



Women working in trades is Australia's future

TRADESWOMEN AUSTRALIA GROUP

ANNUAL REPORT 2025



WWW.TRADESWOMENAUSTRALIA.COM

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When we say women, we include trans women and gender-diverse people. And our approach is intersectional - recognising that experiences are shaped by overlapping factors such as culture, First Nations identity, disability, age, regionality, caring responsibilities, and socioeconomic status.

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.

LETTER FROM THE CHAIR



KIT MCMAHON

**TRADESWOMEN
AUSTRALIA**



KATE HUGHES HALLETT

**TRADESWOMEN
AUSTRALIA
COMMUNITY
FOUNDATION**

The past year has marked a turning point for women in trades in Australia. More than ever before, there is national focus, investment and collaboration aimed at breaking down barriers in male-dominated industries — yet the need for organisations like Tradeswomen Australia Group has never been greater.

We play a unique and vital role: bridging policy and practice, evidence and lived experience. Our work ensures that gender equality in trades is not just discussed, but delivered.

Our focus remains clear — driving systemic change and improving retention so that women can not only access trade careers, but stay and succeed in them. Projects such as Powering Her Pathway and the TWA Scholarships Program continue to provide practical pathways, financial relief and support that make participation possible.

Through our consultancy and partnerships with industry, unions and education, we are shaping reform that embeds diversity, safety and equity across the entire trades ecosystem.

We thank our CEO Clea Smith, our exceptional team and partners for their tireless work, and acknowledge Kate Hughes Hallett, who stepped down as Chair of the Community Foundation in April 2025, for her outstanding contribution.

With sustainable funding secured for the next three years, TWA is well positioned to continue driving meaningful, measurable change so women can thrive in trades.

Kit McMahon

OUR BOARD



Kit McMahon
TWA Chair



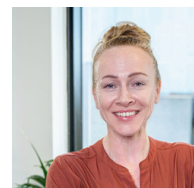
Ashley Belteky
Board Member
since Mar 2025



Charmaine Chalmers
Board Member



Richard Dent OAM
Board Member



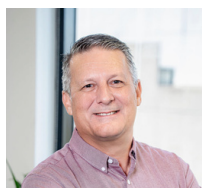
Joanne Fox
Board Member
since Mar 2025



Samantha Grant
Board Member
since April 2025



Kate Hughes Hallett
TWACF Chair until
Apr 2025



Tony Noble
Board Member
since Apr 2025



Bianca Shepherd
Board Member
since Mar 2025



Amy Wells
Board Member

LETTER FROM THE CEO



CLEA SMITH

TRADESWOMEN AUSTRALIA GROUP

At Tradeswomen Australia, we are driven by a simple belief - that women deserve not only to access trade careers, but to thrive in them.

This year, we reached more than 40,000 people across Australia, working with industry, government, and community to build the conditions where women can succeed.

We've seen exciting growth, launching new multi-year partnerships with the Department of Employment and Workplace Relations (DEWR), the Victorian Department of Transport, Future Energy Skills, AMWU and Powering Skills Organisation.

Our focus is increasingly on retention - ensuring women who enter trades have the safety, support, and workplace culture they need to stay.

Through our Community Foundation, we awarded 21 apprenticeship scholarships to women facing intersectional barriers to participation, providing not just financial support but mentoring and community connection to set them up for success.

Looking ahead, with secure partnerships, strategic alliances, funding through to 2028 and our 2026 Strategic Plan underway (with the generous support of the Social Impact Hub), we're building the foundations for lasting change. You'll see us continuing to transform workplace culture, influence policy, and drive industry-wide action so that women and gender diverse people can thrive in every trade.

My sincere thanks to the growing TWA team and Board for their dedication, compassion, and leadership in making this change possible.

Clea Smith

OUR TEAM

Sarah Curley

Community
Partnerships Manager



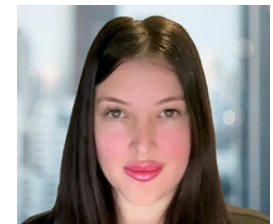
Nasrine Youssouf

Community
Engagement Officer



Abby Kempe

Workplace Gender &
Diversity Specialist



Susan McMinn

Executive Assistant
to the CEO



Paula Fernandez Arias

Workplace Gender &
Diversity Specialist



Rachel Sands

Workplace Gender &
Diversity Specialist
Project lead: Powering
Her Pathway



FY2025 AT A GLANCE

OUR PROGRAMS HAVE AUSTRALIA-WIDE REACH



56

Jobs secured & retained



20

Funding partners



36

Industry changing initiatives



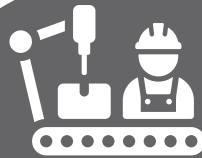
12,532

Social media followers



40,002

People directly reached



49

Collaboration partners



408

Trade workshop participants



POWERING HER PATHWAY

At the start of 2025, TWA announced our successful bid in the highly competitive Building Women's Careers grant program, with the Powering Her Pathway Project receiving substantial federal funding from Department of Employment and Workplace Relations from April 2025-March 2028.

Powering Her Pathway is a pioneering initiative aimed at directly addressing systemic barriers women face in clean energy careers, at the same time creating a sustainable framework for industry-wide transformation.

Powering Her Pathway is being collaboratively delivered with key partners TAFE Gippsland and global energy leader ENGIE Aus and evaluation partner RMIT, whose expertise and commitment will be instrumental to the project's success.

The project will operate across multiple Gippsland locations, including Morwell, Loy Yang, Yallourn, and Hazelwood.



Specialised Training

Tailored vocational training designed for women exploring clean energy careers.



Direct Employment

Placing 30 women in skilled clean energy positions across the Gippsland region.



Industry Transformation

Partnering with Gippsland clean energy employers to build inclusive, equitable workplaces that support women.

PROJECTS AND PARTNERS



POWERING HER PATHWAY - GIPPSLAND

Powering Her Pathway will create a specialist training program for women at TAFE Gippsland, and train and place 30 women in skilled jobs with major new energy employers, such as ENGIE.

Working together, we will support employers to build inclusive and equitable workplaces, enhance retention and build the knowledge and capability of the region.

Importantly, Powering Her Pathway will create a sustainable framework, through partnerships between project stakeholders, national advocates, and local organisations, and develop a best-practice blueprint for replication across other male-dominated industries and regions.

1 Tailored Vocational Education and Training framework for women in clean energy careers

3 Collaboration partners



(L-R) Federal Minister for Skills and Training, the Hon Andrew Giles MP, Tradeswomen Australia CEO Clea Smith, apprentice Siobhan Kinman, Laura Caspari, Managing Director Renewables and Batteries at ENGIE, and Laura McPheerson, CEO TAFE Gippsland.



(L-R) Powering Her Pathway project lead Rachel Sands, Federal Minister for Skills and Training, the Hon Andrew Giles MP, Tradeswomen Australia CEO Clea Smith at the ENGIE Hazelwood Battery.



Clean energy apprentice Siobhan Kinman



The Building Women's Careers (BWC) Program is funded by the Australian Government Department of Employment and Workplace Relations.

PROJECTS AND PARTNERS

POWERING WOMEN INTO CLEAN ENERGY APPRENTICESHIPS

In early 2025, TWA began a three year partnership with Future Energy Skills (FES), a not-for-profit charity that collaborates with industry sectors to support a highly skilled, future-ready workforce.

The project - *Powering Women into Clean Energy Apprenticeships* addresses skill shortages in the clean energy sector.

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.

TWA's ROLE

As the gender and diversity workplace specialists, TWA has commenced a Gender Impact Assessment (GIA), conducting interviews and focus groups to identify and address specific systemic and cultural barriers to women's participation in clean energy apprenticeships. The data will be analysed to inform the development of tailored workplace solutions, which will be piloted in small to medium enterprises.

TWA are working closely with project partners NECA, TasTAFE, Kangan Institute, Bendigo TAFE, BUSY At Work and MEGT.



Powering Women
into Clean Energy Apprenticeships



- 1 Industry level Gender Impact Assessment
- 8 Collaboration partners



Images above and below: The Hon Andrew Giles MP, Tradeswomen Australia CEO Clea Smith, current Apprentices, Future Energy Skills CEO Michael Cullin and key partners - Kangan Bendigo Institute, Electrical Trades Union, and Busy at Work.



BREAKING BARRIERS: WOMEN IN TRADES & TECH



The Building Women's Careers (BWC) Program is funded by the Australian Government Department of Employment and Workplace Relations.

In April 2025, TWA began a three-year partnership with the Australian Manufacturing Workers' Union (AMWU) to support systemic and cultural change aimed at increasing women's participation and retention in trades and technical roles across Australia's advanced manufacturing, clean energy, construction, and digital technology sectors.

The project, *Breaking Barriers: Women in Trades and Tech* is part of the federal government's Building Women's Careers' Program and aims to transform workplace practices, improve flexibility, and build the confidence and capability of employers and unions to lead gender equity reform.

TWA'S ROLE

As the gender and diversity workplace specialists in the project, TWA's role is to design and implement a customised Workplace Culture and Gender Equity Action Plan framework, work directly with participating workplaces to embed accountability, set measurable goals, and align with psychosocial safety and gender equality obligations.

- 1 Gender Equity Action Plan framework
- 1 Gender Equity Checklist
- 7 Collaboration partners

Work provided by TWA

- Development of a Gender Equity Action Plan template and Gender Equity Checklist tailored to manufacturing and technical workplaces.
- Design of a Workplace Training workshop that builds the skills and confidence of delegates, managers, and supervisors to lead cultural change.

Delivery across the project

- Facilitated discussion workshops for up to 30 organisations across VIC, NSW, QLD and WA.
- Online consultation support for workplace Gender Equity Action Plan development and implementation.
- Delivery of targeted Workplace Training sessions.
- Ongoing advisory support ensuring consistent quality, evidence-based delivery, and measurable impact.

TWA are collaborating with project partners Women's Health in the North, Kangan Institute, Bendigo TAFE, AI Group, BGT Jobs & Training Ballarat and First Person Consulting.



SUPPORTING THE APPRENTICESHIP SYSTEM WITH MAS NATIONAL



TWA entered the second year of partnership with MAS National, contributing gender equity expertise to strengthen industry capability and awareness across the trades sector.

A highlight was the MasMeets Series - focusing on women in trades - an inspiring event program held across TAS, NSW, QLD and the ACT for both aspiring tradeswomen, and industry employees. The series built stronger awareness, connections and equity dialogue between industry, employers, and apprentices.

TWA's role

TWA provides MAS with expertise and data for the design of education, programs, events, tenders and social media. TWA participates as expert panelists at MAS events across Australia, sharing insights on women's experiences in trades and providing practical pathways for participation and retention.

Through these engagements, TWA helps employers and industry leaders better understand how to create inclusive, safe, and equitable workplaces - ensuring more women can start and stay in skilled trade careers.

41 employers engaged
8 engagement workshops
200 employees engaged
240 future tradeswomen engaged



Abby Kempe TWA's Mas National project lead in Sydney for the Hosting Tradie Networking Event at Sydney Build 2025 as subject matter expert, panelist and representative.

BUS MECHANIC SCHOLARSHIPS FOR WOMEN APPRENTICES



Department
of Transport

The Women in Transport Apprentice Bus Mechanic Scholarship Project aims to increase the number of women working in the transport industry by improving access to training, professional development, and secure employment.

This three-year initiative, commencing in July 2024, is funded by the Victorian Department of Transport and forms part of the broader Women in Transport program.

Women continue to face significant financial, systemic, and structural barriers to entering and completing apprenticeships in transport trades, resulting in persistently low gender representation.

Through the provision of scholarship funding and collaboration with the Women in Transport Steering Committee, the project fosters an inclusive, welcoming, and equitable environment that enables women to enter, stay, and succeed in their chosen trade.

13	bus operators engaged
2	employment partners confirmed
5	Apprenticeships created & scholarships awarded
1	direct job created

For participating employers, the program will deliver additional benefits — including greater gender diversity, improved retention rates, and enhanced mental health and wellbeing among apprentices. The initiative also supports broader community outcomes, creating pathways for disadvantaged and underrepresented women to access stable, well-paid careers in the transport sector.

TWA's role

- Engage and onboard bus operators across Victoria.
- Award scholarships to women apprentices in heavy diesel trades.
- Provided wrap-around support for scholarship recipients, including mentoring, wellbeing, and career guidance.
- Deliver promotional campaigns, application assistance, and interview support for women applicants.
- Participate in WiT Steering Committee

TWA collaborated closely with Ventura and Kinetic in year 1 of this project.



LIVED EXPERIENCE AT THE HEART OF POLICY REFORM

Across June and July 2025, TWA was engaged to bring female apprentices' voices into the Strategic Review of the Australian Apprenticeships Incentive System. Through targeted consultations, TWA gathered firsthand evidence and insights on women's lived experiences in trades - providing government with critical data to inform future apprenticeship policy and reform.

Objectives

The primary objectives of this engagement were to capture the voices and experiences of female apprentices, compare and contrast the insights, and inform policy recommendations.

“Trade pathways were never marketed to me during school, I was only ever offered traditionally female pathways.”

Recommendations

To effectively address the structural and systemic barriers that hinder gender equity in the Australian Apprenticeships Incentive System, the report proposed several strategic recommendations.

They focussed on transforming the apprenticeship environment to be more inclusive and equitable, rather than simply attempting to 'fix' the participation of women.

Each recommendation targeted different aspects of systemic reform needed to

promote genuine equity, and each recommendation is supported by the feedback gained from female apprentices through TWA's survey and focus group.

“Financially, as an adult apprentice with no support, I struggle with daily expenses”

83% Female apprentices attest that gender has impacted on their ability to participate effectively and positively in their apprenticeship.

35% Female apprentices had encountered poor workplace behaviour and gendered violence during their apprenticeship.

72% Female apprentices do not have access to women trainers in their respective course or program at their training institution.



Australian Government
Department of Employment and Workplace Relations

EXPERT CONSULTANCY SOCIAL ENTERPRISE IN ACTION

At Tradeswomen Australia Group, our service consultancy model combines gender equity expertise, organisational psychology and industry insights to deliver measurable change.

As a social enterprise, we operate on a fee-for-service basis with corporate and government partners — reinvesting profits directly into our Community Foundation to expand impact across Australia.

What We Offer

Advisory & Consulting: Evidence-based analysis, strategic frameworks, and psychosocial safety alignment.

Workplace Research: Original qualitative and quantitative studies that diagnose barriers and deliver actionable recommendations.

Capacity Building: Workplace training programs, leadership coaching, and inclusive systems design.

Our consultancy expertise is trusted by major employers who seek both social impact and business value.



Ventia: TWA designed and delivered a customised Gender Diversity Inclusion Research pilot across Ventia's Telco Division, mapping barriers in conversion and retention of women. TWA also supported Ventia's Pink Stumps cricket event.



AGL: TWA partnered on pathways that embed practical gender equity tools into large-scale energy and infrastructure projects, ensuring sustainable talent pipelines.



Victoria University: TWA led a Gender Impact Assessment with Victoria University to identify strategies to embed diversity and inclusion across VET pathways to strengthen access, retention, and success for women.



Good Cycles: TWA led a Gender Impact Assessment with Good Cycles to embed diversity and psychosocial safety into the green jobs of the future, shaping systemic inclusion strategies for youth and community employment.



FUTURE PATHWAYS INTO TRADES

This year marked the second year of a three-year partnership with the Bennelong Foundation to deliver the *Future Pathways into Trades* project.

The initiative supports young women and gender-diverse youth aged 16–25 from socio-economically disadvantaged communities in Brimbank, Melton and Dandenong, helping them explore trade careers, experience trade environments, connect with employers, and gain confidence in pursuing further training and employment.

OUR ACTIVITIES

TWA delivered five workshops and information sessions, engaging 188 school-aged women and non-binary students from a wide range of culturally and linguistically diverse backgrounds.

Participants gained hands-on trade experience, met qualified tradeswomen, and took part in panel discussions on future career pathways.

Seven participants progressed into work placements and school-based apprenticeships, reflecting the project's growing impact.

The program continues to build awareness, confidence and aspiration among young women, turning exposure into opportunity. By showcasing real pathways into trades, the project challenges gender stereotypes and opens doors to secure, meaningful work.

Supported by **Bennelong Foundation.**

5	Trade workshops
188	School aged women engaged
7	Jobs & placements created
7	Industry & community partners

We thank our collaborators — Equans, Holmesglen, Roof Tile Careers, Hester Hornbrook Academy, Kawanj, Suburban Connect, Ventura, Kinetic, AGA, and participating schools — for their continued support and partnership.



Future Pathways to Trades Information Session

Do you want a secure, well-paid job?
Do you like being busy and working with your hands?
Do you want to learn new skills every day?

Trades could be the right fit for you!

Where: Youth Project Melton
3 Alexandra St, Melton 3337

When: Tuesday 12th November
11 am - 1 pm

Refreshments provided.

Proudly presented by **Bennelong Foundation.**

Scan the QR code or TEXT your name to 0415910568 to register

RETAINING WOMEN IN APPRENTICESHIPS THROUGH FINANCIAL AID SCHOLARSHIPS

TWA's Apprenticeship Scholarship program aims to support and retain women and gender diverse persons in non-traditional trade apprenticeships and traineeships by overcoming cost of living pressures.

Seed funded by Sisters of Charity Foundation in 2023, the program has grown in 2025 to include six funding partners and a commitment to 25 scholarships. 21 financial aid scholarships were disbursed in the FY.

The project also collates crucial data on the lived experiences of women completing Apprenticeships, feeding critical information to industry and government.

Objectives

- Retain women in trade Apprenticeships
- Provide women struggling with cost-of-living pressures/necessitous needs with financial aid.
- Provide mentorship, connection and wrap around support.
- Collect and disseminate data to create better understanding of the lived experience of female apprentices
- Create heightened level of awareness of the issues and barriers that women face in taking on and completing apprenticeship.
- Profile incredible women completing Apprenticeships

174 apprentices applied for support

21 scholarships provided

6 funding partners



Meet two of our 2025 Scholarship recipients: left to right Laura McFawn (Electrical) and Amelia Kirk Harkin (Metal Fabricator)



TWA thanks the generous support of project partners Sisters of Charity Foundation, Smartgroup Foundation, Aurizon Community Giving Fund, Heavy Vehicle Industry Association, The Cummins Foundation and Australian Manufacturing Workers Union Victoria for changing the lives of so many apprentices.



SCHOLARSHIPS MAKING A DIFFERENCE



LAURA

Laura is a 20-year-old fourth-year electrical apprentice from Victoria, and one of TWA's 2025 Scholarship recipients.

Two years ago, Laura was made redundant from her apprenticeship and struggled financially while searching for an alternative in the regional area where she lives.

As a mother to a young son, these financial pressures brought with them a significant mental and emotional load. "I've had some turbulent years," she says.

Whilst Laura has now found a position to continue her apprenticeship, the months of unemployment and reduced pay in her new job mean the financial toll hasn't lifted.

"Words cannot describe how appreciative I am to receive this scholarship" she says.



CASEY

Casey is a recipient of a 2025 Scholarship sponsored by Heavy Vehicle Industry Australia.

Casey is a 37-year-old second year heavy vehicle technician, living in QLD. As a single mother of three, Casey has been struggling with cost-of-living pressures and purchasing necessary work items.

Casey was thrilled to receive the scholarship, saying it will **"take some pressure off as the sole provider for my family and help me afford some tools for my trade"**.

Casey added that the scholarship will provide necessary relief with groceries, mortgage, and petrol. **"Fantastic organisations like HVIA and TWA really help in supporting people to live the dream of completing their trade"** she said.



Meet some of our other 2025 Scholarship recipients: left to right Breana MacPherson Rice (Electrical), Gabrielle Smith (Electrical), Sienna Skipworth (Engineering Fabrication), and Emily Ottewell (Electrical)

YOU CAN'T BE WHAT YOU CAN'T SEE



**VICTORIAN
WOMEN'S TRUST**

VICTORIAN WOMEN'S BENEVOLENT TRUST

This year we welcomed the support of the Victorian Women's Benevolent Trust - Fay Marles sub fund.

This project aimed to increase visibility and participation of young women and gender-diverse students in skilled trades, addressing gender stereotypes and barriers to access a career in trades.

Activities targeted students aged 13–18 across metro and regional Victoria, delivering hands-on trade experiences, career advice, and connections to training and employment pathways.

OUR ACTIVITIES

- 3 major events held across Victoria (Melbourne, Bundoora, Swan Hill).
- Engaged 3,740 students from 145 schools — exceeding the target of 2,800.
- 3 hands-on trade workshops delivered.

We thank project partners RMIT, Reece Plumbing, SuniTAFE, Headstart, City LLEN, Murray Mallee LLEN, Apprenticeships Victoria, Skills and Jobs Centre, Headstart, AI Group, ASA, Sheforce, RMIT, and the River Nile school for their collaboration.



"I just wanted to say I loved this so much, it was so fun and interactive."



3740

School aged women engaged

3

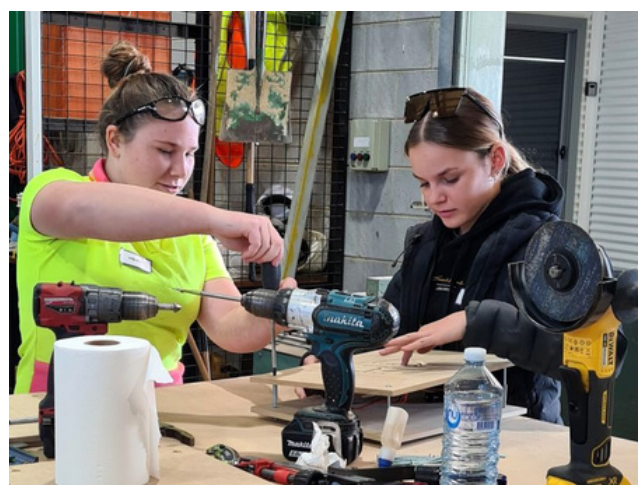
Trade taster workshops

199

Workshop participants

7

Industry and community partners



"You Can't Be What You Can't See" Women in Trades Event, - Murray Mallee LLEN

PATHWAYS TO EMPLOYMENT

This year we again welcomed the support of the Civilian Widows Fund, a Charitable Fund Account of Lord Mayor's Charitable Foundation.

This project aimed to empower women and gender-diverse individuals in Melbourne aspiring to enter and thrive in trades - creating powerful partnerships through education and awareness.

We thank the dozens of community organisations and employers we've partnered with to deliver these opportunities.

Supported by



2886

School aged women engaged

17

Jobs & Traineeships secured

8

Industry and community partners

OUR ACTIVITIES

- Career Entry: Actively supported women and gender diverse individuals by connections with inclusive and respectful trade employers, and provision of direct entry-level trade employment opportunities.
- Pathway Education: Promoted trade pathways and employment opportunities at events such as the Victorian Landscaping Expo, Trades and Tech Fit Expo and Brimbank Careers Expo and career events with Murray Mallee LLEN, Suburban Connect, HVIA and Cummins.
- Awareness: Actively working with CaLD communities speaking at events including Melton New and Emerging Conference, Melton Oceania Community Event, Hobsons Bay Career Expo, Whittlesea Women in Energy and Manufacturing and the Melton Women's Shed.



“

“Looking back, I am so grateful for the guidance I received from both Tradeswomen Australia and Cummins. Together, they have helped me break down barriers and achieve a goal I once thought was out of reach. Today, I am proud to stand as a diesel mechanic (apprentice) in an industry that continues to inspire me every day. I hope my journey will encourage other women to pursue careers in trades, knowing that with the right support and determination, anything is possible.”

Alisha

”

PROJECTS AND PARTNERS

FUNDING PARTNERS AND CLIENTS



PROJECTS AND PARTNERS

INDUSTRY, COMMUNITY AND EDUCATION COLLABORATORS



SYSTEMIC INDUSTRY CHANGE

GOVERNMENT ADVOCACY AND BIG CONVERSATIONS

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

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

- Housing Workforce Planning Roundtable - BuildSkills
- Women in Manufacturing Strategy Roundtable - DFFH (VIC)
- Building Equality Policy Industry Working Group/ICN Member
- Building, Construction, Mining & Property Industry Advisory Group Member - Victorian Skills Authority (VIC)
- Reference group for Clean Energy and group for Community Groups - DEWR
- Driving Women's Participation Industry Forum Minister Hildyard (SA).
- Women's 2025 Honour Roll Judge - Minister Hutchins (VIC)
- Women in Manufacturing Strategy featured Case Study - Vic Gov (DFFH)
- Women in Industry Awards Judge
- Industry Roundtable - Suburban Connect
- Energy Sector Talent Pathways Report - submission - Champions of Change
- Workforce Plan: Moving Ahead Together Submission - AUSMASA
- Building Women's Careers Grant Program Design Submission - DEWR
- Research into Gender Inequality in Trades Supporting Partner - Deakin University

36

Industry changing initiatives

- Bus Industry Confederation National Conference Speaker (TAS)
- Field Services Management Summit Presenter (NSW)
- International Women's Day event Presenter with Rotary (VIC) and MasterBuilders Victoria
- Women in Energy & Renewables Summit Panel Moderator (NSW)
- Champions of Change Coalition - 2025 Energy Group Action Group Presenter



Image of Panelists from Master Builders Victoria International Women's Day event including TWA CEO, Clea Smith (right)

INSPIRING FUTURE TRADESWOMEN

At TradeTechFit Expo 2025, TWA provided thousands of young women and non-binary students from around Victoria with an opportunity to be immersed in non-traditional trade careers and industries - information, hands on activities, interactive experiences, talks and demonstrations across a range of trades and technology industry partners.



Sydney Build Expo was a whirlwind of wonderful connections and conversations, with TWA Peer Support Mentor Rachel Twomey and Gender & Diversity Specialist Abby Kempe fielding interest women in trades and industry.



TWA's Abby Kempe with Mas National clients, Kara and Kylie from SA Adelaide



TWA CEO Clea Smith meeting the 70 new Apprentices at Cummins Asia Pacific Apprentice Onboarding Welcome Dinner.

STRATEGIC PLAN 2022-2025



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



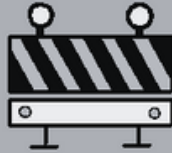
Relationship

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



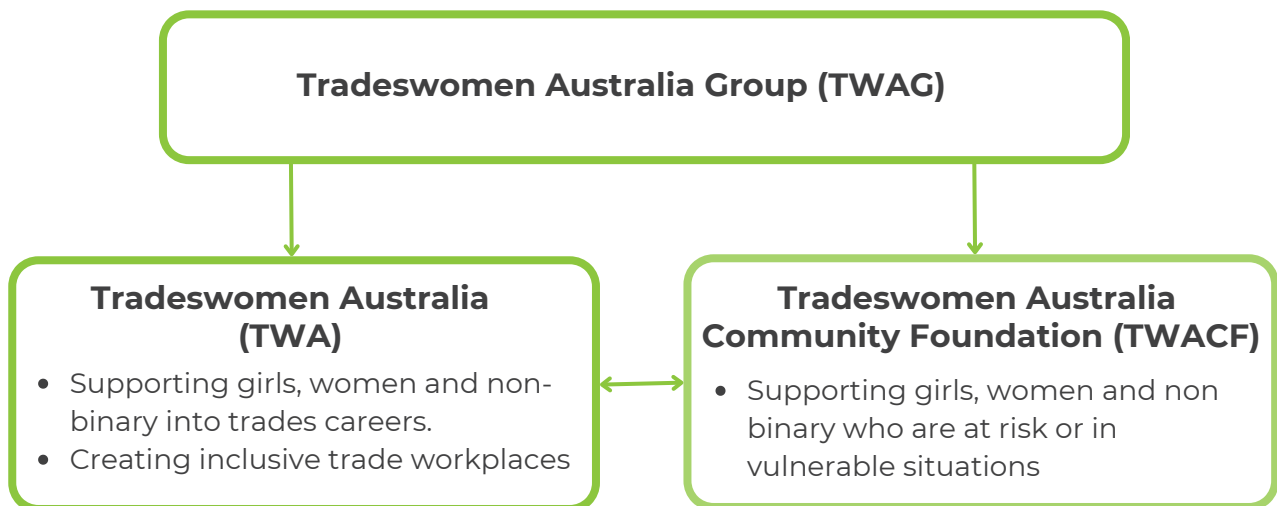
Improved efficiencies and productivity



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.

FY2025 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 2025

	Note	2025 \$	2024 \$
Income			
Workshops, recruitment and sponsorship income		-	51,227
Corporate income		283,782	-
Grants	2	224,423	434,716
Other income		120	40
Interest income		812	97
Total Income		509,137	486,080
Expenditure			
Advertising & marketing		1,166	13,298
Audit fees		4,000	-
Bad debt		-	25,000
Contractors		1,593	14,096
Depreciation & amortisation		568	33
Event expenses		-	35
Foundation people costs		27,994	20,402
IT expenses		1,183	518
Occupancy costs		-	9,777
Other expenses		26,626	35,539
Professional fees		3,478	14,551
Project consultants		89,346	22,351
Project expenses		379,085	405,598
Travel & accommodation		5,716	4,185
Total Expenditure		540,755	565,383
Net surplus/(deficit) for the Year		(31,618)	(79,303)

Notes to the Financial Statements for the Year Ended 30 June 2025

2 Grants

	2025 \$	2024 \$
Grants		
- Careers Plus	-	125,210
- Keystone D&I	-	15,386
- DCTAS	-	48,799
- NSW Government	-	229,473
- Australian Government Department of Employment and Workplace Relations	106,123	8,909
- Victorian Department of Transport and Planning	115,000	-
- Other Government funding	3,300	6,939
	224,423	434,716

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

FY2025 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 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	458,160	58,380
Trade and Other Receivables	4	138,425	9,800
Prepayments		85,021	1,547
TOTAL CURRENT ASSETS		681,606	69,727
NON-CURRENT ASSETS			
Plant and Equipment	5	1,153	1,721
TOTAL NON-CURRENT ASSETS		1,153	1,721
TOTAL ASSETS		682,758	71,447
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	6	146,621	70,834
Related Entity Loan	7	21,105	(2,255)
Deferred Income	8	593,931	60,000
Employee Benefits	9	12,100	2,249
TOTAL CURRENT LIABILITIES		773,756	130,828
TOTAL LIABILITIES		773,756	130,828
NET ASSETS		(90,998)	(59,380)
EQUITY			
Accumulated funds		(90,998)	(59,380)
TOTAL EQUITY		(90,998)	(59,380)

Summary of Overall Result

In 2024–25, TWAF reported a net accounting loss of \$31,618 and a negative equity position, reflecting timing differences under new accrual accounting standards, not financial stress. With over \$590k in deferred income and \$458k in cash reserves, TWAF remains in a strong operating position with secured revenue for future delivery.

The transition to accrual accounting marks a major step forward in financial maturity and transparency, providing a clearer, more accurate picture of performance and strengthening TWAF's foundation for sustainable growth.

FY2025 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 2025

	Note	2025 \$	2024 \$
Income			
Corporate program funding		18,000	-
Donations		1,193	19,105
Government Funding	2	-	54,980
Grants	2	-	-
Interest income		5	14
Philanthropic contributions	2	93,602	156,695
Workshop income		(3,856)	1,000
Total Income		108,944	231,794
Expenditure			
Accounting fees		1	610
Audit fees		4,000	4,700
Consultancy fees		-	-
Contractors		15,936	13,711
Employee costs		14,854	55,142
Other expenses		9,605	7,902
Project costs		68,900	118,540
Scholarship expense		28,455	11,000
Total Expenditure		141,751	211,605
Net surplus/(deficit) for the Year		(32,807)	20,189

Notes to the Financial Statements for the Year Ended 30 June 2025

2 Revenue from Operations

	2025 \$	2024 \$
Revenue From Operations		
Philanthropic Funding		
- Aurizon	6,215	-
- Bennelong	24,858	32,722
- Cummins Community Foundation	6,711	-
- Lord Mayors Charitable Foundation	15,000	15,004
- Melb Womens Trust	-	58,337
- RFT - Perp	-	36,632
- Sisters of Charity	21,818	14,000
- SmartGroup	12,000	-
- Victorian Women's Benevolent Foundation	7,000	-
	93,602	156,695
Government Funding		
- DCTAS	-	54,980
	-	54,980

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

FY2025 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 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	35,773	88,991
Trade and Other Receivables	4	-	4,130
TOTAL CURRENT ASSETS		35,773	93,121
TOTAL ASSETS		35,773	93,121
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	5	1,606	12,657
Related Entity Loan	6	(21,105)	2,248
Deferred Income	7	65,255	54,278
Employee Benefits	8	1,613	2,727
TOTAL CURRENT LIABILITIES		47,369	71,910
TOTAL LIABILITIES		47,369	71,910
NET ASSETS		(11,596)	21,211
EQUITY			
Accumulated funds		(11,596)	21,211
TOTAL EQUITY		(11,596)	21,211

Summary of Overall Result

The 2024–25 financial statements report a net loss of \$32,807 and a negative total equity position of \$11,596. This reflects TWACF's current stage of development as a charitable foundation continuing to invest more in program delivery than it generates in income. With \$65,255 in deferred income committed for delivery in 2025–26, TWACF remains operationally active and continues to meet its obligations as they fall due.

Members and stakeholders should also refer to the Note on Going Concern in the audited financial statements, which confirms the Directors' view that the Foundation will remain a going concern, supported by existing commitments, secured grant income, and the strategic focus on diversifying future revenue streams to strengthen long-term financial sustainability.

PATRON AND FOUNDER

Tradeswomen Australia proudly acknowledges and thanks the vision, leadership, and enduring contribution of our Founder and Patron. Their unwavering belief in equality, access, and opportunity has shaped the very foundation of our organisation. What began as a determined effort to create pathways for women and gender diverse people in trades has grown — through their guidance and generosity — into a respected national organisation driving systemic and cultural change across industry.

We are deeply grateful for their ongoing advocacy, wisdom, and commitment to ensuring every person can pursue a meaningful and secure career in trades. Their legacy continues to inspire our work, strengthen our community, and guide our mission to create a future where women and girls thrive in trades.



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.