

SEPTEMBER 2023

NATIONAL OFFICE MONTHLY REPORT

FROM THE CEO

It was great; despite the current challenging environment for the industry, we were able to celebrate those who are exemplars of outstanding business practices at the National Business Excellence Awards on 6 September 2023 at the award-winning Highcliffe House in Sydney. Well done to our 8 winners, who all have a story to tell of how they have tackled the difficult circumstances. We have been sharing those stories through our social media.

On the advocacy front, a massive amount of activity in September relating to our updated forecasts, housing and related infrastructure, the capacity of the industry to deliver given skill shortages, building regulation and, of course, industrial relations. Advocacy included meetings with Ministers (including the Treasurer and Ministers

for Housing and Industry, Senate cross benchers, and also a number of Shadow Ministers, including the leader of the Opposition), a number of submissions, presentations at conferences, and also media.

While we are getting good traction on our advocacy on housing, building regulation and industry capacity pathways, all of this good work by the Federal Government is being utterly undermined by the Closing the Loopholes (a misnomer) Bill that was introduced in September. We continue our rejection of the Bill through our advocacy work and our campaign work. I encourage everyone to look at the www.defendyourrights.com.au campaign hub if you have not already done so.



Small Residential Building Company – allenCO Construction (SA)



Large Residential Building Company – Carlisle Homes (VIC)



Small Commercial Construction Company – Collins Construction (QLD)



Medium Commercial Construction Company – CplusC Architects & Builders (NSW)



Large Commercial Construction Company – North Construction & Building (NSW)



Small Civil Construction Company – Cord Civil (ACT)



Medium Civil Construction Company – Bear Claw Concreting (NT)



Large Civil Construction Company – Wodens (ACT)

FORECASTS

The National Office released an update to its industry forecasts out to 2027-28. The forecasts provide a deep dive into the current economic conditions of the industry, providing an activity projection over the next five years.

Despite an economically volatile 2022-23, the industry has demonstrated its resilience with total construction activity across Australia expanding by 3.8 per cent to \$226.4 billion with most of the heavy lifting done by the non-residential and civil construction sectors.

Master Builders forecasts new home building activity is currently declining, it is estimated work began on just 173,755 new homes during 2022-23, a 16.5 per cent decline on the previous year.

In good news, the projected volume of new starts over the five-year period exceeds the original one million new homes target under the Housing Accord. However, there is still a lot of work to be done to achieve the new target of 1.2 million.

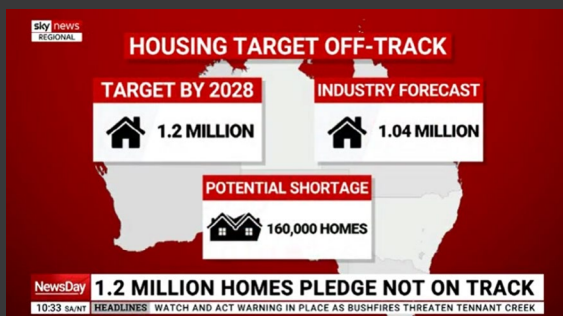
The release of the forecasts came at an opportune time with the announcement the Housing Australia Future legislation was due to pass parliament. The office briefed economic reports at a number of media outlets and received substantial coverage of the forecasts dominating the news cycle that day.

EMPLOYMENT WHITE PAPER

Treasurer Jim Chalmers released the federal government's Employment White paper which has a number of ambitious education priorities. The report acknowledged the importance of lifting productivity and addressing critical labour shortages.

We welcomed the release of the report and their ambition to put vocational education and training on an equal footing with the universities. However, while the Government did announce funding for TAFE Centres of Excellence, we were disappointed that the crucial role of not-for-profit, industry-led registered training organisations did not receive the recognition they deserved.

We used the opportunity to highlight how the Government's IR legislation will undermine the government's education and workforce priorities.



NATIONAL ECONOMIC DATA SNAPSHOT

NON-RESIDENTIAL BUILDING

July 2023

2,854 non-residential building jobs valued at **\$5,680.1 million** were approved in AUS.

\$1,990,200 average value of non-residential building jobs approved.

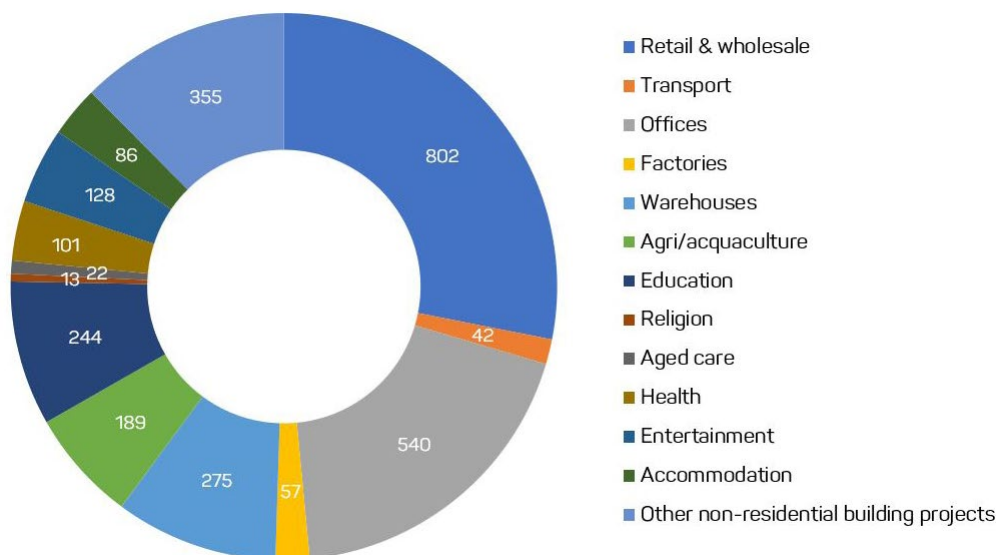
33.9% public sector share of non-residential building jobs approved.

Non-residential building jobs approved

Building Product Inflation %

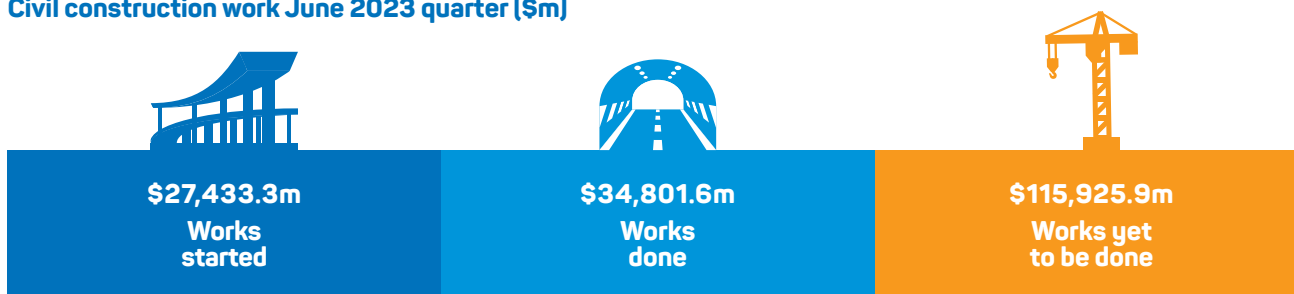


+7.4%
Year to
June 2023



CIVIL CONSTRUCTION

Civil construction work June 2023 quarter (\$m)



Civil works by activity, June 2023 quarter (\$m)

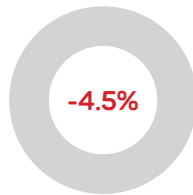
Activity	Started	Done	To be done
Bridges, railways and harbours	\$3,130.1	\$5,216.9	\$22,258.1
Roads, highways and subdivisions	\$5,583.4	\$8,331.5	\$31,602.8
Water storage and supply, sewerage and drainage	\$2,623.4	\$3,200.5	\$8,975.7
Electricity generation, transmission and distribution incl pipelines	\$5,275.3	\$6,075.2	\$17,868.5
Telecommunications	\$2,091.5	\$2,018.2	\$453.7
Heavy industry	\$6,673.3	\$7,411.9	\$32,918.2
Recreation & other	\$2,056.2	\$2,547.4	\$1,849.0
TOTAL	\$27,433.3	\$34,801.6	\$115,925.9

RESIDENTIAL BUILDING

House prices: year to August 2023



Capital city



Regional markets

Unit prices: year to August 2023



Capital city



Regional markets

Rental price changes in Australia

+2.5%
During June
2023 quarter



+6.7%
Over year to
June 2023
quarter

Building approvals: July 2023



12,668

Total new home
building approvals

-10.6%
change on
July 2022



8,177

Detached houses

-16.8%
change on
July 2022



4,490

Units/apartments

+3.5%
change on
July 2022



\$1,056.3 million

Home renovations

+6.2%
change on
July 2022

Residential building work done over year to March 2023

COMMENCED NEW HOMES

178,309

All dwellings

113,886

Detached houses

64,423

Apartments/units

COMPLETED NEW HOMES

174,285

All dwellings

112,038

Detached houses

62,247

Apartments/units

New homes still under construction on 31 March 2023



239,737

All dwellings

103,778

Detached houses

135,959

Apartments/units

New homes approved but not yet commenced as at 31 March 2023



32,629

All dwellings

10,337

Detached houses

22,292

Apartments/units

Lending indicators: July 2023

2,398

Loans to owner occupiers for
construction of new home

-42.1% change on July 2022

1,870

Loans to investors for construction
of new home

-1.0% change on July 2022

1,547

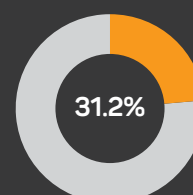
Loans to owner occupiers for
residential land purchase

-26.6% change on July 2022

1,094

Loans to investors for residential
land purchase

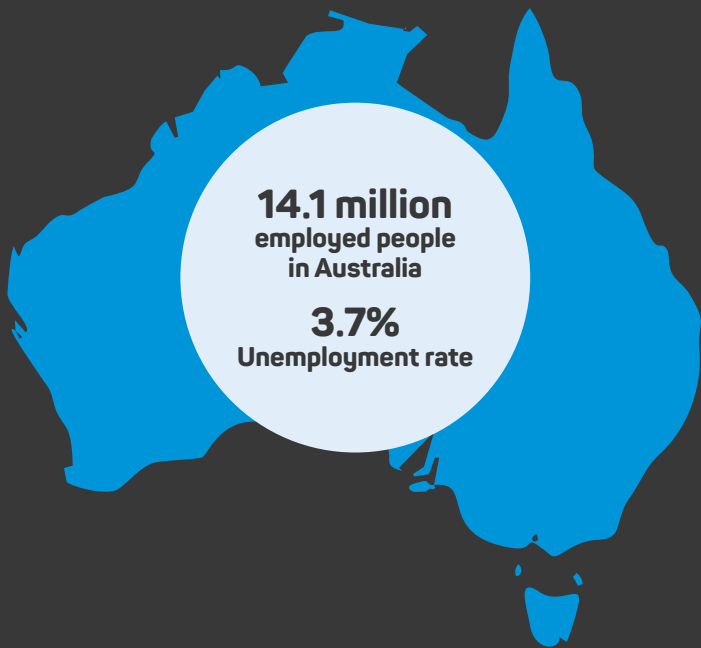
+8.9% change on July 2022



First Home Buyers
share of loans

LABOUR MARKET

August 2023



CONSTRUCTION WORKFORCE



1,306,462

People employed in
construction in Australia

366,102

Resi/commercial
builders

124,061

Civil construction
builders

816,299

Resi/commercial
subcontractors

9.3%

Of Australian
jobs are in
construction

12.4%

Account for women
working in Australian
construction

CONSTRUCTION BUSINESSES

445,081

Construction Businesses
(at June 2022)

Number of workers



258,272	0
180,814	1-19
5,790	20-199
205	+200

Turnover



20.5%
turnover >\$50,000

1.4%
turnover <\$10m

CONSTRUCTION INDUSTRY APPRENTICES AND TRAINEES

117,212

Construction apprentices in-training
(at December 2022)



53,140

new starts
(year to December 2022)

25,199

completions
(year to December 2022)

8.0%

Female share of construction
apprentice commencements
(year to December 2022)



28,565
apprentice carpenters
in training



18,845
apprentice plumbers
in training

PRIORITY POLICY ISSUES

POLICY AREA	KEY ACTIONS	ISSUES PROGRESSING
Building Regulation	<p>Standards Australia</p> <ul style="list-style-type: none"> Demolition Standard Disability Access Committee 1428.6 Fittings and Fixtures <p>Australian Glass and Window Association Meeting to discuss energy efficiency.</p> <p>Presentation @ the Building Product Traceability - Manufacturer and Supplier Forum (QLD).</p> <p>Building Products Coalition Meeting (BNE)</p> <p>Industry engagement re: water and weatherproofing</p> <p>Building Regulation Committee Meeting – NatHERS rating tools</p>	<p>MBA CEO attending Industry Leaders Dialogue with Building Ministers in October.</p> <p>MBA and BRC members attending Trajectory for Low Energy Buildings Stakeholder Reference Group (SRG) presentation</p> <p>Australian Building Codes Board engagement:</p> <ul style="list-style-type: none"> ABCB Forum - 31 October 2023 in Adelaide Energy Efficiency for commercial buildings is the focus for 2025 NCC. This will include class 3 to 9 buildings and public areas in class 2 buildings. This will focus on services, distributed energy resources and electric vehicle charging. Condensation mitigation Weather and Waterproofing <p>Standards Australia – The following key standards are currently under review:</p> <ul style="list-style-type: none"> Bushfire Standard Tiling Standard Pool Barrier Standard Demolition Standard External above ground waterproofing (expected) <p>MBA lodged a submission to the Parliamentary Inquiry into residential electrification - More information: Residential Electrification – Parliament of Australia (aph.gov.au).</p> <p>Key points raised in the MBA submissions include:</p> <ul style="list-style-type: none"> More sustainable building practices and a commitment to achieve net zero is part of the Master Builders goal to reduce the environmental impact of the built environment. Capacity needs to be better recognised in future planning for net zero transformation of the built environment. Effective strategies must be implemented by Government that attract new workers to the industry in current and emerging occupations. New buildings have done the heavy lifting on energy performance. Government now needs to shift its focus to renewable energy connection and capacity as well as improving performance of existing homes. The pressure of change fatigue needs to be managed by reasonable sequencing of reform milestones in future plans for electrification and net zero transformation. At the same time industry needs to be supported with tools for educating and upskilling. The taxation system could be used more effectively to offset electrification costs by providing more favourable tax treatment for capital spending targeted at improving the quality and performance of rental stock. This might include capital works which enhance the energy efficiency on the rental market. A commitment from the Government to establish a Built Environment sector focus around energy transformation could help guide the implementation and capacity building process. This process and the Government's commitment to updating the <i>National Trajectory Plan for Low Energy Buildings and Report for Achieving Low Energy Existing Homes</i> should form the basis of a national plan to guide the transition away from fossil fuels and to a renewable energy net zero system in the most cost-effective way.

Contracts

Standards Australia – General Conditions of Contract Review

- The National Office had a rare reprieve, with no face-to-face AS 4000 Committee meeting taking place during September. Despite this, significant work on the project continued this month with the release of a Working Draft ahead of an updated version of AS 4000 to be released for public comment in the coming months.
- While noting the draft incorporates a number of improvements and updates, including a much needed 'formal instrument of agreement', we will continue to place pressure on Standards Australia to ensure the technical committee sticks to its narrow brief for the review.

Government announces consultation on PPSR reforms

- Following a 2015 review of the Personal Property Securities Act ('PPS Act'), the government has developed a reform package which includes proposed amendments to the PPS Act and new PPS Regulations.
- The Government has stated that the intention of the reforms is to achieve a clearer, more consistent, and more accessible PPS framework and are designed to reduce complexity for users, particularly in relation to the PPS Register.
- The Government is seeking feedback on the proposed reform package with submissions closing on 17th November.
- A copy of the consultation paper and proposed reform package can be viewed [here](#).

National Contracts Advisory Committee

- While no meeting was convened this month of the NCAC, we continue to engage with the Committee on a raft of contracts-related matters out of session, including actions arising from the F2F meeting held in July.
- The NCAC's ongoing support is key in ensuring the most practicable and appropriate policy settings are advocated on behalf of our members.

Economy & Productivity

- The updated set of Master Builders Australia forecasts for the period up to 2027-28 were published in mid-September. The forecasts envisage a that overall construction activity will expand slightly over the forecast period. Infrastructure will fuel activity over the next few years, before residential building starts to accelerate over later years.
- Master Builders Australia recently held a progress update meeting with the Centre for International Economics, the consultancy which is preparing a report on the productivity performance of the construction industry. The report is due to be delivered by the end of the year.
- Australia's annual inflation rate rose to 5.2 per cent during August with a 7.8 per cent increase in rents. The cost of newly built homes for owner occupiers was up by 4.8 per cent over the year - its weakest pace of increase since August 2021.
- Construction business insolvencies hit a new monthly high during August 2023 with a total of 307 construction businesses entering external. During August, one third of all the economy's business insolvencies were accounted for by construction. The volume of construction insolvencies is up by +40.2 per cent compared with August last year.
- The Master Builders Australia submission for the 2024-25 federal budget will be finalised before Christmas, with the document set for a focus around the issues of productivity and taxation policy.
- MBA is preparing its submission to consultation on a new National Housing & Homelessness Agreement (NHHA) due in late October. Community Forums are being held around the country if you're interested in participating directly in consultation. The consultation schedule is [here](#). A new NHHA is set to take effect in 2024 and run for a period of 10 years.
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- The final 2023 meeting of the National Economics & Productivity will take place virtually from 10am to 12pm on Thursday, 2nd November.

Industrial Relations

Parliament continues debate on "Closing Loopholes" Bill

- Following its introduction to the Parliament on Monday 4th September, the [Fair Work Legislation Amendment \(Closing Loopholes\) Bill 2023](#) was the subject of parliamentary debate during the first two weeks of September. As members are no doubt aware, the Bill contains a raft of changes including bargaining, 'wage theft', 'Same Job, Same Pay' and 'Employee-like' policies.
- Along with a substantial summary of the Bill which was circulated amongst NIRAC shortly after its introduction, further materials to assist Member Associations provide information about the Bill and its ramifications were circulated on 13th September.
- A Senate Committee is currently conducting an inquiry into the Bill, with MBA filing written submissions and providing oral evidence at a public hearing in Perth on Friday 6th October.
- Submissions to the inquiry, including those of MBA, can be found [here](#).
- The Senate Committee, however, is not due to hand down its report until early February 2024.
- In the interim, the National Office will continue to assist members with any questions about the Bill and its impacts.

MBA's advocacy continues on proposed IR reform

- As part of MBA's IR campaign in response to the Government's 'Closing Loopholes' Bill, the National Office continued its advocacy at a cracking pace, attending a raft of meetings this month across the political spectrum.
- Briefings will continue in the coming weeks and months as, regrettably, we maintain our significant concerns around the impacts of this complex and radical piece of legislation.

Modern Award Review 2023-24 announced

On Friday 15th September, FWC President Justice Adam Hatcher issued a [statement](#) commencing a review of modern awards following a [request](#) from the Hon. Tony Burke, Minister for Employment and Workplace Relations.

During the review, the Commission will:

- Consider whether the terms of modern awards appropriately reflect the new object of the FW Act and modern awards objective regarding job security and the need to improve access to secure work across the economy;
- Commence a consultation and research process considering the impact of workplace relations setting on work and care, including early childhood education and care, having regard to relevant findings and recommendations of the Final Report of the Senate Select Committee on Work and Care; and
- Investigate existing award coverage and minimum standards for the arts and culture sector, including potential coverage gaps.
- Following MBA's attendance at a directions hearing on 3rd October, the President has now published a timetable for the conduct of the review. The parties have been directed to file submissions, and submissions in reply to any proposals, in the latter part of 2023/early 2024.
- The final report of the review will then assess the merits of any of the proposals and may recommend possible next steps if parties seek variations.
- The National Office will be engaged in the review and will update the Committee as the matter develops.

The Commission has also invited interested parties to advance any proposals to make modern awards easier to use while not reducing entitlements for award-covered employees. The proposals will initially be confined to the 7 most commonly used awards which, at this time, do not include the Construction Awards

Modern Award Superannuation Review Update

- Meanwhile, almost a year ago to the day, the FWC commenced a separate review of the superannuation clauses in all modern awards.
- The review seeks to address issues that may have arisen in award superannuation clauses as a consequence of changes made to superannuation laws, particularly the 'stapling' of funds.
- The Commission has also been tasked with considering issues such as the inability for underperforming funds to accept new beneficiaries, as well the impact of changes to the FW Act to provide a new entitlement to superannuation contributions in the NES.
- Submissions in the matter have been filed to address how Modern Awards should be varied to give effect to the raft of recent legislative changes involving superannuation.
- The National Office will continue to update members as the matter progresses.

ACCI Workplace Policy Committee

- With IR remaining high on the Government's agenda, on 5th September the National Office attended a meeting of ACCI's Workplace Policy Committee to discuss industry's positions on the Bill.
- We will continue to liaise with ACCI and other stakeholders as it is key in facilitating a co-ordinated response across industry to such significant legislative changes.

National Industrial Relations Advisory Committee

- Following introduction of the 'Closing Loopholes' Bill, on the 5th September the National Office convened a joint meeting of NIRAC, NCAC and NWHSC. The meeting provided an opportunity to highlight the broad reaching implications of the Bill for all three of the Committee's portfolios.
- NIRAC met separately on the 12th and 22nd of September, which provided the National Office an opportunity to update the Committee on the progress of its IR campaign. At the meetings the Committee also discussed developments with respect to EBA negotiations, union activity, as well as what was going on "round-the-grounds".
- Ongoing consultation with the Committee, as well as the members they represent, will continue to be key as the 2023 parliamentary sitting period reaches its conclusion.

Jobs & Skills

- The Federal Government's Employment White Paper was released in September. The blueprint has five overarching objectives which are to be achieving through a 10-part Roadmap.
- The ACCI Employment and Skills Committee will be meeting at Parliament House on 18 October, including a meeting with Minister for Skills and Training Brendan O'Connor.
- Jobs and Skills Australia released a capacity study on the workforce needs for Australia's transition to a clean energy economy - Clean Energy Generation: workforce needs for a net zero economy.
- The report includes 50 recommendations aimed at ensuring Australia has the skills and workforce required to meet our clean energy ambitions. The report includes a holistic analysis of the existing and future needs of the clean energy workforce, training and education pathways, and opportunities to transform existing sectors through decarbonisation.
- Jobs and Skills Australia released a report called '[Towards and national jobs and skills roadmap](#)'. It includes eight recommendations that are to be considered when designing a roadmap. It talks about workforce shortages (analysis of current skills shortages shows that 36% of occupations assessed were in national shortage (332 out of 916) in 2023. 50% of the occupations in the category assessed as being in national shortage are technicians and trade workers) and the importance of the tertiary system in providing the skilled workers Australia needs.
- The next meeting of the Jobs and Skills Committee is scheduled for 24 October.
- The Government's Migration Strategy will be released in October.
- DFAT will host a professional services round table on 19 October to discuss free trade agreements and mutual recognition agreements.
- BuildSkills Australia, construction industry skills council is expected to be fully operational before the end of the year. Jobs and Skills Australia together with BuildSkills Australia and other industry skills councils will play a key role in forecasting skills needs, connecting industry with opportunities to innovate and developing workforce capabilities.

WHS Ministers to discuss future of working with engineered stone in October.

- As members may recall, earlier this year WHS Ministers asked SWA to undertake further analysis and consultation on a prohibition on use of engineered stone. MBA made detailed submissions as part of the consultation process.
- On 16th August, SWA released a statement that following the RIS process it had provided a report ('Decision RIS') making recommendations to Commonwealth, State and Territory WHS ministers on options to prohibit the use of engineered stone.
- We are now aware that the Decision RIS (embargoed) on proposed options, including an associated regulatory framework, will be considered by WHS ministers at their meeting to be held on 27th October.
- We will continue to advocate that prior to making any decision and given its potential significance, the Ministers must first direct SWA to undertake a regulatory impact analysis process.
- Meanwhile, in terms of other related developments, we are still awaiting updates from the Government on further progress of additional regulation of high-risk crystalline silica processes (option 5a).

Parliament passes Occupational Respiratory Disease Registry Bill

- On 14th September the Senate passed, unamended, the [National Occupational Respiratory Disease Registry \(Consequential Amendments\) Bill 2023](#).
- The Bill establishes a national registry for reporting all occupational respiratory diseases, with the reporting of silicosis to be mandatory.
- The Government has also stated that the national registry will aid in the detection of new and emerging threats to workers' respiratory health, by monitoring trends and assisting in targeted intervention and prevention strategies.
- The Bill has yet to receive Royal Assent, however, we anticipate it will do so and come into effect by the end of the year.

Incident Notification Review

- In August SWA released a consultation paper on a range of potential options to significantly amend the coverage and operation of the Incident Notification provisions in the model WHS laws.
- The proposed options sought to expand the framework to capture a broader range of harm and hazards, including potential notification and reporting requirements for psychological injuries and illnesses and exposures to psychosocial hazards like workplace violence, bullying and harassment.
- In supporting the submissions of the Australian Chamber of Commerce and Industry, MBA was instrumental in ensuring that industry maintains the strong view that any proposed changes to the Incident Notification framework are appropriate and targeted.

Engagement on asbestos-related issues

- On the 6th September, the National Office attended a meeting of the Asbestos Safety and Eradication Agency's ('ASEA') Non-Government Asbestos Advisory Committee of which MBA is a member.
- The Committee is made up of industry, asbestos-support groups and union representatives who provide direct advice to the agency on issues relating to the management of ACMs. The meeting was then followed by a workshop to discuss the next iteration and implementation of ASEA's National Strategic Plan ('NSP').
- With previous iterations of the NSP focussed on eliminating asbestos-related disease in Australia, the Asbestos National Strategic Plan 2024-2030 has a greater emphasis on safe and sustainable ways to remove asbestos containing materials from the built environment. More information about the next NSP can be viewed [here](#).
- Separately, MBA also provided feedback this month on ASEA's submission to SWA in relation to issues around the definition and requirements of 'competent persons' for asbestos-related tasks.
- MBA will continue its strong and consultative relationship with ASEA to support the facilitation of its central coordination role with respect to the effective and safe and management of ACMs.
- This engagement will become even more important as ASEA takes on its additional silica functions as announced by the Government in this year's Federal Budget.

ACCI WHS&WCC Committee Meeting – 13.09.23

- On 13th September, the National Office attended a meeting of ACCI's WHS and Workers Compensation Committee. The Committee is responsible for forming WHS policy recommendations on behalf of the broader ACCI network.
- In recent months the Committee has had an extensive programme of work including formulating a response to significant changes as to how and when amendments to the WHS legislative framework are made.
- As a key member of ACCI's committee, MBA has the opportunity to directly influence industry's collective response to a raft of WHS issues, including policy positions developed by SWA.

Office of the Federal Safety Commissioner

- On 26th September, the National Office attended a meeting of the OFSC's Industry Reference Group. The IRG continues to be an important forum within which to discuss complex WHS challenges and positive initiatives for the BCI.
- We will continue to work with the OFSC to improve WHS outcomes, particularly as it continues to roll-out its suite of practical guidance materials for industry.

SWA processes continue to be called into question + outcomes of recent SWA Members meeting

We hold increasing concerns about the lack of rigour around SWA processes and decision making. With a number of significant matters progressed at the September SWA Members' meeting, which can be summarised below.

- We will continue to highlight the urgency for the Government to ensure SWA implements appropriate governance and consultation protocols given the significant impact its decisions have on industry and the community more broadly.

- WES for Diesel Particulate Matter (elemental carbon)
 - Despite ours and ACCI's submissions about the lack of local and contemporary research, questions around measurability and enforcement, SWA Members voted by majority to support a WES for Diesel Particulate Matter of 0.01mg/m³ – with a three year transition.
 - The WES for DPM will now be added to the WEL list for WHS Ministers' approval, with associated timing for its implementation unclear.
- WES for Welding Fumes
 - Solely in response to correspondence from the ACTU and an accompanying research report (citing limited international evidence), SWA Members determined by majority an immediate reduction of the WES for Welding Fumes from 5mg/m³ to 1mg/m³.
 - The majority of SWA Members also agreed to amend the model WHS Regulations to include specific requirements for welding processes and to amend the relevant Codes of Practice.
 - This was despite there having been no consultation process (either publicly or with relevant stakeholders) that took place prior to the decision.
 - It is assumed that a reduction of the WES for Welding Fumes will also be presented for the agreement of the WHS Ministers (again at a time yet to be determined).
- Model Sexual Harassment Code
 - SWA Members agreed to publish a Model Code of Practice: Sexual and Gender-Based Harassment.
- Model Code of Practice on Fatigue
 - SWA Members agreed by majority to develop a Model Code of Practice on Fatigue.
- Crane Licensing changes
 - Consistent with MBA submissions, SWA Members agreed to amend the Model WHS Regulations to remove encompassment for slewing and non-slewing cranes.
 - Members also agreed to add a dogging license prerequisite for all crane classes with the exception of reach stackers, vehicle loading cranes and bridge and gantry cranes.

National Work Health and Safety Committee

- The NWHSC met on 20th September with the agenda to focus on a number changes foreshadowed as part of the government's IR (Closing the Loopholes) Bill, as well as recent developments following the September SWA Members' meeting.

- The NWHSC's ongoing support is key in ensuring the most practicable and appropriate policy settings are advocated on behalf of our members.

WOMEN BUILDING AUSTRALIA

At Women Building Australia (WBA), our dedication to advocating, promoting career opportunities and fostering inclusivity for women in the construction industry remains unwavering. Here are some exciting updates from the past month:

WOMEN BUILDING AUSTRALIA EVALUATION

WBA evaluation program kicked off in September with Stage 1 of the evaluation consisting of 20 in-depth interviews conducted with participants from all of WBA initiatives. Feedback back so far has been excellent with more insights provided once Stage 1's report is provided.

The evaluation aims to:

- Identify and quantify the positive outcomes of the program.
- Identify and quantify any shortcomings of the program.
- Understand how the program positively impacts participants in the program over time including Mentors & Mentees, Business Resilience participants, and those on the Female-Led Business Register.

WOMEN IN CONSTRUCTION NEWCASTLE

In the last week of September, WBA had the privilege of joining the inspiring Women in Building & Associated Services (WIBAS) breakfast, hosted by North Construction & Building. Denita Wawn, shone a spotlight on crucial statistics regarding female participation in our industry.

Denita not only unveiled the incredible programs offered by Women Building Australia (WBA) to boost female representation but also generously shared her personal journey and empowering strategies that have guided her success.

A heartwarming highlight of the event was witnessing Katherine Bugelli receive her well-deserved Women in Building award, following her remarkable achievements at the recent @masterbuildersnsw Newcastle Excellence in Building Awards.

CAREER EXPOS:

WBA attended that last career expo for the year in September completing WBA's requirement to attend 10 career expos per year. The expos that WBA attended during the year were: expos to showcase promising career prospects available to young women in the construction industry.

VCE & Careers Expo Melbourne

Adelaide Careers & Employment Expo

Brisbane Careers & Employment Expo

Western Sydney Careers Expo

Perth Skills West Careers & Employment Expo

Townsville Careers Expo

Canberra Careers Expo

Darwin Careers Expo

Victorian Skills West Careers & Employment Expo

Sydney Skills West Careers & Employment Expo

During expos we conducted surveys of female school leavers about barriers for women to enter the industry with insights gained to be used to inform WBA's approach in the future.

Be sure to follow us on our social media handles for timely updates on all WBA Activities at the below links:

 [@WomenBuildingAustralia](https://www.facebook.com/WomenBuildingAustralia)

 [@womenbuildingaustralia](https://www.instagram.com/womenbuildingaustralia)

 [@women-building-australia](https://www.linkedin.com/company/women-building-australia)

KEY DATES IN OCTOBER

- | | |
|----------------------|--------------------------------------|
| WED, OCT 11 | Fortnightly Executive Directors Zoom |
| THURS, OCT 12 | Finance Committee Meeting |
| WED, OCT 25 | Risk Management Committee Meeting |