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**WOMEN
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AND YOU CAN TOO**

**GARDENER
SAFA**

TRADESWOMEN AUSTRALIA GROUP

ANNUAL REPORT 2024

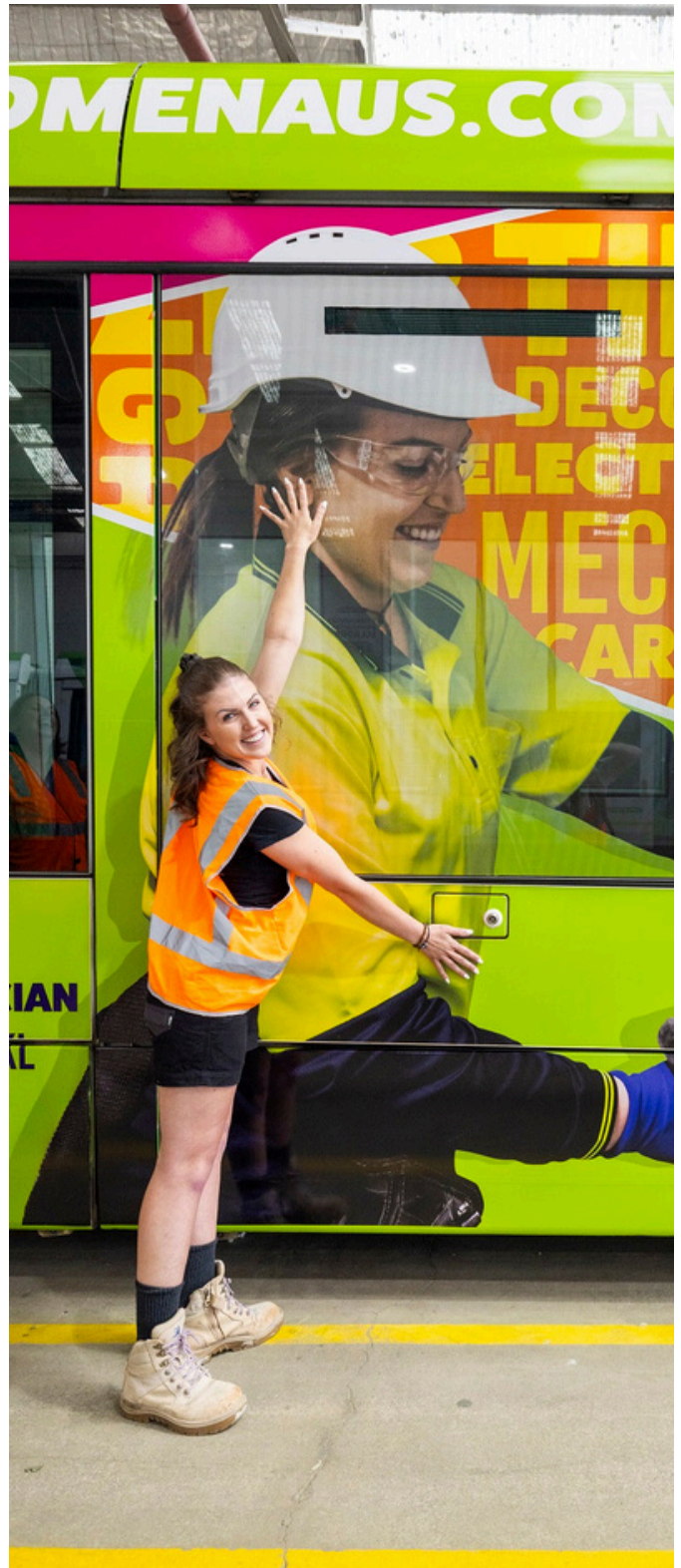
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Acknowledgement of Country

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.

MISSION AND VISION

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



Respect

We value all people and their intersectional diversity.



Integrity

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



Equality

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



Courage

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



Relationship

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

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.



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 started a networking group for women in trades and Tradeswomen Australia (TWA) was born.

TWA GROUP BOARD AND CEO



Kit McMahon
TWA Chair



Kate Hughes Hallett
TWACF Chair



Radmila Desic AM
Board Member



Amy Wells
Board Member



Ruth Palmer
Board Member



Charmaine Chalmers
Board Member



Richard Dent OAM
Board Member



Clea Smith
CEO TWA Group

LETTER FROM THE CHAIRS



KIT MCMAHON

**TRADESWOMEN
AUSTRALIA**

The past 12 months have been a period of progress and reflection for the women in trades ecosystem in Australia. As we review our achievements, it's clear that mission-driven, not-for-profit organisations like Tradeswomen Australia Group play a crucial role in addressing the deep-rooted inequities within male-dominated trades.

Our work is grounded in the lived experiences of women in trades—their stories, challenges, and triumphs. These personal accounts shape our advocacy and programs. The barriers women face, from unsupportive workplace cultures to financial struggles during apprenticeships, are systemic. At Tradeswomen Australia, we aim to break down these barriers, informed by the insights of women working in these environments. By centring their experiences, we are not only addressing gender inequity but reshaping industries and creating real opportunities for women to succeed in trades.

The importance of organisations like ours cannot be overstated. We are driving change, not only by increasing the participation of women in trades but by fostering a shift in workplace cultures. Through programs such as CareersPlus and Remade for Trades our initiatives go beyond raising awareness; they provide vital mentorship and practical support to help women navigate male-dominated industries.

Yet, our focus is not just on opening doors. We are committed to ensuring that once women enter trades, they can stay and thrive. Retention remains a major challenge, with structural barriers still limiting women's long-term success. The Workplace Diversity Project has shown that fostering inclusive cultures can significantly improve retention and mental health, but there is more work ahead.



KATE HUGHES HALLETT

**TRADESWOMEN
AUSTRALIA
COMMUNITY
FOUNDATION**

This progress is the result of collaboration. We warmly welcome the deepening relationships between organisations like ours and our partners across the sector. As demand for our expertise and resources grows, it's clear that all stakeholders—industry, government, and community—must work together to drive the systemic reforms necessary for true gender equity. Our work, emerging from women's lived experiences, is more critical than ever as we collectively tackle the inequities in male-dominated trades.

Looking forward, our journey is far from over. The progress made must be sustained, and further investment in women's success in trades is essential. We remain committed to building a future where trades are truly inclusive, and where women are recognised as integral to the industry's growth.

In closing, we extend our deepest thanks to all the staff and team at Tradeswomen Australia for their passion and commitment. Your tireless work has been instrumental in driving our mission forward. We also want to recognise the outstanding leadership of Clea Smith, our current CEO, and Janet Cribbes, our outgoing CEO. Their vision and dedication have been vital in leading both strategic and practical change within our small organisation. Their ability to guide this work, while ensuring our services remain essential to the sector's future in a dynamic economy, is a testament to their leadership. We also express our gratitude to our partners, stakeholders, and the incredible tradeswomen who continue to inspire us every day. Together, we are creating lasting change.

Kit McMahon

Kate Hughes Hallett

LETTER FROM THE CEO



CLEA SMITH

At Tradeswomen Australia we are passionate about promoting gender equity and empowering women to access and succeed in trades. We reached over 45,000 people this year and every project, partnership, event and advocacy message we delivered was aimed at moving the dial on female representation.

We continued our reach across Australia, launching a number of new projects and partnerships welcoming the Bennelong Foundation (3yrs), MAS National (2yrs), NSW Dept. of Education, Yarra Trams, Total Tools, DEWR, Sisters of Charity and Lord Mayor's Charitable Foundation.

We had four significant multi-year projects conclude with impressive outcomes and impact; the *Workplace Diversity Project* funded by the Tasmanian Government and the *CareersPlus Program* funded by Apprenticeships Victoria, *Connecting Women to Trades* supported by the NSW Dept. of Education and *Pathways to Trades* supported by the Perpetual Foundation.

As we move forward, our projects and partnerships will continue to focus on driving systemic cultural change within industry, building diverse workforces, and ensuring that every woman or gender diverse individual has the opportunity to succeed in a supportive, safe, and equitable environment.

Thankyou to the Tradeswomen Australia team for their passion, compassion and expertise. And thankyou Janet Cribbes for your wonderful leadership in 2023.

Clea Smith

THE TEAM

Janet Cribbes
CEO until Dec 2023



Susan McMinn
Executive Assistant to the CEO



Dr Tanya Paterson
Workplace Diversity Officer



**Nasrine Youssouf
Fearghus Stewart**
*Apprenticeship
Engagement Officers*



Sarah Curley
Program Manager



Abby Kempe
*Major Projects &
Partnerships Manager*



Alison Manton
*Communications & Marketing
Officer*



FY2024 AT A GLANCE

Our programs have Australia wide reach



41,735

Industry representatives reached



13,662

Girls, women and non-binary engaged about careers in trades



10,485

Social media followers



1,000+

Entries for 2024 Tradeswomen of the Year



17

Funding partners support the delivery of our programs



52

Traineeships, Apprenticeships and jobs secured



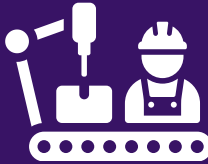
8

Scholarships for apprentices and future tradeswomen



783

Trade Workshop participants



36

Workplaces supported to be more inclusive



35

Trade workshops



107%

Increase in visitors to the TWA website

PROJECTS AND PARTNERS

WORKPLACE DIVERSITY PROGRAM AND REMADE FOR TRADES

Supported by



PURPOSE

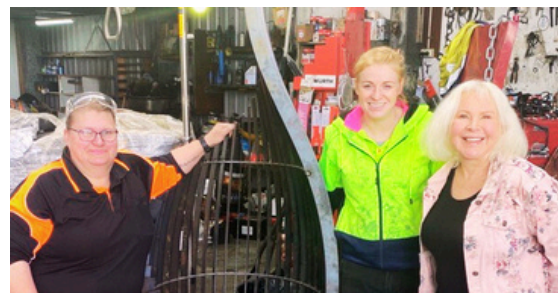
With funding from Tasmania Communities and Tasmania Department for Premier and Cabinet TWA conducted both the Remade for Trades Program and the Workplace Diversity Project in Northwest Tasmania across 2022 and 2023.

The Workplace Diversity Project supported employers to employ more women into trades by undertaking a cultural change program more diverse and inclusive workplace culture that fosters innovation, productivity, and respect.

The Remade for Trades program focused on supporting women in vulnerable and disadvantaged circumstances to create a pathway into a trades careers, providing financial independence.

ACTIVITIES

- Remade for Trade Workshops (2 days)
- Next Step Workshops (5 days)
- bystander action workshops
- diversity and inclusion modules for managers and supervisors
- linking employers, community and educational partners for permanent systemic change, and
- attendance at festivals, fairs, expos breakfasts, dinners and conferences.



Tanya Balfour (left) did Remade for Trades and is now a welder at Wiggies Radiators, Mechanics and Welding owned by Laicey Kelly (centre). Dr Tanya Paterson (right) delivers the Workplace Diversity program in Tasmania

1320

Future Tradeswomen reached

10

2-day & 5-day Workshops

120

Workshop participants

13

Work Experience and Apprenticeships secured

8

Big awareness events

31

Employers

155+

Employees trained

1,080+

Program connections

Project ran over FY 22, 23 and 24



Janet Cribbes, Susan Alberti and Dr Tanya Paterson joined by tradeswomen at Jill of All Trades Breakfast (2023)

PROJECTS AND PARTNERS

CONNECTING WOMEN TO TRADES



Supported by

PURPOSE

The Connecting Women to Trades project built networks between industry, employers and women across from Jan 2023 to Mar 2024. The program supported young women and non-binary school-leavers into employment opportunities in construction by boosting awareness, providing training, connecting them to employers and providing mentor support.

The program was supported by Training Services NSW under the Trade Pathways Program reached Sydney, Blue Mountains, Hunter & Central, North and Mid North Coast areas.

ACTIVITIES

- workshops, collaborative information days, career expos and communication campaigns.
- Jobs Board hosting to provide roles from qualified employers.
- recruitment and training of experienced tradeswomen as mentors
- establishment of a peer support circle and post-placement mentor program
- facilitation of diversity & inclusion workshops and organisation coaching and support.



12	Workshops and Events
179	Workshop attendees
76	Work Taster/ Placements
48	Job Readiness Training participants
5	Apprenticeships
4	Fully employed participants
2	Scholarships
15	Partner Organisations
1349	Future Tradeswomen

Project ran over FY 23 and 24



Workshop participants building tiny homes and creating peer support networks. (left and above).

PROJECTS AND PARTNERS

CAREERSPLUS PROGRAM

Supported by



PURPOSE

Tradeswomen CareersPlus Project ran from 2021 to late 2023 and supported girls, women and non-binary to participate in non-traditional trades, addressed gender inequity in trade roles, as well as promoted, recruited and retained these apprentices in trade careers. The program was supported by Apprenticeships Victoria.

CareersPlus was a new approach, using virtual reality and 360 degree wrap around candidate support, 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:

- raised awareness of trades careers for girls, women and non-binary.
- developed tailored materials, included VR, to help women decide to follow a trades career.
- created a network of tradeswomen for peer support.
- gave candidates access to pre-qualified employers ready to employ in entry-level, apprenticeship, or established roles.
- connected with in community organisations and untapped communities.
- had an integrated network of trainers, GTOs and employment service providers, and
- offered ongoing peer support, mentoring, resilience and retention activities.

21,714

School students, teachers, careers counsellors

13,800

Visitors to the Virtual Trade Cafe

247

Take up of VR components

119

Trades jobs on portal

198

Key stakeholder partnerships

167

Interactive career presentations

30

Women placed in apprenticeships/trainee ships/ work experience

85

Qualified employers registered

19

Mentor/mentee relationships created

Project ran over FY 22, 23 and 24



Remade for Trades workshop participants learn to use power tools safely.

PROJECTS AND PARTNERS

LIVED EXPERIENCE IS AT THE HEART OF POLICY CHANGE



Supported by
Australian Government
Department of Employment and Workplace Relations

Tradeswomen Australia delivered key supporting research to the Federal **Department of Employment and Workplace Relations** as it conducts the Australian Apprenticeships Incentive System Strategic Review.

We asked 75 women in trades about their workplace experience and made recommendations to DEWR on how to attract and retain more women in trades.

We found there was:

- low exposure to trades as a career option for women
- low level of support from careers counsellors and schools
- experience of gender impacting the apprentice's ability to participate in their career
- over one in three apprentices experiencing poor workplace behaviour, and
- apprentice wages not keeping up with the cost of pursuing a trade career making tools, Personal Protective Equipment, TAFE and petrol often unaffordable.

72% No exposure to trades as a possible career path

83% Agreed that their gender impacted their participation in their apprenticeship

62% No female trainers

35% Experienced poor workplace behaviour

89% Are experiencing cost of living pressures

“I had sexist careers advisors in school and was offered no support or info in school. I found out on my own with Mum’s help.”

“Constantly bullied and discriminated against. Employer refused to takes any action against perpetrators.”



“I do not regret doing my apprenticeship, but there is no doubt that it was harrowing at times. I often question whether I could have longevity, not because of the work but the environment and culture.”

“It’s hard!... living off apprentice wages is definitely not enough.”

PROJECTS AND PARTNERS

Supported by



Sisters of Charity
Foundation

APPRENTICE SCHOLARSHIPS 2024

SUMMARY

Tradeswomen apprentices, like many of us, are struggling with the cost of living. The generosity from donors like the **Sisters of Charity Foundation**, meant six current and two future tradeswomen received a financial boost to help with their work expenses.

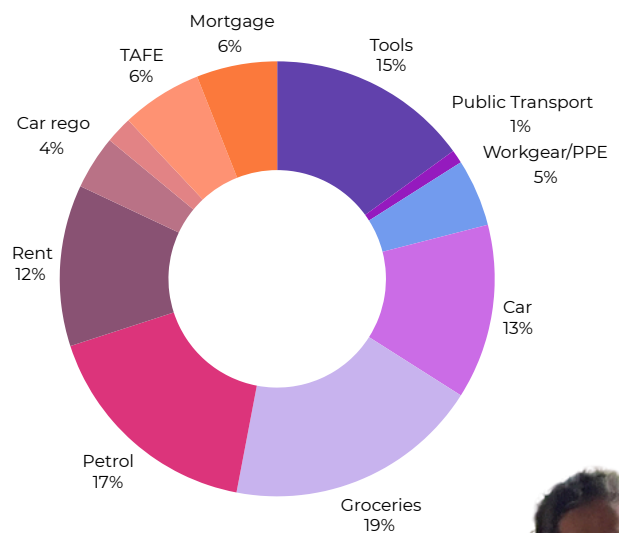
PURPOSE

Women working towards their trade qualification cite apprentice wages as a key reason for non-completion. With most apprentices being paid below the minimum wage (*FairWork Ombudsman, 2024*). TWA Community Foundation Scholarships provide \$2000 for Apprentices and \$500 for pre-apprenticeship training. These funds provided essential cost of living support such as petrol, TAFE fees, trade tools as well as rents, mortgages and food.

86 Scholarship applicants

8 Scholarships winners

What costs do tradeswomen apprentices struggle to pay in the current cost-of-living crisis? - Survey results from Scholarship applicants



“I love my trade and want to be able to become qualified. But costs are making it a struggle.”

Meet some of our 2024 Scholarship recipients: left to right Jaimee, (plumbing), Nicole, (engineering - mechanical), Lan Anh Tran (electrotrical), Kasey, (electrotechnology), Sharkira (all and ceiling lining), Merin (carpentry)



PROJECTS AND PARTNERS

FUTURE PATHWAYS INTO TRADES

Supported by
**Bennelong
Foundation.**

PURPOSE

This year we welcomed the support of the **Bennelong Foundation.**

The partnership will continue through to 2026 working with schools in the socio-economically disadvantaged communities of Brimbank, Melton and Dandenong to support young women to explore trade options, experience trade environments, meet trade employers and better understand their training and employment options now and in the future.

ACTIVITIES

First year highlights include

- Information and trades taster workshops reaching 162 school aged women from a wide array of CaLD backgrounds.
- Improving the confidence and knowledge of young women, opening up new futures.

We thank project partners IntoWork Australia, Headstart, AGA and participating schools for their collaboration and commitment.

TWA team Sarah Curley and Clea Smith meet Bennelong Foundation CEO Laura Cochrane (far right) and Grants Manager Liem Nyguyen (far left) and fellow grant recipients from Koorie Academy.



162

School aged trade taster attendees

3

Socio-economically disadvantaged communities

28

Industry and community partners



Qualified Gardener Safa, (above) and TWA Community partnership Manager Sarah Curley (below) build the knowledge and confidence of women and girls to pursue a career in trades.



PROJECTS AND PARTNERS

PATHWAYS INTO TRADES



Supported by

PURPOSE

We welcomed the support of the **Melbourne Women's Fund** to support women from vulnerable and disadvantaged backgrounds in Dandenong, Brimbank and Banyule LGA's facing intersectional barriers to gaining employment.

ACTIVITIES

The Remade for Trade program:

- ran 11 information sessions and workshops to connect women to apprenticeships, traineeships and employment in trades
- built confidence in participants to pursue career pathways in blue collar industries using hands-on activities, resilience and job readiness training
- included hands-on workshops aimed to grow participant's understanding, skills, and confidence in basic trades skills to enable them to enter work placement and entry level positions, and
- provided Mentoring and peer group support opportunities.

We thank project partners AGA, Kowanj, Wellsprings and CLC and participating schools for their collaboration and commitment.

4228 Future Tradeswomen reached

11 Workshops

228 Workshop participants

Increasing awareness and changing attitudes:

% Change

I know what my next step is in securing local employment **276%**

I know how to apply for a career in the trades industry **232%**

Men are more suited to trade jobs than women **-74%**



Remade for Trade participants learn from a qualified tradeswomen and get hands on trade skills in Remade for Trades workshops (left and above)

PROJECTS AND PARTNERS

SUPPORTING TRADESWOMEN

Supported by



This year we have welcomed the support of **Total Tools**

“At Total Tools we believe strongly in equity and supporting women in trades so we have partnered with Tradeswomen Australia to support their important workshops and programs.

By partnering with TWA, we hope to create a more diverse and inclusive industry that reflects the changing face of the Australian workforce.

Together we aim to empower women in the trades and provide them with the support and resources they need to succeed in their chosen career paths.”

Events at Total Tools stores were designed to encourage girls and women to find out more about a career in trades.



The Total Tools and Tradeswomen Australia **Tradeswomen of the Year** winner was chosen from over 1,000 entries. Talitha Watt is an apprentice with ADCO Construction

Talitha Watt, (above and below) Total Tools and Tradeswomen Australia Tradeswomen of the Year works as an apprentice carpenter with ADCO.

TWA Apprenticeship Engagement Officer Nasrine Yousouff (left) engages a school aged girl and her dad.



PROJECTS AND PARTNERS

FUNDING PARTNERS AND CLIENTS



COMMUNITY AND EDUCATION COLLABORATORS



ADVOCACY AND AWARENESS

INSPIRING FUTURE TRADESWOMEN



Supported by



This year Tradeswomen Australia were selected for the **Yarra Trams Community Partnership Program**. We used images of real tradeswomen - Safa, Jennah and KL, on a Yarra Tram in Melbourne for three months to showcase women and girls career options in the trades. The partnership resulted in 9,200 additional website visitors and a 26% increase in enquiries from future tradeswomen.



Kit McMahon (second from the left), Chair of TWAG was a panellist at the National Roads and Traffic Expo discussing *Retention of Women in the Construction Industry* with NAWIC, Transport NSW, Mirvac and John Holland.



13,600+ Students reached at Career Expos

10,400+ Social media followers

5 Big Industry Events

The team also attended many career expos and big industry events including **Trade & Tech Fit (VIC)**, **Sydney Build 2024 (NSW)**, **The Landscape Show (VIC)**, **National Roads and Traffic Expo (NSW)**, **Women in Male Dominated Occupations and Industries Summit (QLD)**.



On the Diversity, Inclusion & Reconciliation stage at Sydney Build 2024 Abby Kempe from TWA joined other panellists from Lend Lease, BuildCorp and Turner & Townsend to discuss *Leaders Driving Diversity & Change across the Industry*.



Clea Smith and qualified Gardiner Safa (left) and Nasrine Yousouff (above) raising awareness at Trade and Tech Fit Melbourne.

ADVOCACY AND AWARENESS

GOVERNMENT ADVOCACY AND BIG CONVERSATIONS

Tradeswomen Australia advocated for systemic change for women working in trades through submissions and participation in government round table events and reviews.

Here's a snapshot of how we have elevated the voices of female tradeswomen:

- Supporting Women to Achieve VET-Based Careers Roundtable - DEWR.
- Australian Apprenticeship Incentive System Review - DEWR (collaboration with NAWIC, EWIT, WAVE, and our Founder, Fiona McDonald).
- Women in Manufacturing Strategy Roundtable - Minister for Women Natalie Hutchins (Vic).
- National Code of Good Practice for Australian Apprenticeships - DEWR.
- BuildSkills Round table.
- ICN Building Equality Policy Gender Pay Gap Webinar Panelist.
- Women in Industry Awards 2024 Judge.
- Driving Women's Participation Industry Forum Minister Hildyard (SA).
- International Women's Day events with The Christie Centre Mildura and Yarra Trams.
- National Council of Women Australia panel hosted by Her Excellency Mrs Linda Hurley.
- Meeting with MP's Josh Burns, Zoe Daniels and Assistant Minister for Competition, Charities, Treasury and Employment, Dr Andrew Leigh.

Images from National Council of Women Australia, International Women's Day event at Yarra Trams and Service Stream procurement event.

11

System changing submissions/events



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



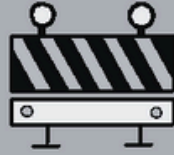
Relationship

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%

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



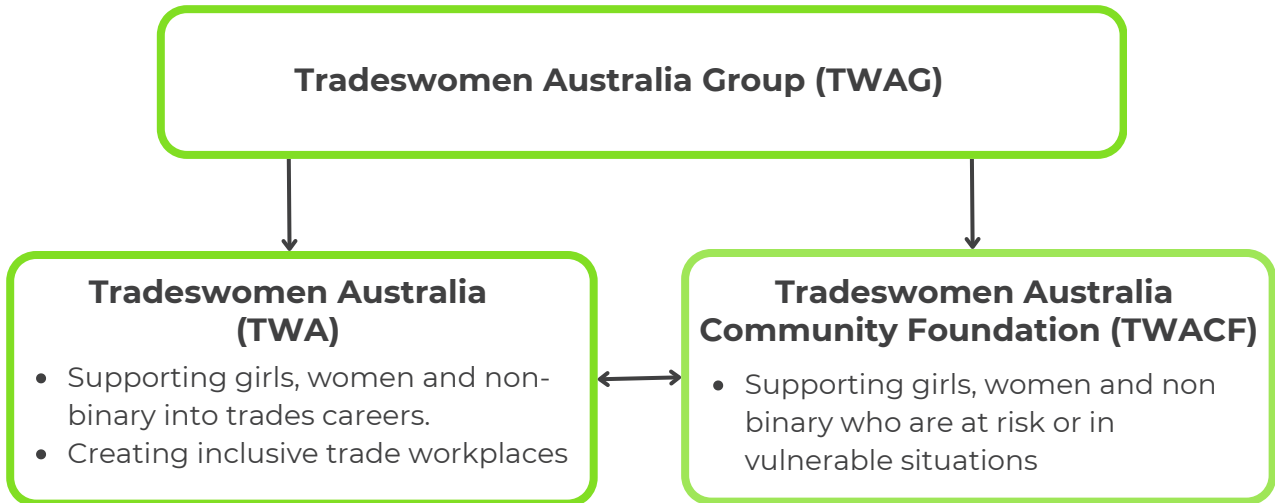
Improved efficiencies and productivity



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

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 TWAG Board appoints the TWACF Chair, whom sits on the TWAG Board. TWA is a not-for-profit entity and certified Social Enterprise. TWACF is a not-for-profit deductible gift-recipient charity.

FY2024 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 2024

	Note	2024 \$	2023 \$
Revenue			
Workshops, recruitment and sponsorship income		51,227	103,509
Grants	4	434,716	580,292
Other income		40	20
Interest income		97	278
Total revenue		486,080	684,099
Raw materials and consumables used			
Project consultants		(24,820)	(55,703)
Project expenses		(405,496)	(528,159)
Event expenses		(35)	(18,836)
Depreciation & amortisation		(33)	(130)
Advertising & marketing		(13,298)	(1,237)
Other expenses		(33,833)	(8,349)
Contractors		(14,096)	(10,174)
Professional fees		(14,551)	(15,529)
Audit fees		-	(1,000)
IT expenses		(518)	(236)
Bad debt		(25,000)	-
Foundation people costs		(19,850)	(75,294)
Occupancy costs		(9,777)	(1,411)
Travel & accommodation		(4,185)	(4,735)
Total expenses		(565,492)	(720,793)
Loss for the year		(79,412)	(36,694)
Other comprehensive income			
Other comprehensive income		-	-
Total comprehensive income for the year		(79,412)	(36,694)

Notes to the Financial Statements for the Year Ended 30 June 2024

4 Grants

	2024 \$	2023 \$
- Workwell	-	66,500
- Careers Plus	125,210	362,552
- Keystone D&I	15,386	26,114
- Keystone App	-	27,125
- DCTAS	48,799	87,474
- NSW Government	229,473	10,527
- Australian Government Department of Employment and Workplace Relations	8,909	-
- Other Government funding	6,939	-
	434,716	580,292

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

FY2024 FINANCIAL STATEMENTS

Tradeswomen Australia Community Foundation

ABN 16 640 289 096

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2024

	Note	2024 \$	2023 \$
Revenue			
Grants	3	-	124,729
Government Funding	3	54,980	-
Corporate program funding		-	19,941
Workshop income		1,000	-
Philanthropic contributions	3	156,695	-
Interest income		14	16
Donations		19,105	21,656
Total revenue		231,794	166,342
Expenses			
Contractors		(13,710)	(48,451)
Project costs		(118,540)	(86,036)
Consultancy fees		-	(1,173)
Other expenses		(7,903)	(12,300)
Scholarship expense		(11,000)	(4,500)
Accounting fees		(610)	(1,296)
Audit fees		(4,700)	(1,500)
Employee costs		(54,394)	(5,565)
Total expenses		(210,857)	(160,821)
		-	-
Profit/(loss) for the year		20,937	5,521
Other comprehensive income			
Other comprehensive income		-	-
Total comprehensive income for the year		20,937	5,521

Notes to the Financial Statements for the Year Ended 30 June 2024

3 Revenue from operations

	2024 \$	2023 \$
- Grants		
- DCTAS	-	11,655
- HMS Trust	-	26,270
- RFT - PERP	-	81,804
- WGN Fund	-	5,000
-	-	124,729
- Philanthropic funding		
- Bennelong	32,722	-
- Melb Womens Trust	58,337	-
- RFT - Perp	36,632	-
- Sisters of Charity	14,000	-
- Lord Mayors Charitable Foundation	15,004	-
-	156,695	-
- Government funding		
- DCTAS	54,980	-