 application.
3. Log in or register if the applicant does not already have a current SmartyGrants account.
4. Complete the application, including attaching all required supporting documentation.
5. Submit application by **11.00pm AEST, Wednesday 21 December 2022.**



All applications must be submitted online via <https://trainingservicesnsw.smartygrants.com.au/>  
Please also visit [https://www.training.nsw.gov.au/programs\\_services/tpws/grants/index.html](https://www.training.nsw.gov.au/programs_services/tpws/grants/index.html)

# Questions?



If you require additional support and/or have further questions, reach out to us via email [WomeninTrades@det.nsw.edu.au](mailto:WomeninTrades@det.nsw.edu.au)