

## **FUNDING GUIDELINES – ACCESS TO WORK**

### **Key information**

*Grant applications open:* Friday 3rd October to Monday 20th October, 5:00pm (AEDT).

*Eligibility:* Organisations must hold [Deductible Gift Recipient](#) (DGR) status and operate in Australia.

*Applications are made via an online form.* Also available here is background information, our overarching social investment strategy and FAQs.

*Further information:* Contact us via email at [fgwgrant@futuregeninvest.com.au](mailto:fgwgrant@futuregeninvest.com.au) or call (02) 9247 9202. We are happy to talk through questions on the phone.

### **Process and timeline**

3 – 20 October 2025	Online Grant Applications open
21 Oct to 25 Nov	Screening and assessment*, including online meetings with shortlisted organisations
1 December 2025	Successful applicants notified. Theory of Change and Impact Measurement Frameworks refined as necessary
10 December 2025	Future Generation Women Showcase in Sydney with successful applicants and other guests
January 2026	Donation payment made
February – March 2026	On-boarding to Seer platform for impact measurement

\* Screening and assessment will be conducted by Emily Fuller, Future Generation’s Social Impact Director and two external grant makers, based on the funding guidelines, assessment criteria and our aims for the impact portfolio. Further information or meetings may be requested during the assessment period.

### **What is the aim of Future Generation Women’s social investment?**

FGW wants to see Australia unlock its full potential – through increased participation by women – and become the fair, productive and competitive economy it can be. Removing the barriers to women’s full and equal participation in economic activity is worth \$128 billion<sup>1</sup> to the Australian economy.

With its social investment, FGW aims to advance economic equality and opportunity for Australian women and their children. FGW will progressively provide philanthropic funding to:

- Enhance access to work for women most impacted by economic inequality
- Improve financial literacy and confidence among girls and young women
- Enable positive gender norm formation among girls, boys and young adults

[At the top of the online application form](#), you will find our Social Investment Strategy Summary and Theory of Change for more information. We strongly recommend all grant applicants read this background information before applying.

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<sup>1</sup> Deloitte Access Economics – ‘Breaking the Norm’ 2023 -<https://www.aiiw.org.au/wp-content/uploads/2022/11/DAE-AIIW-breaking-the-norm-unleashing-australia-economic-potential-031122.pdf>

### **Current grant opportunity – Women’s Access to Work**

In October 2025, FGW will run a national grant application process to award approximately \$1 million amongst 5 to 10 non-profits that enhance access to work – either through employment or enterprise – for women most impacted by economic inequality.

FGW has developed these funding guidelines and our Theory of Change (see Appendix 1) based on the evidence available about ‘what works’ in creating access to work for those women facing the greatest barriers. For applicants’ information, a summary of this research is included in the Access to Work - Background and Research Summary document available [at the top of the online application form](#). A summary list of effective and promising initiatives can be found at Appendix 2.

### **Eligibility - who we will invest in**

This year, FGW will make once-off grants to high-potential non-profits that align with our giving strategy and Theory of Change. We aim to fund diverse and complementary approaches that have a wide geographical footprint, including regional-based work and Aboriginal Community Controlled Organisations.

We will predominantly fund organisations working ‘on the ground’ – whose work aligns closely with the current evidence base or is considered ‘promising’ given the known evidence.

### **Organisations or collaborations need to demonstrate the following in their work:**

1. A core focus on improving women’s access to employment and/or supporting women as entrepreneurs
2. Holistic and bundled approaches which include a significant element of peer support and/or mentoring - either directly or via partnering organisations
3. Ability to address women’s barriers to work (eg. housing, childcare, health) - either directly or via partnering organisations
4. Experience supporting the women who are most impacted by economic inequality - see target groups below
5. Achievement of one or more of the following outcomes, in line with our Theory of Change:
  - More women are employed in decent<sup>2</sup> work
  - More women own businesses
  - Women-owned businesses are profitable and competitive
6. Evidence that results are lasting (e.g. through follow up, or signposting to other services to prevent fall off once support period ends)

Initiatives based on an existing collaboration of more than six months between two or more organisations are preferred, particularly where this helps to support the most excluded women. It is not our intention to spark new initiatives, but rather to drive more funding to effective work that has capacity, demand and opportunity to grow.

We acknowledge there are cultural differences and approaches when working with Aboriginal and/or Torres Strait Islander women and girls and the best outcomes are fostered through Aboriginal owned organisations, or organisations with empowered Aboriginal and/or Torres Strait Islander people and teams. We encourage applications from Aboriginal Community Controlled Organisations (ACCOs).

### **Women facing the greatest barriers - our target groups**

FGW will fund organisations working with the following groups of women who are most impacted by economic inequality.

- Aboriginal and Torres Strait Islander women
- Women with disability
- Migrants and refugee women

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<sup>2</sup> [International Labour Organisation definition](#). We also consider decent being work that meets women’s aspirations and is future relevant.

- Single mothers and carers
- Rural, regional and remote women
- Older women in poverty
- Women who have been incarcerated

Organisations must demonstrate an understanding of and ability to support women experiencing intersectional disadvantage. Intersectional disadvantage or ‘intersectionality’ refers to the way individuals may experience overlapping forms of disadvantage based on attributes such as Aboriginality; age; disability; ethnicity; gender identity; race; religion; and sexual orientation. Intersectionality recognises that the causes of disadvantage or discrimination do not exist in isolation. Instead, they intersect and compound one another, magnifying both the severity and frequency of their impacts. This creates greater barriers to accessing support, particularly for women already experiencing gender inequality.

We acknowledge the critical link between women’s economic opportunities and experiences of violence. Australian women continue to face high levels of violence and abuse, which have a deep impact on economic security and opportunities. FGW’s funding is focused on supporting women’s economic empowerment, recognising that increased financial independence can reduce the risk of financial and other forms of abuse.

### **‘High potential’ – our target organisations**

‘High potential’ organisations have both a strong track record in supporting women to access work *and* sufficient runway to significantly deepen their impact.

We are looking to channel our funds towards small and medium-sized organisations that:

- Have unrealised potential and solid impact growth plans
- Are courageous and collaborative in their work
- Champion women facing economic exclusion, have their trust and are guided by their views
- Are committed to evidence informed practice, striving for excellence and continuous improvement
- Are willing to participate in impact measurement and to contribute to growing understanding and good practice, and sharing learnings with others

As a guide, we see this as organisations with between \$1m and \$10m in annual revenue, which are predominantly funded by non-Government sources. This may be modified on a case-by-case basis. We recognise the obstacles ACCOs face accessing non-government funding, and the size and government funding guides will not apply to those applicants.

### **How we invest**

Approximately \$1 million will be awarded in this grant round. We anticipate the funding to be allocated amongst 5 to 10 organisations as a once-off untied grant.

The purpose is to learn more about the work being done to improve women’s access to employment and entrepreneurship and inform our ongoing investment strategy. In the longer term (from 2028 onwards), we will enter a smaller number of multi-year partnerships.

### **How applicants will be assessed**

Our assessment will focus on the organisational level and will assess:

1. Alignment with our social impact strategy and funding parameters
2. Drive and mindset
3. Organisational foundations and potential for greater impact
4. Whether FGW’s support can have a meaningful impact on the work

<i>What are we looking for?</i>	<i>What does that mean?</i>
Alignment with our goals and funding parameters	Organisations that: <ul style="list-style-type: none"> <li>• hold Deductible Gift Recipient Status (1 or 2)</li> <li>• have a core focus on (and track record of) improving women’s access to employment and/or supporting women as entrepreneurs</li> <li>• use holistic and bundled approaches which include a significant element of peer support and/or mentoring - either directly or via partnering organisations</li> <li>• address women’s barriers to work (eg. housing, childcare, health) - either directly or via partnering organisations</li> <li>• target the most excluded groups (Aboriginal and Torres Strait Islander women, women with disability, migrants and refugees, single mothers and carers, regional and remote women, older women in poverty, and women previously incarcerated)</li> <li>• demonstrate an understanding of and ability to work with women experiencing intersectional disadvantage</li> <li>• achieve one or more of the following outcomes:                             <ul style="list-style-type: none"> <li>○ More women are employed in decent work</li> <li>○ More women own businesses</li> <li>○ Women-owned businesses are profitable and competitive</li> </ul> </li> <li>• can provide evidence that results are lasting</li> <li>• have annual revenue of between \$1m and \$10m, less than 50% government funded. These guides will not apply to ACCOs</li> </ul>
Drive and mindset	<ul style="list-style-type: none"> <li>• are courageous and collaborative in their work</li> <li>• champion women facing economic exclusion, have their trust and are guided by their views</li> </ul>
Strong organisational foundations and potential for greater impact	<ul style="list-style-type: none"> <li>• have strong leadership</li> <li>• have sound governance, operational systems and finances</li> <li>• carry out work that aligns with evidence about ‘what works’ in supporting women’s access to work (or is a reasonable approach considering known evidence)</li> <li>• have a track record of positive outcomes</li> <li>• have unrealised potential and solid impact growth plans</li> </ul>
FGW’s support can have a meaningful impact on the work	<ul style="list-style-type: none"> <li>• articulate clearly what will be different as a result of funding from FGW</li> <li>• are willing to undertake data collection and share data for impact measurement</li> </ul>

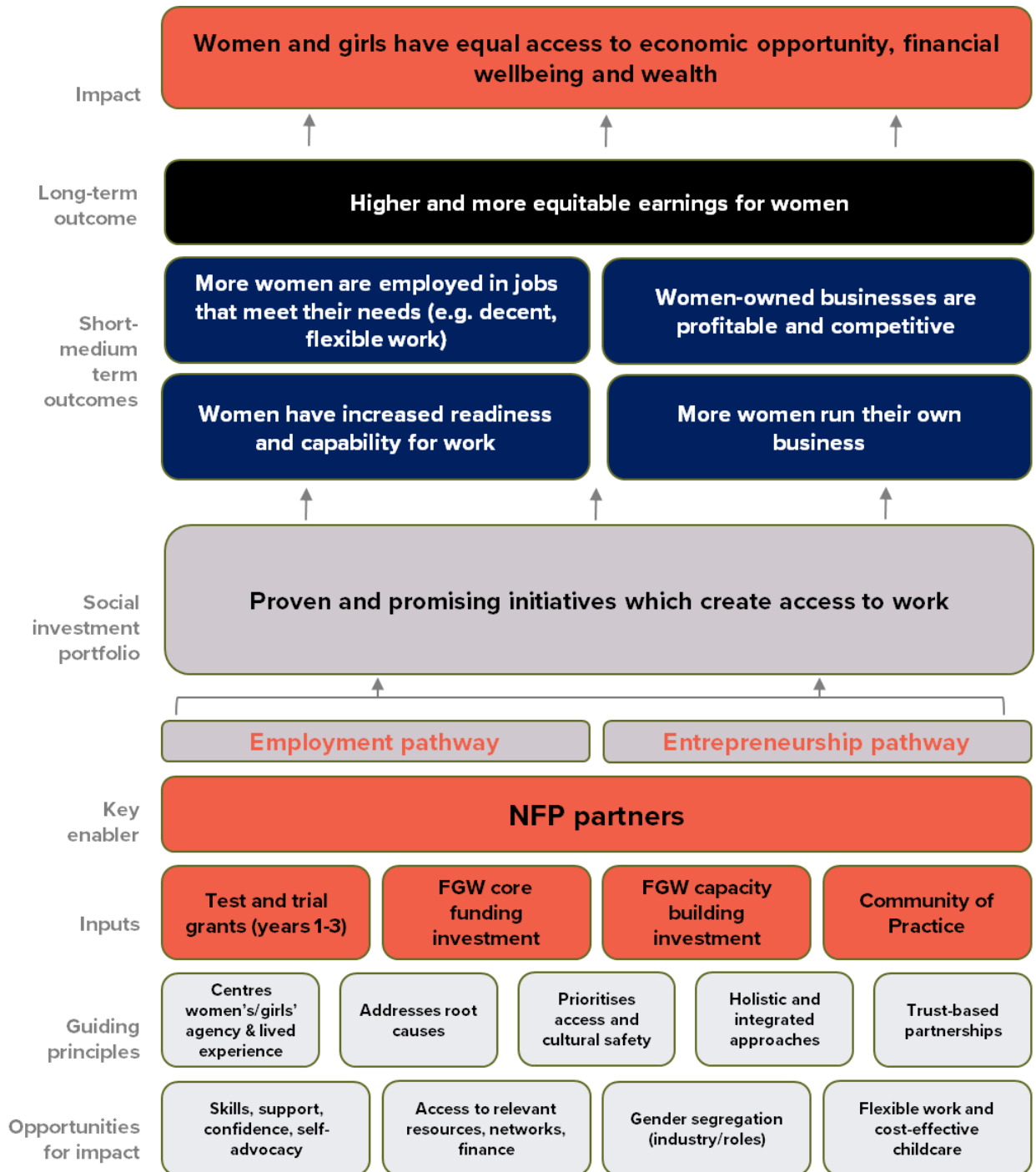
**What else is there to know about a grant from FGW?**

*Stakeholder engagement* – The Future Generation group has 15,000 valued shareholders and many pro bono fund managers and service providers who make its social investment possible. We communicate regularly with them about our social investment and request grantees support in providing content.

*Impact measurement* – We will work with the successful applicants and an independent specialist (ForsythClement) to develop an evidence-based Theory of Change and Impact Measurement Framework. The first iteration of the Theory of Change is appended to this Guideline. The Impact Measurement Framework will be operationalised on the Seer Data & Analytics platform, which allows us to understand each organisation’s results as well as aggregate their data to understand the reach and impact of the portfolio as a whole. FGW will cover the costs of grantees ‘on-boarding’ and use of the Seer platform over the funding period.

*NB. These guidelines are general for the purposes of the Grant Application. All applications will be reviewed and Future Generation Women reserves the right to fund outside of these guidelines.*

Appendix 1: Theory of Change - Access to work



**Appendix 2: Initiatives that are effective or promising in creating access to work**

There is a range of evidence related to improving women’s access to work in Australia and globally, as well as several areas that show promise but only have anecdotal or preliminary results. The table below provides a summary of **examples**. Applicants need not be limited to these examples.

WHAT WORKS	EXAMPLES
Bundled employment support programs (skills plus material/structural support)	<ul style="list-style-type: none"> <li>• Work readiness, including CV, interview skills, work clothes and workplace etiquette</li> <li>• Vocational skills training</li> <li>• Job placement support</li> <li>• Support to enter and progress in traditionally male industries (e.g. construction)</li> <li>• Partnerships with local colleges and/or employers who understand real local employment needs</li> <li>• Support for the digital gig work sector</li> <li>• Workforce re-entry</li> <li>• Career preparation</li> <li>• Career progression</li> <li>• Career moves</li> <li>• Peer support</li> <li>• Coaching</li> <li>• Mentoring</li> <li>• Networking and business connections</li> <li>• Grants and financial aid</li> <li>• Material support e.g. for or transport costs and uniforms</li> </ul>
Bundled entrepreneurial support programs (skills plus material/structural support)	<ul style="list-style-type: none"> <li>• Peer support</li> <li>• Coaching</li> <li>• Mentoring</li> <li>• Financial education and skills training as a foundation for inspiring entrepreneurship</li> <li>• Networking and business connections</li> <li>• Visibility, marketing and promotion, platforms</li> <li>• Industry-specific accelerators and incubators</li> <li>• Support for cooperatives</li> <li>• Procurement links/market access</li> <li>• Affordable and enabling finance/microfinance (e.g. long loan periods, joint repayment liability)</li> <li>• Other related products and services</li> <li>• Grants and financial aid</li> <li>• Capital investment</li> </ul>
Peer-led coaching and mentoring	<ul style="list-style-type: none"> <li>• Employment coaching</li> <li>• Entrepreneurial coaching</li> <li>• Career preparation</li> <li>• Career progression</li> <li>• Career moves</li> </ul>
Digital and AI skills	

WHAT WORKS	EXAMPLES
Targeting and customisation, including peer-designed and led	
Childcare	<ul style="list-style-type: none"> <li>• Workplace subsidies and/or provision</li> <li>• Paid parental leave for both men and women</li> <li>• Employer advocacy for men to take parental leave</li> </ul>
Employer reform	<ul style="list-style-type: none"> <li>• Flexible working</li> <li>• Remote working</li> <li>• Job sharing</li> <li>• ‘All roles flex’</li> <li>• All levels including leadership</li> </ul>
Opening new industries to women	<ul style="list-style-type: none"> <li>• Trade samplers</li> <li>• Apprenticeship cadetships</li> <li>• Skills courses</li> <li>• Employer commitments</li> <li>• Media campaigns</li> </ul>
Social enterprises which focus on women’s employment	