

Partnering with industry: Information for training providers

Working with Women's Health Victoria - partnering and engaging with industry expertise

GENDER

EQUITY

Knowledge • Skills • Solutions

Gender equity aims to address the injustice of gender-based discrimination and envisions a world where members of society are treated with equality and respect.

Gender inequality

Gender inequality is a recognised social issue in Australia and affects everyone - women, men and gender diverse people. Not everyone experiences inequality the same way, understanding the impact of gender inequality in the workplace is key to addressing this issue, and addressing gender inequality is central to improving the lives of all Victorians. When gender inequality is addressed in the workplace, gender equity more broadly across all parts of society is influenced and improved.

There is industry demand for gender equity training because, firstly it makes business sense to address gender inequality in the workplace and secondly, because organisations have an obligation under a number of legal instruments including the Gender Equality Act 2020 (Vic) and the Sex Discrimination Act 1984 (Cwth) to support safe and equitable practices within their workplaces.

What is the Course in Gender Equity?

The 22521VIC Course in Gender Equity © Women's Health Victoria¹, is the first and only accredited course in Australia that provides learners with the knowledge and skills required to address gender inequality in the workplace and guide organisations to prioritise and act on gender inequality.

The Course in Gender Equity emphasises the application of gender equity theory in a work setting. The eight units of competency aim to equip workers with the knowledge, skills and solutions to identify and address gender equality issues in the workplace and in programs, services and policies. Workers acquiring these new skills will be best placed to assist organisations with meeting the requirements set out in the Gender Equality Act 2020 (Vic).

Partnering with industry

Registered Training Organisations that deliver strong learning outcomes know that partnering with the right industry specialists is vital. This essential industry engagement is recognised within the Standards for Registered Training Organisations.²

As the course developer and owner Women's Health Victoria (WHV), a statewide women's health promotion, information and advocacy service, is ready and best placed to be your industry partner to support your understanding and delivery of the Course in Gender Equity.

The vision of WHV is women living well, healthy empowered and equal.

WHV works collaboratively with women, health professionals, policy makers and varied organisations to influence policy and service delivery to be more gender equitable and support better outcomes for women.

WHV's core activities include health promotion, policy advice, advocacy, research, dissemination of evidence-based information on women's health both for women and health professionals, training and workforce capacity-building, resource development and service delivery.

¹ Refer: <https://training.gov.au/Training/Details/22521VIC>

² Source: <https://www.asqa.gov.au/resources/fact-sheets/meeting-trainer-and-assessor-requirements>

WHV is dedicated to improving the health and wellbeing of all Victorian women. With a commitment to improving the social, emotional and physical health and wellbeing of women throughout their lives. Gender equality is essential to achieve this and underpins everything WHV does.

All of WHV's work is informed by a feminist approach to health promotion and the social determinants of health.

WHV is recognised as an industry leader and innovative service provider in gender equity. Having developed extensive applied expertise in the design and delivery of gender equity programs and as a leading provider of workforce training to Victorian workplaces.

WHV is well placed to assist training providers by:

- Providing advice to support the development of training and assessment strategies for the Course in Gender Equity
- Supporting strategic engagement with workplaces seeking accredited gender equity training
- Providing subject matter expertise and industry experience to support the Course in Gender Equity delivery.

Building trainer capability

WHV has the subject matter and teaching expertise required to support the development of accredited trainers to deliver the Course in Gender Equity. Drawing on over 25 years of expertise WHV can support trainer workforce capability, supporting trainers to meet:

- **Vocational competency:** When a new course is released holding the course credential itself is a challenge for many trainers. WHV can provide non-accredited training for trainers who wish to deliver the Course in Gender Equity, training that demonstrates equivalence of competency across a range of gender equity subjects which can be mapped to units of competency from the Course in Gender Equity.
- **Currency of industry skills:** Trainers can apply a gender equity lens to their own work and the training organisation. WHV will also provide opportunities to participate in professional development activities or networking events to build and apply industry skills.
- **Currency of pedagogical practices required to teach gender equity:** Drawing on the research commissioned by WHV on the pedagogical approach required to teach gender equity³, WHV can provide training across the areas of teaching practice identified as crucial for empowering students to achieve the transformation change required to achieve gender equality in the workplace.

Refer to the Standards for Registered Training Organisations (RTOs) 2015² for full details of expectations of trainers and assessors to meet vocational and industry requirements.

What next?

For more information on the Course in Gender Equity or to discuss your training organisation's industry partnership needs, contact Women's Health Victoria.

Email gettraining@whv.org.au **Website** whv.org.au/our-focus/gender-equity

Women's Health Victoria acknowledge the support of the State Government of Victoria in the development of the Gender Equity Training programs © Women's Health Victoria.

³ <https://whv.org.au/resources/whv-publications/supporting-gender-equity-education-research-project-inform-gender-equity>