

Australia Awards

Women Leading and Influencing

Information Sheet for Host Organisations



Australia Awards *Women Leading and Influencing* (WLI) is a four-year, A\$8 million program of the Australian Government developing the skills, confidence and connections of leaders to drive positive change in the Pacific region.

WLI provides a range of learning, networking and development opportunities to Australia Awards scholars from the Pacific who are studying at Australian universities and other tertiary institutions.

WLI is delivered in three tiers:

- **Tier 1 Learning and Networking events:** seminars on topical issues held online and across Australia; open to all current Australia Awards scholars (women and men).
- **Tier 2 Developmental Leadership programs:** up to 30 Pacific women scholars undertake the intensive 18-month Women's Developmental Leadership Program, while *LeadershipConnect* offers six months of online leadership, networking and support for men and women Australia Awards scholars from the Pacific.
- **Tier 3 From Learning to Leading and Influencing:** workplace internship and other professional development opportunities are available for Women's Developmental Leadership Program participants consolidating skills and knowledge gained on Award.

“Women are often under-represented in the academic and professional fields of engineering, and in leadership roles within the Pacific. Completing this internship and taking part in the WLI will help to overcome this tradition of gender disparity.”

- Nanise Kabakoro (Fiji) interned with leading geotech engineers at Golder Associates

Workplace Internships

Workplace internships (part of Tier 3) are the pinnacle of WLI.

Outstanding performers from the Women's Developmental Leadership Program (Tier 2) are provided with the opportunity to work within Australian or Pacific organisations. Through targeted internships, they forge lasting leadership and professional skills, and develop networks to support them into the future.

Host organisations likewise gain practical knowledge and professional inputs from future Pacific leaders, with their networks broadened into Pacific environments.

Internships are intended to be mutually beneficial and are tailored to meet the needs of the host organisation and the individual participant.

Recent workplace internships hosted on WLI include:

- A one-month cost-share placement with a national scientific research organisation - the intern worked at the organisation's headquarters and travelled to project sites in Australia and Papua New Guinea to better understand the daily operations and contexts within which the organisation works.
- A semester-long placement with a private secondary school - the intern spent one day a week working across different departments within the school to develop a broad view of the school's overall operations.
- A fixed-term output-based placement with a non-government organisation - the intern completed a discrete research project for the organisation, drawing on her own and the NGO's expertise and resources to complete the task.

Identifying internship opportunities

Placements can take a range of forms, depending on the specific location, interests, and resources of the participant and host organisation. They should have a clear benefit to the participant, the participating organisation and the Pacific region, whilst not taking the place of, or resembling, formal employment.

Prospective host organisations are welcome to identify a specific project or opportunity that will benefit both the organisation and a Pacific woman scholar. WLI helps the organisation to match suitable Tier 2 participants to these opportunities.

What sort of hosts are needed?

Host organisations may be government departments, non-government organisations, research or educational institutions, private sector businesses, peak bodies, or regional agencies, based either in Australia or the Pacific.

Based on the skills and interests of WLI women, typical sectors in which they operate include politics and diplomacy, agriculture and agri-business, governance, public policy, finance, public and clinical health, law, engineering, disability inclusion, education, and community development.

Placements may be identified and commenced at any time of year, depending on the nature of the placement, the needs / requirements of the host organisation, and the availability of a suitable participant.

“My placement will be of significant benefit to my professional career. The knowledge that I have gained ... will [assist in] developing agribusiness in PNG and the Pacific.”

Lavinia ToVue (PNG) interned with the Australian Centre for International Agricultural Research

How WLI supports the internship

Based on individual circumstances, WLI provides a range of advice and logistical support to internships. This includes:

- supporting host organisations to scope placements and identify suitable interns;
- supporting the intern and host organisation to confirm the objectives, activities, timings and cost / resource implications of the placement (Placement Proposal);
- financial contributions towards internship costs, including travel and living expenses, visa costs and insurances (as applicable); and

- logistical and other support as required; for example, booking flights and accommodation.

What is expected of host organisations?

Host organisations are expected to provide a stimulating and comprehensive internship for the intern. Where possible, we ask that host organisations cost share internships – negotiated during the scoping process.

At a minimum, host organisations are expected to:

- work with the intern and WLI to confirm the specific objectives, activities, timings and cost / resource implications of the placement;
- provide the necessary equipment and space (computer, phone, desk etc.) to support the intern for the duration of the placement;
- provide an orientation program and ongoing guidance and supervision for the duration of the placement; and
- provide formal feedback on the internship and the intern’s performance on completion of the placement.

As workplace internships vary widely in scope, cost, location and duration, factors are discussed and negotiated between WLI and potential host organisations before an offer is made to a suitable participant.

What is expected of interns?

WLI interns are expected to:

- Work with the host organisation and WLI to confirm the placement’s specific objectives, activities, timings and cost / resource implications (Placement Proposal);
- Undertake the internship as agreed in the proposal;
- Adhere to the host organisation’s normal working hours, Code of Conduct and other regulations, as specified in the Letter of Agreement;
- On completion of the internship, prepare a placement report for the host organisation and WLI. The report outlines the placement experience, examines how the placement supported the intern’s long-term career goals, and considers how the placement may impact and benefit the intern’s country and the Pacific region.

Interested or want to know more?

Should your organisation be interested to learn more about WLI, and internship opportunities, please contact us on

info@wliprogram.org

or through our website:

<http://wliprogram.org>