

INCLUSIVE EMPLOYMENT GRANTS

Funding Guidelines



Background on Westpac Foundation

Established in 1879, Westpac Foundation has been helping people in need for over 140 years.

At Westpac Foundation, we believe that employment is a powerful pathway out of disadvantage and we can help to create a more inclusive Australia together. Our mission is to help our grant partners create 10,000 jobs and opportunities by 2030 for people that need it most.

A job is about more than just the money, it's a sense of purpose, a social network, a way to support those we love. Yet many people across the nation face barriers to finding employment in their mainstream job market, where their skills and talent can be overlooked.

When people facing barriers to work have access to meaningful employment it empowers them, increasing their independence, social relationships and supporting their health and wellbeing¹. It also helps to build resilient communities and contributes to a nation where all people are socially and economically included.

The COVID pandemic and recent natural disasters have made it even more important to invest in innovative approaches to meaningful employment for vulnerable Australians. Current evidence shows that the burden of un- and under-employment will fall disproportionately on those who were already struggling to find and maintain decent work² such as young people and women³.

At the same time, the COVID-19 pandemic is changing the face of work with accelerating digitalisation, the automation of jobs, and a transition to greener jobs⁴. In supporting vulnerable people into meaningful work, there is an opportunity to focus on building skills and pathways in emerging growth sectors in Australia such as the care economy⁵, tech sector⁶, and green economy⁷.

Some of the most effective strategies for maximising local job opportunities are driven from the ground up⁸. Our focus is on backing local solutions led by grassroots organisations that understand the people they seek to support and work holistically to overcome barriers to employment and form local networks and cross sector collaborations.

1. https://www.westpac.com.au/content/dam/public/wbc/documents/pdf/aw/westpac-foundation/WestpacFoundation_CSI_report_Aug2019.pdf

2. <https://www.socialventures.com.au/sva-quarterly/paradigm-shift-needed-to-address-joblessness-beyond-covid-19/>

3. <https://grattan.edu.au/wp-content/uploads/2021/03/Womens-work-Grattan-Institute-report.pdf>

4. https://www.oecd-ilibrary.org/employment/job-creation-and-local-economic-development-2020_b02b2f39-en

5. <https://labourmarketinsights.gov.au/our-research/employment-projections/>

6. <https://techcouncil.com.au/wp-content/uploads/2021/10/2021-October-Roadmap-to-Deliver-One-Million-Jobs.pdf>

7. https://bze.org.au/research_release/million-jobs-plan/

8. <https://www.socialventures.com.au/sva-quarterly/paradigm-shift-needed-to-address-joblessness-beyond-covid-19/>

The Inclusive Employment Program

The **Inclusive Employment Program** is designed to support small and local community organisations and social enterprises that are creating jobs and training opportunities for individuals and communities experiencing disadvantage.

The grants seek to support innovative, collaborative and place-based approaches by organisations building a more inclusive economy and resilient communities in response to the significant impacts across Australia of COVID, the changing nature of work, and climate change.

Up to 40 two-year grants of \$50K will focus on building the capacity of community organisations and social enterprises to generate meaningful employment outcomes, as well as increase their sustainability, and potential to scale for greater impact in priority areas such as:

- **Supporting organisations in 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.

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.

The two-year grant will also be the subject of an **impact study** and grant partners will be supported to build their capacity to measure and report on a range of key inclusive and sustainable employment outcomes.

Eligibility

1. Your organisation's activities are primarily aimed at addressing social disadvantage and improving social inclusion for individuals within our target group(s), in at least one of the following ways:

- Training opportunities
- Employment opportunities

2. Your organisation is creating quality training and/or job outcomes for one or more of the Foundation's target groups:

- First Nations Australians
- Refugee & 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. Your organisation is registered in Australia as a not-for-profit and endorsed by the Australian Taxation Office as holding Deductible Gift Recipient Item (1) Status. (To determine if your organisation has DGR Item 1 Status, enter your organisation's ABN into the [ABN Lookup tool on the Australian Business Register](#). Exceptions will be considered on a case by case basis if your organisation has an existing auspicing arrangement in place.

4. Your organisation's most recent revenue submitted to ACNC for the last financial year is between \$50,000 and \$5 million.

Inclusive Employment Grant Selection Criteria

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

- A vision and mission that aligns with creating a more inclusive community where everyone is socially and economically included.
- Evidence of a well-developed approach to creating jobs and training opportunities for individuals and communities experiencing disadvantage.
- A focus on supporting people to transition to mainstream employment in the local economy, including in growth sectors such as the care economy⁹, tech sector¹⁰, and green economy¹¹.

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

- A “people-centred” approach¹² that understands and addresses the complex needs of individuals and communities you seek to support
- Engaged and supported by the local community with strong local partnerships and networks
- Providing real-world and paid work and training settings as well as providing access to a range of personalised support services
- A level of innovativeness and entrepreneurialism in your approach

3) Organisational readiness & demonstrated need for funding

- A clear strategy with the potential to scale
- Understanding of capability gaps and needs of your organisation to achieve social impact goals and increase financial sustainability

For more information on Westpac Foundation

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

9. <https://labourmarketinsights.gov.au/our-research/employment-projections/>

10. <https://techcouncil.com.au/wp-content/uploads/2021/10/2021-October-Roadmap-to-Deliver-One-Million-Jobs.pdf>

11. https://bze.org.au/research_release/million-jobs-plan/

12. https://www.westpac.com.au/content/dam/public/wbc/documents/pdf/aw/westpac-foundation/WestpacFoundation_CSI_report_Aug2019.pdf