



Australian Government

**Community
Grants Hub**
Improving your grant experience



Workplace Support

Support for employer representatives and unions to improve safety, fairness, and productivity in workplaces – Productivity, Education and Training Fund

Feedback for applicants

The Department of Employment and Workplace Relations (DEWR) has provided the following general feedback for applicants of the Productivity, Education and Training Fund grant opportunity.

Overview

The grant opportunity application period opened on 21 March 2023 and closed on 3 April 2023. The grant opportunity received 4 applications.

The Productivity, Education and Training Fund (PET Fund) implements an outcome from the 2022 Jobs and Skills Summit, insofar as business, unions and Government committed to work proactively together to strengthen tripartism and constructive social dialogue in Australian workplace relations. It also supports the Government's election commitment to secure Australian jobs, as this will require a sustained and enhanced tripartite effort to effectively develop and implement new workplace reforms. The PET Fund will support implementation of a range of workplace reforms and Jobs and Skills Summit outcomes by strengthening tripartism and constructive social dialogue in the Australian workplace relations system.

Selection process

The Community Grants Hub undertook the screening for organisation eligibility and compliance against the requirements outlined in the Grant Opportunity Guidelines. This information was provided to DEWR for the final decision on whether an application did not meet the eligibility and/or compliance criteria.

DEWR then assessed and considered all eligible and compliant applications through a closed non-competitive grant process. All assessed applications were considered by the Selection Advisory Panel (the panel). The panel, established by DEWR, comprised of government representatives as part of a fair and transparent merit process. The panel assessed applications and provided advice to inform the Department's funding recommendations to the Delegate.

Applications were assessed on merit, based on the:

- overall objectives of the grant opportunity
- evidence provided to demonstrate how your project contributes to meeting those objectives
- relative value of the grant.

Each application was required to address the following selection criteria:

- **Criterion 1: Organisational profile**
- **Criterion 2: Consultative approach**
- **Criterion 3: Capacity to deliver activities to support productivity, education and training for their members**
- **Criterion 4: Alignment with eligible expenditure.**

Successful applications were identified based on their responses to the selection criterion and their demonstrated ability to meet the grant requirements outlined in the Grant Opportunity Guidelines.

Selection results

Applications were assessed according to the procedure detailed in the Grant Opportunity Guidelines and outlined in the selection process above.

This feedback is provided to assist grant applicants to understand what generally comprised a strong application and the content of quality responses to the assessment criteria for this grant opportunity.

All applications were found eligible to be awarded a grant under the Grant Opportunity Guidelines.

In summary, the panel found all applications presented:

- proposed activities represented value for money and were directly targeted at achieving the objectives of the PET Fund
- expertise and the ability to deliver the outcomes for the grant fund with access to suitable networks and resources
- a broad reach of engagement which would not occur, or would not be as effective and impactful, without grant funds.

Successful applications provided strong responses to the selection criteria and demonstrated their ability to meet the eligibility requirements outlined in the Grant Opportunity Guidelines. Further detail about what constituted a strong response to each criterion is provided below.

Criterion 1 Organisational profile

When addressing the criterion, strong applications:

- demonstrated an intimate understanding by their organisation of current workplace relations frameworks
 - outlined how their organisation monitors, assesses and contributes to future outlooks in the workplace relations space
 - outlined the organisation's affiliated networks and demonstrated the breadth of interests their organisation supports
 - outlined the organisation's proposed approach to meeting grant funding obligations related to progress reporting of grant funding expenditure and consultative outcomes.
-



Strength	Example
<p>Strong applications demonstrate an intimate understanding by their organisation of current workplace relations frameworks.</p>	<p>Strong applications provided a clear overview of the actions of the organisations in contemporary Workplace Relations, including:</p> <ul style="list-style-type: none">▪ how they represent the interests of their members before the Fair Work Commission in key matters such as award and wage reviews▪ actively participating in tripartite forums, such as the 2022 Jobs and Skills Summit and the National Workplace Relations Consultative Committee.
<p>Strong applications were required to describe how their organisation monitors, assesses, and contributes to future outlooks in the workplace relations space.</p>	<p>Strong applications:</p> <ul style="list-style-type: none">▪ demonstrated how the organisation brings in the views of their members/engage with members to understand outlooks▪ demonstrated diverse approaches to understanding the space, including surveys, case monitoring, feedback, policy and research, and facilitating open discussion▪ demonstrated an understanding of the breadth of the workplace relations policy space, and key priority issues.
<p>Strong applications were required to describe their organisation’s affiliated networks and the breadth of interests their organisation supports.</p>	<p>Strong applications:</p> <ul style="list-style-type: none">▪ described the number of members and/or affiliates▪ described the breadth and types of industries/workers covered by their organisation▪ clearly identified interests of their organisation and of their members.
<p>Strong applications were required to describe the organisation’s proposed approach to meeting grant funding obligations related to progress reporting of grant funding expenditure and consultative outcomes.</p>	<p>Strong applications:</p> <ul style="list-style-type: none">▪ demonstrated an understanding of clear, regular financial reporting and record keeping▪ demonstrated a commitment to providing updates on outcomes and evaluating the success of activities▪ demonstrated clear communication and engagement strategies.



Criterion 2 Consultative approach

When addressing the criterion, strong applications:

- outlined the organisation’s existing approach to bilateral and tripartite consultation, and commitment to meaningful and consistent engagement on workplace relations issues and reforms
- outlined ways in which their organisation maintains consistent engagement with its members and affiliated networks to consult and educate on workplace relations frameworks, including reforms
- indicated areas where inefficient resourcing impedes meaningful engagement in bilateral and tripartite structures, and which grant funding might support.

Strength	Example
Strong applications were required to describe the organisation’s existing approach to bilateral and tripartite consultation, and commitment to meaningful and consistent engagement on workplace relations issues and reforms.	<p>Strong applications demonstrated:</p> <ul style="list-style-type: none"> ▪ active participation in consultation processes ▪ contributions to policy discussions ▪ collaboration and consultation with members.
Strong applications were required to demonstrate how the organisation maintains consistent engagement with its members and affiliated networks to consult and educate on workplace relations frameworks, including reforms.	<p>Strong applications demonstrated:</p> <ul style="list-style-type: none"> ▪ clear governance practices ▪ regular communications with members and affiliates, including forums and meetings factsheets/educational materials, direct communications, and consultation papers.
Strong applications were required to describe where inefficient resourcing impedes meaningful engagement in bilateral and tripartite structures, and which grant funding might support.	<p>Strong applications:</p> <ul style="list-style-type: none"> ▪ demonstrated specifically how additional funding would enable improved resourcing and deliver better outcomes ▪ included specific options to improve dedicated staffing, and travel to support better member engagement ▪ demonstrated existing constraints on products and time dedicated to specific tasks, such as educational materials, or holding events and workshops ▪ noted the breadth of the government’s current workplace relations agenda and how this is impacting their current operations.



Criterion 3 Capacity to deliver activities to support productivity, education and training for their members

When addressing the criterion, strong applications:

- indicated areas where activities would address the needs of their members, including assisting them to implement current and new workplace laws
- demonstrated experience in the development and delivery of productivity, education and training activities
- outlined access to personnel with the right expertise and experience, including management and technical staff.

Strength	Example
Strong applications were required to describe where activities would address the needs of their members, including assisting them to implement current and new workplace laws.	Strong applications demonstrated: <ul style="list-style-type: none">▪ the organisation had considered what support members need▪ options to increase and deepen member engagement.
Strong applications were required to demonstrate experience in the development and delivery of productivity, education and training activities.	Strong applications demonstrated specific examples of their organisation’s experience in delivering education and training products which are fit for purpose to members.
Strong applications were required to describe access to personnel with the right expertise and experience, including management and technical staff.	Strong applications: <ul style="list-style-type: none">▪ described the size of current teams dedicated to workplace relations▪ provided information of types of available experience, including lawyers, educators, managers, event management, policy development and stakeholder engagement and communications staff.



Criterion 4 Alignment with eligible expenditure

When addressing the criterion, strong applications:

- outlined proposed grant activities and demonstrate an alignment with eligible expenditure as detailed above in section 5.2 Eligible expenditure
- outlined a proposed approach to engaging with eligible expenditure items, including recruitment processes, approach to communications strategies, and format and frequency of engagement with members and affiliated networks
- indicated whether grant activities which align with eligible expenditure could be improved through additional contributions via existing resources within their organisation.

Strength	Example
Strong applications were required to describe proposed grant activities and demonstrate an alignment with eligible expenditure as detailed in section 5.2 Eligible expenditure.	Strong applications demonstrated activities are clearly identified as eligible expenditure items, such as employing dedicated workplace relations staff to work on policy development and production of educational materials for members.
Strong applications were required to describe their proposed approach to engaging with eligible expenditure items, including recruitment processes, approach to communications strategies, and format and frequency of engagement with members and affiliated networks.	Strong applications described: <ul style="list-style-type: none">▪ mature and well-developed recruitment practices to source additional expertise▪ consideration of what additional staff the organisations will seek, including subcontractors▪ what reporting would support an effective approach to managing grant funds.
Strong applications were required to describe grant activities which align with eligible expenditure which could be improved through additional contributions via existing resources within their organisation.	Strong applications: <ul style="list-style-type: none">▪ demonstrated the need for increased engagement across a range of activities to support workplace relations reforms▪ considered how additional funds would improve existing member services▪ demonstrated planning for new opportunities to improve services as a result of grant funding.

Individual feedback

Individual feedback will not be provided for this grant opportunity.