



**Habitat**  
for Humanity®  
Australia

**habitat**  
**women**

## Program Prospectus 2024



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Habitat for Humanity Australia acknowledges the Traditional Owners of the country on which we work, the peoples of the Eora Nation, and recognise their continuing connection to land, water, and culture. We pay our respects to their Elders past, present and emerging. We respectfully acknowledge the traditional owners of the lands and waters of Australia. <sup>(OBJ)</sup>



We build strength, stability, and self-reliance through shelter.

## Habitat for Humanity Australia

Habitat for Humanity International (HFHI) was founded in 1976 by Millard and Linda Fuller. The concept of “partnership housing” where those in need of adequate shelter work side by side with volunteers to build simple, decent houses was central to the HFHI model.

Habitat for Humanity Australia (HFHA) was established in 1996 with an affiliate structure in each State. In 2021 HFHA merged with the NSW/QLD Affiliate. Victoria and South Australia have separate Affiliate organisations which work closely in partnership with HFHA.

HFHA manages a significant International Program and supports home partner families in Asia and the Pacific to build and rehabilitate simple, decent homes. This has never been more important because, as United Nations data shows, globally more than 1.6 billion people live in substandard housing and 100 million people are homeless. HFHA has shown that building houses does much more than put a roof over someone’s head. Decent and stable homes:

- Provide stability for families,
- Increase the sense of dignity and pride,
- Improve health, physical safety and security, and
- Increase education and livelihood prospects.

Domestically, HFHA has a strong Australian Program focusing on volunteering opportunities by way of our Brush with Kindness program and our disaster and response activities. More information about all our programs can be found at [www.habitat.org.au](http://www.habitat.org.au)

## Habitat Women

Habitat Women was established in 2022 as a social enterprise increase workforce participation of women in the building and maintenance industry. Women make up only 11% of the total industry workforce. Our program aims to increase female participation within the construction sector by providing women who face barriers to employment with training and career support to pave a pathway into the construction industry, and experience through our social enterprise – Habitat Women Maintenance.

This program will aim to:

- Empower women to gain access and find employment in the maintenance and repairs sector
- Partner with value-aligned partners to repair and maintain existing housing stock
- Increase the diversity of skills offered by women in the construction industry, and
- Generate an income for reinvestment into Habitat Women and Habitat for Humanity Australia’s other important programs.



# Program

## Habitat Women’s Program **Vision** is to

Build strength, stability, and self-reliance of women facing barriers to employment in the building and construction sector.

## Habitat Women’s Training Program **Core Objective** is to

Provide opportunities for women who have experienced barriers to employment to enter the construction industry and obtain meaningful employment.

## This will be done through these **Core Approaches**

<b>Training</b>	<b>Experience</b>	<b>Support</b>
<ul style="list-style-type: none"> <li>• In repairs and maintenance skills (up to 12 modules of workshop training)</li> <li>• In career development skills (up to 4 modules)</li> </ul>	<ul style="list-style-type: none"> <li>• A Day in the Boots (up to 5 different work experiences)</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching (up to 3 career coaching sessions)</li> <li>• Mentoring (1 session with an industry mentor)</li> <li>• Transition to employment (ongoing support for 2 months to land employment)</li> </ul>

### Employment Terms

All successful participants will be contracted on a casual employment basis.

A casual employee is a person who accepts an offer of casual employment made by HFHA on the basis that HFHA makes no firm advance commitment to continuing and indefinite work according to an agreed pattern of work for the person.

Casuals are paid on an hourly basis at a fixed hourly rate (including casual loading) plus superannuation contributions in accordance with applicable legislation. In order to be paid, the participant must complete their White Card and First Aid certification. This enables the participant to work in the Workshop as well as other locations, as agreed.

### Course Completion

To complete the course, a minimum 90% attendance is required.

Special consideration may be given in some instances. If participants are absent due to illness or incapacity, participants must inform the Training Manager, in writing, as soon as reasonably practicable.






## Schedule

Our program typically runs 3 terms each year with each term consisting of 12 consecutive weeks.

Each term, we will run two sessions offered on a Monday/Tuesday or Wednesday/Thursday timetable. Typically, the course will require 10-hours per week, between 9:00am and 3:00pm with set breaks and lunch.

A sample schedule may look as follows:

	Monday	Tuesday
<b>Week 1</b>	Induction	White Card
<b>Week 2</b>	First Aid	Workshop
<b>Week 3</b>	Workshop Careers	Workshop
<b>Week 4</b>	Workshop	Work Experience
<b>Week 5</b>	Workshop Careers	Workshop
<b>Week 6</b>	Workshop	Work Experience
<b>Week 7</b>	Workshop Careers	Workshop
<b>Week 8</b>	Workshop	Work Experience
<b>Week 9</b>	Workshop Careers	Workshop
<b>Week 10</b>	Workshop	Work Experience
<b>Week 11</b>	Workshop Careers	Work Experience
<b>Week 12</b>	Workshop	Workshop

Key:  Workshop  Careers = Workshop location  Work Experience = Off-site activity

## Training Outline

Our training program is delivered by an experienced Training Manager who will support you to gain repairs and maintenance skills in our workshop, before applying these skills on off-site work experience days.

You can expect to learn these basic workshop skills:

- Introduction to the safe handling of tools and basic techniques
- Carpentry and woodworking basics
- Identifying and managing basic and hidden hazards
- Painting and wall repair
- Tiling and grouting
- Repairing flyscreens and screen doors
- Repairing blinds and curtains
- Putting up shelves & hanging pictures
- Hanging doors, door handles and repairing drawers (simple version)
- Handling locks, bolts and keys
- Basic floor and carpet repairs
- Trouble shooting common issues with electricals, plumbing and appliances, and
- Outdoor maintenance and gardening.

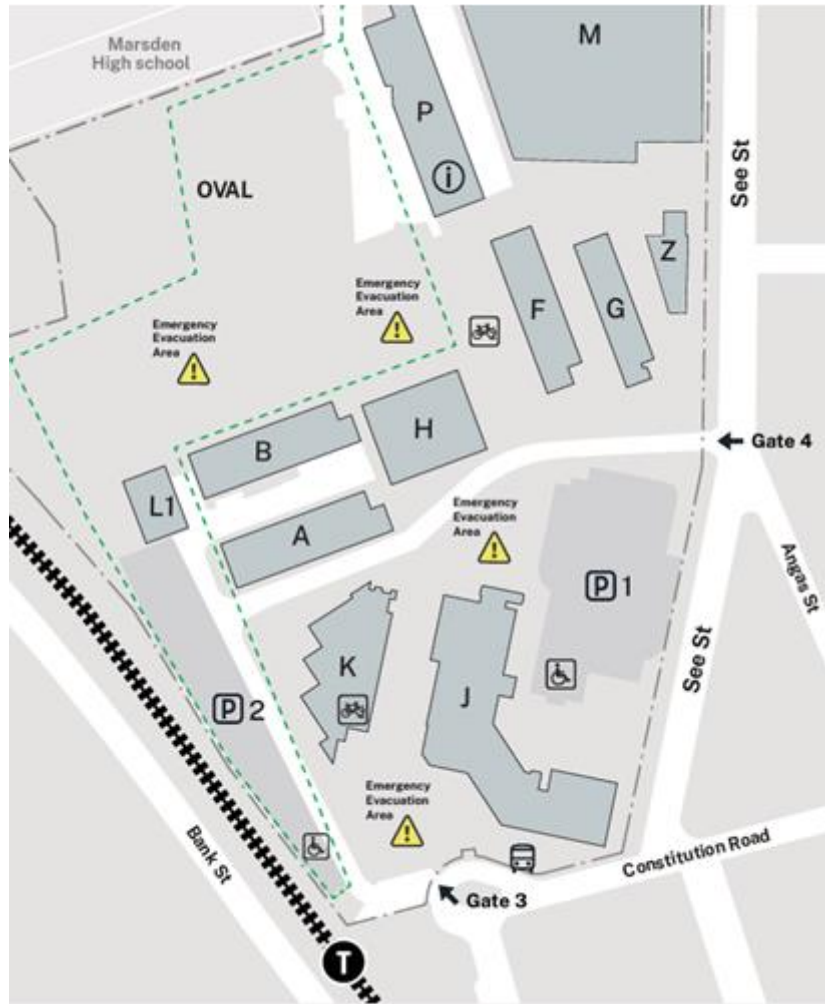
As this program aims to explore employment pathways for women facing barriers to enter the sector, we supplement our program with careers support and mentoring from industry experts. We hope that when women graduate from our program, they will have the skills and confidence to obtain meaningful employment.

Upon completion, you will have received:

- White Card (or general construction induction card)
- First Aid and CPR certificates
- Safety boots
- Basic skills on equipment
- Careers plan, CV and interview skills
- Work experience.

## Location

Training will typically take place at our Workshop, located on the Ground Floor of Block F, Meadowbank TAFE:



The TAFE is located adjacent to Meadowbank Train Station with buses and train available. Alternatively, parking may be available along See Street, and surrounds. Entry would be via Gate 4.

There will be work experience opportunities where the work will be undertaken in the Greater Sydney area and may, as agreed on occasions, extend to the Blue Mountains and Southern Highlands.



Contact Us:

[HabitatWomen@habitat.org.au](mailto:HabitatWomen@habitat.org.au)

