

Department of TRADE, BUSINESS AND INNOVATION

# WOMEN IN STEM DECADAL PLAN Response 2019



KingGee



## Response from the Northern Territory

The Northern Territory Government supports and provides pathways to women in science, technology and mathematics (WISTEM) in the Territory.

The Northern Territory Population Growth Strategy 2018-2028 and Economic Development Framework outline key industries, programs and incentives to attract and retain girls and women to improve WISTEM outcomes and gender equity for the Territory.

The Department of Trade, Business and Innovation is proud to be the Women in STEM Champion for the Northern Territory Government and is committed to improving outcomes for women in the workforce.

Shaun Drabsch

Chief Executive Officer  
Department of Trade, Business and Innovation  
Northern Territory Government



### Leadership

The Department of Trade, Business and Innovation has established a program with Charles Darwin University to develop pathways for Territory women in science, technology, engineering and mathematics (STEM).

We have also provided funding for Inspiring Australia NT, to inspire Aboriginal girls and boys into STEM.

We work with the Northern Territory Department of Corporate and Information Services in the development of job pathways and support for Territory women and girls in the digital sector, particularly in the local Information and Communication Technology industry, helping to foster a more gender balanced Territory workforce.

### Evaluation

The Department of Trade, Business and Innovation is supporting the Northern

Territory Department of Education to establish a culture of evaluating programs and initiatives to help build an evidence base for what works to improve STEM outcomes in an Australian context, with a particular focus on girls, low socioeconomic status individuals and Aboriginal students.

### Workplace Culture

The Department encourages its employees to participate in the Hands up for Inclusion Week program and Disability Employment Program delivered by the Northern Territory Office for the Commissioner of Public Employment.

### Visibility

The Department of Trade, Business and Innovation supports the Department of Corporate and Information Services Inspiring Women into Technology Summit to encourage Territory women to take up digital careers.



### Education

The Department of Trade, Business and Innovation engages with the education system through its support of the Department of Education's STEM in the Territory Strategy 2018-2022.

The strategy is a response to the National STEM School Education Strategy which aims to:

- increase student engagement in STEM education
- establish a culture of evaluating programs and initiatives to help build an evidence base for what works to improve STEM outcomes in an Australian context, with a particular focus on girls, low socioeconomic status individuals and Aboriginal students
- expand enterprise education and innovation programs so students receive advice and training in emerging industries
- promote STEM education, programs and resources
- work with the tertiary education sector to improve communications to secondary students about the level of school STEM study needed to successfully complete STEM related courses at university and in vocational education and training.

A STEAM (Science, Technology, Engineering, Arts and Mathematics) Centre has recently been opened at Darwin High School, the Northern Territory's largest senior school.

### Industry action

The Department of Trade, Business and Innovation supports the Darwin Innovation Hub and AusIndustry Women Founders and Start-ups Program. The program includes the Boosting Female Founders initiative that provides targeted funding and support for women engaging in innovative entrepreneurship from 2020. The program provides grants to help startups founded by women access early stage capital and overcome barriers needed to get their ideas off the ground and go global. The program ensures the entrepreneurial needs of diverse groups are served, including women entrepreneurs in regional areas and indigenous founders.

In partnership with GTNT, the department supports Charles Darwin University's Power Career Program.

The program:

- aims to increase positive social impact through employment and training opportunities for Territory women by generating sustainable employment opportunities, while addressing a local skill shortage area
- provides a qualification that will enable women to enter into the electrical, refrigeration and air conditioning industry
- delivers study units derived from the Certificate III in Refrigeration and Air Conditioning qualification, providing Charles Darwin University apprentices with a strong knowledge base to continue learning throughout their apprenticeship, contributing to a skilled workforce.

The Department of Trade, Business and Innovation is involved in the *Welcome to the Territory Incentive* program, an initiative of the Northern Territory Government to boost and retain the Territory's population and to help Territory Businesses to attract workers including early career females (aged 20 – 39 years) into hard to fill jobs on the high priority occupation list.

The Department is committed to supporting a skilled workforce by helping Territorians prepare for jobs of the future and providing industry with the workforce it needs to grow and diversify the Territory's economy.

Territory Workforce 4.0 is an initiative of the Northern Territory Government aimed at addressing the potential impacts industry 4.0 is having on the Territory economy. The Territory 4.0 package comprises of three programs:

1. **Training Infrastructure Fund** – will provide infrastructure support to private registered training organisations and industry associations to support and facilitate future focused training delivery and enhanced innovation.
2. **Future Skills** – providing individual Territorians access to approved future skills training.
3. **Regional Futures** – to support individuals to capitalise on opportunities that arise from significant projects or future economic opportunities specific to a region.

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