

# Annual Report



2019/2020

# CORPORATE INFORMATION

Tradeswomen Australia Foundation (TWA) grew from the driving need to address the imbalance and inequity facing women aspiring to enter the workforce of male-dominated trades. TWA is a not-for-profit organisation and registered social enterprise dedicated to gender equality and empowerment for all girls and women to access, participate and succeed in trades.

## Our Mission

Tradeswomen Australia's mission is to increase the representation of women working in skilled trade roles. Our goals are:

- 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.

## Our Vision

Tradeswomen Australia's vision is to achieve gender equality and empowerment for all girls and women to access, participate and succeed in trades.

## Our Values

Tradeswomen Australia's values are:

- To act with integrity
- To evaluate with a long term vision
- To speak up
- To collaborate
- To have fun.

**Tradeswomen Australia acknowledges the Traditional Owners of the land in which we operate. We pay our respects to the local people for allowing us to operate on their land and to their Elders: past, present and future. We acknowledge and pay respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.**

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## MESSAGE FROM THE CHAIR



This was an extraordinary year of transformation as Tradeswomen Australia established its position as a leader increasing the representation of women in male dominated skilled trade roles. Our focus is firmly on the engagement, recruitment and retention of women in trades.

This year saw concentrated efforts empowering industry to capitalise on an untapped work force through stakeholder engagement and leading culture change projects, so that in recognising the need for change, businesses can take the lead, create opportunities and remove barriers for women who wish to enter their trade.

**How could it possibly be in 2020 that women occupy only 2% of this workforce?** Together we assert that this is simply unacceptable and that there is urgent need for change – for improved information and engagement about trades from career advisors for high school girls; for workplace culture improvements; broadcasting the benefits of women taking their rightful place in trades; correcting social misconceptions that make trades unattractive as a career path; and for vastly improved structures and systems to support women working in male dominated trade industries.

“There is an urgent need for change... for vastly improved structures...to support women working in male-dominated trade industries.

In addition to low female representation in trades, we see women carrying an even heavier load due to the pandemic, having been more deeply negatively affected economically, psychologically and socially. Disadvantaged women have taken an even sharper blow as the gender-divide widens in this individual and collective global crisis. **Tradeswomen Australia is committed to the renewal of female trade opportunities, and composing a better future for women in trades post-pandemic.**

I would like to thank the generous nature, wisdom and commitment of everyone involved in Tradeswomen Australia - our Patron Susan Alberti; pro-bono experts, leaders Kit McMahon and Anne Jones; driven Directors; diligent team members Sarah Curley and Angela Gaylard; specialists Andrew Power from Maven Labs and Ron Smith from Corporate Media Communications. Together

we gather around our truly inspirational Founder and Managing Director, Fiona McDonald, this year recognised as Geelong Advertiser's Woman of the Year, whose tireless focus, humility and resolute determination accelerates and amplifies our efforts. Thank you one and all for the role play in supporting us. Yes, this has been an extraordinary year, but I can confirm that the next will be even more so!

**Jane Sydenham-Clarke**

*Chair*

*Tradeswomen Australia*



# MESSAGE FROM THE MANAGING DIRECTOR

It has been an incredible year for Tradeswomen Australia Foundation. There are **less than 2% of women working in trades**. Why is this? In 2020 our organisation set out to establish baseline data and consolidate past projects that had attempted to implement change on this figure over the past 25 years. We summarised our findings into three research reports, and began building a suite of services to respond to these impediments.

Four impediments were identified that limited women's participation as apprentices/trainees in non-traditional trades (especially the core trades of construction, automotive and electrical, where their representation has remained at less than 2% and has changed little over the last 25 years).

Impediments include:

- **Workplace supply and demand issues**
- **Culture of work, and**
- **Learning, and institutional practices.**

*(Source: FACS NSW Occasional Paper 'Women In Trades – the Missing 48%' March 2013).*

After our research, we set out to establish projects that address each of these impediments, and throughout the year delivered training, consultation and mentoring for businesses leading the way in workplace diversity. We recorded improvements in workforce culture and interest in workplace diversity amongst tradespeople - a critical step as we move to uplift the number of women in trades.

As our projects progressed we experienced the Pandemic. Over the past several months we have seen many women in trades and apprenticeships experience job loss or reductions in hours. This crisis was concerning to our 2% of women in the workforce. We responded by launching Operation Protect and Preserve. Throughout the year we hosted a series of free events for tradeswomen and apprentices to reengage them in the workforce and to empower them to stay strong and resilient during the crisis.

Despite the challenges we have faced this year we have managed to maintain women's representation in trades, develop an opportunity for growth and advocate the importance of our Mission. I look forward the new year working alongside my fellow Directors, Chair Jane Sydenham-Clarke and honourable Patron Dr. Susan Alberti, to advocate and empower change for all women and girls to access, participate and succeed in trades.

**Fiona McDonald**

*Managing Director*

*Tradeswomen Australia*



Throughout the year (TWA) delivered training, consultation and mentoring... leading the way in workplace diversity

“ ”

## THE CONTEXT - WHY?

Women entering into trades, that have traditionally been the sole prerogative of men, tend to suffer from a wide range of disadvantages and face impediments such as sexist behaviour, discrimination by their employers or male colleagues, and a lack of physical facilities for their well-being. There is also a gap in support and encouragement from management and others of either gender who are (or should be) in a position to advise, mentor, train and encourage women, and to promote their interests within their organisation.

TWA recognises the need for a change in social and business attitudes to remove imbalances for women who wish to enter a trade.

The National Skills Needs List (2019) lists 65 trades experiencing 'national skills shortages'. Of those, **62 can be classed as male-dominated trades**; only three could be classed as female-dominated. There is no reason why all of these roles could not be filled by women. The question is how women can be supported to take up these opportunities and how can the industry support them to ensure they compete on a level playing field.

Tradeswomen Australia (TWA) recognises the need for a change in social and business attitudes to remove imbalances for women who wish to enter a trade. For reasons of social justice, and economic benefit, fairness, and for the industry to capitalise on previously untapped sources of skilled and productive workers, these attitudes must change.

Women make up **just 3%** of those employed in the electrotechnology and telecommunications trades, and **only 1%** of those working in construction, engineering and automotive trades (*Bridges, D., et. al., The Female Tradie Shortage' Charles Sturt University June 2018*). Women bring a positive impact to the trade workforce, creating cultural change, behavioural change, improved attention to detail, planning, organisation, improved communication, dedication and maturity (*Jones, Anne; Clayton, Berwyn; Pfitzner, Naomi; Guthrie, Hugh, Perfect for a woman: increasing the participation of women in electrical trades 2017*). There are four impediments identified that limit women's participation as apprentices/trainees in non-traditional trades (especially the core trades of construction, automotive and electrical, where their representation has remained at less than 2% and has changed little over the last 25 years). These impediments include: **workplace supply issues; workplace demand issues; culture of work and learning, and; institutional practices** (Source: *FACS NSW Occasional Paper 'Women In Trades – the Missing 48%' March 2013*).

Tradeswomen Australia Foundation takes a radical approach in that, by application of a multi-path strategy: (i) it is driven by the voices of the subjects (women entering traditional trades) and; (ii) a direct and collaborative interface between employers, those in the workspace, education providers, and industry - building cultural change strategies and training curriculums focused on problem solving. This perspective (a) is not presently applied, and (b) is the 'reverse' of 'traditional' methods. Support systems like membership, mentoring, role models, employer champions, advice and coaching will ensure women entering the workforce are retained. Furthermore, the worksite culture will improve, becoming a more inclusive and supportive environment for men and women.

# EVALUATION RESULTS

## Purpose and Scope

The purpose of this TWA evaluation is to measure the success of the TWA program. This includes:

- Evaluating progress towards achievement of the TWA goals established in the 2020-23 Strategic Plan, and
- Evaluating program implementation to improve the effectiveness of the organisation's operations and processes.

## Key Performance Indicators

The TWA Board has identified the following indicators to measure the success of the TWA Strategic Plan 2020-2023:

### **Short term goals:**

- TW established as an efficient, effective and sustainable organisation
- Increased community awareness of trades as career options for girls and women
- Employers supported to create more inclusive workplace environments
- Increased community engagement in support of change.

### **Long term goals:**

- Reduced barriers for women to access trade careers
- Increased numbers of women starting and completing apprenticeships, as well as their retention in the industry.
- More women enabled to thrive in sustainable careers after their apprenticeship or traineeship.

Specific goals to be achieved by 2023 are as follows:

### **To increase community awareness of trade as career options for girls and women**

#### **Media engagement**

- Platforms - social media; magazines; newspapers; interviews
- Targets: school-based and mature aged females; parents; peer group; general community
- Valued \$500,000 ASR.

#### **Partnerships**

- Participation in 100 information days/nights
- Engage partners to create opportunities to provide live talks, video presentations
- Distribution of 1,000 TWA information (posters, flyers, newsletters, campaigns and initiatives)
- 10 Initiatives and campaigns
- Targets: schools; RTO's; GTO's; AASN's; employment networks; skills and job centres.

Specific goals to be achieved by 2023 continues here::

**To engage the community in support of the momentum of change**

**To reduce barriers for women to access trade careers**

**To support employers to create more inclusive workplace environments**

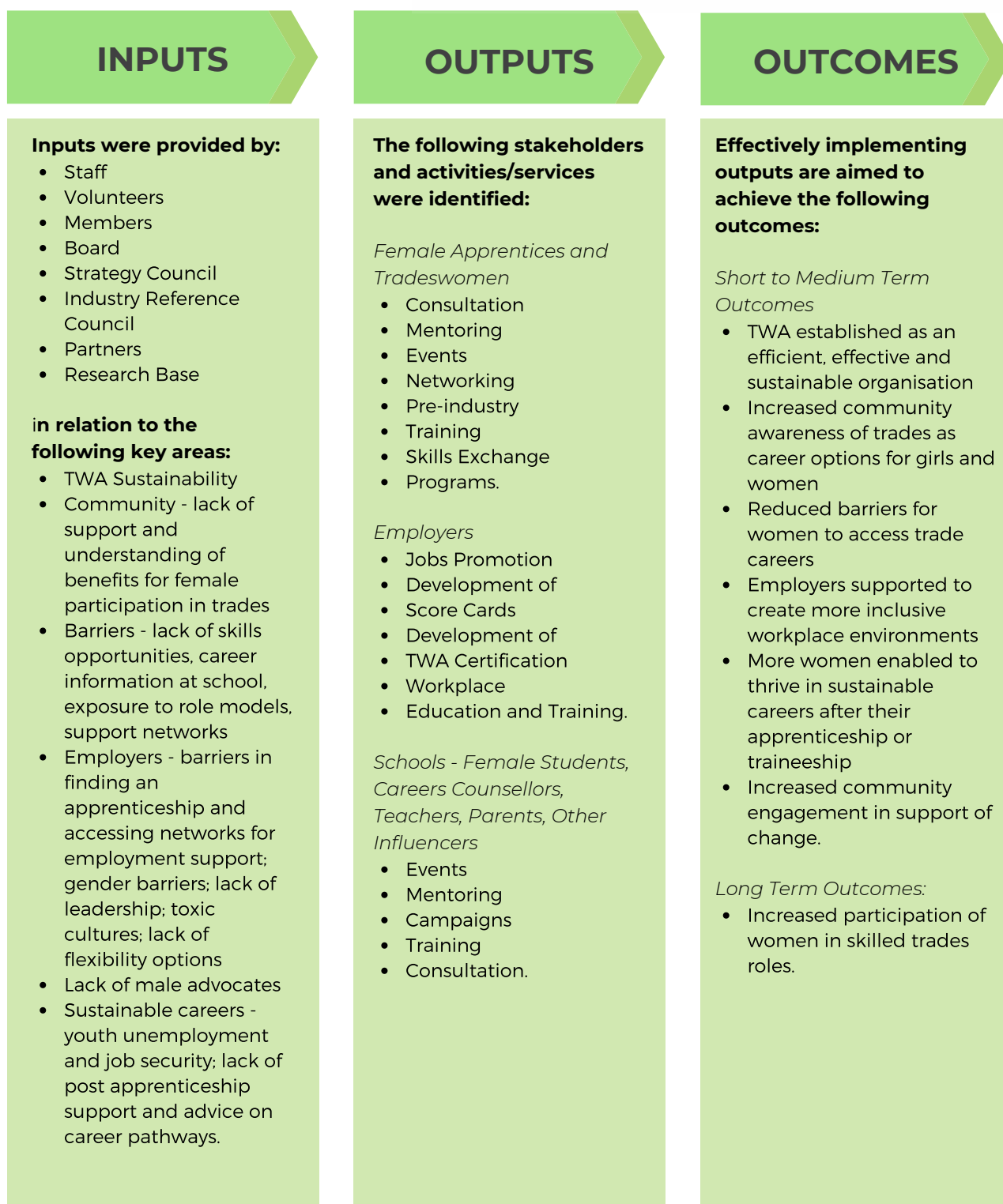
**To enable women to thrive in sustainable careers after their apprenticeship or traineeship**

**To enhance TWA operational efficiency, effectiveness and sustainability**

***Media engagement:***

- Three social media platforms with 6,000 followers
- 50 articles and/or interviews
- Seek opportunities to influence national skills and labour force policies.
- Identify 100 partners in the skills sector/industry to act as advocates on the nature of the barriers and how to address them
- Agree with partners on a plan of action to address barriers and achieve change
- Advertise 600 jobs on our portal.
- 15% uplift in women's employment in trades with partners
- 15% improvement of females aged 15-24 enrolled in apprenticeships within organisations participating in TWA initiatives - eg: partner RTOs and employers.
- To achieve a double retention rate of women in trades – amongst those tradeswomen registered as TWA members
- To have improved satisfaction for women in trades.
- To have secured financial government support nationally and in at least three states/territories - \$1 million
- To have secured philanthropic funding support - \$300,000
- To have secured corporate fees for service - \$200,000
- Stakeholder NPS greater or equal to 60
- \$ reserve greater or equal to CSCC
- 100% budget
- Completion of governance architecture
- ACNC approval and annual reporting.

The Program Logic model below summarises the TWA program for the next three years:



# OUR WORK

Over the last 12 months, the team at Tradeswomen Australia (TWA) have implemented and successfully executed a range of projects to encourage, recruit, and retain women in skilled trade roles that are male-dominated.

## WORKPLACE DIVERSITY PROJECT

This project has been developed to support automotive businesses within Victoria with the development and implementation of workplace resources and support material to create an environment that embraces diversity and inclusion and create environments where all employees thrive.

Resources enable managers, and business owners to assess their risks and exposure to work-related factors impacting mental health, then implement controls to create cultures where all staff are provided with a safe and supportive workplace. They are provided with the opportunity to be change leaders in their industry and drive the initiative.

## INCLUSIVE LEARNING WORKSHOP

This workshop was developed to provide TAFE teachers within trade qualifications with the skills required to create inclusive environments within their classrooms and provide a safe education environment for women undertaking apprenticeships.

“TWA has implemented and successfully executed ...projects to encourage, recruit, and retain women in skilled trades

## UNCONSCIOUS BIAS WORKSHOPS

This workshop has been developed to provide trades with the skills and tools required to develop an understanding of bias, attitudes, and behaviours that driver gender inequality within skilled trade workplaces.

## TARGETED RECRUITMENT

Through targeted recruitment programs, TWA has partnered with businesses to adapt job advertisements to increase the likelihood of female applicants and marketed these roles, utilising the TWA Network to promote the roles to women looking to commence/recommence apprenticeship or obtain employment in a skilled trade role. These programs have seen increases in the number of women applying for and being placed in trade roles.

## PULSE TESTING

Ongoing culture pulse testing programs enable businesses to measure culture change and the workplace impact of implemented initiatives. These programs provide ongoing business insight and support agile gender equality projects to deliver on the required outcomes.



# VOICE FOR CHANGE

## PROFILING TRADESWOMEN IN 2019/2020

In response to current barriers identified by Tradeswomen Australia's Industry Reference Council, Tradeswomen Australia launched the Tradeswomen Profiling Project in 2020. The campaign strategy focused on five key areas - creating positive visibility; social media engagement; promotion of a variety of trades; use of female imagery in promotion, and; show lived experiences.

With the help of our advocates and networks, we encouraged tradeswomen and female apprentices to share their experience through podcast interviews, as well as share their trade journey along with a positive image of themselves for our social media platforms. In these profiles, tradeswomen provide a detailed background from making the decision to take up an apprenticeship, why they chose to take up a trade, where their journey has taken them and where they want to end up. Finally, they share a word of advice to women taking up the trade and what interests them outside of their work. This deeply resonates with our audience who may share similar backgrounds, attitudes and interests to our tradeswomen advocates.

The Tradeswomen Profiling Project... encouraged tradeswomen and female apprentices to share their experiences.

### You can't be what you can't see...



**Miriam Sowter**  
Electrician  
Victorian Rail Network

*"There are a lot of networks out there that you can reach out to, so seek out other female mentors and talk to them".*



**Karly Gaffy**  
Painter  
Sole Operator

*"It has made me a stronger... and has taught me that gender has no bearings in my ability to do my trade".*



**Katrina Palmer**  
Electrician and  
Instrumentation Technician  
Exxon Mobile

*"If you think you might enjoy it, give it a go. You won't know until you try it".*



Through these strategies, we have received great support and participation from apprentices and tradeswomen from a variety of backgrounds and trades in our Tradeswomen Profiling Program. "The response has been fantastic" said Sarah Curley from TWA, "Engagement from our target audiences has grown two fold, and we have received positive comments and messages from females about taking up a trade".

"Now school-based females and mature aged women can access a library of experiences from female apprentices and tradeswomen who share their background, their journey and their aspirations. The stories are so personal, honest and encouraging - these incredible women have shown great maturity, resilience and alacrity against quite a few barriers. It's truly inspiring" said Sarah Curley.

In addition to the Tradeswomen Profiling Project, we are paving the way for engaging females to take up trades at schools directly, working with our partner Head Start to promote school based apprenticeships to women, working with partner Skills and Jobs Centre to promote trades as a career option to mature aged females, as well as Mentor/Mentee programs to create advice and support mechanisms for school based and mature age females.

In 2020/2021, TWA will continue to grow our tradeswomen network, engage with females across a broad range of platforms and promote their stories to inspire, motivate and encourage many other women to take up a trade.

## ...Inspirational words from Tradeswomen Advocates



**Alisha Grant**  
Painter  
Business Owner

*"Follow your intuition, Get advice from people that might have experience working in trades".*



**Emma Godsell**  
Metal Fabricator  
Workplace undisclosed

*"Be positive, and make sure you enjoy what you're doing".*



**Stefanie Apostolidis**  
Carpenter and Site Manager  
Workplace undisclosed

*"It doesn't matter if you're male or female - consider a trade. Let's change the construction workforce".*

## OUR PROJECTS

Throughout 2019/2020 the team at Tradeswomen Australia (TWA) have worked with industry organisations and employers to deliver a range of Projects, which have enabled us to deliver on the foundation's goals and deliver on our mission statement. Featured projects are provided below:

**HEAD START** - TWA have worked with Head Start, a State Government initiative, to promote trades as a career pathway for young women currently in high school. This has seen the development of marketing material, school events, and connecting businesses wanting to engage a school-based apprentice or trainee. This partnership also includes TWA's inclusion on their women in trade steering committee.

**WORKSAFE VICTORIA** - Through WorkSafe's Workwell Mental Health Improvement Fund, TWA have developed a project to support automotive businesses within Victoria with the development and implementation of workplace resources and support material to create or improve environments and cultures that embraces diversity and inclusion through their recruitment, and workplace practices.

**BHP** - TWA has designed and executed a worksite-based focus group framework that enabled BHP to review the structural and cultural barriers their female employees faced whilst working with BHP. The focus groups engaged with workers across sites enabling a discussion on the barriers, infrastructure, and procedural constraints and culture impact along with suggestions and initiatives that could be overcome to mitigate or reduce these.

**ACCIONA-GEOTECH** - TWA designed a workplace culture change assessment that was implemented along with workplace-based mentoring to support the development of a workplace culture that promoted and retained women working in skilled trade roles.

“  
(TWA's)  
partnerships have  
enabled us to  
delivery on the  
foundation's goals  
and delivery on our  
mission statement



## OUR PARTNERS



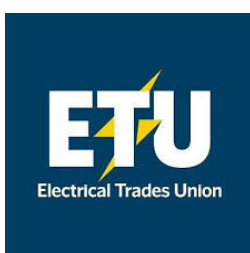
MAS Experience provide high quality workplace solutions for apprentices and businesses. They have facilitated thousands of apprenticeships and traineeships throughout Australia each year and provide start-to-finish support throughout the journey. Dedicated to the advancement of women in trades, they have recently launched an initiative for women in business "Collective Online" (networking events) and "Collective Mentoring" (mentoring facilities).



Committed to providing high quality training to apprentices and trainees, Builders Academy Australia (BAA) are focused on supporting all tradespeople in building great careers. BAA have partnered with TWA because we have the same vision: to encourage and support more women into trades, and to boost the number of tradeswomen currently in Australia.



Programmed are a leading provider of operations and maintenance services across Australia and New Zealand, including infrastructure, manufacturing, transport and mining. With 100 branches stretched across Australia, they are dedicated to high quality outcomes and customer service for their diverse clientele. They are highly committed to creating diverse and inclusive environments for their teams, improving gender balance and providing safe work places.



Electrical Trades Union (ETU) are committed to their members through campaigning to improve workplace conditions, promote safety, provide strong networks, and engage with the community to create awareness on a diverse range of issues within the electrical industry. ETU aim to support gender issues facing the industry for women, through providing equal opportunities and fair treatment at work.





Edge Electrical and Communications (EDGEEC) provide end-to-end streamlined, quality electrical and communication services within the residential and commercial sectors. EDGEEC's Director, Ged Hogarth, is a dedicated advocate for tradeswomen, and currently sits on TWA's Industry Reference Council. Their vision includes constantly improving inclusiveness in their teams, being conscientious towards environmentally-friendly and sustainable solutions, giving back to the community and mentoring their team to help them grow within the business.



VERTO is an award winning, not-for-profit organisation assisting businesses and individuals with all their apprenticeship, employment and training needs. Their mission is to positively impact the lives of individuals and communities, and consistently deliver and improve customer service. Serving across NSW, ACT and Victoria, they are committed to female empowerment, education and awareness across the community, businesses and training organisations.



Master Builders Newcastle are a building and construction leader situated within the Hunter Region, dedicated to providing excellence in service to their members, as well as providing valuable resources to the community. Focused on uniting, promoting and fostering the development of women in the building and construction industry, they are connected with Women in Building And Associated Services (WIBAS) who provide a support services, networking and events.



Since 1982, WPC Group have been providing expert services in placing apprentices and trainees into positions that are meaningful and sustainable. With offices stretched across Australia, WPC Group are dedicated to providing one on one support and assistance to their apprentices and trainees, particularly females who have minimal representation within trades. The organisation regularly sets up events promoting awareness in gender issues and positive improvement, and have formed a partnership with Nissan (NISSMAP) to promote incredible automotive opportunities for women.

## OUR PEOPLE - BOARD



### **JANE SYDENHAM-CLARKE**

Chair & Non-Executive Director

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



### **TONY NOBLE**

Non-Executive Director

With over 35 years of experience in the electrical and communications industries, Tony 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.



### **SARAH PALMER**

Non-Executive Director

Sarah works as the Project Manager of Capital Projects at Boral, and is an inclusive leader with a track record of building high performing teams, creating trusting business relationships and creating strategic partnerships with suppliers and customers.



### **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 partnerships, Fiona established strategies to increase the participation of women in trades.



### **RICHARD DENT**

Non-Executive Director

Richard has been active in Australia's civic life for more than two decades, most recently as Leadership Victoria's Chief Executive Officer and prior leading large complex organisations, advising governments, and contributing to public policy and major social campaigns.



### **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.



### **RACHNA D'MELLA**

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.



### **KERRIE O'SULLIVAN**

Non-Executive Director

Kerrie O'Sullivan has extensive legal experience in both property Law and Litigation, including class actions, working on Eureka Tower and other residential subdivisions. Kerrie has worked in the legal industry for over 30 years and is currently working for a property developer operating in Victoria. *Kerrie worked as a Non-Executive Director from July 2019 - January 2020.*

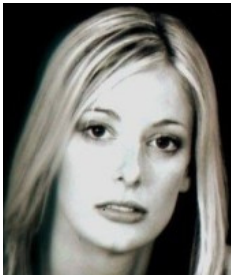
## OUR PEOPLE - MANAGEMENT TEAM



**ANGELA GAYLARD**

Project Manager

With over 10 years of experience in change management and vocational education, Angela worked across a range of projects focused on driving cultural and attitudinal change within private and public education institutions and businesses.



**SARAH CURLEY**

Administrator

An experienced construction professional, Sarah has enjoyed success on large multi-million dollar to small commercial projects. With extensive experience and awards in business and education, as well as specialising in research, engineering, civil and architectural design, Sarah is passionate in utilising her experience to create gender equity in male-dominated industries.



**ANDREW POWER**

Maven Labs

Chief Executive Officer of Maven Labs PL with a committed focus on systemisation, innovation and digital enablement across a number of industries. Andrew has revolutionised systems for organisations across the globe and a passionate supporter of not-for-profit organisations. Andrew has contributed to many community development projects and is a Board Director for the Australian Autism Association, focused on social equity, compassion and understanding.



**RON SMITH**

Corporate Media Communications

Managing Director of Corporate Media Communications PL, Ron has over four decades of experience in the media advising both the private sector and government concerning media and community strategies. Ron has an enduring commitment to fairness and equity for women in trades, and has dedicated his extensive talent to broadcasting and promoting Tradeswomen Australia. *Ron Smith was a Non-Executive Director on TWA's Board between July 2019 - March 2020*

# OUR PEOPLE - COUNCILS

## STRATEGY COUNCIL



**Kit McMahon**  
*Chairperson*

Chief Executive Officer for WHISE (Women's Health in the South East) and Chairperson for Gender Equity (GEN Vic)



**Gary Workman**  
*Advisor*

Executive Director at Apprenticeship Employment Network (AEN)



**Debbie Reynolds**  
*Advisor*

Director - Industry Initiatives and Engagement at RMIT



**Professor Anne Jones**  
*Advisor*

Emeritus Professor Victoria University and Non-Executive Director, Board of Chisholm Institute



**Paul Zappa**  
*Advisor*

General Manager Primary Prevention and Community Programs at Jesuit Social Services



**Sandra Boyd**  
*Advisor*

Senior Policy Officer - Apprenticeships & Traineeships Department of Education & Training



**Nik Mavrommatis**  
*Advisor*

General Manager (Global Apprentice Network)



**Marika Van der Klugt**  
*Advisor*

Director of Health and Safety, Australia (Kirkland Lake Gold Ltd)



**Mark Rademaker**  
*Advisor*

General Manager - Human Resources (Programmed)

## INDUSTRY REFERENCE COUNCIL

**Katrina Palmer**  
**Laura Birch**  
**Miriam Sowter**  
**Tenille Linehan**  
**Amber Stevenson**  
**Carly Van Kalker**  
**Alisha Grant**  
**Kim Smythe**  
**Laura Thompson**  
**Tenneal McGuane**  
**Ged Hogarth**

Qualified Electrician & Instrumentation Technician  
Qualified Electrician & Affirmative Action Representative  
Electrical Apprentice  
Qualified Electrical Auditor  
Mining Superintendent  
Contracts Manager/Quality Control (Painter-Ropes)  
Qualified Painter and Business Owner  
Qualified Plumber and Business Owner  
Qualified Cabinet Maker  
Painting Apprentice  
Qualified Electrician and Business Owner



# OUR FINANCIAL STATEMENTS

## DIRECTORS REPORT

### **Tradeswomen Australia Foundation Ltd**

#### **For the year ended 30 June 2020**

##### **Introduction**

Your directors submit the financial report of Tradeswomen Australia Foundation Ltd for the financial year ended 30 June 2020.

##### **Principal Activities**

The principal activities of the company are to carry out the entity's strategies and to achieve its short-term and long-term objectives, the entity engaged in a range of activities that provide education and engagement of women and girls in the community to promote trade employment pathways and career advice.

##### **Build out the Board of Directors to Provide Governance for the Strategic plan**

To achieve these objectives, the members developed a three year strategic and operational plan, implemented two councils reporting into the executive and built strong governance and leadership that will drive ongoing success and sustainability for the business.

##### **Objectives**

The main objectives during the year ended 30th June 2020 were:

- Develop a Strategic Plan for 2020 - 2023
- Develop Councils to provide support to the Executive
- Complete three research reports
- Employ permanent staff
- Build out the Board of Directors to provide governance for the strategic plan.

To achieve these objectives, The members developed a three year strategic and operational plan, implemented two councils reporting into the executive and built strong governance and leadership that will drive ongoing success and sustainability for the business.

##### **Performance Measures**

The company measures performance by:

- Employing Directors with a mixture of skills and knowledge to provide executive governance advice
- Evaluation Framework to monitor progress against strategic goals
- Robust Performance Management System for executive and internal staff.

## Information on Directors

The directors throughout the year and at the date of this report are:

Name	Position	Date Started	Experience	Qualification
Fiona Rachel McDonald (previously Fiona Rachel Lawrie)	Director, Acting Treasurer, Secretary	14-05-2018	Project Management, Leadership, Financial Management	Qualified Tradesperson
Anthony William Noble	Director	27-06-2019	Executive Leadership, Business Operations, Marketing and Sales, Diversity and inclusion	Qualified Tradesperson
Sara Helen Palmer	Director	27-06-2019	Strategic Partnerships, Project management, Leadership, Gender equity	Bachelor of Laws (Hons) / Bachelor of Science
Kerrie O'Sullivan	Director	27-06-2019 <i>Ceased 01-01-2020</i>	Property Law and Litigation including class actions, Executive leadership	A Postgraduate Certificate in Mediation and Arbitration, is a practicing Licensed Conveyancer and has a Diploma in Marketing.
Richard Alan Dent	Director	05-02-2020	Not For Profit CEO & Executive, Civic Leader, Leadership, Strategy & Governance Specialist	Governing for Non profit Excellence Harvard business School, Graduate Diploma Organisation Dynamics, Master of Business Administration, Master of Social Science(Social Policy), OAM

## Information on Directors

The directors throughout the year and at the date of this report continue below:

Name	Position	Date Started	Experience	Qualification
Jane Sydenham-Clarke	Director	27-11-2019	Governance in the not for profit and corporate sector	Australian Institute Company Directors, Graduate Williamson Community Leadership Program, Graduate Monash University Master of Arts Communications Monash 'Creating an Icon' Monash University Bachelor of Arts (Honours) First Class
Ronald Charles Smith	Director	05-02-2019	Government and media relations specialist, Not for Profit Governance	
Katie Gardiner	Director	04-03-2020	Legal Research, Practicing lawyer, Served as a Senior Associate in the Supreme Court and private firm specializing in Commercial Litigation and Dispute, Investigations, insolvency, employment law, land valuation	Bachelor of Arts and Bachelor of Education, Monash University (Clayton) Major in English literature Minor in criminal justice Juris Doctor, University of Melbourne, Graduate Diploma of Legal Practice, Admitted to Practice as an Australian Legal Practitioner

### Information on Directors

The directors throughout the year and at the date of this report continue below:

Name	Position	Date Started	Experience	Qualification
Rachna D'mello	Director	30-08-2020	Business services, Tax, Accounting, Strategic Planning, Operational Performance Improvement, Business Sale, and/or acquisitions, Investment, Superannuation, Philanthropy, Wealth Management advice and implementation of innovative technologies	Bachelors of Commerce, Chartered Accountant Grad Dip, Masters in Applied Finance, Specialist Accredited Family Business Advisor, Chartered Tax advisor, Chartered Accountant

### Meetings of Directors

During the financial year, meetings attended by Directors were as follows:

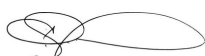
Committee Members Name	Number Eligible to Attend	Number Attended
Fiona Rachel Lawrie	8	8
Anthony William Noble	8	8
Sara Helen Palmer	8	8
Kerrie O'Sullivan	2	2
Richard Alan Dent	5	5
Jane Sydenham-Clarke	6	6
Katie Gardiner	4	4
Rachna D'Mello	0	0

## Operating Result

The surplus after providing for income tax for the financial year amounted to, as per below:

\$73,708 (2019: loss of \$43,486)

Signed in accordance with a resolution of the Board of Directors on:



Director: Jane Sydenham-Clarke



Director: Rachna D'Mello

Dated: 16 November 2020

## STATEMENT OF PROFIT OR LOSS & OTHER COMPREHENSIVE INCOME

Tradeswomen Australia Foundation Ltd

For the year ended 30 June 2020

	2020	2019
<b>Revenue</b>		
Grant Operating	206,437	40,000
Donations	12,995	2,750
Fundraising	47,778	695
Interest Income	-	29
Other Income	727	-
<b>Total Revenue</b>	<b>267,937</b>	<b>43,474</b>
<b>Direct Costs</b>		
Contractors	37,084	55,670
Project Expense	157,016	31,289
<b>Total Direct Costs</b>	<b>194,099</b>	<b>86,960</b>
<b>Total Revenue from operations</b>	<b>73,838</b>	<b>(43,486)</b>
<b>Expenses</b>		
Depreciation	130	-
<b>Total Expenditure</b>	<b>130</b>	<b>-</b>
<b>Surplus for the year</b>	<b>73,708</b>	<b>(43,486)</b>
<b>Profit for the year</b>	<b>73,708</b>	<b>(43,486)</b>
<b>Total Comprehensive income for the year</b>	<b>73,708</b>	<b>(43,486)</b>

## STATEMENT OF FINANCIAL POSITION

Tradeswomen Australia Foundation Ltd

For the year ended 30 June 2020

	NOTES	30 JUN 2020	30 JUN 2019
<b>Assets</b>			
<b>Current Assets</b>			
<b>Cash and Cash Equivalents</b>			
Cash at Bank	3	83,780	3,233
Savings Account		-	(464)
<b>Total Cash and Cash Equivalents</b>		<b>83,780</b>	<b>2,768</b>
Trade and Other Receivables	4	3,155	-
Other Current Assets		5,317	-
<b>Total Current Assets</b>		<b>92,252</b>	<b>2,768</b>
<b>Non-Current Assets</b>			
Office equipment	6	738	868
<b>Total Non-Current Assets</b>		<b>738</b>	<b>868</b>
<b>Total Assets</b>		<b>92,990</b>	<b>3,636</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and Other Payables	7	13,454	3,207
Provisions	8	5,431	-
Employee Entitlements	9	694	-
<b>Total Current Liabilities</b>		<b>19,580</b>	<b>3,207</b>
<b>Total Liabilities</b>		<b>19,580</b>	<b>3,207</b>
<b>Net Assets</b>		<b>73,410</b>	<b>429</b>
<b>EQUITY</b>			
Retained earnings		73,410	(298)
Share Capital		-	727
<b>Total EQUITY</b>		<b>73,410</b>	<b>429</b>

## STATEMENT OF CASH FLOWS

Tradeswomen Australia Foundation Ltd

For the year ended 30 June 2020

	NOTES	2020	2019
<b>Operating Activities</b>			
Cash Receipts From Other Operating Activities		292,434	47,920
Interest Received		-	29
Cash Payments From Other Operating Activities		(203,578)	(88,020)
Other Cash Items From Investing Activities		(2,658)	-
Proceeds From Sales of Property, Plant and Equipment		130	-
<b>Net Cash Flows from Operating Activities (see Note 15)</b>		<b>86,328</b>	<b>(40,071)</b>
<b>Investing Activities</b>			
Payment for Property, Plant and Equipment		-	(868)
Payment for Investments		(5,317)	-
<b>Net Cash Flows from Investing Activities</b>		<b>(5,317)</b>	<b>(868)</b>
<b>Financing Activities</b>			
Owner Funds		-	727
<b>Net Cash Flows from Financing Activities</b>		<b>-</b>	<b>727</b>
<b>Net Cash Flows</b>		<b>81,012</b>	<b>(40,212)</b>
<b>Cash and Cash Equivalents</b>			
Cash and cash equivalents at beginning of period		2,768	42,980
Cash and cash equivalents at end of period		83,780	2,768
<b>Net change in cash for period</b>		<b>81,012</b>	<b>(40,212)</b>

## STATEMENT OF CHANGES IN EQUITY

Tradeswomen Australia Foundation Ltd

For the year ended 30 June 2020

	2020	2019
<b>Equity</b>		
Opening Balance	429	43,188
<b>Increases</b>		
Profit for the Period	73,708	(43,486)
Share Capital	(727)	727
<b>Total Increases</b>	<b>72,980</b>	<b>(42,759)</b>
<b>Total Equity</b>	<b>73,410</b>	<b>429</b>



## NOTES TO THE FINANCIAL STATEMENTS

### Tradeswomen Australia Foundation Ltd

#### For the year ended 30 June 2020

The financial report covers Tradeswomen Australia Foundation Limited as an individual entity. Tradeswomen Australia Foundation Limited is a not-for-profit company limited by guarantee, incorporated and domiciled in Australia.

In the Director's opinion, the company is not a reporting entity since there are unlikely to exist users of the financial report who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. This special purpose financial report has been prepared to meet the reporting requirements of the Australian Charities and Not-for-profits Commission Act 2012.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, and AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and AASB 1054 Australian Additional Disclosures, as appropriate for not-for-profit oriented entities.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

#### Adoption of new and revised Standards

The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australia Accounting Standards Board (AASB) that are mandatory for the current reporting period. There has been no impact on adoption of AASB 9.

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the company for the annual reporting period ended 30 June 2020. The company has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.


### 1. Summary of Significant Accounting Policies

#### a) Revenue

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the company and specific criteria relating to the type of revenue as noted below, has been satisfied.

##### *Grant revenue*

Grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.



When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

#### *Interest revenue*

Interest is recognised using the effective interest method.

#### **b) Cash and cash equivalents**

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Bank overdrafts also form part of cash equivalents for the purpose of the statement of cash flows and are presented within current liabilities on the statement of financial position.

#### **c) Accounts Receivable and Other Debtors**

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

#### **d) Property, Plant and Equipment (PPE)**

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

- Office Equipment – 15% per annum.

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

#### **e) Accounts Payable and Other Payables**

Trade and other payables represent liabilities for goods and services provided to the company prior to balance date and remain unpaid at balance date.

#### **f) Income Tax**

The company is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

#### **g) Goods and Services Tax (GST)**

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

#### h) Employee Provisions

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee provisions have been measured at the amounts expected to be paid when the liability is settled.

#### i) Share Capital

During the year, the opening balance of Share Capital (\$727) was transferred to Other Income and therefore recognised in the Statement of Profit and Loss and Other Comprehensive Income for the year ended 30 June 2020. As the entity is a company limited by guarantee it cannot issue shares.

## 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results.

#### *Estimation of useful lives of assets*

The company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

	2020	2019
<b>3. Cash on Hand</b>		
Cash At Bank	83,780	3,233
Savings Account	-	(464)
<b>Total Cash on Hand</b>	<b>83,780</b>	<b>2,768</b>
	2020	2019
<b>4. Trade and Other Receivables</b>		
<b>Trade Receivables</b>		
Accounts Receivable	497	-
<b>Total Trade Receivables</b>	<b>497</b>	<b>-</b>
<b>Prepayments</b>		
Prepayments	2,658	-
<b>Total Prepayments</b>	<b>2,658</b>	<b>-</b>
<b>Total Trade and Other Receivables</b>	<b>3,155</b>	<b>-</b>

## 5. Related Party Transactions

The company paid managing director Fiona Rachel Lawrie \$57,600 for services performed as a consultant and other work during the year for projects undertaken by Tradeswomen Australia Foundation Limited.

	2020	2019
<b>6. Plant and Equipment - Office Equipment</b>		
<b>Plant and Equipment</b>		
Plant and Equipment at Cost	868	868
Accumulated Depreciation of Plant and Equipment	(130)	-
<b>Total Plant and Equipment</b>	<b>738</b>	<b>868</b>
<b>Total Plant and Equipment - Office Equipment</b>	<b>738</b>	<b>868</b>

## 7. Trade and Other Payables

<b>Trade Payables</b>		
Accounts Payable	2,372	2,637
<b>Total Trade Payables</b>	<b>2,372</b>	<b>2,637</b>
<b>Other Payables</b>		
GST Payable	11,083	570
<b>Total Other Payables</b>	<b>11,083</b>	<b>570</b>
<b>Total Trade and Other Payables</b>	<b>13,454</b>	<b>3,207</b>
	2020	2019

## 8. Provisions

Provision for Annual Leave	5,431	-
<b>Total Provisions</b>	<b>5,431</b>	<b>-</b>

	2020	2019
<b>9. Employee Entitlements</b>		
Superannuation Payable	694	-
<b>Total Employee Entitlements</b>	<b>694</b>	<b>-</b>

	2020	2019
<b>10. Remuneration of Auditors</b>		
During the financial year the following fees were paid or payable for services provided by the auditor of the company.	-	-
Auditing and preparing the financial statements (Crowe)	3,000	-
<b>Total Remuneration of Auditors</b>	<b>3,000</b>	<b>-</b>

## 11. Members' Guarantee

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstandings and obligations of the company. At 30 June 2020 the collective liability of members was \$0 (2018: \$ 0).

## 12. Contingent assets and liabilities

In the opinion of the Directors, the company did not have any contingencies at 30 June 2020 (2019: None).

## 13. Events after the reporting date

In March 2020, COVID 19 was declared a global pandemic by the World Health Organisation. This is expected to have an impact on the company's operations and cash flows in the 2020/21 financial year. The extent of the impact on the 2020/21 financial year cannot yet be determined.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

## 14. Company Details

The registered office of and principal place of business is:  
Tradeswomen Australia Foundation Limited  
5 Marr Court  
FYANSFORD VIC 3218.

	2020	2019
<b>15. Reconciliation of Net Surplus to Net Cash Provided by Operating Activities</b>		
Surplus for the year	73,708	(43,486)
<b>Non-cash flows in surplus</b>		
Depreciation	130	-
Transfer of share capital to other income	(727)	-
<b>Changes in assets &amp; liabilities</b>		
(increase)/decrease in receivables	(5,814)	475
(increase)/decrease in prepayments	2,659	-
increase/(decrease) in payables	10,942	2,940
increase/(decrease) in provisions	5,430	-
<b>Net cash provided by operating activities</b>	<b>86,328</b>	<b>(40,071)</b>

## DIRECTORS' DECLARATION

### **Tradeswomen Australia Foundation Ltd**

#### **For the year ended 30 June 2020**

The directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In accordance with a resolution of the directors of Tradeswomen Australia Foundation Ltd , the directors of the company declares that:

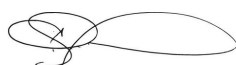
1. The financial statements and notes, as set out on pages 10-14, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 (and):

(a) comply with Australian Accounting Standards as stated in Note 1; and

(b) give a true and fair view of the financial position as at 30 June 2020 and of the performance for the period ended on that date of is in accordance with the accounting policy described in Note 1 of the financial statements.

2. In the Directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



**Director: Jane Sydenham-Clark**



**Director: Rachna D'Mello**

**Dated: 16 November 2020**



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