



# Structural Adjustment Fund

## Feedback for Applicants

---

The Department of Social Services (the Department) has provided the following general feedback for applicants of the Structural Adjustment Fund grant opportunity.

Assessment of applications was in accordance with the procedure detailed in the Grant Opportunity Guidelines (Guidelines) and outlined in the selection process below.

### Overview

The application submission period opened on 23 November 2023 and closed on 18 January 2024.

The Structural Adjustment Fund (the Fund) grant round funding is available to support the employment of people with high support needs, with a view of assisting the sector to evolve in line with the guiding principles for the future of supported employment (guiding principles).

The objective of the Fund is to facilitate the evolution of the supported employment sector in line with the guiding principles, enabling the introduction of innovative approaches to:

- create pathways to open employment
- better meet community expectations
- create sustainable employment opportunities for people with disability.

Intended outcomes for individual grants will vary due to the non-prescriptive nature of the Fund, however, the overarching outcome for the Fund will be that the supported employment sector evolves in line with the guiding principles.

This round was the first of 2 rounds, with a second round of applications scheduled to open in late 2024. Prospective applicants are encouraged to review this feedback, as it will help organisations understand successful applications and may provoke ideas for projects which could be applied for through Round 2.

### Selection Process


The Community Grants Hub (the Hub) undertook the initial screening for organisation eligibility and compliance against the requirements outlined in the Guidelines. This information was provided to the Department's Grant Opportunity Delegate for final decisions on whether an application met the eligibility and compliance criteria.

The Hub undertook the preliminary assessment on all applications through an Open Competitive grant process. Applications which had undergone preliminary assessment were provided to the Department's Selection Advisory Panel (Panel) for deliberation.

The Panel established by the Department, comprised of subject matter experts who assessed applications and provided advice to inform the funding recommendations to the Financial Delegate.

When assessing and deliberating on applications the Panel took into consideration a number of factors incorporating the inclusion or exclusion of late applications, the volume of applications received, meeting the identified requirements outlined in the grant opportunity guidelines and the available funding envelope.

---



---

The Panel's consideration of assessed applications was, based on:

- compliance with the Guidelines
- suitability against the eligibility criteria in the Guidelines
- how well the applications addressed the assessment criteria
- the extent to which applications provided value with money
- how the proposed activities compared to other applications
- geographical spread and diversity of providers
- how well the applications identified risks and proposed mitigation strategies for the department and the Commonwealth.

## Selection Results

There was a strong interest in the grant opportunity and applications were of a high standard. The preferred applicants demonstrated their ability to meet the grant requirements outlined in the Guidelines based on the strength of their responses to the assessment criterion.

The Hub notified applicants of the outcome in writing, where their applications did not meet the requirements outlined in the Guidelines.

This feedback is provided to assist grant applicants to understand what comprised a strong application and the content of quality responses to the assessment criterion.

### Criterion 1


**Demonstrate how your project aligns with the guiding principles for the future of supported employment.**

When addressing the criterion applicants:

- demonstrated how funding would assist organisations to evolve pursuant to the guiding principles for the future of supported employment
- included how success of the project would be measured
- detailed how their activity/ies could be scaled up and/or how the activities would be sustainable beyond the grant period
- be person-centred, demonstrated the approach would meet the needs of the individual/s the project would be targeting
- demonstrated how the funding would support people with disability with high support needs in their employment.

#### **Strong applications:**

- demonstrated a clear understanding of the guiding principles and explained in detail how organisations would change and evolve as a result of funding to align with one or multiple guiding principles
  - demonstrated a strong understanding of the specific needs of people with disability with high support needs
  - outlined the metrics they would use to measure their project both quantitatively and qualitatively and explained what success looked like in the project.
  - Strong applications identified the number of people with disability they would be supporting through their project
  - provided strategies which were relevant and specific to the project to be utilised in order to scale up and/or achieve sustainability beyond the grant period such as broadening of scope and willingness to share results with other providers
-

- 
- 
- explained how their service approach was individualised for each client and/or demonstrated how the project would be person centred and would service the differing needs of individuals
  - clearly articulated their methodology and made a strong case for why the project could be delivered successfully
  - provided specific examples of strategies or initiatives in place to support people with disability with high support needs; these could have included accessibility accommodations or coaching among others.

## **Criterion 2**

### **Demonstrate your organisation's capability and capacity to deliver the grant activity/ies.**

When addressing the criterion applicants:

- demonstrated their organisation's experience and capacity including their experience in delivering similar projects
- described their organisation's existing partnerships with key stakeholders and explained their role in the project
- outlined how their grant would utilise existing evidence bases on how to best support people with high support needs in their employment.

#### **Strong applications:**

- detailed their relevant experience in supporting people with disability with high support needs, particularly in employment
- provided examples of similar projects they have delivered with reference to outcomes achieved
- detailed relevant experience and/or qualifications key personnel hold
- identified relevant partnerships with other organisations and stakeholders and clearly articulated how they would use these partnerships to achieve success throughout the project's lifespan. In particular, strong applications demonstrated how they could use relationships with other employment service providers or open employers to expand the available employment opportunities for people with high support needs
- identified that they have existing relationships with the cohort they intend to support, and demonstrated how this would help them to achieve successful project outcomes. For example, some strong applications identified how they already employed supported employees with open employment goals who could immediately benefit from the grant funding
- cited and explained relevant sources of evidence, including on customised employment and the work-integrated social enterprise model, and clearly showcased how this evidence would be applied in their project in reference to fostering positive outcomes for people with high support needs.



---

### Criterion 3

#### **Deliver value for money for Government.**

When addressing the criterion applicants:

- provided a project budget
- outlined a proposed payment structure
- justified how the grant would deliver value for money for Government.

#### **Strong applications:**

- provided a suitable budget for the project they described, taking into consideration the spread of funds across geographical areas and the number of people who would be supported with the funding
- detailed how the project would achieve value for money. Strong applications sought to quantify employment outcomes, including with reference to alternative programs.

### Individual feedback

Individual feedback will not be provided for this grant opportunity.