



Australian Government

Community
Grants Hub
Improving your grant experience



Scholarships for Women in Finance and Economics Admin Service

General feedback for applicants

Overview

The Australian Government funds the Women's Leadership and Development Program (the program) to deliver a range of projects specifically for Australian women. It contributes to the achievement of the Department of the Prime Minister and Cabinet's Outcome 1:

Provide high quality policy advice and support to the Prime Minister, the Cabinet, Portfolio Ministers and Assistant Ministers including through the coordination of government activities, policy development and program delivery.

The objectives of the Women's Leadership and Development Program are to improve outcomes for Australian Women in 6 key focus areas, including women's job creation, women's economic security, women's workforce participation, women's leadership, women's safety and international engagement.

The objectives of the Scholarships for Women in Finance and Economics program is to encourage more women to study accounting, business, finance and economics, or to renew, upskill or refresh their skills in these areas. This will assist more women to enter, re-enter and achieve leadership roles in the economics and financial services industry.


Selection results

The application period opened on 28 October 2020 and closed on 17 November 2020. A total of \$1.5 million was available exclusively for scholarship funding.

A total of 37 applications were received and one organisation was successful in receiving funding.

Selection process

The Community Grants Hub (the Hub) administered an open competitive selection process on behalf of the Department of the Prime Minister and Cabinet (the department). An open competitive process ensures all eligible applicants had an equal opportunity to apply.



The Hub received 37 applications. These applications underwent eligibility and compliance checks against the eligibility criteria as outlined in section 4 and section 7 of the Grant Opportunity Guidelines.

34 organisations were identified as eligible to apply. The Hub completed a preliminary assessment of the eligible organisations' responses to the assessment criteria.

Following preliminary assessment by the Hub, all outcomes were referred to a Selection Advisory Panel (the panel) made up of departmental officers from relevant business areas, who made funding recommendations to the Decision Maker.

Members of the panel assessed whether the applications represented value with money and made final recommendations to the Decision Maker by taking into account:

- the initial preliminary score against the assessment criteria
- the overall objective/s to be achieved in providing the grant
- whether the proposed project was in scope
- the relative value of the grant sought
- the extent to which the evidence in the application demonstrated it will contribute to meeting the outcomes/objectives of the scholarships
- the extent to which the applicant demonstrated a commitment to the scholarships
- how the grant activities will target groups or individuals
- the risks, financial, fraud and other, the applicant or project poses for the department
- the risks the applicant or project poses for the Commonwealth.

The panel may have considered additional information from the applicant to assist in making final recommendations.

The Minister for Women is the Decision Maker for the Women's Leadership and Development Program and was provided with the panel's recommendations.



Criteria specific feedback

Criterion 1

Demonstrated ability to deliver scholarships, and an understanding of the issues present for women in accounting, economics and finance.

When addressing the criterion, strong applicants will:

- demonstrate your organisation/s' ability to broker relationships between recipients, educational institutions and employers
- demonstrate your organisation/s' knowledge of the accounting, economics and finance sectors
- demonstrate your organisation/s' awareness of issues of gender in the accounting, economics and finance sectors including participation, retention rates, and representation in leadership roles
- demonstrate your organisation/s' commitment to gender equity, including for example, any sex-based harassment and discrimination prevention strategies in place, and/or gender diversity targets for both leadership and non-leadership positions.

When addressing the criterion, strong responses clearly described:

- their existing relationships, and ability to broker new relationships between recipients, educational institutions and employers
- their knowledge and experience working with the accounting, economics and finance sectors. This included their experience in assisting women gain employment opportunities in these sectors
- a deep knowledge, understanding and awareness of issues of gender in the accounting, economics and finance sectors including participation, retention rates, and representation in leadership roles. This included their experience in addressing these issues with the sector through previous engagement
- their commitment to gender equity by describing the organisation/s' measures to support women's equality in the workplace. Strong applicants provided examples of previous actions taken and the positive outcomes from these actions.



Criterion 2

Describe how your organisation/s will meet the objectives and intended outcomes of the grant activity.

When addressing the criterion, strong applicants will:

- describe how your organisation/s will meet the objectives and outcomes of the grant activity, including how you will support recipients to progress their careers
- describe what success would look like over the funding period, and outline how women will benefit from the work, in particular disadvantaged women
- explain how your organisation/s will identify and communicate and maintain relationships with scholarship recipients over the duration of the program.

When addressing the criterion, strong responses clearly described:

- a well-designed program which would meet the objectives and outcomes of the grant activity, including how they proposed to support recipients to progress their careers. This would have included examples of their previous experience in delivering similar programs to support women
- their definition of what success would look like over the funding period. This included a description of how success would be measured. Strong responses outlined how women will benefit from the work, in particular disadvantaged women
- how they would use existing and proposed networks to identify and communicate with potential scholarship recipients. This included a communication and engagement strategy. Strong responses explained how they would maintain relationships with scholarship recipients over the duration of the program.



Criterion 3

Ability to nationally distribute and acquit up to \$1.5 million in Commonwealth Government grants over 2 years.

When addressing the criterion, strong applicants will demonstrate the ability to:

- manage similar national projects with similar levels of funding
- measure the success of the project
- have appropriate due financial diligence processes in place to ensure funds are used appropriately and in line with the grant agreement
- demonstrate how your organisation/s are able to adapt the delivery of the project to take into account unforeseen events such as COVID-19, in line with Commonwealth and state or territory requirements.

When addressing the criterion, strong responses clearly described:

- their experience in managing similar national projects with similar levels of funding, the outcomes of these similar national projects, and their capability to successfully deliver the proposed project
- how the organisation would measure the success of the project
- the organisation's governance structure, including any appropriate due financial diligence processes in place to ensure funds are used appropriately and in line with the grant agreement
- how the organisation will be able to adapt the delivery of the project to take into account unforeseen events such as COVID-19, in line with Commonwealth and state or territory requirements.



Guidance for future grant applications

Read the supporting information before applying:

- It is important to read all available information provided about the round when applying for funding, especially the grant opportunity documentation provided on the Hub's [website](#).
- The grant opportunity documentation is specific to each round and contains important information about the purpose of the program, eligibility and compliance requirements, eligible items, timeframes and how to apply.
- The application form includes helpful information and details on questions relating to eligibility, priority for funding, and mandatory information required by the Hub and the department for the selection process.

Check the application before it is submitted

Applicants are encouraged to check the application form for completeness prior to submission:

- Check all fields in the application form have been completed in full.
- Check all answers to questions have been entered correctly.
- Check responses to criteria are accurate, clear and easy to read.
- Check the application provides a level of detail that is in proportion to the amount of funds requested and the complexity of the project.