

COMMUNIQUE FOR THE QUEENSLAND WOMEN IN CONSTRUCTION ADVISORY COMMITTEE



The Queensland Women in Construction Advisory Committee met in Brisbane on Tuesday 11th July 2023 to continue work on a Queensland Women in Construction Strategy framework and actions.

Queensland Women in Construction Strategy framework and proposed actions

The Committee received an update on the status of the draft Queensland Women in Construction Strategy framework, and noted that potential Strategy actions have now been developed based on feedback from committee members.

Members endorsed the proposed grouping of actions around the themes of attract, recruit, and retain, and agreed to meet out-of-session to further refine and finalise actions.

The Queensland Government's role in the implementation of a Strategy was discussed by members, with the committee agreeing that cross-agency support was essential to drive any real change in culture and behaviours in the construction industry.

Noting government's leadership in areas of women's participation, public investment through procurement, and vocational education and training, the committee supported the submission of a Strategy framework to the Queensland Government for consideration in coming months.

Building Gender Equality: Victorian Women in Construction 2019-22 - learnings from the Victorian Government

The chair welcomed to the meeting representatives from the Victorian Department of Premier and Cabinet and RMIT University, to share their experiences in the development and delivery of the [Building Gender Equality: Victorian Women in Construction Strategy 2019-22](#).

WOMEN IN CONSTRUCTION

UPDATE

MEETING 3: JULY 2023

COMMUNIQUE FOR THE QUEENSLAND WOMEN IN CONSTRUCTION ADVISORY COMMITTEE

Members heard that since 2018 the Victorian Government has invested \$2 million to develop and deliver Victoria's first Women in Construction Strategy, which aimed to address the cultural and structural barriers women face at three key points of intervention: attract, recruit, and retain.

Findings from research undertaken by RMIT University and achievements from the first Strategy were shared with the committee, and members reflected on how learnings from the Victorian experience could provide valuable insight and guidance on the development of a Queensland Women in Construction Strategy.

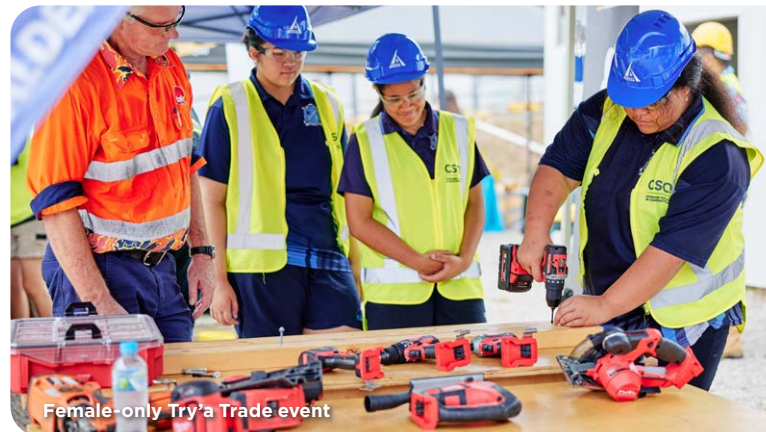
Committee members were informed that building on the work of the first Strategy, the Victorian Government has now committed to a further investment of \$2.4 million to develop a new eight-year Building Equitable Futures Strategy, due to be released in late 2023.

CSQ Construction Pathways

CSQ provided a presentation to the committee on findings from research recently undertaken, in partnership with Enhance Research, that explored in detail the thoughts and opinions of students and their influencers about their perceptions, sentiment and considerations for a career in construction.

This research has guided CSQ's investment, branding and messaging to ensure support and advice on construction career pathways available is tailored to students, teachers and their influencers.

CSQ also provided an overview of CSQ's Construction Pathways initiatives, with 94 events delivered in the first six months of the school year. These included a number of female-only pathways events, highlighting a range of opportunities available to girls and women keen to explore career opportunities in construction.



Queensland Women in Construction Strategy framework

Committee members noted the proposed Strategy actions aligned under the themes of attract, recruit, and retain.

The Committee agreed to hold a series of meetings in coming weeks to finalise actions and endorse a Strategy framework that will include recommendations to government and industry on potential actions to promote gender equality and diversity in construction.

WOMEN IN CONSTRUCTION

UPDATE

MEETING 3: JULY 2023

COMMUNIQUE FOR THE QUEENSLAND WOMEN IN CONSTRUCTION ADVISORY COMMITTEE

MEMBERSHIP

Rian Kelso (Chair)	Programs and Project Manager Director	PPTEU Services Trades College Australia
Sean Cummiskey (Deputy Chair)	General Manager, Industry Services & Procurement	Construction Skills Queensland
Toni Bull	Regional Executive Director	Housing Industry Association
Rebecca Callow	HR Manager	Shadforth
Jacqui Collie	Governance, Political & Executive Officer	CFMEU
Geoff Favell	Queensland Training Ombudsman	Queensland Training Ombudsman
Sue-Ann Fresneda	Deputy CEO	Master Builders Queensland
Loren Hickey	Pre-Contracts Manager, Infrastructure	John Holland
Katie O'Malley	Group Corporate Affairs Manager	BESIX Watpac
Damian O'Sullivan	Hydraulics Compliance Officer (PPTEU Male Ally of the Year 2022)	Multiplex
Glenn Robinson	Regional Director	Multiplex
Stacey Ross	Chief Executive Officer	The Centre for Women & Co
Sheree Taylor	Queensland Specification Manager President	BlueScope NAWIC Qld

STRATEGY SPONSOR

Brett Schimming	Chief Executive Officer	Construction Skills Queensland
------------------------	-------------------------	--------------------------------

QUEENSLAND WOMEN IN CONSTRUCTION ADVISORY COMMITTEE SECRETARIAT

Karen Roberts	karen.roberts@csq.org.au 0488 413 271	Construction Skills Queensland
----------------------	---	--------------------------------