

TWA Services

Client: Fletcher Building - 200+ staff nationally
Training: Bias Training

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

Karolina Vlckova, Learning and Organisational Development Advisor
Fletcher Building Australia

Client: Bayford Volkswagen Camberwell - 50+ staff onsite
Training: Workplace Diversity

"Bayford Volkswagen has a history of joining innovative pilot programmes which are aimed at improving workplace efficiency, culture, and staff relations. Our company and management saw this project as providing an opportunity to involve our diverse workforce at all levels to continue enhancing the workplace through increasing understanding, inclusion, and awareness."

"This is an important strategy and recognises the importance of more women joining the automotive workforce and the benefits of a diverse work environment,"

Matt Cavill, Customer Service Manager,
Bayford Volkswagen Camberwell

Our clients



What Tradeswomen Australia offers

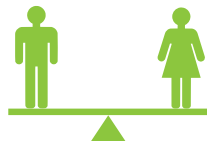


Tradeswomen Australia was created to encourage and support women who seek a career in trades, and to support employers who want to reap the benefits of inclusive policies and practices for their employees and their business.

Both goals are significant and important for flexible and agile workplaces of the future and offer many side-benefits including:



Increased financial security and career opportunities for women



Help companies meet the Building Equality Policy requirements



Workplaces which are thriving, inclusive, safe, and productive



Better mental health for everyone at work and at home



Healthier workplaces have lower absenteeism



Proven positive impact on the bottom line for companies

Programs with impact

All of our programs have been developed by Diversity and Inclusion experts. They have been tailored to suit people in the automotive, building, construction, civil, renewable and mining industries.

The training is delivered through a Learning Management System (LMS), making it available throughout Australia. We deliver live training sessions with guest presenters and a panel of experts available to answer audience questions. Every program is also available face to face.

Clients can select which unit, or combination of units, suits their development needs. Cost per program is available on request.

Workplace Readiness Program

Topic overview

- Is your workplace ready for the Building Equity Policy?
- How to create and action your GEAP
- Review of organisation's ability to support best practice

Summary

An essential program tailored to the needs of your organisation to establish best practice in alignment with the Building Equality Policy, assistance with your GEAP, and create a culture and environment that supports gender inclusion and equity.

Audience

Any organisation, large to small, within the construction and infrastructure industry.

Inclusive Learning/Work Environments

Topic Overview

- Values leading inclusion
- Bystander action
- Managing behaviours
- How to create an inclusive culture

Summary

A program designed to target culture that supports Diversity and Inclusion. Activities are designed to encourage participants to integrate the values of their organisation into everyday actions.

Audience

This program is suitable for businesses, training providers, students and community groups. Any organisation striving to improve workplace culture should undergo this program.

Bystander Training

Topic overview

- What is Bystander Action?
- How to become an Active Bystander
- How to recognise behaviours and manage behaviours to contribute to an inclusive work environment

Summary

A program designed to encourage all staff to become active bystanders to identify and reduce poor behaviours within the workplace. The program offers safe intervention techniques and how to apply them in the workplace.

Audience

This is a program designed for all staff.

Diversity and Inclusion Training

Topic overview

- What is diversity?
- Understanding diversity bias
- How to create an inclusive culture
- Includes guest panel sharing lived experience

Summary

An introductory program to Diversity and Inclusion. Covers definitions and explores what diversity looks like in the workplace, teaches participants about intersectionality and grows participants awareness. Gives practical tips on how to create a supportive environment which makes for a safer, more respectful, and healthier culture in any organisation.

Audience

This program is great for leadership teams establishing Diversity and Inclusion initiatives or as an introductory for workplaces that have just begun to understand Diversity and Inclusion.

Unconscious Bias Training

Topic overview

- Understanding bias
- Strategies to manage bias
- How bias contributes to workplace culture
- Includes guest panel sharing lived experience

Summary

This program explores Unconscious Bias and how it can impact the culture of a workplace. Participants learn how to distinguish unconscious bias, how it is developed and receive tips on how to prevent and overcome it.

Audience

This program suits all persons and can be used as an awareness-raising tool for students and the general workforce.

Recruitment Bias Training

Topic overview

- Understanding recruitment bias
- Strategies to manage recruitment bias
- Behavioural change
- Recruitment strategies to engage diverse candidates
- Includes guest panel sharing lived experience

Summary

This program explores Unconscious Bias and how it can influence the recruitment and advertising process. Participants learn how to distinguish unconscious bias, how it is developed and receive tips on how to prevent and overcome it.

Audience

This program is targeted towards recruitment-related roles for workplaces wanting to improve diversity and accessibility for all applicants.

Workplace Mental Health and Wellbeing

Topic overview

- What is mental wellbeing?
- How the workplace can impact mental wellbeing
- What a mentally healthy workplace looks like
- How to improve the workplace for positive mental wellbeing.

Summary

A program addressing the link between the workplace and worker mental health. Participants will learn about the key elements of health and unhealthy workplaces, what effects each may have on workers and how to implement positive changes. Also covered is what a healthy workplace looks like, what hazardous behaviours are and how they affect the culture of the workplace, and how to create an inclusive culture.

Audience

This program is designed for all workers and staff.

Supervisor Mentoring

Topic overview

- A safe environment for supervisors to openly engage with their peers and our HR experts on key health and wellbeing topics
- Involves live discussion, engagement and feedback
- Discussion is guided by short pre-work for each participant

Summary

Through mentoring supports supervisors with additional tools and confidence when dealing with team management issues around creating a healthier, safer and more inclusive working environment..

Audience

This program is designed for new supervisors who require additional support and skills development to create positive working environments.

Apprentice Mentoring

Topic overview

- Mentoring from our experts in a safe environment
- Designed so apprentices can openly engage with each other and our experts on key health and wellbeing topics
- Involves live discussion, engagement and feedback

Summary

Through mentoring supports apprentices with the challenges of making the school to work transition, managing the workplace environment and understanding diversity and inclusion. Equips apprentices with additional tools and confidence to contribute to a healthier, safer and more inclusive working environment.

Audience

Designed for all apprentices at any stage of their apprenticeship.

Leadership Training

Topic overview

- A safe environment for more experienced supervisors to openly engage with their peers and our HR experts on key health and wellbeing topics
- Involves skill development and appropriate strategies with live discussion of issues, engagement and feedback
- Discussion is guided by short pre-work for each participant

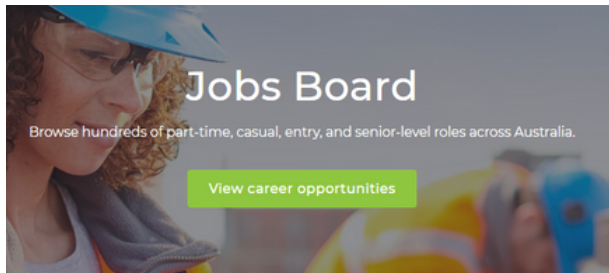
Summary

Equips frontline leaders with additional tools to create a more inclusive and equitable culture and environment within the workplace. It includes change management techniques, builds awareness and offers engagement techniques with team members.

Audience

This program is designed for experienced managers and supervisors who want additional coaching and development in creating a diverse, inclusive and equitable working environment for their teams.

Job Advertising



Tradeswomen Australia Jobs Board



Tradeswomen Australia Jobs Social Media tile

Benefits of our jobs portal

- Advertisers have access to the jobs board through a portal where they can manage their job posting and complete payment.
- Connected to our tradeswomen and networks, ensuring your advertisement reaches your target audience.
- Instantaneous, customised alerts are sent to our registered candidates, so you don't waste time fielding unsuitable applicants.
- We can support you by casting a gender lens over your job posting to help attract diverse applicants.

Available packages

Posts to the job board are offered with or without the option of Social Media support.

Social media support consists of:

- Design services
- Client branding
- Single posting over a minimum of 2 platforms

	Casual	10x	25x	50x
Job post	\$50	\$47.5	\$46.25	\$45
Add Social Media	\$100	\$95	\$92.50	\$90

All rates are exclusive of GST



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