



Workplace Services Guide

2024



ABOUT TRADESWOMEN AUSTRALIA

OUR VISION

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

OUR 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 GOALS

- To increase community awareness of trades as a career option for girls and women
- To reduce barriers for women to access trades
- To support employers to create more inclusive workplace environments
- To enable women to thrive in a sustainable career
- To engage the community in support of change



Increased financial security and career opportunities for women.



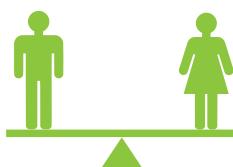
Better mental health for everyone at work and at home.



Workplaces which are thriving, inclusive, safe and productive.



Healthier workplaces with lower absenteeism.



Support companies to meet their procurement and contract requirements (GEAP, WGEA, BEP).



Proven positive impact on retention and the bottom line for companies.

 OUR SERVICES

Tradeswomen Australia works with trade organisations to attract, recruit and retain women.

With over 10 years experience, we are gender equity subject matter experts helping trade organisations build inclusive workplaces and meet social procurement and contract targets and obligations.

Consulting services - putting plans into action

Supporting organisations to establish and/or implement gender equality action plans, delivering solutions to suit commercial needs, strategic targets, and contract obligations (including tender processes, GEAP, WGEA, BEP).

Gender Lens Assessment - what gets measured gets done

Benchmark assessment of workplaces against gender best practice, providing practical recommendations to boost inclusion and equity within industry workplaces and on sites.

Staff Training - engaging everyone in diversity

A full suite of gender inclusive virtual or f2f training sessions. Modules include diversity and inclusion, gender bias, bystander action, recruitment bias and mental wellbeing. Facilitated group conversations can also be held, a great next step after training sessions.

Leadership Coaching - creating confident leaders

One on one sessions provide leaders and supervisors an opportunity to explore the realities of diversity and inclusion in their own roles - from the boardroom to the worksite. Creating leaders, advocates and allies.

Recruitment Support - creating a pipeline of female talent

Initiatives to broaden recruitment pools and increase female representation. Fresh strategies and advice to successfully attract and recruit a new audience.

Readymade Programs

We've worked with hundreds of companies over the years and our programs work. They build inclusive workplaces and increase female representation. Talk to us about running a program for your organisation:

- [Workplace Diversity Program](#) - diverse, inclusive and mentally healthy workplaces.
- [Connecting Women to Trades](#) - linking school leavers to a career in trades.
- [Remade for Trades](#) - our *Community Foundation* works at community level linking vulnerable and disadvantaged women to a career in trades.

Notes about Tradeswomen Australia

- we can work on a one-off fee for service or an ongoing retainer basis to suit your organisations needs
- we are a charity with DGR status
- we are a certified Social Enterprise



For further information, please contact:



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