

INCLUSIVE EMPLOYMENT GRANTS

FAQs



Eligibility

Does my community organisation need to be a Westpac customer to apply?

No, all community organisations and social enterprises that meet the eligibility criteria can apply for a grant.

My organisation operates in more than one State or Territory, can I submit multiple applications?

Only one application per organisation will be considered nationally so please select only one state in which to apply, based on where your head office is located or where most of your programs are delivered.

My organisation supports communities overseas. Am I eligible to apply for a Westpac Foundation Inclusive Employment Grant?

No, we are seeking to support organisations strengthening Australian communities and helping people in need in Australia.

Why are organisations that have an annual gross revenue under \$50,000 and in excess of \$5 million per annum ineligible for an Inclusive Employment Grant?

We are seeking to support community organisations and social enterprises where a \$50,000 grant over two years will provide a significant boost to their financial sustainability and social impact as well as ensure our grant would not be one of the organisation's only source of funding.

What programs or activities are excluded from the Inclusive Employment Grant program?

- Animal welfare
- Rescue services
- Medical research
- Programs promoting religion
- Charity works outside of Australia
- Sponsorship or fundraising activities
- Contributions towards capital projects, major equipment and refurbishments that are reliant on other funding and approvals yet to be obtained in order to be completed

If your organisation is seeking funding for programs or activities on our exclusion list, you may wish to check your eligibility with Westpac Group's other philanthropic foundations.

- Westpac Scholars Trust
- St. George Foundation
- Bank of Melbourne Foundation
- BankSA Foundation

Alternatively, www.ourcommunity.com.au publishes sources of funding that may be available to you.

Application

What are the key dates?

- Applications open – 1 June 2022
- Applications close – 29 June 2022 @ 5pm (AEST)
- Review and selection – July and August 2022
- Successful applicants announced – September 2022

How does my organisation apply for a grant?

Your application must be submitted online through our grant portal to be considered eligible. Before submitting your application please ensure you have prepared and reviewed your answers and supporting documents as applications cannot be amended once submitted. Applications close 29 June 2022 @5pm (AEST)

What supporting documentation is required?

In addition to the information required in the application questions (see below), as part of your application you will be required to provide the following:

- A photo and logo representing your organisation
- A recent copy of your organisation's bank statement. This is required to enable us to verify your organisation's bank account details should your organisation be successful in receiving a grant.
- You are encouraged to share links to published impact and evaluation reports or videos that share your impact story

What financial information do I need to include in my application?

You will need to provide your organisation's annual gross revenue and for social enterprises we request your trading income from the sale of goods and services too. Please use the figures in your financial statements lodged with the ACNC or other relevant regulatory body for the last financial year.

My organisation doesn't have Deductible Gift Recipient (DGR) Item 1 status, can we be auspiced by another organisation that has Deductible Gift Recipient (DGR) Item 1 status?

Yes, you may be auspiced by another organisation with DGR Item 1 status, however they must agree in writing to the terms and conditions that we have set out in the auspicings template included in the application form. You will be required to attach a signed copy of the auspicings agreement to your application, together with a recent copy of the auspicings organisation's bank statement. The auspicings partner is not required to fall within the annual revenue criteria cap of \$5 million.

Why do I need to attach a recent bank account statement to the application form?

We require all applicants to attach a recent bank account statement (first page of bank statement) to allow us to verify your organisation's bank account details. This is a requirement of our internal risk management processes and helps ensure that grant funds are paid to the correct bank account. You may wish to mask the account balances and transaction information.

How do I know if Westpac Foundation has received my application?

Upon submitting your application, you will receive an acknowledgement email from Westpac Foundation confirming that your application has been received. This email will include your application number along with a pdf copy of your application.

When do applications close?

Applications close @5pm AEST 29 June 2022.

Assessment of applications

How are the Inclusive Employment Grants selected?

Westpac Foundation assesses each application according to the grant selection criteria. We also consider diversity across our funding pool including organisation size, geographic spread and target groups.

What can I use the grant funding for?

The grants are designed to build the capacity of community organisations and social enterprises to generate meaningful employment outcomes, as well as increase their sustainability, and/or potential for scale and greater impact. The funds can be used for any core costs for example business strategy, investment in your social support model, partnership development, and investment readiness.

When will the outcome of the grants be announced?

Outcomes will be announced in September 2022.

Grant payments & reporting

How long is the funding for and when will payments be made?

If successful, the \$50K grant will be split over two payments – in 2022 and 2023. The second year payment will be subject to completion of a short survey requesting key outcomes of the grant to date.

Are grant recipients required to provide a grant acquittal and reporting?

Yes, all grant recipients will be required to complete a short survey requesting key outcomes of the grant after 1 year as well as provide a more-in-depth survey at completion of the 2-year grant. The surveys will request information on how the grant funds were used and the employment outcomes achieved to date.

Capacity building support

What capacity building support will I have access to?

Grant partners will also receive non-financial support including being matched with a Westpac Community Ambassador to help access a broad range of networking, leadership, business strategy, governance and financial capability programs. A Community Ambassador is a Westpac Group employee who has nominated themselves to act as a local Westpac contact point to help your organisation tap into skills, resources and networks across the Westpac Group.

Help

Can't find our emails?

Once you have accessed the Community Grants portal to commence the application, you will be receiving emails from the Westpac Foundation regarding your application and logon details. If our emails are redirected to your SPAM or JUNK folder, please [follow these instructions](#) for Gmail/Outlook to ensure future emails are received by your inbox.

I am having technical problems with the Application Form, who can I contact?

Email westpacfoundation@westpac.com.au or call 1300 851 357 (8am-8pm, 7 days a week) for assistance.

I need more help with my application, who can I contact?

westpacfoundation@westpac.com.au

The application questions

1. Provide your organisation's details including: organisation name, ABN, date established, address, website, contact persons (two required), bank account details, gross annual revenue for last financial year (ended 30/06/2021 or 31/12/2021) (and trading revenue from goods and services if you are a social enterprise) as lodged with ACNC or another relevant regulatory body
2. Please select your organisation's primary target group:
 - First Nations Australians
 - Refugees & asylum seekers
 - Women at risk
 - Youth at risk (>15 years of age)
 - People who are homeless or at risk of homelessness
 - People who have experienced family &/or domestic violence
 - People living with a disability (including carers)
 - People living with a mental health issue (including carers)
 - Long term unemployed
3. In which State or Territory are your programs or services primarily delivered?
4. Please enter the postcode for where your organisation will provide the programs or services to your primary target groups.

Selection Criteria 1 - Demonstrating social impact in creating meaningful employment and/or training opportunities for Australians experiencing disadvantage

5. Provide an overview of your organisation's goals, approach and impact achieved to date in creating inclusive and sustainable jobs and training opportunities for Australians facing barriers to accessing mainstream employment (300 words)
6. Estimate the number of **new** jobs and training pathways you expect to create for your target group in the next 2 years and comment if they are award wage paying jobs or opportunities? (150 words)
7. Select which of the following priority areas best describe your focus (you may select more than one);
 - **Supporting rural and regional communities** to create greater economic diversification.
 - Jobs and skills in the **green economy** and other emerging and growth industries such as **technology** and the **care economy**.
 - Programs that build **job-ready skills and career pathways** for people overcoming barriers to work.
 - **First Nations enterprises** that support local economic participation and connection to country
 - Other (open text)
8. Provide a brief summary of the local need and industry opportunity in relation to the priority areas you selected above (200 words)

Selection Criteria 2 - An innovative, collaborative & placed-based approach to employment creation

9. Provide an example of how your approach is community-led, "people-centred", and innovative in addressing barriers to employment for your target group (250 words)
10. Demonstrate how you collaborate with others to achieve impact (200 words)

Selection Criteria 3 - Organisational readiness & demonstrated need for funding

11. Describe your organisation's strategy or business model and how the grant could help you achieve your goals and potential to scale? (250 words)

12. What non-financial support would help build your organisation's capability?
(Drop down)

- Financial & Risk Management
- IT & Digital
- Business Strategy
- Marketing & Communications
- Human Resources
- Leadership & Coaching
- Legal & governance
- Procurement
- Fundraising
- Networking
- Other (open text)

For more information on Westpac Foundation

- [2021 Impact Report](#)
- [WF on LinkedIn](#)
- [CSI Report](#)
- Sign up to the [WF newsletter](#)