



## SERVICES INFORMATION

# ABOUT US

## THE TRADESWOMEN AUSTRALIA GROUP

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Comprising of two entities **Tradeswomen Australia (TWA)** and **Tradeswomen Australia Community Foundation (TWACF)**.

The entities strategic plans synergise in order to maximise mission impact and operational efficiency.

**TWA** is a not for profit organisation dedicated to gender equality and empowerment for all girls and women to access, participate and succeed in trades. We work towards our vision through consulting, training, promoting and supporting industry. Our capability is demonstrated by the global clients who engage us and our national database of women in trade.

**TWACF** builds on the strategic relationships of TWA with employers and others and draws on the people and processes within TWA.

TWA engages closely with TWACF to maximise the TWA mission.

### OUR VISION

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To achieve gender equality and empowerment for all girls and women to access, participate and succeed in trades.

### OUR MISSION

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To increase the representation of women working in skilled trade roles.

### OUR GOALS

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- To increase community awareness of trades as career options for girls and women
- To reduce barriers for women to access trade careers
- To support employers to create more inclusive workplace environments
- To enable women to thrive in sustainable careers after their apprenticeship or traineeship
- To engage the community in support of change
- To enhance TWA operational efficiency, effectiveness and sustainability.

# PROJECT PARTNERS & CLIENTS



# OUR SERVICES

## TRAINING

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### WORKFORCE DIVERSITY TRAINING

- What is Diversity
- Understanding Diversity Bias
- How to create an inclusive culture

Includes guest panel sharing lived experience

### WORKFORCE INCLUSION TRAINING

- What is workplace inclusion
- Bystander Action
- Toxic Masculinity
- How to create an inclusive culture

Includes guest panel sharing lived experience

### DIVERSE RECRUITMENT STRATEGY TRAINING

- Understanding recruitment bias
- Strategies to manage recruitment bias
- Behavioural change
- Recruitment strategies to engage diverse candidates

Includes guest panel sharing lived experience

## WORKPLACE REVIEW

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Have you implemented a safe system of work and communicated this system all personal.

The review is a two-page checklist that covers checks People, Structure and Process. It involves a review of policy and procedures, Consultation with management, Organisational and reporting charts, Infrastructure requirements and individual work plan review.

Upon completion, a score and recommendations will be presented in a report.

## ONE ON ONE SUPPORT

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Consultation and Mentor support for Tradeswomen, Supervisors and Managers.

## RECRUITMENT

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TWA provide assistance to your company in hiring the best person for your advertised jobs:

- Streamlined, easy to use online jobs portal to allow complete control in uploading your advertisement and payment
- Access to our tradeswomen profiles and networks, ensuring your advertisement reaches your target audience
- Instantaneous, customised alerts sent to our tradeswomen candidates, ensuring you get a quick response from the right people.

## INCLUSIVE WORKSITE SIGNAGE

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Class one prismatic reflective yellow, compliance to (AS/NZ 1906.1:2017) Corflute or metal options.

Sizing 600x450, 600x600 custom sizing and branding available.



**Speak to us today about how we can tailor customised training, reviews, recruitment and/or signage to suit the needs of your team.**

## HOW ELSE CAN I SUPPORT TRADESWOMEN AUSTRALIA?

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**Become a sponsor** - Tradeswomen Australia can tailor a package to suit your organisation designed to achieve your goals.

**Become a donor** - make a tax deductible donation to Tradeswomen Australia Community Foundation to positively impact on vulnerable and at-risk womens' lives in helping them build a trade career.

# TESTIMONIALS

## **TRAINING SERVICES**

“The series of Unconscious Bias training organised and facilitated by Trades Women Australia had a great impact on the diversity and culture of our division. The feedback was immediate and our employees appreciated dynamic panel of experts sharing their powerful stories of bias and inequity. It was both thought provoking and great starting point to challenge our own internal bias” **Karolina Vlkova - Fletcher Building**

## **SUPPORT SERVICES**

“We are proud to be working closely with the team at Tradeswomen Australia (TWA). Along with their broad knowledge and understanding of the trade industry and of our business, the partnership has enabled us to collaborate in the aim to broaden mindsets and encourage and aspire more women to consider trades as a viable career path.”

**Mark Rademaker, General Manager - Human Resources, Programmed.**

# WORKPLACE DIVERSITY PROJECT

Funded by WorkSafe's WorkWell Mental Health Improvement Fund, Tradeswomen Australia are piloting an industry first program designed to improve the mental health and wellbeing of businesses through diversity and inclusion.

The program, called Workplace Diversity Project, aims to support businesses to create environments that embrace diversity and inclusion through their recruitment, employee support, and workplace practices. The pilot will take place within the automotive industry within Victoria.

Through the project, we will engage with the automotive industry to educate supervisors on the benefits of diversity in their workforce and measure the positive impact of diversity on culture.

Supported by



WorkWell



# BIAS TRAINING PROJECT

Fletcher Building partnered with Tradeswomen Australia to deliver company-wide workshops that will educate employees on how their habits, attitudes, and language impact and drive behaviours and bias when making decisions.

They educate attendees on the positives and negatives of bias, how it is created and the impact it has internally and externally. Workshops are tailored for the functions of each department and include a panel of specialists that provide examples of lived experience, insight and context on the topics discussed.



# WHO WE ARE

## OUR PATRON



**Susan Alberti AC**  
*Tradeswomen Australia Patron*

Susan is co-founder and Managing Director of the DANSU Group and Chairman of the Susan Alberti Medical Research Foundation.

## OUR BOARD



**Jane Sydenham-Clarke**  
*Chair & Non-Executive Director*

CEO of Skyline Education Foundation Australia, former CEO at Freemasons Victoria, Jane has held leadership roles including at Fed Square, Kidney Health, Australia and Southgate Arts and Leisure Precinct.



**Fiona McDonald**  
*Executive Director*

Identifying a lack of opportunities for women in trade industries during her light vehicle apprenticeship, Fiona started a networking group for women in trades. Building relationships and establishing partnerships, Fiona established strategies to increase participation of women in trades.



**Tony Noble**  
*Non-Executive Director*

Tony has over 35 years' experience in the electrical and communications industries and was one of the five owners of a National Electrical Communications company, DESA Australia, prior to moving into a global role with an international company with its headquarters based in Chicago.



**Katie Gardiner**  
*Non-Executive Director*

An experienced lawyer and former senior associate, Katie has acted for Australian and multinational companies across a wide range of complicated disputes involving energy regulation, construction, tax, employment and general commercial litigation in a variety of jurisdictions.



**Sarah Palmer**  
*Non-Executive Director*

Sarah works as the Project Manager of Capital Projects at Boral. Sarah holds a Bachelor of Laws (Hons.)/Bachelor of Science with a diverse leadership experience developed through roles in Australia, UK, Europe and New Zealand.



**Rachna D'Mello**  
*Non-Executive Director*

Rachna D'Mello is a Senior Manager at Fordham Group's Melbourne Office since June 2015 and prior to that was at PKF Melbourne for nearly 11 years. She is an expert in business services and tax with a specialisation in family-owned businesses, taking her expertise into the world of not-for-profit.



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