



THEORY OF CHANGE

VISION

Australian women and girls want to, can and do work in trades

MISSION

We create equity and equality in trades by:

- partnering with employers to shape culturally safe and inclusive workplaces; and
- educating, supporting and mentoring girls and women in non-traditional trades.

BY OUR ACTIONS

Work with government and employers to uplift women's access and retention in trades where women are under-represented

Work with schools and community groups to educate women and girls about the viability of trade careers

Advocate for change to empower women's access and retention in trades where women are under-represented

Work to understand the drivers to improve women's access and retention in trades where women are under-represented

Conduct culture change initiatives in workplaces where women are under-represented

WE PRODUCE THESE OUTCOMES

Increased access and retention for women in trades where women are under-represented

Uplift in women employment and equitable skills utilisation

A future leaders pipeline through uplift entry and volume

Improved workplace culture measured on Culture Amp

Significant project indicators progress evidenced

TO CREATE THESE IMPACTS

Reduction of unplanned absenteeism in workplaces

Improved health and wellbeing in workplaces

Improved efficiencies – workmanships uplift and waste reduction

Employee satisfaction and workplace retention improves

Improved workplace culture measured