



ANNUAL REPORT

2023

TRADESWOMEN
AUSTRALIA GROUP

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Acknowledgement of Country

The Tradeswomen Australia Group acknowledges the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of all the lands and waters where we live, learn and work. Tradeswomen Australia pays respect to Elders past, present and emerging.

VISION & MISSION

Tradeswomen Australia Group aims to increase the representation of women working in skilled trade roles by working with employees and employers across the public and private sectors to make trades workplaces more inclusive.

We're also raising community awareness, educating and supporting those at risk or in vulnerable situations to transition to financial and life security through trade careers.

Vision

An Australia where women and girls who want to, can and do work successfully in trades.

Mission

We create equity and equality in trades by:
partnering with employers to create culturally safe and inclusive workplaces;
and mentoring, educating and supporting women and girls in non-traditional trades

Values



We value all people and their intersectional diversity.



We will act in a fair, transparent, honest and ethical way.



We believe in equal opportunity and human rights, particularly for women at all intersections, and we reject all forms of sexism, racism and xenophobia.

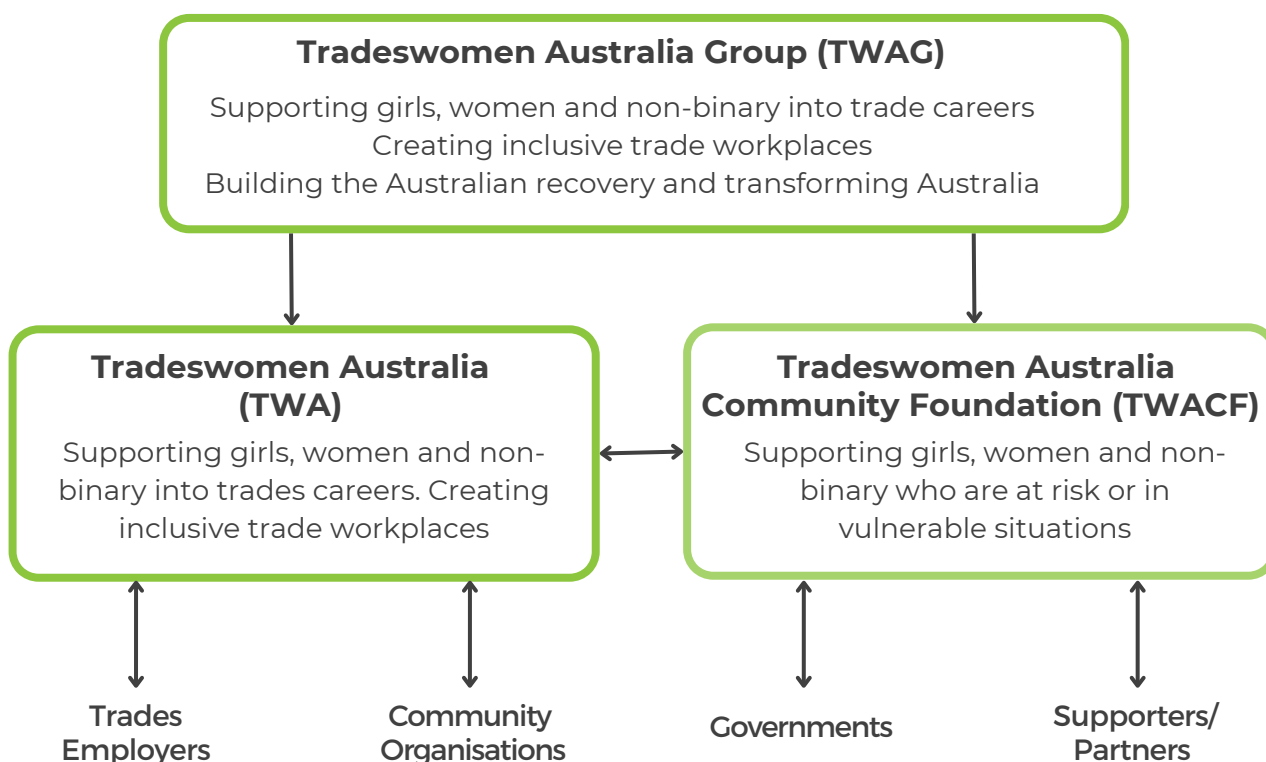


We are proactive, innovative and inspired by new ways of thinking, in order to remove barriers that cause distress and disadvantage for women.



We aspire to build authentic and positive relationships that contribute to further our mission.

STRUCTURE



Governance Relationship

Tradeswomen Australia is a not-for-profit organisation dedicated to gender equality and empowerment for all girls, women and non-binary to access, participate and succeed in trades. We value workplace diversity and work with businesses to achieve strategic and operational goals supporting the engagement, retention and recruitment of women in trades.

Operational Relationship

TWA and TWACF have a single CEO across the group. The CEO oversees staff in both entities. There is a unified or agreed approach in relation to strategy, promotion, marketing, human resources, finances, community relationships, government and philanthropy.

Legal Relationship

TWACF is a subsidiary entity of TWA: TWA is the sole member of TWACF. The TWA Board appoints the Board of TWACF. TWA is a not-for-profit entity. TWACF is a not-for-profit deductible gift-recipient charity.

PATRON AND FOUNDER



Dr Susan Alberti AC,
HonLLD, HonDUniv,
FAICD
TWA Patron

Susan (Sue) Marie Alberti AC HonLLD (Monash University), HonDUniv (Victoria University), is co-founder and Managing Director of the DANSU Group and Chairman of the Susan Alberti Medical Research Foundation. Susan Alberti AC is one of Australia's pre-eminent philanthropists, having raised in excess of \$250 million for medical research and other charitable causes over her successful business career.

DANSU Group has been acknowledged as one of Melbourne's most capable commercial and industrial builders. Susan's business success allowed her to devote more time to her private passion of philanthropy.

For 30 years the Susan Alberti Gala Ball has raised valuable funds (millions) toward medical research including finding a cure for type 1 diabetes.



Fiona McDonald
Founder

Fiona McDonald's career began as a light vehicle apprentice. During her apprenticeship and time working in the automotive industry, she identified a lack of support, promotion and opportunities for women in trade. Fiona decided to start a networking group for women in trades and Tradeswomen Australia (TWA) was born.

TWA BOARD



Jane Sydenham-Clarke
TWA Chair
until October 2022



Kit McMahon
TWA Chair
from October 2022



Georgia Ellis
Company Secretary
until January 2023



Luana Melis
Non-Executive Director
until May 2023



Amber Stevenson
Non-Executive Director
until February 2023



Maree Davenport
Non-Executive Director
until February 2023



Melanie Woodward
Non-Executive Director
until March 2023

TWACF BOARD



Kate Hughes Hallett
TWACF Chair



Jane Sydenham-Clarke
Board Member
until October 2022



Amy Wells
Board Member



Richard Dent OAM
Board Member



Radmila Desic AM
Board Member



Jo Farrell
Board Member
until February 2023



Erica Pegorer
Board Member
until October 2022



Ruth Palmer
Board Member



Charmaine Chalmers
Board Member

THE TEAM



Janet Cribbes
CEO



(l-r) Abby Kempe, Nasrine Yousouff, Sarah Curley, Janet Cribbes, Dr Tanya Paterson, Alison Manton, Fearghus Stewart

EXECUTIVE ASSISTANT TO THE CEO

Cai Balara
Susan McMinn (from April 2023)

WORKPLACE DIVERSITY OFFICERS

Chelsea Bryans
Yasara Dissanayake
Dr Tanya Paterson (TAS)

APPRENTICESHIP ENGAGEMENT OFFICERS

Fearghus Stewart
Nasrine Yousouf
Madeline Wells (TAS)

PROGRAM MANAGER

Sarah Curley

PROJECT OFFICER

Abby Kempe

COMMUNICATIONS & MARKETING OFFICER

Alison Manton

ADMINISTRATION

Brea Dorsett

FINANCE

Laura Conti
Christine Law

KEY POLICIES FOR TRADESWOMEN AUSTRALIA GROUP

Tradeswomen Australia Group is an Equal Opportunity employer and has numerous policies in place that are designed to educate and inform all employees, board members and volunteers about the agreed upon guidelines for decision making and behaviour in the workplace.

Tradeswomen Australia Group is keenly focused on equity for all in the workplace and used the following policies to guide and, if necessary, enforce standards of behaviour.

These policies include our Diversity & Inclusion, Drug & Alcohol, Gender Equality, Workplace Discrimination and Harassment, and Mental Health and Wellbeing policies. Additionally, we enforce the Occupational Health & Safety and Whistleblower Protection policies.

LETTER FROM THE CHAIR



KIT MCMAHON **TRADESWOMEN AUSTRALIA**

Creating equity and equality in industry is challenging and rewarding work. When you do this work from a strong evidence base, with experienced and skilled teams, have support, peers and environments you can grow, adapt and continue.

This is the environment that we seek to create at Tradeswomen Australia. One that makes sure we have the right people to support our mission, that our products and services are aligned to what is needed on the ground and which keeps an eye on the wellbeing of our team.

It was with this in mind that the TWA Board decided earlier this year to adapt and evolve our strategy. We wanted to change our focus and the way we achieved our mission from one that sought to attract more women into male dominated trade industries to one that sought to address the systemic and structural barriers that prevent retention of equitable workforces in those industries.

We decided to change our offer, services and products to improve workplace culture, build capacity around workplace diversity and inclusion and the capability of organisations to retain diverse workforces. It is still important to inform women and girls about the benefits of working in male dominated trades, we need to take deliberate steps to make sure we are doing all we can to ensure workplace environments are positive and retention of skilled workers improves.

In making this decision, the Board learnt and reflected upon the regular feedback from our team, which was clear about the needs of the women currently in male dominated trades, of those hoping to be employed in male dominated trades and of the employers themselves.

In addition, we were drawing insight from some of the most significant reform and legislation we have ever seen impacting equity across Australia; the Gender Equality Act and Building Equality Policy in Victoria; the implementation of Respect at Work legislation; and OH&S model rules around gendered workplace violence; and recently the reform to the Australian Apprenticeship support system. We also took direction from the Commonwealth and State governments Skills Agreement negotiation that has centered gender equality as a key principle of VET and workforce development funding.

There is no doubt that creating workplaces for women to thrive in, where they are the minority, is challenging work. It requires long term focus and work when the work is often resourced over short-term projects. It is challenging because it requires resilience and persistence, because it requires us to change hearts and minds as well as systems and structures.

However, I am proud to say that through the pages of this 2023 Annual Report you will see Tradeswomen Australia is up to that challenge.

I want to close by thanking the Board for their most excellent service and leadership; for their professionalism, commitment and collaborative spirit. I also want to thank our incredible team who truly do deliver above and beyond and who undertake to nurture the relationships that we have, while speaking truth to power.

I know this is a privileged position and I look forward to our organisation strengthening and growing to ensure we continue to stay in it.

Kit McMahon

LETTER FROM THE CHAIR



KATE HUGHES-HALLETT **TWA COMMUNITY FOUNDATION**

2023 has continued to be a year where the long-range impacts of COVID-19 and economic pressures have been felt disproportionately by women. The work that Tradeswomen Australia Community Foundation (TWACF) and others like us is needed now, more than ever, to educate and support girls, women and non-binary people.

As mentioned by Kit McMahon, Chair of Tradeswomen Australia (TWA), part of their focus has shifted to helping build better workplaces for women to succeed, while our Community Foundation has continued to educate and support women in understanding the opportunities available to them through trade careers, particularly in male-dominated workplaces.

Roles in male dominated trades have historically been more stable and better remunerated, and it is critical that women have access to this stability and economic certainty. In supporting this, Tradeswomen Australia Community Foundation has expanded our services across Australia, delivering a number of projects, engaging with 1000's of people, and educating over 20,000 girls, women and non-binary on the opportunities available to them in male dominated trades.

Our work would not be possible without the generous support of our partners and philanthropic organisations, and so to them I give my personal thanks. Of particular note this year has been the delivery of Pathways to Trades, made possible through a grant from the Perpetual Foundation, allowing our team to begin the work needed to support women in Western Australia, and our receipt of the Melbourne Women's Fund Signature Grant, with focus on supporting women experiencing disadvantage in Victoria.

The great work done by TWA is by a small but mighty team, led this year by Janet Cribbes. I would like to give my heartfelt thanks for the work that she and the team do, often in challenging environments, whilst still living the values of TWA.

I would also like to thank Kit McMahon for her authentic values-based leadership as Chair of TWA, and the members of the Tradeswomen Australia Community Foundation board, who have been instrumental in supporting the continued growth of our organisation.

I am proud of the work we have done this year, and the impact we have had, while acknowledging that there is still work to do. Kit has spoken of the work needed to create better workplaces, and combined with our focus on education and support, we will continue to strive for our vision - An Australia where women and girls who want to can, and do, successfully work in trades. We are committed to being a part of the change we need.

Kate Hughes Hallett

LETTER FROM THE CEO



JANET CRIBBES **TRADESWOMEN AUSTRALIA GROUP**

At Tradeswomen Australia Group, we are passionate about promoting gender equality and empowering women to access, participate, and succeed in trades. We believe that every girl, woman, and non-binary should have equal opportunities to pursue their dreams and achieve financial independence.

The reach of TWAG is expanding in every state. Our largest NSW program so far, *Connecting Women to Trades*, is supported by the NSW Department of Education and our inaugural Community Foundation program in Western Australia funded through Perpetual Foundation, *Pathways to Trades*, has brought a new audience to TWA's work.

Our current project *CareersPlus* has seen significant increase in attendees at career expos to over 20,000. However, we find it is the 1,190 one-on-one conversations with TWA staff this year that offers the support that this group needs to take the next step into a trade career.

Two projects concluded this financial year; the *Workwell Workplace Diversity Project* (WDP) funded through WorkSafe and the *Workplace Diversity Project* funded by Keystone in Tasmania.

The WDP has produced some great results with a 10% increase in workplace mental health within the participating organisations. Staff turnover was reported at 12% against an industry average of 40%. The *Project* has reinforced how critical Diversity and Inclusion practices in workplaces are to addressing skills shortages which are key to the health of our economy.

Developed out of the WDP is our Workplace Readiness Program which aims to improve retention rates, particularly with apprentices who have more complex needs.

Amongst the many challenges facing our target cohort in trades is how to address the lack of wage gap subsidy for women over the age of twenty-one. Closing this gap would ensure more women could enter apprenticeships, especially those who have caring responsibilities. TWA will continue to lobby to address this key barrier for women.

I would like to thank all our partners, funders, sponsors and advisory bodies for their support and input this past year. Thanks also go to all the local learning and community organisations which have partnered with us to deliver our sessions and workshops. A huge thank you goes to Totals Tools for their significant support.

Looking to the future for women in trades, TWA maintain they are the solution to the skills shortage in the clean energy sector and I was pleased to see the Federal Government's Clean Energy Capacity Study, which explores the workforce needs for Australia's transition to a clean energy economy, will be delivered in late 2023.

TWA's ambitious goals demands a lot from our small team who are incredible at multitasking. They have delivered while keeping in mind the safe workplace values which TWA hold. Thank you to Cai Balara, Chelsea Bryans, Laura Conti, Sarah Curley, Yasara Dissanayake, Brea Dorsett, Abby Kempe, Christine Law, Alison Manton, Susan McMin, Dr Tanya Paterson, Fearghus Stewart and Nasrine Yousouff for their great work and positive contribution over the past year. My thanks also go to the TWA and TWACF boards for their support, guidance, and generosity throughout the year.

Janet Cribbes

HIGHLIGHTS IN FY2023

In FY2023 Tradeswomen Australia Group was active across Australia large scale programs running in Tasmania, Victoria, New South Wales, Western Australia and Northern Territory. We celebrated our growth over the last 12 months



Above: In Launceston we thanked our Tasmanian partners Keystone and Mas National at an event attended by our gracious Patron, Susan Alberti AC (centre).



Above: Mas National partnered with us to deliver hands-on workshops to girls in schools.

at our first big event and released the Workplace Diversity Project evaluation. We continued to promote trades to girls, women and non-binary as a career to a growing audience and inform employers about diversity and inclusion.



Above: At The Trades Fit expo, Melbourne, we saw over 3,000 girls over 2 days explore careers in trades and STEM.

1190 Number of girls, women and non-binary engaged at career events in Victoria

182 Candidates for Victorian apprenticeships

18 Employers in Tasmania signed up to the Workplace Diversity Project (WDP)

200 Workers in Tasmania estimated to receive the WDP training

HIGHLIGHTS IN FY2023

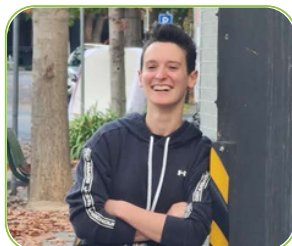
115 Careers events attended
20,578 Attendees at careers events



Apprenticeship Engagement Officer, Nasrine Yousouff talks to girls about trades at one of 115 careers events attended by the Careers Plus team.

104

TWACF
Scholarship
Applicants



The Tradeswomen Australia Community Foundation received 104 scholarship applications from apprentice tradeswomen in FY2023. Pictured are five of the six winners who received \$2,000 each to help with the cost of completing their qualification including transportation, childcare and groceries.

1 Big Event: Tradeswomen Australia Celebrates!



(l-r) Kit McMahon (TWA Chair), Courtney Prince (Porsche Driver), Susan Alberti (TWA Patron), Janet Cribbes (TWA CEO), and Giles Hunter (Porsche Centre Melbourne).



Kate Hughes Hallett (TWACF Chair) and Jane Sydenham-Clarke (past TWA Chair)



(Clockwise from top left) Some of the TWA team, unique blue Porsches, the automotive technician from Porsche Centre Melbourne and a racing Porsche.

THEORY OF CHANGE



VISION

An Australia where women and girls who want to can, and do, successfully 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



Build productive relationships with government and employers to increase women's access to, recruitment into and retention in non-traditional trades



Inspiring women and girls to consider a career in non-traditional trades by providing support, education, mentoring and opportunities in diverse settings



In partnership with lived experience, advocate to increase women's access and retention in non-traditional trades



Build the evidence base on the barriers to women's employment in non-traditional trades



Undertake culture change in workplaces where women are under-represented

WE PRODUCE THESE OUTPUTS



Decision makers support and fund more programs to increase gender equity in non-traditional trades



Increased number of women and girls applying for jobs in non-traditional trades



More women are recruited into non-traditional trades



Women are retained in non-traditional trades and a pipeline of women as leaders in non-traditional trades is created



Workplace settings and cultures within Australian trades are supportive of gender equality and are safe

TO CREATE THESE IMPACTS



More women and girls can and do participate in non-traditional trades



Reduction of unplanned absenteeism in workplaces



Improved health and wellbeing in workplaces, resulting in increased retention



Improved efficiencies and productivity



Improved workplace culture and safety

To create an Australia where every woman who wants to work in a non-traditional trade can do so in a safe and enjoyable workplace

STRATEGIC PLAN



VISION

An Australia where women and girls who want to can, and do, successfully 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.

OUR VALUES



Respect



Integrity



Equality



Courage



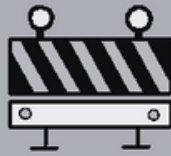
Relationship

GOALS



1

Engage community to generate awareness for trade options for girls and women



2

Reduce barriers for girls and women to access trade careers



3

Support employers to create thriving, inclusive, productive workplace environments



4

Support women and their wellbeing so that they can have lifelong careers in trades



5

Create an organisation that is efficient and effective and grows sustainably

PERFORMANCE INDICATORS



Community accept the value of women and girls in non-traditional trades



Employers and decision makers know the value and pathways for women and girls to have jobs and careers in trades
AND
Increased levels of women and girls employed in non-traditional trades



Workplaces show evidence of increased levels of intersectional gender diversity in their workforces



Increase in workplace health and safety in trade workplaces
AND
Women in trades demonstrate increased levels of wellbeing
AND
Women retained in trades after commencing apprenticeship



Sustainable organisational growth while ensuring Team wellbeing

KEY STRATEGIC PERFORMANCE INDICATORS 30 JUNE 2025

Benchmark +10% (TWAG projects) community attitude accepting women and girls in non-traditional trades

Benchmark +10% (TWAG projects) for girls and women's employment into trade careers

Benchmark +10% (TWAG projects) gender diversity

Benchmark +10% (TWAG projects) workplace health and safety, wellbeing and retention rate for tradeswomen

For every \$1 spent
>80c Program and
<20c Operations
20%+ pa revenue
50%+ pa participants
FTE pa growth
\$150k supports core
Team wellbeing
benchmark +10%

PROJECTS AND PARTNERS

WORKPLACE DIVERSITY PROJECT

SUMMARY

The Workplace Diversity Project (WDP) was completed in January 2023 and the evaluation delivered to the Workwell Mental Health Improvement Fund. The project was delivered to automotive organisations in Victoria to prevent mental injuries and improve mental health and well-being for frontline workers through diversity and inclusion initiatives.

PURPOSE

Critical barriers to improving mental health and wellbeing through diversity and inclusion include current industry stakeholder perceptions, lack of understanding of work-related factors and a deeply embedded culture of poor behaviour and biases. The WDP Project provided direction to the participants with prevention-orientated, long-term change strategies designed to improve mental health and wellbeing through diversity and inclusion.

ACTIVITIES

The Project provided comprehensive solutions for participating partner organisations. Tradeswomen Australia (TWA) provided industry stakeholders with training solutions for barriers identified during a workplace culture review. TWA reviewed partners' organisational frameworks and collaborated to improve diversity and inclusion. Once structural changes were in place, the workplace leaders were provided with tools, mentoring and training to become diversity and inclusion champions. Leaders undertook regular meetings/sessions with their teams to pass on learnings and empower staff to participate in long-term cultural and inclusion changes.

PROJECT DESIGN



PROJECTS AND PARTNERS

WORKPLACE DIVERSITY PROJECT HIGHLIGHTS

Out of the workplace Diversity Project TWA has developed the Workplace Readiness Program in direct response to the Victorian Governments Building Equality Policy and the compulsory Gender Equity Action Plan. Other highlights include

168



Workplaces participated

111



Industry leaders engaged

1183



People directly participated

100



Project partners including government and academic

4000



People connected

10%



Improvement in workplace mental health



Increase in women placed in trades

12% vs 40%



Participating organisations reported 12% turnover compared to the industry average of 40%

“

Increasing the diversity within a workplace has been shown to increase productivity, decrease preventable injury, increase the mental health and well-being of staff, and increase retention. Good mental health supports people to thrive in their life, work, and relationships with others.

WorkWell Workplace Diversity Evaluation, 2023

”

PROJECTS AND PARTNERS

CAREERSPLUS PROGRAM

SUMMARY

Tradeswomen CareersPlus Project supports women to participate in non-traditional trades, address gender inequity in trade roles, as well as promote, recruit and retain women in trade careers. The program is supported by Apprenticeships Victoria.

PURPOSE

CareersPlus is a new approach to addressing a multigenerational problem. Women have the skills, capability, and availability to contribute to the trades industry, yet they comprise only 2% of that workforce.

ACTIVITIES

Tradeswomen CareersPlus includes:

- a specialised strategy to raise awareness of trades careers for women
- tailored online introductory and orientation materials to help women decide to follow a trades career
- a network of tradeswomen providing introductions and peer support
- access to a network of pre-qualified employers ready to employ tradeswomen, in entry-level, apprenticeship, or established roles
- connections in community organisations and untapped communities
- an integrated network of trainers, GTOs, employment service providers, and others
- ongoing peer support, mentoring, resilience and retention activities

PROJECT DESIGN



Tammy from TTS Electrics and Lucy from Barwon Asset Solutions were just two of the tradeswomen who appeared in our Careers Plus Augmented Reality 360 degree film.

PROJECTS AND PARTNERS

CAREERSPLUS PROGRAM

PROGRAM RESULTS

Penny and Sofia are two of the women who have been placed in an apprenticeship with CAB Plumbing with the support of the CareersPlus program.

Penny was working in warehousing but always had a passion for plumbing, learning what she could from YouTube with mixed results. Now a second-year apprentice plumber, Penny is thriving in her new career.

“Believe in yourself, never give up chasing your dreams, keep learning and growing your skillset and knowledge by learning from the expertise of the team/company. Most importantly, finding support from the community groups, such as Tradeswomen Australia, to get new ideas to the women who are working in the field.”

Sofia was started a plumbing apprenticeship with CAB Plumbing recently and just a few months in, knows she made the right decision.







“I had been looking for an apprenticeship for about 6 months. I knew school wasn’t for me and I did not see myself as a hairdresser or in a salon. I always saw myself on a site and so I left school at the beginning of my final year and wanted to get into looking for an apprenticeship. (In 2023)... it seems like there is a lot of support because it’s a new thing (to see women in trades) I thought it was the right time.”



Top: Penny, apprentice plumber. Above: Sofia, apprentice plumber

PROJECTS & PARTNERS

A wide range of industry partners, employers, government departments, trade organisations and generous donors supported the Tradeswomen Australia Group to create positive change in creating awareness, building advocacy and improving recruitment and retention of women in trades throughout the financial year. Here are just some the additional projects TWAG undertook in FY2023.

STRATEGIC GOAL	ACTIVITY	SUPPORTERS
ENGAGE COMMUNITY	<p>Partnership with North Melbourne Football Club on their Freestyle program under the auspice of AFLW. TWA Mentoring program and workplace policy and worksite review offered to participants and sponsors.</p> <p>Project to engage women in disadvantaged Melbourne LGA's to engage with information sessions and Remade for Trades workshops. Workshops delivered in Western Australia to inform and encourage women and indigenous to consider a career in trades.</p>	 
INTEGRITY OF PROGRAMS	<p>Ongoing evaluation of CareersPlus program by Charles Sturt University. External evaluation of MWF and Bennelong Foundation projects pending</p>	
SUPPORT EMPLOYERS TO CREATE DIVERSE AND INCLUSIVE WORK PLACES	<p>Delivery of online Unconscious Biases workshops to the solar energy industry in Victoria. Also, delivery of "Careers in Solar" online conversation series.</p> <p>In North-West Tasmania 18 employers have signed up to the TWA Workplace Diversity Program which will reach 200 employees.</p>	
SUSTAINABLE GROWTH OF SERVICES	<p>Revenue generated from Workplace Readiness Program included workplace audits and recommendations for best practice in gender equity. These programs contributed to the sustainable growth of services.</p>	
REDUCING BARRIERS FOR WOMEN INTO TRADES	<p>Research conducted by TWA into the barriers for women in CALD communities from entering trade careers.</p>	

FY2023 STATEMENTS

CONTENTS

Tradeswomen Australia Foundation Ltd ABN: 42 626 145 355

Statement of Profit or Loss and Other Comprehensive Income

Tradeswomen Australia Community Foundation ABN 16 640 289 096

Statement of Profit or Loss and Other Comprehensive Income

For the full financial statements please send a request to info@twaus.com.au

Tradeswomen Australia Foundation Ltd

ABN: 42 626 145 355

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2023

	Note	2023 \$	2022 \$
Revenue			
Workshops, recruitment and sponsorship income		103,509	95,900
Grants	4	580,292	683,016
Other income		20	182
Interest income		278	326
Total revenue		684,099	779,424
Expenses			
Project consultants		(55,704)	(14,502)
Project expenses		(528,159)	(664,044)
Event expenses		(18,836)	-
Depreciation & amortisation		(130)	(29,905)
Advertising & marketing		(1,237)	(1,780)
Other expenses		(8,348)	(11,287)
Contractors		(10,174)	(19,711)
Professional fees		(15,529)	(6,482)
Audit fees		(1,000)	(4,500)
IT expenses		(236)	(844)
Motor vehicles		-	(6)
Foundation people costs		(75,294)	(55,539)
Occupancy costs		(1,411)	-
Travel & accomodation		(4,735)	(136)
Total expenses		(720,793)	(808,736)
Profit/(loss) for the year		(36,694)	(29,312)
Other comprehensive income			
Other comprehensive income		-	-
Total comprehensive income for the year		(36,694)	(29,312)

The accompanying notes form part of these financial statements.

Tradeswomen Australia Foundation Ltd

ABN: 42 626 145 355

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2023

Notes to the Financial Statements For the Year Ended 30 June 2023

4 Grants

	2023	2022
	\$	\$
- Workwell	66,500	310,722
- Careers Plus	362,552	292,192
- Keystone D&I	26,114	8,500
- Keystone App	27,125	7,875
- DCTAS	87,474	63,727
- NSW Government	10,527	-
	580,292	683,016

The accompanying notes form part of these financial statements.

**LEAD AUDITOR'S INDEPENDENCE DECLARATION
UNDER SUBDIVISION 60-C OF THE
AUSTRALIAN CHARITIES AND NOT-FOR-PROFIT COMMISSION ACT 2012**

To the Directors of Tradeswomen Australia Foundation Limited ('the Company'):

I declare that, to the best of my knowledge and belief, in relation to the audit for the year ended 30 June 2023 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-For-Profit Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

LDAssurance
Chartered Accountants



Stephen O'Kane
Partner

Dated this 24th day of October 2023.
At 330 Collins Street, Melbourne.

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2023

	Note	2023 \$	2022 \$
Revenue			
Grants	3	124,729	61,922
Corporate program funding		19,941	19,091
Workshop income		-	30,000
Government and philanthropic contributions		-	71,000
Interest income		16	10
Donations		21,656	5,540
Total revenue		166,342	187,563
Expenses			
Contractors		(48,451)	(4,553)
Project costs		(86,036)	(151,415)
Consultancy fees		(1,173)	-
Other expenses		(12,300)	(5,201)
Scholarship expense		(4,500)	-
Accounting fees		(1,296)	(4,269)
Audit fees		(1,500)	(3,500)
Employee costs		(5,565)	(37,695)
Total expenses		(160,821)	(206,633)
		-	-
Profit/(loss) for the year		5,521	(19,070)
Other comprehensive income			
Other comprehensive income		-	-
Total comprehensive income for the year		5,521	(19,070)

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2023

Notes to the Financial Statements
For the Year Ended 30 June 2023

3 Grants

	2023	2022
	\$	\$
- DCTAS	11,655	24,192
- HMS Trust	26,270	15,730
- RFT - PERP	81,804	12,000
- WGN Fund	5,000	-
- Women Pathways into Trade	-	10,000
Total Revenue	124,729	61,922

**LEAD AUDITOR'S INDEPENDENCE DECLARATION
UNDER SUBDIVISION 60-C OF THE
AUSTRALIAN CHARITIES AND NOT-FOR-PROFIT COMMISSION ACT 2012**

To the Directors of Tradeswomen Australia Community Foundation Limited ('the Company'):

I declare that, to the best of my knowledge and belief, in relation to the audit for the year ended 30 June 2023 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-For-Profit Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

LDAssurance
Chartered Accountants



Stephen O'Kane
Partner

Dated this 24th day of October 2023.
At 330 Collins Street, Melbourne.