

NAWIC QLD OVERVIEW 2020-2021



nawic
The National
Association of Women
in Construction



We help **WOMEN** be who
they want to be
in construction



We **celebrate** women
We **are** brave
We **care + connect**
We **advocate** for change



The National Association of Women in Construction (NAWIC) is an Australian not-for-profit organisation formed in 1995.

Our objective is to create an industry where women fully participate. One that makes us proud to be a part of and one that future generations can succeed in.

NAWIC exists to empower women in the construction and related industries. The association supports its members through five pillars of services (see right), designed to help them reach their full potential.

We strive to achieve positive change at policy level. NAWIC QLD is uniquely positioned to deliver on this agenda with invaluable industry support and an established voice at the Ministerial Construction Council and Building Construction and Maintenance Industry Reference Group.

With Chapters in every state and territory, we are also part of a global network of NAWIC organisations including in the United States of America, New Zealand and Canada.

WE LOVE OUR MEMBERS

Our Members

Our membership base includes many women and men from the enormous cross-section and variety of roles that operate in and support the construction industry, including: lawyers, designers and architects, engineers, tradeswomen, general managers, project managers, construction managers from small to large organisations.

Our members enjoy networking with a diverse range of industry professionals and expanding their personal and professional networks.

Let's get connected!



NawicQld



nawic_qld



NAWIC_QLD



NAWIC_QLD

#NAWICQLD #11percent #womenontools #womenbuildingqld

NAWIC QLD bridges the gap between individuals & companies to improve our entire industry

Our work is holistic - we help to:

- Attract females into careers in construction.
- Upskill, support and retain women already working across the industry in both trade and corporate roles
- Collaborate with industry stakeholders to advocate for gender diversity and to build awareness within the private and public sectors
- And recognise women who are positively contributing to the industry through our Awards.

NAWIC QLD's Five Pillars of Core Activities:

EDUCATION

In-schools Program
Career Expos, school & universities
Executive Leadership Program
Scholarships Program for trades, TAFE, uni, executives, and research

MENTORING

Mentoring Program - where members can participate as mentees or mentors

WOMEN ON TOOLS

Regular Events
11% Strategy - Advocating for policy change
Gender Diversity Resources
Male Allies Program
Diversity Awareness TAFE training
Speed Career

EVENTS

Site Tours
Networking
Financial Focus
Well-being
Family Days
International Women's Day
End of year celebration

AWARDS FOR EXCELLENCE

Launch Event - providing information on categories and tips from previous winners and judges
78 Nominations in 2019
Across 10 award categories
Judged by a panel of 13 industry leaders
Celebrated with 500+ event attendees
Sponsored by the biggest and best in the industry

**BUILDING SUBCONTRACTORS
CONSULTANCIES & SUPPLIERS**

Construction Contractors Engineering Consultancies

**GOVT & LEGAL &
EDUCATION PROFESSIONAL SERVICES**

STUDENTS & Apprentices

Our support and initiatives
for women in construction
are only possible thanks to
our awesome sponsors.

The Queensland Chapter

Around fifty passionate women and men from the Queensland construction sector volunteer to champion change with NAWIC.

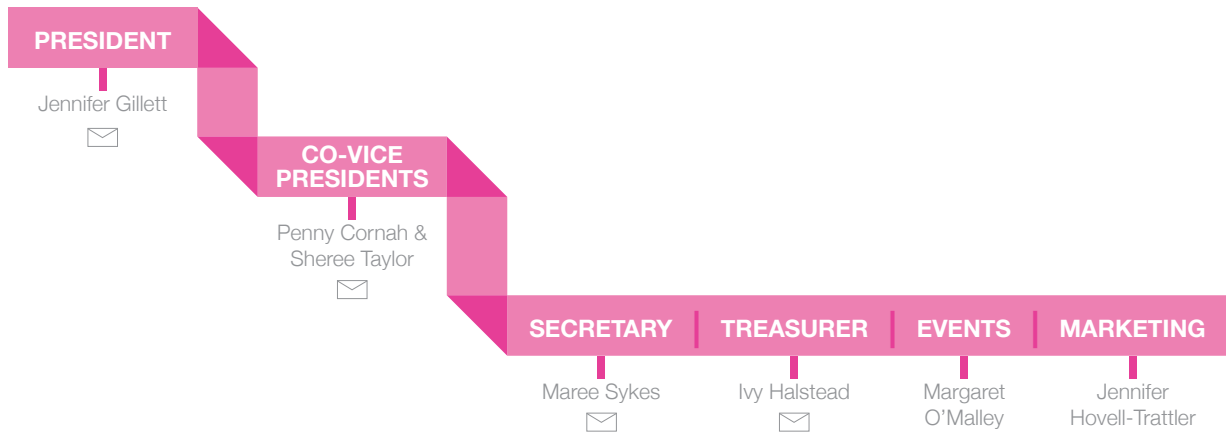
Among the group there are young up-and-comers and seasoned professionals, all with families and responsibilities.

These behind-the-scene heroes dedicate any available time to manage NAWIC QLD operations, activities and initiatives, engagement with our Members, youth and stakeholders, marketing and media, sponsorships and partnerships.

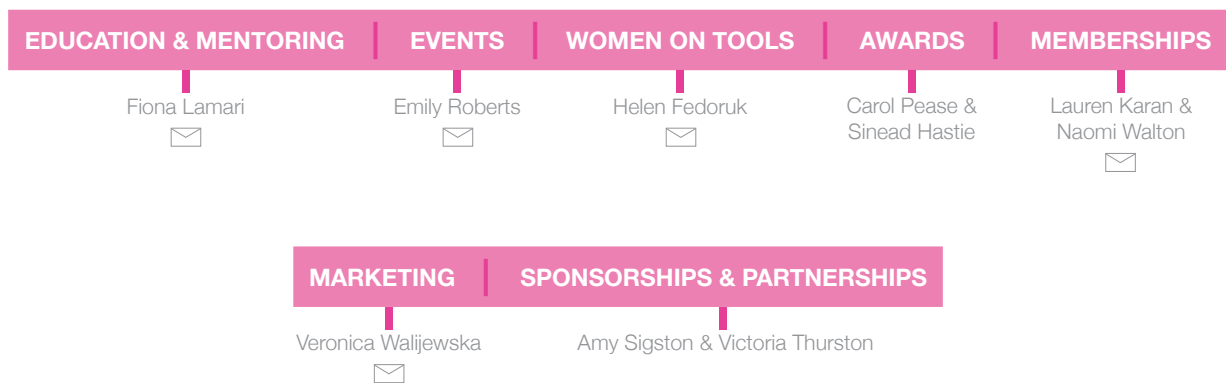


CHAPTER STRUCTURE

Strategic Committee



Committees & Chairs



Want to Volunteer with NAWIC QLD?

GET INVOLVED!

Be part of an exciting and meaningful cause.

- The quickest way to expand your network is to collaborate with other terrific people in the construction industry.
- Make a proactive difference in the industry while having fun, building on your resume, and working with professionals on a well regarded brand.

Sign-up now: qldmemberships@nawic.com.au

ENTERING THE CONSTRUCTION INDUSTRY

At NAWIC QLD, we strive to raise awareness.

NAWIC QLD is dedicated to providing continuous learning and self-development opportunities from high school students to established professionals.

We engage female secondary and tertiary students, and apprentices at events around Queensland and inform them of the career possibilities in construction. Through our Sponsorship Program, we enable pathways forward through TAFE and University.



VIRTUAL CONSTRUCTION SITE TOUR developed by QUT Lecturer in Construction Project Management, Dr Fiona Lamari, who also leads our Education & Mentoring Committee.

At career expos and as part of our In-Schools Experience Program, students can participate in a Virtual Construction Site Tour using virtual reality headsets. They “walk-through and meet” with various trades and professions working on a major project in the Brisbane CBD. It was designed to encourage high school students to take up a career in construction.

Interested in the In-School Experience Program or VCS Tour? contact Fiona at fiona.lamari@qut.edu.au

Career Pathways - from education to industry

Each year NAWIC QLD tours career expos and open days to engage with Queensland's youth, parents, guardians, and teachers in order to provide information on career opportunities in our great industry.

Our Education & Mentoring Committee facilitates In-School Experiences (panel discussions and site visits) at schools in Brisbane and regionally. They also arrange webinars and co-ordinate enquiries for work experience placements through a register of participating organisations.

In May 2020, on the last day of National Career Week, NAWIC QLD ran a panel discussion via webinar targeted at year 9 to 12 high school students. The audience had the chance to interact live, posting questions for the five panellists to answer. The panellists were sought out to provide a broad view of the construction industry, including university students and a construction manager with over 25 years of experience.

Due to COVID-19 restrictions, physical career events have either been cancelled or postponed. We encourage sharing of the webinar recording to help reach as many students as possible. Trainers and educators are welcome to utilise this resource as a conversation starter and generate career discussions with students.

Access our 'Career in Construction' webinar recording on  YouTube

This webinar is part of the STEM Choice in Female High-School Students 'In-School Experience Outreach Initiative' - a collaboration between QUT and NAWIC. This project is supported by an Advance Queensland Engaging Science Grant provided by the Queensland Government.



Speed Careering

Our **Women on Tools (WoT) Committee** run educational events aimed at school children however, they are open to females of all ages. They are held in Brisbane and regionally around Queensland.

Girls have the opportunity to discuss with female trade role models and explore the potential of a trade career pathway.

If your organisation is interested in organising a Speed Careering event, contact: wot@nawic.com.au



WORKING IN CONSTRUCTION

We bridge the gap between individuals & companies to improve our industry.

Calendar of Events

Networking offers the greatest value to our members. Getting to know your peers and creating lasting connections is the pulse of membership, so we highly encourage jumping in!

We unite and develop women by providing opportunities for networking and upskilling. Our Events Committee theme events each year around wellness, finances, site tours, leadership, and socialising. NAWIC QLD has tremendous support from organisations across the industry who host, sponsor, and invite our members to visit their construction sites.

Our Women on Tools (WoT) Committee hold regular free breakfast events each year for women in trades, who come to network and receive updates on WoT initiatives. WoT has a strong following of supporters from across the industry, 30+ companies regularly turn out to show their support for the 50+ female tradies.

Visit our [website](#) for our current event listing and details. Members receive discounted tickets to all events, some being free of charge.

To host an event, sponsor or involve your organisation (i.e. by way of a site visit or host) please contact qldevents@nawic.com.au and for WoT specific events: wot@nawic.com.au



Mentoring Program

Our annual and highly sought after Mentoring Program is exclusive and free to our members.

Its formal structure exposes the mentee, who may be at any stage of their career progression, to a high calibre mentor, chosen for their exemplary experience in the industry.

Great care is placed in matching participants as we see this engagement as critical to strengthening both mentor' and mentee' careers.

The program runs during the financial year and each year is centred around a unifying topic. Four events provide networking opportunities to build relationships with professionals from across the industry. All activities throughout the program deliver tangible learning outcomes for both participants. Membership is required for mentee but not essential for mentors.

Mentoring applications open between August and September of the new financial year. For details and to enroll, please visit our [website](#) and complete the form.



Scholarships Program

To help reach your goals and keep you moving towards your full potential, each year NAWIC QLD provides scholarship opportunities for its members. Funds for scholarships are largely raised through our Awards for Excellence in addition to teaming up with sponsors.

Scholarships can include: TAFE and University course fees, Australian Institute of Company Directors course fees, and NAWIC membership (for youth).

Who can enter? Our scholarships are typically for students, apprentices, women entering the construction industry, and women in the industry wanting to expand into leadership roles. Each scholarship has entry criteria, most require you to be a NAWIC member.

Scholarships are limited so please keep a look out on our social media channels or get in touch: Education & Mentoring Committee emcqld@nawic.com.au

Executive Leadership Program

Our Executive leadership Program includes four inspiring and thought provoking events and a Queensland Building and Construction Commission (QBCC) sponsored scholarship for the Australian Institute of Company Directors (AICD) course - empowering and encouraging our members through to the board.

This scholarship is announced annually, for updates, follow us on our social media channels.

Industry Awards

Our Awards for Excellence is the best in the industry, for our state, and not to be missed!

In 2019 our Awards event grew to 500+ attendees. The evening provides an opportunity to recognise and celebrate the amazing women in construction and is our main financial source to sustain our initiatives and programs.

We highly encourage members to [nominate](#) themselves and colleagues, to be recognised for their great work. Feedback confirms it is straight forward to enter so don't miss out!

This is an excellent opportunity to support NAWIC QLD with sponsorship and have your brand feature on all event marketing materials, social media accessing an engaged community of thousands. View our [prospectus](#) (scroll to the bottom to download).

BUSINESSES IN CONSTRUCTION

We are devoted to positive change.

Influencing Policy

NAWIC has an active seat at the Ministerial Construction Council and Building Construction and Maintenance Industry Reference Group where we advocate directly for better gender balance in the construction industry. Our regular engagement across small to large companies, TAFE and Universities allows us to understand the issues on the ground, and support where we can.

The Women on Tools (WoT) Committee was created in 2014 to specifically focus on supporting and encouraging female trades with a goal to lobby government for a minimum 11% female trades on all government funded projects. Take the pledge to show your support at womenbuildingqld.com.au.



2019 was a turning point in what the WoT committee set out to do - to facilitate real tangible change in the industry.

NAWIC was thrilled when the Hon Mick de Brenni MP, Minister for Housing and Public Works announced the exemplar project in Cannon Hill to demonstrate the possibilities and achieve, if not exceed 11%.

Diversity Tool Kit

We encourage businesses to understand and create awareness of the importance of gender diversity. To support employers, we have developed [resources](#) ideal for leaders and HR to implement.

Male Allies Online Mentoring Program

Designed for males within organisations to solve gender bias from the inside out. The program provides tools and strategies to navigate the changing landscape we're creating through our work.

Tradeswomen Maternity Resources

Guidance for businesses to support their tradeswomen during and after pregnancy, see [YouTube](#). Created from results of NAWIC QLD's Mums & Bubs Survey in 2019 highlighting best practice.

TAFE Diversity & Inclusion Awareness Training

Developed by WoT, this training is now mandatory for all incoming TAFE students. A host of other industry RTOs and organisations are implementing the training across the industry.

Engagement

Our WoT Committee works with industry leaders to help them realise the benefits of diversity and inclusion in their companies. They run Toolbox Talks to raise awareness at the site level to invoke a better understanding of what change looks like and how it will affect them.

Have questions or want to get in touch, email: wot@nawic.com.au

SPONSORSHIP OPPORTUNITIES

Three categories offering an array of publicity

ANNUAL PARTNERSHIPS (STATE SPONSORS) FROM JULY 1 - JUNE 30

Gold \$11,000 incl GST (allocation of 2/yr).

As our top tier Partner, your business will be: acknowledged on all NAWIC QLD social media channels, the NAWIC website, at the QLD Awards for Excellence, and at all our events. You will also receive exclusive naming rights (excluding Awards), feature on all marketing and communications to our members and industry network, and receive a 10% discount on any awards sponsorship package.

Create further awareness of your business and projects by hosting three events and two site tours. Network with NAWIC QLD members with two paid NAWIC memberships for one year and ten complimentary tickets to any QLD event (excluding Awards).

Silver \$5,500 incl GST (allocation of 2/yr).

As our second tier Partner, you will receive the benefits of a Gold Partner but with a 5% discount on any awards sponsorship package, and the opportunity to host two events and two site tours. Network with QLD members with one paid NAWIC membership for one year and five complimentary tickets to any QLD event (excluding Awards).

Bronze \$3,300 incl GST (allocation of 4/yr).

As our third tier Partner, your business will be: acknowledged on all NAWIC QLD social media channels, the NAWIC website, at the QLD Awards for Excellence, and at all our events. You will also receive exclusive naming rights (excluding Awards) and feature on all marketing and communications to our members and industry network.

Members and non-members can attend QLD events for a small fee providing further networking opportunities.

EDUCATION AND CULTURE FROM JAN 1 - DEC 31

Professional Development Sponsors \$ relevant to program/course.

This scholarship makes a profound impact by enabling professional growth through payment of course fees.

Your business will receive exclusive naming rights for this event and be acknowledged on all NAWIC QLD social media channels, the NAWIC website, and event-related marketing and communications to our members and industry.

Family Event Sponsor \$ relevant to event.

Our most creative sponsorship opportunity! Our partnership can be tailored to your budget and we can have some fun designing an event to bring all our members and their families together. Your business will receive exclusive naming rights to this event and be acknowledged on all NAWIC QLD social media channels, the NAWIC website, and event related marketing and communications to our members and industry network.

NAWIC QLD AWARDS FOR EXCELLENCE, COMMENCES UPON EXECUTION OF SPONSORSHIP AGREEMENT AND CONCLUDES AT THE END OF THE AWARDS OF THE YEAR SPONSORED. PRICES RANGE, ALL INCL GST.

Each year, NAWIC QLD has exclusive sponsorship packages for its Awards for Excellence ranging from: Event Partner \$22,000; Dinner Sponsor \$9,900; Crystal Vision Award Sponsor \$8,800; Industry Award Sponsor (9 categories) \$6,000; Happy Clapper Sponsor \$5,500; Photography Sponsor \$5,500; Canapés and Welcome Sponsor \$5,500; Entertainment Sponsor \$5,500; MC Sponsor \$4,400; Awards Supporter – Crystal \$3,300; Networking Lounge Sponsor \$2,750; Photo Booth Sponsor \$2,750; Awards Supporter – Orange \$1,650.

All sponsorship types are given first right of refusal for the following year. NAWIC QLD may, in its sole discretion, increase or decrease the number of Gold, Silver and Bronze Annual Partners available each financial year. The sponsor benefits listed do not apply to the Awards for Excellence, unless specified otherwise.

Student/
Apprentice

\$55 incl GST

Individual
(Trades & Corporates)

\$159 incl GST

Corporate
Membership

\$ SEE BELOW

NAWIC MEMBERSHIP FROM JULY 1 - JUNE 30

CORPORATE MEMBERSHIP DETAILS

Investment, all incl GST

GOLD: \$3,300 per year and \$100 per staff member

SILVER: \$1,540 per year and \$120 per staff member

SMALL BUSINESS: \$770 per year and \$130 per staff member

Be recognised. Feature on the Corporate Members page on the NAWIC website.

Gold Members appear at the top of the page with a major logo allocation which links to your website

Silver Members appear second with a medium logo allocation which links to your website

Small Business Members follow and are listed by name which links to your website

Make the most of your investment.

If one of your nominated employees leaves your company, you can replace them with your new employee at no additional cost.

Our support and initiatives for women in construction are only possible thanks to our awesome sponsors. Please get in touch if you have any queries: contact us.

Payment Options:

1. Company Pays Entirely – Upon return of the application form NAWIC will update our records and issue one invoice for payment based on the number of nominees (EXCLUDING the designated contact person; their membership is included in the Corporate fee)

OR

2. Company Pays Corporate Fee & Staff Pay Nominee Fee - Upon return of the application form NAWIC will update our records and issue one invoice to the company for their corporate fees and then an individual invoice to each nominee listed on the application form. Subsequent staff that wish to be added to the program can then join online and receive the reduced nominee rate (provided their email address matches your company email domain name). Please indicate in your email if this is your preferred option.

TOP 6 MEMBERS-ONLY BENEFITS:

- Discounts to attend our events and grow your network exponentially.
- Exclusive access our renowned Mentoring Program to accelerate your career development and give back to the industry.
- Eligibility to our Scholarships Program to take your career to the next level.
- Enter our prestigious Awards for Excellence and be recognised for your individual employee's and your company's great work.
- Publicity opportunities for your individual employees and your company through participation, joint initiatives and sponsorship.
- Contribute to the Queensland Chapter or the National NAWIC Board to drive our agenda forward and improve our industry together.

HOW TO JOIN?

Simply visit nawic.com.au and click 'Membership' then 'Become a Member'

We welcome all membership-related enquiries, please email our friendly volunteers who endeavour to respond to your enquiries within 48hrs qldmemberships@nawic.com.au

REWARDS PROGRAM

Overview

NAWIC passes on a series of discounts to products and services through a formal Rewards Program.

How to join:

Access is granted to paid NAWIC members.

The rewards program is located on a separate platform managed by Member Benefits Australia (MBA). Please setup your account directly on the [Rewards Website](#) (you will require your NAWIC Membership number).

MBA will contact you when you have signed up.

If you experience any access issues, please contact MBA directly on 1300 119 493 (9am - 5pm Monday to Friday AEST) or email info@mbabenefits.com.au.

ASSISTANCE PROGRAM

NAWIC offers its members a free counselling service to get help when needed.

Times have been tough during COVID-19, so it's important and helpful to speak to a professional outside of your network for privacy and support. Don't be shy, this program is completely confidential and established to provide balance and wellbeing for our members.

Get in touch with our Assistance Program professionals – head to the [portal here](#) to book a time that suits you, it's easy and an important step forward.



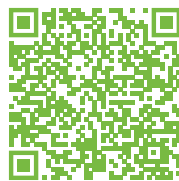
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OUR VISION | Where We Are Heading

An equitable construction industry where women fully participate.

OUR MISSION | How We Do It

NAWIC is THE advocate for positive change for women in the construction industry. Join us at one of our events to help you decide if membership is for you. We look forward to seeing you there!



nawic.com.au



NawicQLD



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