



MEDIA RELEASE

For immediate distribution

Gender equity training to shape the workforce of the future

MELBOURNE – 12 November 2018

ACCREDITED TRAINING IN GENDER EQUITY

Women's Health Victoria is proud to be the lead organisation in a consortium of industry and training providers who have come together to develop and pilot accredited training in gender equity.

The consortium – which also includes Adult Community Education Victoria, RMIT University and Women with Disabilities Victoria – will develop a suite of accredited units of competency in gender equity designed to embed gender equity knowledge and skills across a broad range of industries.

Gender equality is at the heart of preventing violence against women and is essential for creating prosperous, socially-connected and healthy communities. Employers are recognising the importance of gender equality – both for building a respectful and productive workplace culture and for ensuring their products and services meet the needs of their clients and customers.

That's why it's critical to embed gender equity in vocational training across a wide range of industries, from early childhood education, to disability services, sport and recreation, local government and business management. The units will be available both as part of pre-service training and as professional development for those already in the workforce.

The units will be piloted at three sites: Coonara Community House in Upper Ferntree Gully in Melbourne's outer east, Yarrowonga Neighbourhood House in north-east Victoria and RMIT's city campus. Local government employees from Knox City Council will be among the pilot participants. The RMIT pilot will involve a digitally enhanced learning model, which includes micro-credentials.

The units and training resources will be informed by an applied research program to be delivered by Monash University Faculty of Education, which will explore the role that values-based teaching and learning strategies can play in designing and delivering training to achieve social change.

The new training will contribute to the implementation of *Safe and Strong*, the Victorian Government's gender equality strategy, by building workforce capacity to implement a range of gender equity activities and strategies.

Quote attributable to

Rita Butera, CEO WHV: Women's Health Victoria is proud to be leading this nation-leading project to develop and test accredited training in gender equity. The project provides a wonderful opportunity to work with the vocational education sector to scale up, expand and formalise our decades of experience as a statewide leader in gender equity.



I am excited that this project will ensure current and future workforces across a wide range of industries have the knowledge and skills to build respectful workplaces, and take a gender equitable approach to their work, wherever that work may be.

Sue Geals, Chair ACEVIC: Training providers within the Adult & Community Education sector (Learn Local Organisations) share a passionate commitment to social justice and redressing disadvantage at the local level. The development of accredited training in gender equity is a perfect fit for our sector and our communities, and we are very pleased to be able to pilot the new units.

Professor Belinda Tynan, Deputy Vice Chancellor Education, RMIT University: RMIT University is a leader in educational innovation. We pride ourselves on both preparing students for the world of work and providing industry with a workforce that is ready to meet the needs of jobs of the future.

By incorporating digitally-enhanced learning and micro-credentials, the project harnesses the current wave of new pedagogical design to ensure the project is at the forefront of industry innovation.

Leah van Poppel, CEO WDV: Women with disabilities face significant barriers to social and economic inclusion, and experience high levels of abuse and violence. This makes it essential for the disability workforce to be able to deliver gender equitable and gender-responsive support to people with disabilities.

Women with Disabilities Victoria is delighted to bring our expertise to this project to ensure the units have a strong approach to gender and disability.

Cr John Mortimore, Mayor Knox City Council: Gender equity and the prevention of violence against women are priorities for Knox City Council, both in our capacity as an employer and as a service provider. Access to high quality training is critical for building staff knowledge, skills and engagement as we work towards gender equality in the City of Knox.

We look forward to playing an enhanced leadership role in promoting and achieving gender equity across our community.

Professor Allie Clemans, Monash University: Developing peoples' understanding of gender equity involves teaching that inspires personal and professional transformation, and the development of capabilities, 'soft skills' or attributes that are not traditionally the focus of vocational education.

The applied research program and project evaluation gives us an opportunity to apply innovative thinking to how we can achieve this kind of values transformation within a competency-based learning environment.

Women's Health Victoria acknowledges the support of the Victorian Government.

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For media enquiries and interviews, please contact:

Kylie Inserra, Communications Coordinator, Women's Health Victoria
Ph: 03 9664 9316
M: 0409 119 101
Email: kylie.inserra@whv.org.au

About Women's Health Victoria

Women's Health Victoria (WHV) is a not-for-profit, state-wide women's health promotion, information and advocacy service, focused on improving the lives of Victorian women. WHV works collaboratively with women, health professionals, policy makers and community organisations to influence and inform health policy and service delivery for women. The work of WHV is underpinned by a social model of health and a commitment to reducing inequities in health which arise from social, economic and environmental determinants. **For more information, visit whv.org.au**