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# Women's Leadership and Development Program: Project Grants

Feedback for applicants

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## Overview

The objective of the Women's Leadership and Development Program (WLDP) is to improve outcomes for Australian women in 6 key focus areas: job creation, economic security, workforce participation, leadership, safety, and international engagement.

The WLDP Project Grants opportunity introduced a new women's job creation priority area which focused on projects to address women's unemployment and set Australian women up for future jobs.

Up to \$40 million (GST exclusive) over 2020—21 to 2023—24 was available for this grant opportunity.

The application period opened on 19 November 2020 and closed on 9 December 2020. There was no minimum or maximum grant amount, however it was anticipated most grants be between \$200,000 and \$800,000. Due to the highly competitive nature of the grant opportunity, successful organisations may have been offered less funding than requested.

This feedback is provided to help grant applicants understand what made a strong application for this grant round, and how to strengthen future applications.

## Selection Process


An open competitive selection process was conducted for this grant opportunity.

Applications were assessed against the 3 equally weighted assessment criteria. Information on what made a strong response to each criteria is provided below.

The Selection Advisory Panel (the panel), comprising of policy makers and subject matter experts from the Department of the Prime Minister and Cabinet, Department of Industry, Science, Energy and Resources and the Department of Education, Skills and Employment made final funding recommendations.

603 applications were received, making the selection of successful grant recipients highly competitive.

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The panel recommended applicants based on the strength of their responses to the assessment criteria and their ability to meet the grant requirements outlined in the Grant Opportunity Guidelines. Specifically, the panel took into consideration:

- the initial preliminary score against the assessment criteria
- the overall objective/s to be achieved in providing the grant
- whether the proposed project/activity was in scope
- the relative value of the grant sought
- the extent to which the evidence in the application demonstrated a commitment to the WLDP key priority areas
- the alignment of the project/activity to existing initiatives under the Government's JobMaker Plan, in particular the JobTrainer Fund, to work in partnership with the Commonwealth
- whether the project/activity was scalable, transferable across industries and occupations, and the cohort of women to be supported (including women from different backgrounds, rural, remote and regional areas)
- risks the applicant or project poses for the Commonwealth.

The panel recommended 60 applicants to the decision maker (Minister for Women) for funding. The decision maker made the final decision to approve the grants, including the grant funding amount to be awarded.

Applications were also screened for eligibility and compliance against the requirements outlined in the Grant Opportunity Guidelines, including confirming they were an eligible entity type.



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## Criterion 1

Describe your project – How it will support the objective of the WLDP and outcomes of the WLDP Project Grants grant opportunity?

Strength	Example
Strong applications clearly demonstrated their knowledge of the opportunities and barriers for women in a particular cohort/sector and how their project would achieve positive outcomes.	Strong responses: <ul style="list-style-type: none"><li>▪ articulated the opportunities and barriers for women, especially in non-traditional and/or male dominated industries, and clearly explained how their project would achieve positive outcomes.</li></ul>
Strong applications clearly demonstrated how their project aligned with the objective of the WLDP and the key priority areas described under 2.1 of the Grant Opportunity Guidelines.	Strong responses: <ul style="list-style-type: none"><li>▪ described in detail how their project would address one or more of the key priority areas and outlined how their project improves outcomes for women.</li></ul>
Strong applications clearly demonstrated how their project would deliver new value to Australian women and link with, or complement, existing services or government initiatives such as the JobTrainer Fund.	Strong responses: <ul style="list-style-type: none"><li>▪ identified gaps in current programs/initiatives/sectors for supporting women and how their project would complement, add value, and fill those gaps</li><li>▪ explained links with existing government initiatives including JobTrainer Fund.</li></ul>



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## Criterion 2

How will your project be delivered and what are the intended outcomes for all stakeholders?

Strength	Example
<p>Strong applications clearly demonstrated what success would look like for their project, including key milestones or achievements and how they would measure success over the funding period.</p>	<p>Strong responses:</p> <ul style="list-style-type: none"><li>▪ identified clear, realistic targets for their project, described how the targets would be met including key milestones</li><li>▪ identified clear performance measures, including an evaluation of the project.</li></ul>
<p>Strong applications clearly demonstrated the impact of their project, including how many women would benefit and what cohorts (such as young or older women, or women living in rural, regional and remote areas). If their project focussed on job creation, they had to describe how many award paying jobs (whether they were full-time, part-time or casual) or employment/training pathways they would deliver over the project period.</p>	<p>Strong responses:</p> <ul style="list-style-type: none"><li>▪ identified the number of women to be supported throughout their project, including the number of women to be employed to deliver the project, number of jobs created such as apprenticeships, traineeships, work placements</li><li>▪ identified continued outcomes for women at the end of the grant period.</li></ul>
<p>Strong applications clearly demonstrated how their project would deliver sustainable change or have an ongoing impact without further funding from WLDP.</p>	<p>Strong responses:</p> <ul style="list-style-type: none"><li>▪ demonstrated the sustainability of their project at the conclusion of the grant period without further grant funding to continue their work</li><li>▪ identified existing relationships with key stakeholders to maintain delivery of quality outcomes</li><li>▪ identified opportunities for continuation or expansion of pilot/existing projects, including the impact/outcomes these projects have already had on the sector/cohort, and how these outcomes will be improved.</li></ul>



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### Criterion 3

Describe what the capability and capacity is of your organisation to undertake the activity.

Strength	Example
<p>Strong applications clearly demonstrated their organisation's capacity and capability to successfully deliver the project, including experience in delivering similar projects.</p>	<p>Strong responses:</p> <ul style="list-style-type: none"><li>▪ demonstrated their organisation's ability to complete the delivery of the project, including consortium members, or existing networks</li><li>▪ outlined similar projects and outcomes they have delivered within a specified budget.</li></ul>
<p>Strong applications clearly demonstrated their organisation's governance structure, the experience and role of staff and the organisation's prior experience in delivering outcomes through similar service, particularly projects to support vulnerable cohorts.</p>	<p>Strong responses:</p> <ul style="list-style-type: none"><li>▪ identified key staff with relevant experience, board structure and members</li><li>▪ demonstrated experience and knowledge of working with the sector and cohort.</li></ul>
<p>Strong applications clearly demonstrated how their project can be delivered in a COVID-19 context, in line with Commonwealth and state or territory requirements, including in the event of increased restrictions.</p>	<p>Strong responses:</p> <ul style="list-style-type: none"><li>▪ demonstrated how they would be able to continue to deliver their program and adapt if necessary around COVID- 19 restrictions (i.e. converting face to face delivery to online/virtual content).</li></ul>