

October 2023

SEE WHAT YOU CAN BE

A suite of programs addressing gender inequality in the construction and manufacturing industries in regional Victoria.



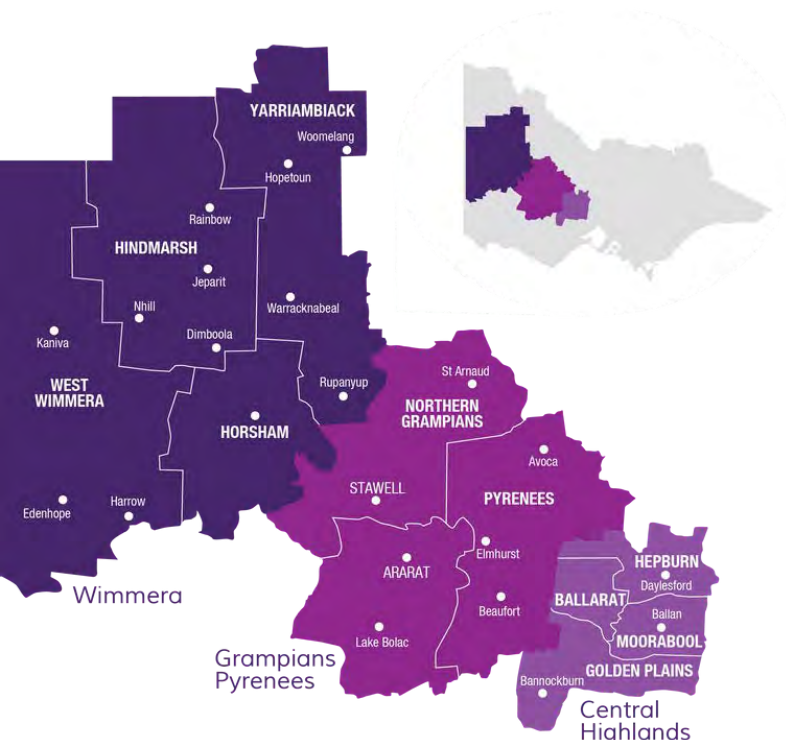
WOMEN'S HEALTH GRAMPIANS

WHO WE ARE

- One of nine regional and three state wide Women's Health Services
- Aims to improve Women's equality, health and wellbeing in the Grampians Region and beyond
- Key areas of our work include:
 - Preventing Violence against Women
 - Gender Equality
 - Reproductive and Sexual Health

COMMUNITY OF RESPECT AND EQUALITY (CORE)

- A partnership of organisations, businesses, clubs and groups who share a vision for safe, equal and respectful communities in the Grampians Region
- Members implement actions to increase gender equality and prevent violence against women
- Currently 118 CoRE Members across the Grampians Region



OUR WOMEN IN TRADES PROJECTS



SEE WHAT YOU CAN BE

Addresses the learning, education and apprenticeships pathways for women into male-dominated industries. Includes recruiting lived-experience advocates and connecting with career education professionals

EQUALITY ADVOCATES

- Women with lived experience of working in male-dominated industries
- Advocates receive training and professional development
- Opportunities to present, consult, and advocate

PATHWAYS

- Strengthening pathways into trade education and careers for women and girls
- Addressing unconscious bias and stereotypes
- Promoting trades as attractive career options to women and girls

ACT ON SITE

A 9 to 12-month organisation-wide culture change program, creating healthy, safe and equitable work places and Supporting industries in the Grampians region to attract and retain more women in non-traditional roles

ESSENTIAL ACTION AREAS FOR CHANGE



Hiring and Promotion Practices



Healthy Workplace Culture



Flexibility and Choice



Mentoring and Support



Partnerships and Pathways



Procedures and Policies

See What You Can Be

20 TRY A TRADE DAYS

Have been held in partnership with Highlands Local Learning and Employment Network (LLEN), Apprenticeship Support Australia and Platinum Institute.

14% OF GIRLS

who participated have moved into pre-aps or school based apprenticeships.

11 EQUALITY ADVOCATES

have been recruited and trained.

30 SPEAKING ENGAGEMENTS

at Try a Trade Days, Career Expos, Training Sessions and Panel events.

10 TRAINING SESSIONS

have been delivered to High School and TAFE Career Teachers.



MILESTONES

SPOTLIGHT

PHOTO EXHIBITION & BANNER LAUNCH

The *Celebrating Women in Trades* photo project celebrates the achievements of women in trades, provides strong role models of women working in male-dominated industries, and supports and inspires other women to begin their own trade career.



Act on Site



3 COMPANIES

including from commercial construction, manufacturing and engineering have participated, and 2 more companies are in the process of signing up.

14 WORKPLACE TRAINING SESSIONS

on *Creating Safe, Respectful and Equal Workplaces* have been delivered to a total of 200 staff and management.

LEADERSHIP STATEMENTS

on gender equality and commitment to a more gender diverse workforce have been developed and publicised by all companies.

RECRUITMENT PRACTICES

have been reviewed and updated by all companies.

HEALTH AND WELLBEING PROGRAMS

have been introduced by all companies.

MILESTONES

TESTIMONIALS

WHAT OUR EQUALITY ADVOCATES SAY

“I could not feel more passionate about this advocacy program and the opportunity it has given me, to represent women in the construction industry.

The need to change the culture within the industry is well recognised and this program offers a multitude of positive outcomes, including through visible representation, inspiration, encouragement and solidarity. It is such a vital part of the core needs to ensure these changes do take place and are supported at all levels.”

SU HAUCK
QUALIFIED CARPENTER
AND TAFE TEACHER
NOVEMBER 2023

WHAT ACT ON SITE COMPANIES SAY

“S.J. Weir have worked closely with Women’s Health Grampians – Act on Site team over the last 12 months to ensure that our business is well positioned to support & encourage women in construction at all levels. Experienced consultants have guided us with development & improvement of policies & procedures that are inclusive & relevant to the future construction workforce. S.J. Weir highly recommend the Act on Site program for any construction business”

BRAD GIFFORD
DIRECTOR
S J WEIR (BALLARAT) LTY
AUGUST 2023



Acknowledgement

Women's Health Grampians acknowledges:

- The Traditional Custodians of the lands across the Grampians region: The Wadawurrung, Dja Dja Wurrung, Djab Wurrung, Wurundjeri, Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk Peoples, and recognises their continuing connection to the land and waterways.
- Our many project partners and stakeholders
- The support from the Department of Prime Minister and Cabinet's Office for Women.

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Australian Government
Department of the Prime Minister and Cabinet

WHG women's
health
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