

# Transforming Gender Equity in Clean Energy Apprenticeships

## Building Women's Careers Program

### Overview:

Future Energy Skills was successful in receiving funding for one of only ten large scale partnership projects from the Australian Government's Building Women's Careers (BWC) program. The program aims to drive systemic structural and cultural change in training and work environments critical to a Future Made in Australia. Read the federal press release [here](#).

This project will address the clean energy skill shortages through the design and implementation of gender equity apprenticeships in Victoria and Tasmania. The first phase will include applied research methods to identify and address specific systemic and cultural barriers to women's participation in clean energy apprenticeships.

The project will inform a best practice model that can be adopted across the sector and encourage employers to become part of the solution by trialling changes in employment, cultural norms and training arrangements.

Research will inform the development of online support tools for employers. Case study exemplars will demonstrate a scalable model that can increase female apprenticeship participation across the apprenticeship ecosystem.

### Project Partners:

Our project partners are: Electrical Trades Union, Bendigo Kangan Institute, NECA – Victorian Branch, NECA Education and Careers Ltd, TASTAFE, The Busy Group Ltd, Tradeswomen Australia Foundation Ltd.

### Project Timeline:

3 years (completion in March 2028)

### Project Aims:

The project aims to conduct a Gender Impact Analysis (GIA) through applied research to identify the current barriers to women's participation in the clean energy workforce.

Develop inclusive tools and policies for use by training organisations and employers, including anti-harassment policies, guides for flexible work, employer mentoring and tailored cultural awareness resources.

Develop and apply gender-responsive apprenticeship training by recruiting up to 36

Tradeswomen Australia Community Foundation Ltd is a registered charity.  
Tradeswomen Australia Group is a registered social enterprise.

women to undertake the Certificate III in Electrotechnology Electrician (with solar and battery electives) apprenticeship. Incorporate gender-responsive teaching practices including flexible training plans, collaborative learning, and peer support as required.

Promote workplace transformation by engaging with GTOs and employers to adopt gender-neutral recruitment and workplace practices.

Conduct continuous project evaluation to refine practices and disseminate findings and best practices through toolkits and case studies to promote scalable solutions.

Carry out community and industry engagement to promote and celebrate best practice

### Outcomes:

The intended outcomes of the project include increased female participation and retention in clean energy apprenticeships.

Systemic change in workplace cultures through encouraging employers to adopt gender-transformative policies that challenge stereotypes and foster respectful, inclusive environments, setting a precedent for cultural change

Enhanced career progression for women in clean energy through employers completing individualised career development plans with their apprentices.

Creation of supportive ecosystems by establishing a collaborative network of stakeholders that will ensure the sustainability of gender-equity initiatives in clean energy.

Evidence based industry solutions through comprehensive data collection and evaluation that will generate replicable models for reducing occupational gender segregation.

Improved visibility of clean energy careers for women by launching an awareness campaign that will challenge misconceptions, inspiring more women to enter and thrive in the industry

### Impact on the Electrical Industry:

FES is proud to be leading this project partnership that will have the impact of addressing the clean energy skills shortages, whilst also driving systemic structural and cultural change within the workforce

### Project Lead



## Project Partners

