

TOGETHER  
WE



R.I.S.E

RESPECT. INCLUSION.  
SAFETY. EQUITY.



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PARTNERSHIP.

MADE FOR  
GOOD.

# EMBRACING FLEXIBILITY

Advancing Careers  
& Retaining Talent

IN PARTNERSHIP WITH



WOMEN IN ADULT &  
VOCATIONAL EDUCATION





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# THE COST OF STAYING RIGID

47% of women leave construction within 5 years of entering (WGEA, 2022)

I stood with the other parents and realised what a job with flexibility has given me: **not time off, but time with.**

Ask yourself: Who are we losing, because we haven't yet flexed?



# THE WORKFORCE CRISIS IS HERE

**105,000 extra workers needed by 2026. We can't meet demand while talent walks away.**

More than 8 in 10 construction employers are experiencing skills shortages, yet 47% of women are leaving within five years.

- 83% of construction employers report workforce shortages (Australian Constructors Association)
- 1 in 3 women who leave say flexibility was the tipping point

Ask yourself: What could we build if all our women stayed?





# WHAT FLEXIBILITY REALLY MEANS

Flexibility isn't about working less. It's about working *with*. *With* each other to co-design, *with* leaders so they know how to have the conversations, *with* life so it works for everyone.

Ask yourself: Who do you need to work with to make flex possible? Your team, your manager, your sector?



## Job flexibility among Australian workers



**30%**

had an agreement to work flexible hours



**61%**

had some say about their start or finish times



**34%**

were able to work extra hours in order to take time off

Source: ABS, August 2024

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# THE TIMEWISE UK TEN POINT PLAN

1. Understand your baseline
2. Articulate your vision and case for action
3. Create an action plan for your pilot
4. Train your managers
5. Determine the appropriate flexible working patterns

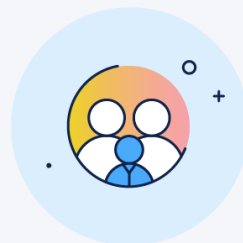
Ask your team: What would make this job work 10% better for you today

## Benefits of Flexible Work Schedules for Employees

Many employees consider a **flexible work schedule** an important factor when deciding on a new job.



Achieve better work-life balance



Adapt to family needs



Work when most productive



Improve health



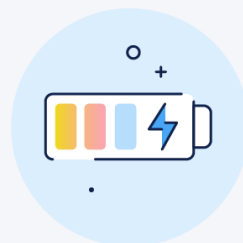
Avoid rush hour



Increase autonomy



Access professional development



Decrease stress and burnout



Increase job satisfaction

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# THE TIMEWISE UK TEN POINT PLAN

6. Communicate the plan clearly
7. Run the pilot
8. Evaluate and codify learning
9. Develop and communicate guidance and tools
10. Roll out and review regularly

Flex done well isn't a risk to performance. it's a route to it.

Ask yourself: How can you embed flexibility not as a perk, but as a principle?



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# IN SAFE HANDS: WHAT WE BUILT

In Safe Hands was a collaboration between:

- Department of Corrections - Identifying and supporting women reintegrating from custody
- Future Women Jobs Academy - Providing guidance on flexible supports and participant needs
- A Registered Training Organisation (RTO) – Co-designing a flexible delivery model

Program Highlights:

- Supported 10 women from diverse backgrounds (caregiving, relocation, reintegration)
- Participants completed a Certificate IV in Work Health and Safety
- All placements were paid, structured, mentored and scaffolded
- Post-program employment was tailored: job share roles, late starts, admin hybrids, remote options
- All participants transitioned into construction roles which suited their lives





# STORIES THAT STAY WITH YOU

Mariia, a Ukrainian migrant with years of oil and gas experience, was overlooked repeatedly after relocating to Australia. With a small child at home, she needed flexibility. In Safe Hands offered her a way back, on her terms.

Carly, referred by the Department of Corrections, had recently been released from custody. On her first paid day on site she said, 'I felt like a kid on Christmas morning.' Carly works full time as a safety administrator and continues studying.







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# FLEX IS NOT TIME OFF. IT IS TIME WITH.

- Time is the most precious thing we have. It's okay to want more of it.
- Whether it's for bedtime stories, blueprints, bath time, or break-throughs - flexibility lets us be there
- We say women can have it all, but not without change. Not without each other. And not without flex.
- You don't have to be perfect to start. But we do have to start. Together.