Australian Government
Department of Employment and Workplace Relations

MB25-000227

EVENT SUMMARY

Event Brief - Visit to CyberCX BRISBANE – 11 June 2025

To	Minister Giles
Event and purpose	CyberCX Brisbane will host Commonwealth Minister for Skills and Training, the Hon Andrew Giles MP, for an office visit at CyberCX Brisbane. CyberCX was awarded a grant under the Building Women's Careers (BWC) program for the *Cyber5050 – Breaking Barriers for Gender Equality in Cyber Security* project. The visit will be one hour, during which time Minister Giles will receive a briefing on CyberCX, the CyberCX Academy program, s 47G(1)(a) , and a meet and greet with key CyberCX team members.
Timing	3pm – 4pm
Location	CyberCX, Level 20/100 Creek St, Brisbane City QLD 4000
Event contact	s 47F(1) – mobile s 47F(1) Email: s 47F(1) @cybercx.com.au
Met by	s 47F(1) s 47F(1) s 47F(1)
Speakers	The Hon Andrew Giles MP, Minister for Skills and Training
Prior meetings	**MB24-000309** refers – Minister Giles meeting with ASU to discuss the ASU's priorities for skills and training in supporting workers, communities and families. **MB24-000364** refers – Minister Giles meeting with Future Women: Ms Helen McCabe - Founder and Managing Director, Ms Jamila Rizvi - Deputy Managing Director, s 47F(1) . Future Women advocate for gender equity outcomes across the economy more broadly.

Document 1

Key messages	Projects under the $60.6 million Building Women's Careers Program, announced in the last Budget as part of the Australian Government's $22.7 billion *Future Made in Australia* package, will get more women into apprenticeships and solve skills shortages. These groundbreaking projects bring together employers, training organisations, community organisations, unions and women's services to drive structural and cultural change in training and work environments critical to a Future Made in Australia. Projects will focus on creating scalable, high-quality and inclusive training and employment opportunities for women, as well as vast economic benefits for employers, industry and Australia.
Media	No
Key issues/Sensitivities	No

Attachments	**A:** Order of Proceedings **B:** Background **C:** Q&As **D:** Map **E:** List of Attendees

Clearing Officer:	Melissa Bennett	Assistant Secretary, Women in VET Branch, Policy Performance and Inclusion	Ph: s 22(1) Mob: s 22(1)
Contact Officer:	s 22(1)	Director, Women in VET Policy, Women in VET Branch	Mob: s 22(1)

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Attachment A: ORDER OF PROCEEDINGS

1500	Minister arrives, greeted by s 47F(1) , s 47F(1) and s 47F(1)
1505 – 1525	Minister Giles shown to CyberCX Boardroom for a short presentation and discussion, covering: - Overview of CyberCX - CyberCX Academy program
1525 – 1550	Minister Giles s 47G(1)(a) Meet and greet with s 47G(1)(a)
1550 – 1600	s 47G(1)(a) and meet and greet concludes. Opportunity for photos to be taken s 47G(1)(a)
1600	Minister departs

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Attachment B: BACKGROUND

About the event

CyberCX Brisbane will host the Commonwealth Minister for Skills and Training, the Hon Andrew Giles MP, for an office visit on the afternoon of Wednesday 11 June, 2025 at CyberCX Brisbane.

CyberCX was awarded a grant under the Building Women's Careers program for the *Cyber5050 – Breaking Barriers for Gender Equality in Cyber Security* project.

Minister Giles' visit will be hosted by s 47F(1)
, assisted by s 47F(1)
and s 47F(1) .

Event Overview

Minister Giles will be greeted in the lobby of 100 Creek Street, Brisbane by s 47F(1)
and s 47F(1) and escorted up to the CyberCX office on L20 for a briefing in the CyberCX boardroom. This briefing will feature young women who will share their stories about making career transitions to successfully pursue a career in cyber security through the CyberCX Academy program.

Minister Giles will then be s 47G(1)(a)

by CyberCX's s 47F(1) .

Minister Giles will have the opportunity to meet various CyberCX team members and interact with them at his discretion, including Associates from the CyberCX Academy.

About the host organisation

CyberCX is the leading provider of professional cyber security and cloud services across Australia and New Zealand. With a workforce of over 1400 professionals, they are a trusted partner to private and public sector organisations helping their customers confidently manage cyber risk, respond to incidents and build resilience in an increasingly complex and challenging threat environment.

Through their end-to-end range of cyber and cloud capabilities, CyberCX empowers their customers to securely accelerate opportunities in the digital economy. Services include: consulting and advisory, governance, risk and compliance, incident response, penetration testing and assurance, network and infrastructure solutions, cloud security and solutions, identity and access management, managed security services and cyber security training.

About the Building Women's Careers grant project

Project name: Cyber5050 – Breaking Barriers for Gender Equality in Cyber Security

Industry: Digital and Technology

Location: National

Lead: CyberCX Pty Ltd

Partners: Australian Services Union (ASU), Australian Women in Security Network Ltd, Canberra Institute of Technology and Future Women Pty Ltd.

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Cyber5050 addresses the systemic barriers to women's participation across the cyber security workforce to achieve gender parity. Comprising 6 initiatives to target the retention and attraction of women Cyber5050 will deliver:

- a survey-led evaluation of industry barriers
- access to female advancement training tailored to the cyber sector
- a Cyber Change Makers course to support male managers
- cyber fundamentals training for women nationwide
- funding for women to obtain a Certificate IV in Cyber Security, and
- dedicated support for women to participate in the CyberCX Academy.

Together these initiatives will empower women, transform workplaces, and drive greater diversity in cyber security.

Funding amount: $5million

Participants

s 47F(1)

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Attachment C: Q&As

Attachment C: {SPEECH/TALKING POINTS}

The Hon Andrew Giles MP

Minister for Skills and Training

SITE VISIT TO CYBERCX BRISBANE OFFICE

BUILDING WOMEN'S CAREERS PROJECT LEAD:

CYBER5050: BREAKING BARRIERS FOR GENDER EQUALITY IN CYBER SECURITY

Wednesday, 11 June 2025

100 CREEK STREET, BRISBANE QLD

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Acknowledgement of Country

- I would like to begin by acknowledging the traditional custodians of Meanjin, the Jagera and Turrbal people, and pay my respects to their elders past and present. I extend my respects to any First Nations people who are joining us today.

Acknowledgements

- Thanks to everyone for welcoming me today and sharing your time and experiences in cyber security.

Introduction

- It is great to be here in Brisbane with you all today, taking another important step forward for our Future Made in Australia plan and in supporting the nation's digital and technology journey.
- I am pleased to launch our partnership with CyberCX to deliver the *Cyber5050 – Breaking Barriers for Gender Equality in Cyber Security* Building Women's Careers project that will address the systemic barriers to women's participation across the cyber security workforce and help to achieve gender parity.

Cyber5050 – Breaking Barriers for Gender Equality in Cyber Security

- This project will empower women, transform workplaces, and drive greater diversity in cyber security.
- Cyber5050's 6 initiatives to target the retention and attraction of women will deliver:
    - a survey-led evaluation of industry barriers
    - access to female advancement training tailored to the cyber sector
    - a Cyber Change Makers course to support male managers
    - cyber fundamentals training for women nationwide
    - funding for women to obtain a Certificate IV in Cyber Security, and
    - dedicated support for women to participate in the CyberCX Academy.

Building Women's Careers program

- The Breaking Barriers for Gender Equality in Cyber Security project is part of the $60.6 million Building Women's Careers Program announced in the last budget as part of the Future Made in Australia package.
- 20 partnership projects are being delivered to address barriers for women entering construction, clean energy, advanced manufacturing, and digital and technology.
- The program works to drive systemic structural and cultural change in training and work environments in these traditionally male-dominated industries to help grow the workforce needed for a Future Made in Australia.

Conclusion

- Partnerships – like this one – between employers, training organisations and industry, are the best way to deliver the skills people need for good, secure work and careers.
- I look forward to continuing to work with industry to address barriers and increase our women's workforce in digital and technology and other key male-dominated industries.
- Thank you.

ENDS

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Document 1

If asked about...

What benefits are there to changing the culture of Australian workplaces through this program?

- Employers will benefit from increased flexibility and improved operating environments, attracting more women and increased supply of skilled industry workers across the board.
- The broader Australian community and economy will benefit from the cultural change of increased flexibility and inclusivity practices across training and work environments.
- The Australian Government's Women's Economic Equality Taskforce final report, *Women's Economic Equality: A 10-year plan to unleash the full capacity and contribution of women to the Australian economy* noted:

  '$128 billion is the value to the Australian economy that can be realised by purposefully removing the persistent and pervasive barriers to women's full and equal participation in economic activity.' (*'Breaking the Norm: Unleashing Australia's Economic Potential'*, Deloitte Access Economics, November 2022, p.vii.).

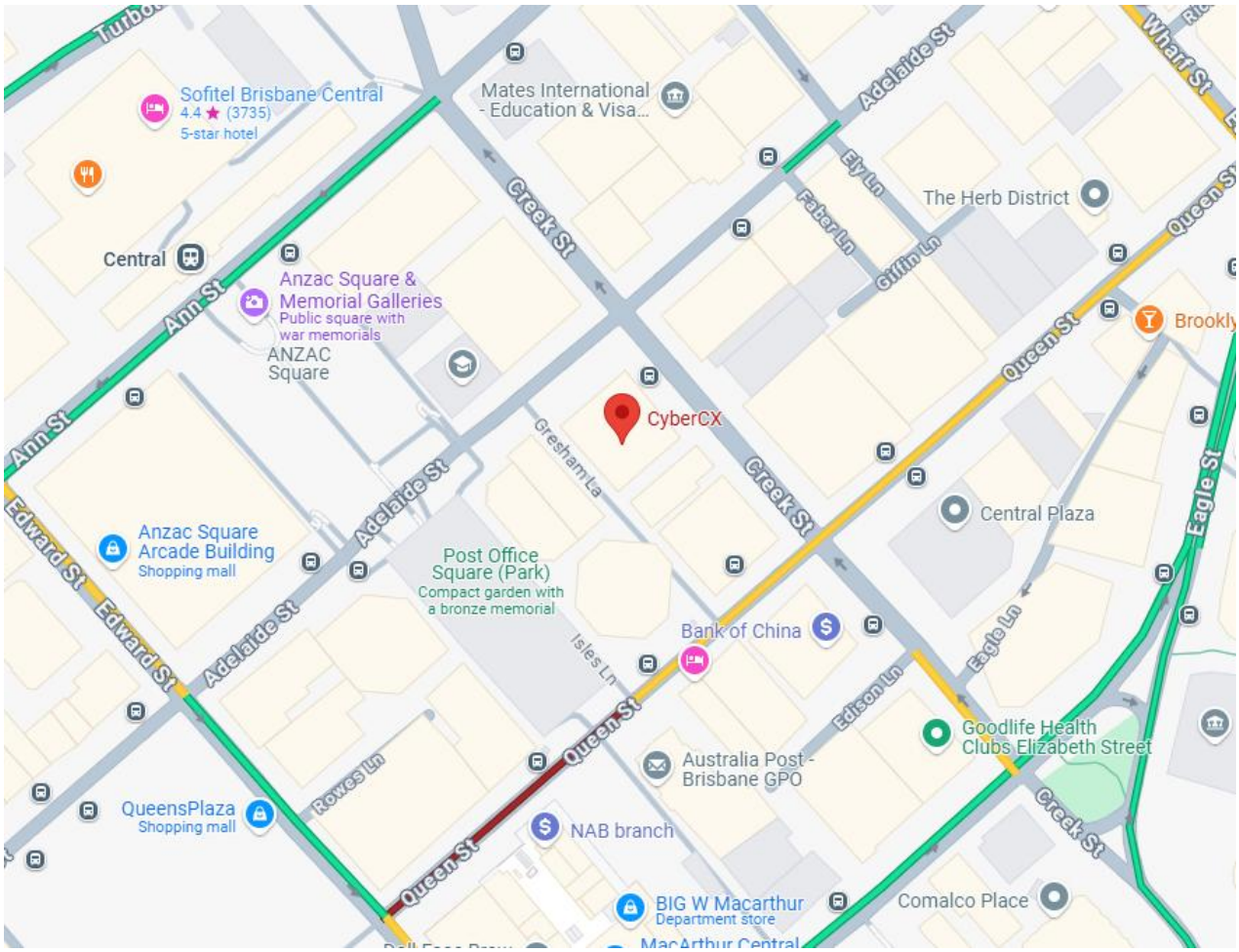
Why the partnerships approach?

- Feedback from stakeholders highlighted that in to order drive change, collaborative partnerships were essential.
- Research highlights that partnerships provide a larger reach and sphere of influence to amplify outcomes; they leverage and benefit from shared leadership, expertise, networks, ideas and values to drive structural and cultural change within the target industries and sectors.
- Research by the University of Sydney found that:

  "Moving the dial on women's economic equality …will require partnerships with the community, employers and industry with an interest in and commitment to providing 'good jobs' for women and building women's participation in skilled careers." (Supporting women to achieve VET-based careers, 2024, page 9.)
- The BWC Program is designed to exemplify the power of strong, cross-sector partnerships, integrating industry leaders, training providers, unions and community organisations to achieve shared objectives. Project partners bring diverse yet complementary strengths, enabling achievement of sustainable structural and cultural change.
- BWC Program partnerships consist of organisations and service providers with demonstrated experience, such as unions, employers, TAFE or not for profit RTO and community organisations. Projects are reinforced by partners' individual strengths, spheres of influence, knowledge and experience.

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Attachment D: MAP



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ATTACHMENT E: LIST OF ATTENDEES

Attendees

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Departmental Officers

s 22(1) , Director, Women in VET Branch, Policy Performance and Inclusion

s 22(1) , Women in VET Branch, Policy Performance and Inclusion.

MO staff attending

s 22(1)

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Australian Government
Department of Employment and Workplace Relations

EVENT SUMMARY

Event brief | Panel Participation | CyberConnect Conference | 28 May 2026

To	Minister Giles
Event and purpose	• Represent the Australian Government at the CyberConnect national cyber security forum, bringing together ministers, policymakers, industry leaders and technology providers to shape Australia's cyber priorities. • Participate in the panel *Decoding Cyber Security: Growing an Inclusive Workforce*, highlighting the importance of building a strong and diverse cyber workforce.
Timing	10:15 am to 11:25 am
Location	Hotel Realm, 18 National Circuit, Barton ACT 2600.
Parking	N/A as you will be dialling in remotely for this panel event.
Event contact	Erin Harriott, Director – Employment Partnerships (and panel moderator). Mobile: s 47F(1) Email: s 47F(1) @futurewomen.com
Met by	Ms Harriott
Notable attendees	Major General Robert Watson, Commander Cyber Command, Australian Defence Force will be speaking in the afternoon.
Prior meetings	Brisbane visit to CyberCX offices, 11 June 2025. **MB25-000227** refers.
Key message(s)	• Promote the government's investment in Cyber5050 through the Building Women's Careers Program, supporting increased participation of women in the cyber and technology sector. • Reinforce the government's commitment to breaking down barriers and advancing gender equality in digital and technology industries.
Media	No
Key issues/ Sensitivities	N/A
Attachments	**A:** Attendees **B:** Order of Proceedings **C:** Background **D:** Biographies

Clearing Officer:	Tamara Prosser	Assistant Secretary, First Nations and Inclusion	Mob: s 22(1)
Contact Officer:	s 22(1)	Director, Building Women's Careers Program, First Nations and Inclusion	Mob: s 22(1)

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ATTACHMENT A: ATTENDEES

Attendees

Panel members:

Erin Harriott, Director, Employer Partnerships, Future Women

Jacqui Loustau, CEO and Founder, Australian Women in Security Network

John Paitaridis, Founder and CEO, CyberCX

Departmental Officers

Laura Angus, First Assistant Secretary, Policy Pathways and Inclusion

s 22(1) , Director, Building Women's Careers Program

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Attachment B: ORDER OF PROCEEDINGS

10:30am	**Minister dials in** *Erin Harriott (panel moderator) will work with MO and conference team to ensure technology is set up.* *Mobile:* s 47F(1) *IT will be available to support set-up and login from 10:15am*
10:45am – 11:25am	**Panel commences in National Ballroom 2/3 level 1.** Moderator: Erin Harriott, Director, Future Women Panellists: The Hon. Minister Andrew Giles MP John Paitaridis, CEO, CyberCX Jacqui Loustau, Founder and Executive Director, Australian Women in Security Network
TBA	**Minister concludes**

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Attachment C: BACKGROUND

About the event

CyberConnect Canberra is a national cyber security conference hosted by the Australian Information Security Association (AISA), bringing together senior government leaders, policymakers, industry experts and technology providers to discuss Australia's cyber security priorities. Held annually in Canberra, the event provides a platform for collaboration across sectors, with keynote presentations, panel discussions and workshops focused on strengthening cyber resilience, addressing emerging threats, and building a capable cyber workforce. It plays a key role in connecting policy, industry capability and workforce development to support Australia's broader cyber security objectives.

The panel discussion accompanies the launch of "Decoding Cyber Security: Growing an Inclusive Workforce," a report from the Cyber5050 partnership.

The report highlights both the urgent cyber skills shortage and the systemic barriers limiting women's participation and progression in the sector. It explores key issues including workplace culture, recruitment bias, retention challenges, and pathways for greater inclusion.

The session will examine practical actions organisations can take to build a stronger, more inclusive cyber workforce.

About the Cyber5050 BWC Project

Key details

Industry: Digital and technology

Location: National

Funding: $4,988,890 (GST excl.)

Duration: 5 March 2025 – 7 October 2027

Lead: CyberCX

CyberCX is an Australian-headquartered cybersecurity company providing end-to-end cyber services, including strategy, consulting, incident response, and managed security. It works with government, critical infrastructure providers, and private sector organisations to strengthen cyber resilience and manage security risks. CyberCX also supports workforce capability development through training, partnerships, and initiatives aimed at growing Australia's cyber security talent pipeline.

s 47F(1) (CyberCX, Cyber5050 project lead) is a cybersecurity professional associate, contributing to workforce development and industry engagement initiatives, including training and capability-building activities through programs and events.

Key funded activities

A multi-stream program addressing structural and cultural barriers to women's participation in cybersecurity, including:

- national barrier analysis and evaluation to identify key constraints facing women
- female advancement training to support career progression
- Cyber Change Makers program targeting male managers to drive inclusive leadership
- Cyber Accelerator program supporting up to 300 women into cybersecurity roles
- funded pathways for 30 women to complete a Certificate IV in Cyber Security
- targeted support for 50 female-identifying participants to undertake training through the CyberCX Academy.

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Project Partners:

Australian Services Union (ASU) is one of Australia's largest trade unions, representing workers across a wide range of service industries, including social and community services, local government, transport, energy, water, and information technology. Established in 1993 through the amalgamation of several unions, the ASU advocates for fair wages, secure employment, and safe working conditions. It plays a key role in policy advocacy and industrial negotiations, particularly in sectors critical to service delivery and community wellbeing.

Australian Women in Security Network (AWSN) is a not-for-profit organisation dedicated to supporting and advancing women in the security sector, including cybersecurity, information security, and protective security. AWSN provides networking opportunities, mentoring programs, professional development, and advocacy aimed at increasing women's participation and leadership in the industry. It also works to promote diversity, inclusion, and greater awareness of career pathways in security-related fields.

Canberra Institute of Technology (CIT) is a leading vocational education provider in the ACT, delivering industry-aligned training across a broad range of sectors. CIT hosts the Cyber Security TAFE Centre of Excellence, a national hub working with government, industry and education partners to co-design training and build workforce capability in critical and emerging industries.

Future Women is an Australian organisation focused on advancing gender equality in the workplace by supporting women's economic participation, leadership, and career progression. It delivers programs, partnerships, and national initiatives that build skills, confidence, and networks for women, while working with employers and government to drive systemic change across industries.

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Attachment D: BIOGRAPHIES

	**Erin Harriott, Director, Employer Partnerships, Future Women** Erin Harriott has extensive experience in cyber intelligence and assurance, including leading cyber capability within the Federal Parliament. She has built high-performing teams across multiple cyber functions and is recognised for her work advancing inclusive cyber security practices.
	**Jacqui Loustau, CEO and Founder, Australian Women in Security Network** Jacqui Loustau has over 20 years' experience in IT and cyber security. She founded AWSN to connect, support and grow a diverse cyber workforce in Australia.
	**John Paitaridis, Founder and CEO, CyberCX** John Paitaridis is a senior leader in cyber security with over 30 years' experience. He leads CyberCX and is involved in national cyber security advisory bodies.

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MS25-000047

Standard Brief

Australian Government
Department of Employment and Workplace Relations

To	**Minister for Skills and Training**
CC	**Minister for Employment and Workplace Relations**
Action Required	**For Noting**

Building Women's Careers Program Grants - Stream One Outcomes

Timing Please action by **14 February 2025**.

Recommendations:

1. That you **note** the outcome of Building Women's Careers (BWC) Program Grants Stream One.
Noted / Please discuss

2. That you **note** applicants are being informed of the outcome of their application under embargo following the approval of funding recommendations by the Program Delegate.
Noted / Please discuss

3. That you **agree** to announce successful applicants in the week commencing 17 February 2025.
Agreed / Not Agreed / Please discuss

Minister Giles

Date: / /2026

Comments:

Clearing Officer:	Anna Faithfull	Deputy Secretary, Skills | Skills and Training Group	Ph: s 22(1) Mob: s 22(1)
Contact Officer:	Simon Booth	First Assistant Secretary, | Skills | Policy Performance and Inclusion	Ph: s 22(1) Mob: s 22(1)

Executive summary:

1. The consideration and recommendation of the BWC Program Grants Stream One and Stream Two is being undertaken through a two-stage approach. This Ministerial Submission is for Stream One only.

2. Thirty-eight (38) applications were received under the BWC Program Grants Stream One.

3. Ten (10) applications have been approved by the Delegate, subject to contract negotiations.

4. BWC Program Grants Stream Two outcomes will be provided to you for noting the week commencing 3 March 2025, with announcements to be made the same week.

Key Points:

BWC Program

5. The BWC Program aims to drive structural and cultural changes in key areas of the economy in the construction, clean energy, advanced manufacturing, and digital and technology industries and sectors. The BWC Program seeks to sustainably address the structural and cultural barriers to women's participation in vocational education and training (VET) and employment.

   The government has committed $54.5 million over the forward estimates to support the BWC Program Grants. The BWC Program Grants will be delivered with a partnership approach and is funded through 2 streams: an industry/sector led stream (Stream One) and a community led stream (Stream Two).

   - For Stream One, a total of up to $45 million is available. The minimum grant amount is $3 million, and the maximum grant amount is $5 million.
   - For Stream Two, up to $9.5 million is available. The minimum grant amount is $500,000 and the maximum grant amount is $1 million.

6. The BWC Program Grants Stream One is funding lead organisations (and their partners) in construction, clean energy, advanced manufacturing, and digital and technology industries and sectors to:

   a. build partnerships that drive structural and cultural change addressing workplace safety and culture, gender-based discrimination and ensuring smooth transitions between training and employment

   b. increase women's participation in and completion of VET courses that lead to well-paid, secure careers in the above-mentioned industries and sectors.

7. As Deputy Secretary, I am the Decision Maker under Section 1062A of the *Social Security Act 1991* for the BWC Program Grant opportunities (**MS24-000493** refers).

BWC Program Grant Opportunity

8. The BWC Program Grant Opportunity was subject to an open and competitive process.

9. The Grant opportunity opened on 25 October 2024 and closed 9 December 2024.

10. In accordance with the Commonwealth Grants Rules and Guidelines:

    a. Department of Industry, Science and Resources (DISR) Business Grants Hub undertook eligibility and merit assessment of 38 Stream One applications.

    b. Thirty-two (32) eligible Stream One applications were received and assessed by the Department of Employment and Workplace Relations Selection Panel.

11. Of these,10 applications have been approved for funding (pending contract negotiations). These applications were determined through the assessment process as being likely to deliver high-quality outcomes, as well as representing value with money and acceptable risk. This outcome will see projects delivered across 73 locations nationally with a spread across the BWC focus industries.

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12. In addition, these applications demonstrated:

    a. How projects contribute to program objectives and policy outcomes.

    b. The organisation's capacity and capability to drive structural and cultural change by describing how the proposed project would improve women's access to flexible, safe, and inclusive VET and work opportunities.

    c. How the organisation will continue embedding structural and cultural change beyond the life of the BWC Program to achieve sustained, long-term change.

13. A summary of all applications received, including the approved applications is at **Attachment A**. It should be noted that there were many high-quality applications in addition to the 10 approved (and relative to the funding envelope). This demonstrates that there is a strong system-wide 'demand' to partner and test innovative interventions.

14. Many applications focused on attraction including engaging girls and women through parents and schools and through careers guidance tools. Overall, the Panel and the Delegate were of a view that initiatives focused solely on attraction aligned less well to the guidelines and offered less value for money. However, these were quality proposals, and the department will brief you separately on what we have learned from these proposals and the intersection with careers policy and initiatives.

Next Steps

15. The DISR Business Grants Hub will inform Stream One applicants of the outcome (under Embargo) following approval of the funding recommendations and will commence contract negotiations at that point. The Embargo will be lifted after the Grants are announced.

16. The department will work with your office on the Grant announcement/s for the week beginning 17 February 2025.

17. Once contracts are executed, details of successful applicants will be placed on GrantConnect.

18. Subject to your view, the department can write to your relevant state and territory counterparts to advise them of the outcomes.

Public Sensitivities:

19. The department is conscious of ensuring outcomes are communicated to BWC Program Grants Stream One applicants at the earliest opportunity to allow grant agreement negotiations to commence and execution to occur by March 2025, in order to maximise the project time of 36 months.

20. Some stakeholders are likely to be disappointed with the BWC Program Grants Stream One outcomes. Given the effort and energy that went into the proposals – particularly the partnering effort – communications will need to be managed carefully.

21. There were some applicants who applied in both Stream One and Stream Two. There may be pressure from unsuccessful Stream One applicants while their Stream Two application is being assessed. Outcomes of Stream Two are expected to be announced the week of 3 March 2025.

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Consultation: Yes

22. Ashurst, as the external Probity Advisor for the BWC Program Grant Stream One has ensured the department has met its obligations in accordance with the Commonwealth Grants Rules and Guidelines.

Legal advice / Legislative impacts:

23. The Commercial and Information Law Branch has been providing legal advice throughout the Grants process.

Financial impacts:

24. The BWC Program has an allocated budget of $54.5 million (excluding GST) for the Grant program across 4 years. The maximum project period is 36 months and projects must be completed by 31 March 2028.

25. The approved projects for Stream One total $45,000,000.

Background:

26. The Australian Government is investing $60.6 million in the BWC Program over 4 years to drive systemic structural and cultural change in training and work environments critical to the Future Made in Australia initiative. This includes the $54.5 million of grant funding.

27. To inform the development of the BWC Program the department held consultations in:

    a. 2022 to build understanding of what is most effective in attracting and retaining women in VET-based occupations with low levels of women's participation.

    b. 2023 to inform development of the BWC Program. This consisted of 9 roundtables and over 20 bilateral meetings with over 160 stakeholders from more than 120 unique organisations including: industry and employer peaks; businesses/employers; unions; community and not-for-profit organisations and advocates; states; and researchers/academics.
    Over 50 written submissions were received.

    c. 2023–2024 to strengthen the evidence-base, provide research expertise and complement stakeholder consultation activities on the barriers and incentives for women in VET-based training, occupations, and careers the department engaged the University Sydney.
    This research assisted the department to better understand the gendered barriers and enablers of skills attainment in Australia via a literature review and qualitative research methodology that included focus groups with women with lived experience.

    d. 2024 to inform the development of the guidelines to implement the BWC Program involved 109 stakeholders from 130 of this same range of organisations, who participated in 6 roundtables and made 65 written submissions. This helped ensure the guidelines were appropriately targeted, with achievable outcomes and measurable benefits.

    e. Business Grants Hub led by the DISR were engaged to deliver the BWC Grant Program Grant Opportunity. The Streamlining Government Grants Administration program requires the department use one of the 2 Grants Hubs—Community Grants Hub or Business Grants Hub.

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Communications and media strategy:

28. The department has been working with your office on the Grant announcement and any further communication opportunities.

29. All successful organisations will be listed on GrantConnect once contracts are executed.

Stakeholder Implications:

30. Ashurst, the external Probity Advisor for BWC Program Grant Stream One, has ensured the department met its obligations under the Commonwealth Grant Rules and Guidelines in the drafting of the Grant Opportunity Guidelines, the Assessment Plan, during assessment and have reviewed recommendations and associated documents.

Attachments:

A: BWC Program Grant Stream One Outcomes

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Successful applicants

Industry / Sector	Applicant	Project title	Project Partners	State	Project Summary	Funding
All sectors - Advanced manufacturing Construction Digital and Technology Clean Energy	AUTOMOTIVE FOOD METALS ENGINEERING PRINTING & KINDRED INDUSTRIES UNION (AMWU)	Breaking Barriers: Women in Trades and Tech	Alstom Transport Australia Pty Limited Ara Manufacture Pty Ltd Asian Women At Work Inc Bega Dairy And Drinks Services Pty Ltd Bendigo Kangan Institute CDC Victoria Pty Ltd Central Highlands Group Training Incorporated First Person Consulting Pty Ltd Migrant Workers Centre Limited South Metropolitan Tafe TAFE Queensland Technical and Further Education Commission Thales Australia Limited The Australian Industry Group (AIG) Tradeswomen Australia Foundation Ltd UGL Engineering Pty Limited Victorian Trades Hall Council Viva Energy Australia Pty Ltd Womens Health In The North Inc	National	The project primarily targets structural and cultural barriers in advanced manufacturing and clean energy industries across Australia, with additional efforts in construction and digital technology. The project has two key initiatives: Breaking Barriers in Industry and Breaking Barriers in Training. The Industry initiative partners with companies, with the support of community organisations, to improve flexibility, workplace culture and gender equity in workplaces, reaching over 30,000 workers through the development, piloting and delivery of tailored trainings and action plans. The Training initiative collaborates with TAFEs, GTOs and industry to deliver flexible, co-designed pathways for women into apprenticeships and technical roles.	$4,900,000
Construction	NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION	Allyship in Action: Transforming Culture to Attract and Retain Women	ADCO Constructions Pty Ltd AWU - Australian Workers Union CPB Contractors Pty Limited Holmesglen Institute The University of Sydney	NSW VIC WA	Allyship in Action applies best-practice cultural change approaches to address systemic barriers to the participation, retention and advancement of women in construction. This multi-pronged allyship program will (1) engage specifically with men (96.6% of the onsite workforce and 87.6% overall) to tackle poor attitudes and behaviours; (2) empower men to sponsor women into leadership; and (3) utilise the power of cultural ambassadors to embed positive change on the ground. Engaging men as partners in change at all career stages and workplace sizes, types and market segments, we draw from research findings that men in allyship programs are 3 times more likely to address gender bias, driving inclusive culture and women's advancement.	$4,999,879
Construction Clean Energy	Plumbing Industry Climate Action Centre (PICAC) Ltd	Building Futures: Breaking the Barriers for Women in the Plumbing Industry	Amca Australia Old Limited AXIS Plumbing NSW Group Pty Ltd CEPU - Plumbing Division - Communications, electrical, electronic, energy, information, postal, plumbing and allied services union of Australia Cooke & Dowsett Pty Ltd Leemak Fire protection Pty Ltd National Fire Industry Association of Australia Ltd	VIC NSW QLD	Create, promote and deliver a national training program within the Australian Plumbing Industry (Industry) addressing the cultural and attitudinal changes needed to make the Industry attractive, welcoming, and culturally safe for women. The project has two elements. Firstly, for employers, by developing and implementing a national framework which supports a structured approach to promote the culturally safe environment, reduce gender discrimination and promote career pathways. The second is aimed at individuals with an education program addressing the role an individual plays in promoting the change in current industry culture.	$4,273,970

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Industry / Sector	Applicant	Project title	Project Partners	State	Project Summary	Funding
			The Master Plumbers and Mechanical Services Association of Australia			
Clean Energy	FUTURE ENERGY SKILLS LTD	Transforming Gender Equity in Clean Energy Apprenticeships	Bendigo Kangan Institute NECA Victoria - National Electrical & Communications Association Victorian Branch NECA Education and Careers Ltd TASTAFE The Busy Group Ltd Tradeswomen Australia Foundation Ltd	VIC TAS	This project will address the clean energy skill shortages through the design and implementation of gender equity apprenticeships. The project will include applied research methods to identify and address specific systemic and cultural barriers to women's participation in clean energy apprenticeships. It will inform a best practice model that can be adopted across the sector. The project will 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.	$3,607,834
Digital and Technology	CYBERCX PTY LTD	Cyber5050 – Breaking Barriers for Gender Equality in Cyber Security	Australian Municipal Admin Clerical and Services Union - Nat Office (ASU) Australian Women in Security Network Ltd Canberra Institute of Technology (CIT) Future Women Pty Ltd	National	Cyber5050 addresses the systemic barriers to women's participation across the cyber security workforce to achieve gender parity. Comprising six initiatives to target the retention and attraction of women Cyber5050 will deliver: a survey-led evaluation of industry barriers; access to female advancement training tailored to the cyber sector; deployment of a Cyber Change Makers course to support male managers; delivery of cyber fundamentals training for 300 women nationwide; funding for 30 women to obtain a Certificate IV in Cyber Security; and dedicated support for 50 female identifying participants to the CyberCX Academy. Together these initiatives will empower women, transform workplaces, and drive greater diversity in cyber security.	$4,988,890
Three sectors - Advanced Manufacturing Clean Energy Construction	GROUP TRAINING AUSTRALIA LIMITED	Driving Gender Equity: Strengthening GTOs to Build Women's Careers	AWU - Australian Workers Union Bendigo Kangan Institute ECA Training Pty Limited HVTC Pty Ltd MEGT (Australia) Ltd Women in Adult and Vocational Education	National	This project empowers Group Training Organisations (GTOs) to drive change in male-dominated trades like civil construction, clean energy, and advanced manufacturing by addressing barriers for women. A Gender Equality Action Plan, informed by policy analysis, will guide gender-focused training for GTO leaders and field officers. It will also establish a national women's peer network, connecting female apprentices to share experiences, access mentorship, and address challenges in a safe, supportive space. These professionally facilitated networks will foster discussion, guidance, and collaboration to support women's success in priority industries	$4,317,286

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Industry / Sector	Applicant	Project title	Project Partners	State	Project Summary	Funding
Digital and Technology Advanced Manufacturing	THE ASSOCIATION OF PROFESSIONAL ENGINEERS, SCIENTISTS AND MANAGERS AUSTRALIA (PROFESSIONALS AUSTRALIA)	FemTech - Building Women's Careers as Digital & Tech Professionals	Agenda Media Pty Ltd Gender Lens Australia Pty Ltd Girl Geek Academy Pty Ltd Koorie Women Mean Business Incorporated TAFE Queensland Telstra Foundation Ltd	NSW QLD VIC	FemTech directly addresses systemic barriers preventing women from entering and succeeding in Industry 4.0 careers through four interconnected components that create a talent pipeline and opportunities for transformative change for gender equality. Professionals Australia will lead the FemTech partnership to: * RECRUIT with targeted tech industry inclusion campaigns for girls and adult women * EDUCATE women-only cohorts of Autonomous & Applied Technologies VET courses * ON-RAMP career-seekers to industry through community connections and mentoring * RETAIN by working with employers and employees to address gendered violence in workplaces, promoting leadership & professional growth to support the next generation of women leaders	$4,931,872
Construction	REDUNDANCY PAYMENT CENTRAL FUND LTD. (Incolink)	Women In Construction	Aboriginal Building and Civil Construction Academy Pty Ltd CFMEU National Office CEPU - Vic CFMEU Vic / Tas Cooke & Dowsett Pty Ltd Gold Services SA Pty Ltd Hickory Construction Group Pty Ltd J. Hutchinson Pty Ltd Jesuit Social Services Limited Multiplex Constructions Pty Ltd Our Watch Limited Plumbing Industry Climate Action centre (PICAC) Ltd RAW GTO Pty Ltd The Insight Centre Pty Ltd The Master Builders Association of Vic The trustee for Master Builders Association of Victoria Foundation Trust	VIC NSW SA TAS	We are a national partnership of construction employers, workers, RTOs, GTOs, NGOs and industry bodies, led by Incolink, supporting women to train, obtain and retain skilled roles by eliminating structural and cultural barriers to gender equity. The program comprises training and employment for 1500 women in skilled construction roles, wraparound services to support success, and worksite interventions to address cultural barriers. It builds on the success of the Victorian Government's Building Equality program. It is designed to scale and continue beyond the funded period, and is overseen by a governance body that brings together key industry participants committed to harnessing the program's momentum across the construction sector.	$4,989,269
Construction	MASTERS BUILDERS AUSTRALIA LIMITED	Give Her a Chance (subject to market testing)	AWU – Australian Workers Union Brickworks Building Products Pty Ltd Bunnings Group Limited Civil Contractors Federation Master Builder Assn of SA Inc Master Builders Assoc of Tasmania Inc Master Builders Association of New South Wales Pty Ltd Master Builders Association of ACT	National	To drive structural and cultural change to increase women's skilled participation in construction, you must tackle the causes of bias head-on. Give Her A Chance is a multi-faceted program that seeks to reach, educate and support the key demographics that externally influence a woman's success in building and construction: parents, employers and peer-to-peer (male-to-male and male-to-female). This will be delivered through campaigns, mentorship programs, networking, best practice resources, and partnerships. The project will leverage the high brand ID of all project partners and established networks to reach deeply across all areas of the industry and provide crucial resources and support for employers and the workforce.	$3,991,000

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Industry / Sector	Applicant	Project title	Project Partners	State	Project Summary	Funding
			Masters Builders Association of Western Australia (union of employers) Perth Master Builders Australia Limited Master Builders Northern Territory Limited Queensland Master Builders association industrial Organisation of Employers The Master Builders Association of Vic			
Construction Clean Energy	ELECTRICAL TRADES UNION OF AUSTRALIA NATIONAL COUNCIL	Big Sister: Advanced Mentoring SA/WA	ECA Training Pty Limited Electrocomms and Energy Utilities Industry Skills Council Ltd Nilsen (WA) Pty Ltd NSG (BOFFA) Pty Ltd Peer TC Pty Ltd The University of Sydney	WA/SA	Big Sister drives transformational change in the construction and clean energy sectors by implementing an access and retention program for women apprentices led by women for women. Focused on breaking down barriers and building a gender-inclusive workforce, Big Sister aims to increase the commencement rate of women apprentices by 50% by 2028 and reduce non-completion rates. It will provide vocational counselling and Readiness Assessment Programs to 10% of secondary schools in SA and WA, host educational events for 920 women, and support 140 into a preapprenticeship program with 80% starting an apprenticeship with an industry-based woman mentor and an employer committed to creating positive change through Big Sister.	$4,000,000

Other applicants

Applicant	Project Title	State	Project Description	Funding sought
s 47G(1)(a)				

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Applicant	Project Title	State	Project Description	Funding sought
s 47G(1)(a)				

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Applicant	Project Title	State	Project Description	Funding sought
s 47G(1)(a)				

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Applicant	Project Title	State	Project Description	Funding sought
s 47G(1)(a)				

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Applicant	Project Title	State	Project Description	Funding sought
s 47G(1)(a)				

Department of Employment and
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Applicant	Project Title	State	Project Description	Funding sought
s 47G(1)(a)				

Ineligible applicants*

s 47G(1)(a)

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s 47G(1)(a)

*These applications did not meet the eligibility requirements as specified in the grant opportunity guidelines

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