

Senate Select Committee on Work and Care

QUESTION ON NOTICE **Date of hearing: 16 September 2022**

Outcome: Skills and Training

Department of Employment and Workplace Relations Question No. IQ22-000048

Senator Wendy Askew on 16 September 2022, Proof Hansard page 8

National Careers Institute Partnership Grants

Question

Senator ASKEW:The national grants programs you talked about—could you give me more detail on those as well? I didn't get enough notes down at the time to actually understand exactly what they were targeted at.

Ms O'Regan: I think you're referring to the National Careers Institute Partnership Grants that I mentioned earlier.

Senator ASKEW: That was it. I didn't get that down right when I wrote it.

Ms O'Regan: It comes under the skills area, and, unfortunately, we don't have anyone from skills here with us today. All I have is what I said earlier—that there are 42 projects focusing on women out of round 3 of the program, which commenced earlier this year. The National Careers Institute is part of the skills portfolio, as I mentioned. Was there something in particular you would like more information on? We can get that to you.

Senator ASKEW: I wouldn't mind having a bit of background on the grants, what's available, what sort of dollars are available, what they're for and what the time frames are around the rounds. If we are in round 3, how much has already been granted and what outcomes have been achieved, if it's not too early for those?

Ms O'Regan: I will see what's available.

Answer

- The National Careers Institute's Partnership Grants are a competitive, merit-based grants program that provides funding for organisations such as employers, training providers, schools and community organisations to work collaboratively to improve career outcomes and create education and training pathways.
- Four rounds of grant funding have been announced under the program.
 - Round 1 projects lead to improved careers information and addresses service gaps through collaborative partnerships.
 - Round 2 projects support local, face-to-face careers guidance to assist adults seeking to re-enter the workforce or change careers as well as students in primary school and Years 7–10.
 - Round 3 projects create greater awareness of career pathways and career information for women.
 - Round 4 projects create greater awareness of career pathways and career information for young people.

Partnership Grants Round 3

- Round 3 was announced as part of the *Women's Economic Security Package* through the Women's Budget Statement 2021-22.
- A total of \$10 million was available to create greater awareness of career pathways and career information for women with a focus on women returning to work from a career break, women in non-traditional industries and occupations, or industries where women are under-represented (including at senior levels).
- Project funding from \$20,000 to \$350,000 was available for a maximum of 12 months.
- Round 3 projects were announced on 26 March 2022. A total of \$9.65 million was awarded to 42 organisations. A list of the successful organisations is at Attachment A.
- All projects commenced in May 2022 and are expected to be completed by June 2023.
- A program evaluation will be undertaken following the completion of Round 3 to identify the outcomes achieved.

National Careers Institute’s Partnership Grants – Round Three Projects

Applicant	Project Title	Brief Project Description	State	Application Grant Amount
Adelaide Crows Foundation Limited	Kuwa Circles: Safe spaces for Indigenous women in Career Education	Kuwa Circles, named for the Kurna word for Crow represents the Country and origin of the project which will address the challenges faced by Indigenous females in career education. The heart of the program is Circles discussion to create safe spaces to learn, yarn and work together on this career journey. To improve career education and engagement, partners have identified three weaves that underpin the core of the Circles program - Connection, Curriculum and Careers. Project activities will strengthen the Circles and achieve improvements towards Indigenous women’s experience of careers education and prospects.	SA	\$350,000
Aged & Community Services Australia	Discovering Aged Care Careers	This project will deliver a sustainable framework to connect women to employment pathways, gain information and consider the diverse roles and career options available within the Aged Care Sector through an Industry Awareness Program, Career Discovery Days, Practical Experience Days, Women Leading Aged Care Series and Aged Care Workforce Innovation Network.	TAS	\$329,673
Agrifood Industry Training Advisory Body Ltd	Manufacturing, Agrifood & Electrotechnology Careers Pathfinders Project	The project will develop current, relatable career data for the manufacturing, agrifood & electrotechnology industries including job guides, career/job specialisation flow charts, podcasts, and industry specific showcase days, of which two will be MAE industries combined with demonstrations from female industry leaders and practitioners. The project will benefit the industries by increasing relevant, industry endorsed career data, strengthening partnerships and attracting new female candidates.	NSW	\$287,118
Alstonville High School	Alstonville Female Leaders of Tomorrow	The locally-focused program will offer high school female students the opportunity to connect with female role models (aged 16-64; industry, community leaders, school alumni) across mentoring panels, 1:1 engagements and training workshops. Topics will be tailored to needs spanning across pathways, stories/opportunities to strengthen local collaboration, overcoming barriers and future skills.	NSW	\$75,689
Australasian College of Road Safety Incorporated (ACRS)	Road Safety – A Career Pathway for Women	ACRS will partner with the Australian Local Government Association and the Monash University Accident Research Centre to review career pathways for women into the field of road safety, and their professional development requirements. The project will create a partnership between industry, employers, tertiary providers, and local government to identify and to establish a clear career pathway, with training requirements, for women to enhance their careers within road safety.	ACT	\$345,000
Australian Cricket Players Ltd	Smashing the Glass Boundary	Smashing the Glass Boundary will improve the quality of, and access to, locally based, career guidance for semi-professional female cricketers in Australia. Partners in this project will collaborate to build career guidance capacity within the ACA for female cricketers and support women to access career pathways into non-traditional roles in sport.	VIC	\$273,000
Automotive Food Metals Engineering Printing & Kindred Industries Union	Careers for Women in Trades	This project will provide targeted career development services to encourage women and girls into trades through an innovative partnership between the Australian Manufacturing Workers’ Union and Bendigo Kangan Institute. The project partners will host Women's Networking Forum's and work with secondary schools in Broadmeadows and Bendigo to encourage young women to consider trades and non-traditional careers including through Try a Trade Day workshops and facilitated employer visits with local manufacturing companies.	VIC	\$350,000
Baringa Child Care Centre Incorporated	Early Learning Connection	Early Learning Connection provides an innovative and holistic career pathway in the early childhood education profession. The purpose is to create an individual-focused culture across the ACT sector between the University of Canberra, Baringa Early Learning Centre, training providers and employers. Women returning to work or seeking their full career potential will participate in career guidance, practical industry experience and flexible pathways into further qualifications.	ACT	\$339,800
Business in Schools Incorporated	Making Her Mark	The project will strengthen the knowledge and understanding of young women and their career opportunities in under-represented industries. The project will include the development of an online ‘Making Her Mark’ kit with resources and informative content from women in under-represented industries or roles.	SA	\$125,880
Business Services Network Pty Ltd	LEAP 2030 WRQ Leading Effective Action Program for Women in Regional QLD	The project maps non-traditional, tech and emerging career opportunities and skills in three regional QLD locales enhancing connections to industry and employers. LEAP delivers support for school leavers, mid-career returners, those transitioning into the workforce and seeking career uplift. LEAP’s Participant data, Career Personal Development Toolkit with tailored Local Opportunity Portfolio and case studies will strengthen and connect to local networks, a legacy and model for adaptation to other locations.	QLD	\$328,900
Carers NSW Limited	Carer Career Guidance Project	The project will support women whose careers are impacted by caring for a partner, parent, child or other relative who lives with a disability, mental illness or health condition. It will focus on young women aged 16-18 as they transition into the workforce and women in their mid- to late- career who are seeking to transition back into, or increase their engagement with, the workforce following a change in their caring role.	NSW	\$325,000
Central Queensland University	Reframing Our Future	CQUniversity and Tomorrow Architects have co-designed a program to help women realise their career potential. Through a six-week career development program, participants will align their personal interests and skills to identified career clusters relevant to the future of work. Participants will increase their knowledge of skills required in emerging industries, participate in self-reflection and workshops to identify career pathways, and action next steps with professional career advisers.	VIC	\$96,550
Chisholm Institute	Women in Business, Finance and Technology	The project will support career pathways for women in non-traditional occupations within Melbourne’s southeast. The project includes a targeted marketing and communications campaign to build awareness of career options and pathways; mentoring and work experience opportunities through Chisholm’s partnership with EQUANS (an audio-visual technology company); tailored career development, wrap around support; and transition support into further study or work.	VIC	\$179,280
City of Salisbury	Career Connections	The City of Salisbury will partner with the Northern Adelaide State Secondary Schools Alliance, Veterans SA, local industry and community organisations to raise awareness of career pathways for women in STEM roles and local employment growth areas. Through the delivery of two forums (the first focusing on local year 9 and 10 female students and the second on women whose careers may have been impacted), the project will also create links between industry, employers, schools and tertiary providers leading to long term sustainable partnerships that support career pathways.	SA	\$42,940

Cowboys Charity Limited	Education for Purpose and Empowerment of Women	NRL Cowboys House Girls Campus students aged 16-19 will participate in a series of supportive, and culturally-safe conversations, workshops and experiences that will build their knowledge, skills, and confidence in preparing for and securing work experience, employment and financial independence post-secondary school education.	QLD	\$70,200
Curtin University	Facilitating Career Sustainability and Economic Empowerment of RRR Women	This project will equip Regional, Rural and Remote women with the required capabilities and knowledge to take ownership of their careers. A team of experts will facilitate a series of workshops to maximise learning outcomes and impact. The workshops will deliver a 'career-ready' toolkit for career sustainability and economic empowerment. Further, industry and peer-mentoring and facilitation of a community of practice will also ensure the project's longer-term sustainability for locally informed career guidance, collaboration and support.	WA	\$320,810
Deakin University	Careers Guidance and Support for Women from Migrant Backgrounds	This project will involve the development, delivery, and evaluation of online career clinics for women from migrant backgrounds who have experienced career interruptions. Clinics will provide guidance to unemployed migrant women and help them obtain meaningful employment with the support of a mentor. The clinics will be developed based on the experiences, capacities, and latest research insights of the team at Deakin University and its partner, the Career Development Centre.	VIC	\$192,762
Future Women Pty. Ltd.	Project Return	Project Return is an innovative, digital program that supports women returning to work. Project Return will give women the confidence, knowledge and connections they need for a rewarding and secure career. Project Return will be delivered in partnership with Future Fit, to 150 women who have been outside of paid employment because of caring responsibilities	NSW	\$350,000
Gippsland Group Training Limited	AGA present career-focused symposiums - Gippsland Women in New Careers (WiNC)	WiNC will deliver career-focused symposiums for women aged 16-64 in four Gippsland locations. It will focus on alternative career pathways and transferable skills identification in three key industries – health/community services, construction and agriculture/forestry. Career Development Consultants will arrange 1:1 sessions and develop a clear plan, allowing the participants to map their career journey within these industries.	VIC	\$111,417
Gordon Institute of TAFE	Women's Career Pathways Program (WCPP)	The program provides careers guidance, skills tasters and mentoring support to women from diverse backgrounds at different self-identified levels of employment readiness. This program addresses key barriers in obtaining high-quality careers information and guidance, including lack of access to child-care, digital technology, and issues related to self-efficacy and confidence levels.	VIC	\$185,383
Green Fox Training Studio Limited (GFS)	JumpStart for Women - Victoria	GFS is a creative agency that has been operating graphic design training inside a men's prison in Queensland. Detainees have been trained in graphic design, 3D modelling and animation and professional skills. GFS aims to open another studio inside a women's prison in Victoria, providing technical training, education and social support resources needed to secure meaningful employment and build positive lifestyles away from the criminal justice system.	VIC	\$189,750
Heaton Communications Pty. Ltd.	C2 - Create & Collaborate - Careers for Women	The program involves co-design events with corporates to create a better understanding about the scope of opportunities within businesses, as well as enhancing access to career pathways.	NSW	\$82,861
Highlands Local Learning & Employment Network Inc	Ballarat Try a Trade - Careers Hub and Industry Experience Program	The program will establish a careers hubs for young women aged 16-24 to encourage, inform and equip them to consider non-traditional careers. Backed with an Industry Experience Program, the program provides participants with hands-on experiences in the construction, automotive, electrical and plumbing industries.	VIC	\$157,150
La Trobe University	Futureproof Career Development for Female Migrants	The program will support working-age migrant women who have experienced career breaks, work in non-traditional occupations, or need to reskill - leveraging the educational and mentorship resources offered by the partners to develop a tailored program. The program will enhance work readiness and employability through activities responsive to industry needs.	VIC	\$185,600
Macquarie Community College	Empower2Work	The program aims to integrate skills training with support for migrant women across the LGAs of Blacktown and Parramatta. The objective of the program is to empower women to acquire accredited qualifications and contribute to their community, through skilled employment in caring careers, such as, aged care, childcare and disability care where shortages exist. The program will provide participants with the skills, confidence and career guidance, for sustained employment and improved quality of life.	NSW	\$315,000
MAS National Limited	Supporting Migrant Women Into Employment (SMWE)	MAS National will collaborate with four MRCs: MetroAssist, Canterbury City Community Centre, SydWest Multicultural Services, and Community Migrant Resource Centre across the Greater Western Sydney Employment Region to provide Migrant and refugee women with one-on-one career guidance, peer support workshops and mentoring.	NSW	\$268,020
Motor Trades Association of QLD Industrial Organisation of Employers	Driving Auto Women's Careers (DAWC)	DAWC will develop, guide and support careers for women in the automotive industry. Women at school, undertaking an apprenticeship or working in the trade will be educated on current and future career options through face-to-face and virtual meetings, presentations and events. The project will ensure those who are already working in automotive are supported to complete their qualification, change career direction or undertake professional development to pursue promotion.	QLD	\$248,206
NEP Australia Pty Ltd	You Can't Be What You Can't See - Women in Sport Broadcast Technology	You Can't Be What You Can't See will illuminate career options in technical and technology roles in sports broadcasting and provide career guidance for women through a Work-integrated Learning (WIL) internship and mentoring program. This project highlights opportunities for women in Technology Broadcast roles for the 2032 Brisbane Olympic and Paralympic Games. The project will deliver authentic digital content and collateral to National Careers Institute, events, and tangible work experiences to address the gender gap.	QLD	\$350,000
PSK Environmental Pty Ltd	Career Pathways to Contaminated Land	A female led consultancy, PSK will deliver career development opportunities for female Science and Engineering students attending Griffith University . The project delivers industry-relevant training through workshops and builds on university academic experience to prepare students for work in the industry. Further, opportunities for work placement within PSK are offered with workshop training.	QLD	\$77,994

Royal Melbourne Institute of Technology	Encore: A co-designed career guidance program for women restarting in music	The program will produce career guidance materials for women returning to music work after a career break to address ongoing issues of gender inequality. This project will bring together expertise from key stakeholders to co-design training tailored to this industry. This local pilot program for Victoria will be adaptable for implementation in other states. Ultimately, women will acquire specialist knowledge, skills, advice and education needed for re-entry and career longevity.	VIC	\$217,359
Royal Melbourne Institute of Technology	WOMENG - Women in Infrastructure Engineering and Construction	This project aims to promote the role of women in road and airport engineering through a partnership between RMIT University, AfPA the peak industry body that represents contractors and suppliers responsible for building new roads and airports, and Austroads who represent the departments of transport of various states. The program will offer two streams for creating awareness around career pathways and enhance partnership with industry.	VIC	\$256,059
Skills Strategies International Pty Ltd	Mandurah Multicultural Mentoring	The program will assist migrant women to enhance their career by delivering mentoring skills which will transfer to business roles. Business Women Australia will deliver mentoring training which may articulate to Certificate IV in Career Development. Mentors will be trained in leadership, emotional intelligence and support to operate effectively within the structured mentoring program.	WA	\$112,100
Strategic Career Management Pty Ltd	Flourishing Careers for Women Leaders (FCWL)	FCWL assists mid-late career women in, or aspiring to, non-traditional roles to succeed by building their authentic career brand, clarity on career direction and professional presence. Further, it builds ally/advocacy skills within organisations to support women to reach their full career potential. Participants will have access to trained mentors and a peer cohort. Through workshops and masterclasses, career practitioners, a professional presence coach and industry specialists will take each participant through a process of learning to mastery.	WA	\$318,720
Strategic Career Management Pty Ltd	Flourish Careers - Return to Work Program	The program delivers work re-engagement for women of school-aged children to strengthen links between industry, community and local business. It is focused on empowering women to identify their skills, motivations, values and careers of interest and understand the non-traditional industry opportunities in the local area. The project will identify education pathways, increase understanding of and skills in career development to build capacity as 'career influencers' to assist their children and others to explore career pathways.	WA	\$345,470
The Intime Collective Pty Ltd	The World of Work – A Practical Program to Empower Women	A multidisciplinary education and coaching program comprised of careers advice and on-demand, customised support designed to assist women in developing current skills and design their work and life. It will empower women to harness their career potential, develop critical skills in communication, and provide information to make informed career choices. Through our partnerships with training providers and employer groups, this program will identify career paths to pursue further education and placement in the workforce - improving female workforce participation.	VIC	\$339,192
The Rural Woman Co-Operative Limited	Reactivating Women: Digital Mavens in Transforming Agriculture's Future	Through individually tailored career re-entry support, this project aims to increase agricultural workforce participation for women exiting childbearing years to address the gender gap in the industry. Partnered with Dairy Australia, Australian Wool Innovation and University of New England, the project will provide coaching, role models, professional networking, and formal recognition of achievement with micro-credentials for women to secure a career in agriculture.	NSW	\$348,740
University of Newcastle	Career Pathways for Women in Building Surveying & Quantity Surveying	This partnership project will demonstrate career pathways for women in the building surveying and quantity surveying professions, where women are under-represented. The project will develop and disseminate career information toolkits tailored to women, to showcase the diverse pathways and opportunities in the construction industry. In addition, scholarships, mentoring and memberships to professional bodies will be awarded to female students at the University of Newcastle to support women to develop their careers.	NSW	\$149,162
University of South Australia	South Australian Academy for Gender Equity in STEM (SAAGES)	A partnership between the University of South Australia (UniSA), HerTechPath, Trinity College and some of the state's leading companies will enhance career pathways for women and help them to reach their full career potential, particularly in STEM industries. SAAGES provides career support for women on a STEM education and career pathway. It uses a student mentoring program for engaging women in their own career development while also mentoring the student members of the Academy.	SA	\$293,878
University of Southern Queensland	You've Got Mail: e-Career Counselling for Incarcerated Women	In partnership with Queensland Corrective Services, You've Got Mail will deliver evidence-based career counselling to incarcerated women in an engaging format by providing access to career counselling by email. The e-counselling will support the career service being expanded to other Centres throughout Australia, thus ensuring greater access to quality career counselling for female offenders.	QLD	\$83,518
University of Technology Sydney	Addressing Digital Marketing Labour Shortages via Women Returning to Work	The joint proposal by the University of Technology Sydney, IAB Australia, Right Management Australia, and multiple digital marketing agencies aims to assist women to enter the Australian digital marketing industry.. The unique collaboration between higher education, industry associations, and individual firms will provide digital marketing management workshops, training and coaching. Its outcomes will focus on assisting women re-entering the job market, get jobs and address the talent and gender gap in a rapidly growing industry.	NSW	\$335,100
Women in Technology WA (Inc.)	WiTWA+ presents 'Techtrails Future STEM Jobs + Skills Initiative'	This project will improve the quality of, and access to, locally based career guidance for year 10, 11 and 12 students in WA metro, regional and rural communities. Project partners will collaborate in workshops to develop activities and solutions in providing career guidance targeting STEM skills. As a result, WiTWA will deliver incursions for students who are not only well educated on the wide range of career options within STEM but are highly motivated for change.	WA	\$158,759
Work & Training Limited (W&T)	Community Career Directions Tasmania – Disability home care careers in N/NW (CCDT)	CCDT will deliver career workshops held in north Tasmania. Participants will be invited to experience working in their chosen roles via two 'workplace experience' sessions with 1:1 career guidance to support next steps.	TAS	\$141,150