



**WOMEN IN ADULT &
VOCATIONAL EDUCATION**

ANNUAL REPORT 2023

www.wave.org.au



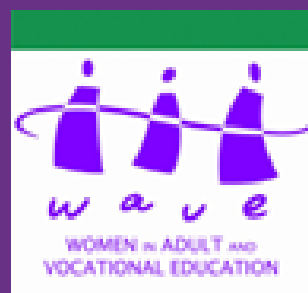
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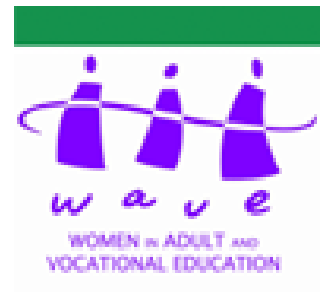
About WAVE

WAVE is a national network of women involved in Vocational Education and Training (VET) and adult education. WAVE provides research, policy advice and advocacy to Australian and State/Territory Governments on gender equity in skills and adult education policy, and provides input into VET and adult education internationally. Formed in 1985 WAVE is the first and only national independent, non-government organisation for Australian women and girls in the adult, community and vocational education and training sector/s.

Our mission is to advocate so that Australia's vocational education and training and adult education systems are equitable for all women and girls. Our vision is for a future where women and girls can participate fully in all aspects of work and democratic society, through equitable and transformative vocational and adult education.



wave@wave.org.au



Our Mission

To advocate so that Australia's vocational education and training and adult education systems are equitable for all women and girls.

Our Vision

A future where women and girls can participate fully in all aspects of work and democratic society, through equitable and transformative vocational and adult education

How We Work



FEMINIST

WAVE undertakes its work within a feminist framework recognising that intersecting forms of discrimination and marginalisation can impact a person's capacity to access and benefit from Australia's vocational and adult education system/s



CENTRE LIVED EXPERIENCE

WAVE is keenly aware of the importance of centring lived experience in our work. We advocate for the vocational and adult education system to enhance its inclusivity, relevance and affordability for those who may be left behind to provide a coherent voice for under-represented, vulnerable and marginalised groups.



EDUCATION IS TRANSFORMATIVE

The transformative power of inclusive education, training and lifelong learning that centre gender equity is at the core of WAVE's values. As leaders in the areas of gender equity and vocational and adult education, WAVE is uniquely placed to provide expert advice to Australian and State/Territory Governments on ways that these systems can be equitable for all Australians.



COLLABORATION AND PARTNERSHIP

We work in collaboration and in partnership with organisations, leaders and communities that share an appreciation of the breadth of challenges associated with gender inequity, especially as they relate to Australia's national adult education and skills system/s. We can provide partners, members and stakeholders with a deep understanding of the last 40 years of evidence in VET and adult education and gender equity from Theory of Change to Theory of Action and monitoring and evaluation of results.

Message from National Co-Convenors

Therese Nolan & Kit McMahon

National Co-Convenors

Over the past 12 months, the Federal political environment and national skills and education policy landscape has been shaped by the transformative change agenda ushered in by the Albanese Labor Government from mid 2022. This agenda has resulted in attention on education, training, employment and the centrality of skills agendas for Australia's future prosperity. These are the core areas of WAVE's remit - along with inter-related matters that impact gender equality in other portfolios such as welfare and migration. This has led to a year of vigilance and fast paced advocacy for WAVE.

As an organization, WAVE has remained steadfast in its commitment to enhancing the prominence of women in the workforce and education, focusing on rectifying inequities within the skills and labor market. Central to this mission is the recognition and prioritization of the lived experiences of those most disadvantaged in our education and training system, particularly women and girls. This involves acknowledging individual talents and providing unwavering support for their career growth while respecting their personal circumstances.

Despite our relatively small size, WAVE takes great pride in forging productive relationships with the Federal government. Key highlights from 2023 include:

1. Early congratulations extended to Professor Peter Dawkins AO on his appointment as Acting Commissioner for Jobs and Skills Australia (JSA). We promptly engaged with the Interim Commissioner and the JSA team to discuss gender equality and offered our services to promote gender equality in the formulation of JSA principles and the identification of goals for this new agency.
2. Participation in the skills and training pre-Budget locked-up session for the first time, alongside other key stakeholders. We have remained actively involved in federal policy discussions concerning equity and equality in skills policy during this period of reform.
3. Active participation in the recent JSA Symposium in Canberra, as well as attendance at the National Press Club Address delivered by Professor Dawkins.

National Executive Team

The WAVE national team comprises a group of committed skilled women from across Australia, dedicating their time and energies for a shared mission of equity in Australian Education and Training

Name	Position	Term
Kit McMahon	National Co-Convenor	2022-2023
Therese Nolan	National Co-Convenor and Queensland Convenor	2022-2023
Jan Edwards	Secretary	2022-2023
L'Amour Gina Whewell	New South Wales Convenor/Rural Member	2022-2023
Kira Clark	Victoria Convenor	2022-2023
Sally Thompson	Victoria Convenor	2022-2023
Jane Anderson	New South Wales Convenor	2022-2023

Elaine Butler - WAVE Ambassador

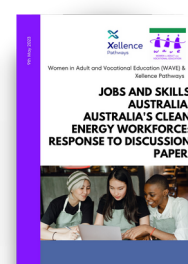
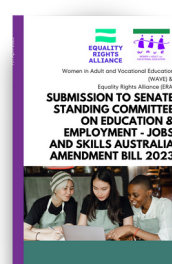
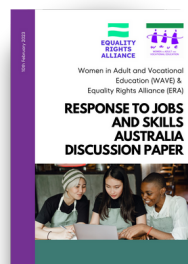
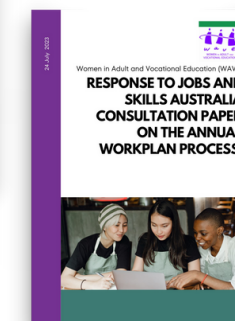
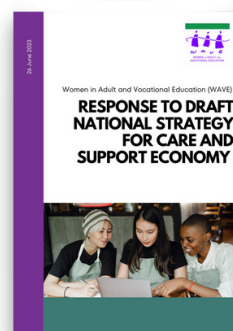
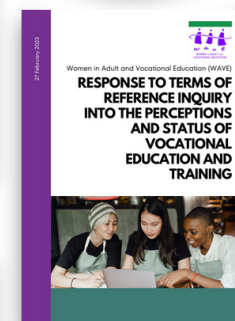
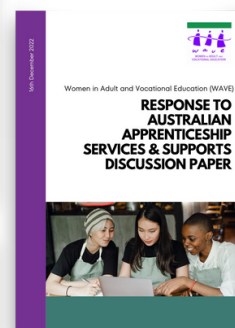
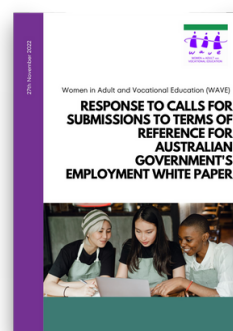


Key Activity Report 2022 -2023

Submissions

The volume of responses generated by the WAVE team in this last year eclipses previous years due to the energy and busyness of the current government as they established their new priorities. Listed below are some of the interactions WAVE have instigated with our Australian government over the past 11 months.

- Jobs and Skills Australia Clean Energy Capacity Building Study (with Xcellence Pathways)
- Jobs and Skills Australia - Consultation on Annual Workplan
- Department of Employment and Workplace Relations - Foundation Skills
- Department of Employment and Workplace Relations - Apprenticeship Support & Services
- House Standing Committee on Employment, Education and Training - Inquiry into the Perceptions of VET
- Department of Employment and Workplace Relations - RTO Standards Submission
- Australian Government - Employment White Paper
- Department of Home Affairs - A Migration System for Australia's Future
- Department of Prime Minister and Cabinet - The National Strategy for the Care and Support Economy
- Senate Standing Committee on Education and Employment - Jobs and Skills Australia Amendment Bill 2023 Inquiry (with Equity Rights Alliance)
- Australian Government - Response to Gender Equality Strategy Call for Feedback



WAVE submissions can be found on our website <https://wave.org.au/news/>

Public engagement

Forums and Events

Transforming Education and Training in Australia 15 February 2023

A policy forum that welcomed delegates from Victoria, Australia and from overseas, was held to identify challenges, and opportunities was held in partnership with, the Australian Coalition for Education Development (ACED), Adult Learning Australia (ALA) and RMIT Jean Monnet Centre of Excellence. The forum which was delivered online and in person, contributed to the current policy conversations on transforming education and training in Australia from the perspective of ensuring that principles of equity, gender, and sustainability are embedded in employment, education and skills development.

Roundtable – Australian Apprenticeship Service and Supports 8th December 2022

WAVE coordinated a round table of its members to facilitate feedback on the Department of Employment and Workplace Relationship Discussion Paper on Australian Apprenticeship Services and Supports. This round table resulted in the creation of a submission for the Australian Government

Presentations

Public Hearing - Inquiry into the Perceptions and Status of Vocational Education and Training - 27 July 2023

WAVE coordinated a presentation to the House Standing Committee on Employment Education and Training to centre the lived experience of students and educators in Australia's VET system. The presentation enabled the Committee to hear some of the real experience of end users of the VET sector, and how inequity and inequitable systems drive perceptions.

AVETRA 2023 Conference - Pre-conference workshop 26 April 2023

WAVE presented a workshop on inequity in Vocational Education and Training. Entitled "Making a transformational difference: Steps to address inequity in VET" the session talked participants through the evidence of inequity and the process to address it.

Media Releases

- 19 Decembe4 2022 - WAVE calls for future Migration Strategy to be gender equal
- 21 Feb 2023 - New Agency Jobs and Skills Australia urged to centre lived experience and equity and to engage broadly
- 07 March 2023 - Perceptions of Vocational and Adult Education can be improved through gender equity
- 10 May 2023 - Gender Equality Finally Takes Centre Stage in Skills & Training Budget (Budget 2023- Media Release)

MEMBERSHIP

Membership of WAVE is on an annual basis and due every year by the 1st of October, prior to the Annual General Meeting. All financial members are eligible to be elected to roles on the Executive.

KEY ASSOCIATIONS

WAVE are proud members of the following organisations

Equity Rights Alliance (ERA)

WAVE is a member of the Equality Rights Alliance, one of the National Women's Alliances. Dr Jan Edwards represented WAVE at the Annual Members meeting in Melbourne. A number of changes were made to the organisations operating procedures at the meeting.

ERA is a program of YWCA Australia and consists of a Staff Secretariat (Secretariat) and the ERA Advocacy, Policy and Advisory Council (ERAAPAC). YWCA Australia receives funding from the Commonwealth Government under a grant agreement to conduct the ERA program (Funding Contract). YWCA Australia is responsible for the delivery of the ERA Program under the Funding Contract and makes all operational and other decisions in relation to the ERA Program and the activities of ERA.

ERA APAC's role is to provide any recommendations that may be requested by YWCA Australia from time to time in relation to matters covered by the ERA APAC Terms of Reference (see below). All recommendations made by the ERA APAC are non-binding and any decision made by YWCA in relation to any matter the subject of a recommendation by the ERA APAC is final and conclusive and YWCA AUSTRALIA has absolute discretion to reject or decide not to pursue any such recommendation.

WAVE is a member of the ERA Advocacy, Policy and Advisory Council (ERAAPAC) and executive team members participate in a number of work groups (Membership; Housing Policy; Economic Security Policy; Data Policy (including time use survey campaigning); Climate Policy; International Group).

Global Campaign for Education World Assembly

Dr Jan Edwards represented Asia South Pacific Association for Basic and Adult Education (ASPBE) at the meeting held in South Africa in November 2023.

The Global Campaign for Education (GCE) held its 7th World Assembly on November 22–24, 2022, in Johannesburg, South Africa. The 7th GCE World Assembly convened over 200 delegates from over 130 countries, comprising representatives from grassroots organisations, teachers' unions, children's and youth rights organisations, NGOs, parent associations, youth and student groups, and community groups.

Action emerging from the 7th GCE World Assembly includes renewed GCE governance structures and a collective commitment to overcome exclusion, discrimination, and the impoverishment of education around the world, including strengthening youth and student involvement. Outcomes and recommendations were highlighted in the 7th [GCE World Assembly political statement and press release](#)

MEMBERSHIP

KEY ASSOCIATIONS

WAVE are proud members of the following organisations

Australian Coalition for Education and Development (ACED).

As a member of ACED, WAVE joins in partnership with other key organisations & people with a focus on adult education & training, adult learning and lifelong learning both in Australia as well as through regional and global networks and actors. This collaboration strengthens advocacy here & wider for our colleagues, given Australia's acceptance of related global agreements through the UN & like bodies.

Through ACED, WAVE was a signatory endorsing the submission developed collaboratively with Adult Learning Australia (ALA), RMIT, ASPBAE & PASCAL & PIMA (Promoting, integrating & Mobilising Adult Learning & Education) to the Australian Government's White Paper on Employment in November 2022.

In 2023, we participated in informal intergovernmental consultations held for CSOs to gather input for UN's Summit of the Future that took place in February 2023.





WAVE INTERNATIONALLY

WAVE is one of a relatively small number of specialist women's NGOs/CSOs that focuses on adult education & training for women, & its links to decent work. WAVE members have contributed to gender equality advocacy (especially around education & training & access to decent work) to a number of key international events in the last year, mostly through participation in online consultations and associated events. The ongoing focus on the UN's Sustainable Development Goals (SDGs) is central to this, as is CSW (Commission on the Status of Women).

This work is important in a number of ways: to stand in solidarity with relevant women's organisations globally including those who work to insert voice from 'the south'; to ensure gender equality remains active on international agendas; to ensure attention is directed to post school education and training and adult community education & learning.

WAVE's network is extended through our selective participation in regional & global activities, through Women's Major Group (WMG), NGO CSW, ASPBAE (who consult prior to and have direct input at the key global events), APCREM as detailed in previous annual reports. We are also linked through ERA & ACED.

2022- 2023 has been a busy period, including the run up to & the SDG Summit held in September 2023 in New York for the mid-point review of the 2030 Agenda for Sustainable Development and the implementation of its 17 Sustainable Development Goals (SDGs). The Summit adopted a political declaration that will provide a road map for putting the world back on track to achieve the SDGs by their 2030 deadline. CSW 67's priority theme for 2023 was 'Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls' while reviewing progress on Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls (CSW 62). WAVEs input was through WMG, NGO CSW & ERA.

Jane Anderson attended WMG's online Regional Forum for Sustainable Development for Gender Equality in November 2022 as WAVE's representative. The Forum was joined by influential speakers from the United Nations, UN Regional Commissions, and civil society to raise awareness on the importance of feminist advocacy at the regional UN sustainable development processes and included concrete suggestions and recommendations towards advocacy at these spaces for gender equality and women's human rights. Jane also presented a session on the SDGs and TVET at the World Federation of Colleges and Polytechnics annual conference in Montreal, Canada in April 2023.

Through WAVE's membership of ASPBAE, L'Amour Gina Whewell was offered a participants place in the Global Coalition for Gender Transformative Education (Feminist School) conducted for CSO members in September 2022 by United Nations Girls Education Initiative (UNGEI).

WAVE also participated in forums held by ASPBAE as well as the Clean Energy Ministerial Empowering People Initiative online workshops to connect educators and industry through a solutions-based focus on 'Integrated Policymaking & Empowering Communications: Clean Energy Workforce & Economy'.



Financial Overview 2022 -2023

Financial Overview

Women in Adult and Vocational Education (WAVE) is an incorporated association registered in Victoria under the Incorporated Associations Act. WAVE was registered as an Incorporated Association on the 20 March 1991 and is classified as a teir 1 organisation with our own rules of Association.

WAVE is not registered for GST.

Material Matters for this Annual Report

The change of National Co-coordinators, Public Officer and Treasurer after 2022 AGM necessitated a handover period of documentation and subsequent updating of official records. This has been accompanied by an updating of financial arrangements and processes.

From 11 November 2022 to 30 October 2023 WAVE had a small number of transactions on the bank accounts.

Income

\$984.65 was generated in income from membership, donations, sponsorship and interest on the business online saver account. WAVE did not undertake any other business.

Expenses

Expenses totalled \$4,219.48 with the main expenses for insurance (\$1462.26) and the issuance of the Sue Salthouse Award (\$1000) resulting in a deficit of \$3234.83.

Assets & Liabilities

The balance sheet for WAVE consists of two bank accounts and a PayPal wallet totalling \$29,385.75. This represents a reduction of approximately 8 per cent in total assets from the 2021-22 to 2022-23 period. There are no current liabilities or outstanding creditors.

2023-24 budget planning

Recurring expenses under review are the insurance costs and the Sue Salthouse Award criteria and amount. A subcommittee to appraise membership recruitment will be convened.

Financial Statements



WOMEN IN ADULT &
VOCATIONAL EDUCATION

WAVE (Women in Adult & Vocational Education)

Balance sheet for the year ended 1 October 2023

	2022	2023
	\$	\$
Asset		
Current assets		
Cash and cash equivalents	31440.54	29385.74
Accounts receivable and other debtors	0	0
Inventory	0	0
Total current assets	<u>31440.54</u>	<u>29385.74</u>
Non-current assets		
Property, plant, equipment	0	0
Accounts receivable and other debtors	0	0
Total non-current assets	<u>0</u>	<u>0</u>
Total assets	<u>0</u>	<u>0</u>
Liabilities		
Current liabilities		
Trade creditors and other payables	0	0
Short term borrowings	0	0
Total current liabilities	<u>0</u>	<u>0</u>
Non-current liabilities		
Long-term borrowings	0	0
Total non-current liabilities	<u>0</u>	<u>0</u>
Total liabilities	<u>0</u>	<u>0</u>
Net assets	<u>31440.54</u>	<u>29385.74</u>
Equity		
Retained surplus	0	0
Net worth	<u>31440.54</u>	<u>29385.74</u>

Financial Statements



**WOMEN IN ADULT &
VOCATIONAL EDUCATION**

**WAVE (Women in Adult & Vocational Education)
Income statement for the year ended 1 October 2023**

	2023
	\$
Income	
Membership	520
Donations	106.54
Sponsorship	70
Interest on Business Online Saver	288.11
Expense	
PayPal Fees	16.82
Conferences	731.20
Web site administration	353.00
LCIS Insurance	1462.26
CAV registration	61.20
Sue Salthouse Award	1000.00
Board Portal Software	595.00
Total expenditure	<u>4219.48</u>
Deficit for the year	<u>3234.83</u>



**WOMEN IN ADULT &
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Become a member
membership@wave.org.au

Volunteer your time
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Make a donation
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