



# Covid-19 Pathways to Employment Grant Program

## 2020 Grant Guidelines

*The Inner North Community Foundation acknowledges the traditional owners of the land where we work, live, study and volunteer, the Wurundjeri people of the Kulin Nation. We pay our respects to their Elders past, present and emerging, and give thanks to other first nations people in our community, especially Elders.*

Version 2 updated 14 April 2020

Due to the evolving impacts of Covid-19 on our community's most vulnerable, the Foundation aims to respond flexibly. As a result, Grant Guidelines may be changed from time to time. Prior to applying please ensure you have the most recent version of Covid-19 Pathways to Employment Guidelines which can be found on the 'Apply for Funding' section of the [website](#).

## Who we are

The Inner North Community Foundation (the Foundation) is a unique model of social investment and partnership. In the early 1980s, the predecessor Local Government Authorities of Moreland, Darebin and Yarra established a not-for-profit training group, now known as IntoWork Australia, to deliver greater employment and economic opportunities across the inner northern region of Melbourne. Over time, IntoWork has grown and today it consists of ten businesses that have a national profile and an annual turnover of over \$100m. It is a national leader in specialist recruitment, employment and training services. In 2007 IntoWork established the Inner North Community Foundation in perpetuity, with a financial commitment of \$5m as well as providing operating costs.

The Foundation's mission is to increase economic participation, strengthen people's networks, and promote social inclusion through partnerships and philanthropy. It achieves this by:

- Funding community projects that support local disadvantaged community members to develop the work and life skills necessary to gain access to employment;
- Expanding community leadership through partnerships which increase the effectiveness of philanthropic outcomes for our community;
- Growing philanthropy through linking donors and grantees.

Since starting, the Foundation has granted more than \$3.5 million in the LGAs of Yarra, Darebin and Moreland. From Fitzroy to Fawkner, Richmond to Reservoir, and Brunswick to Bundoora, we've given grants across 30 different suburbs to more than 140 organisations running innovative and creative programs for local people facing disadvantage.

## Program purpose

Pathways to Employment is our major annual grant round. The Foundation aims to be adaptive to the evolving needs of the community. This year, our focus is on employment pathways for local people disadvantaged by the impacts of Covid-19 in their access to employment. This focus on employment pathways is shaped by our relationship with our founding and key ongoing sponsor, IntoWork, and a strong theory of change demonstrating the multiple benefits to community members that comes through workforce participation.

In 2020, the Foundation will grant successful and eligible organisations up to \$15,000 of single year funding to deliver projects that support a broad range of activities in response to Covid-19 and the impact on vulnerable people in the community.

## Target audiences for funding

Grants are available to support projects which assist the removal of employment barriers for vulnerable people, in particular those impacted indirectly and directly by Covid-19 in Darebin, Moreland and Yarra. Priority will be given to projects which demonstrate:

- Participation by people facing the most significant barriers to employment
- Focus on flexible and creative responses to employment barriers experienced by people impacted by Covid-19
- Building people's capabilities and skills
- Existing grantee relationships in the previous three Pathways to Employment granting rounds
- Strong geographic focus on either or all of Darebin, Moreland and Yarra
- Leverage of partnerships and social infrastructures
- Community-led initiatives with local input and engagement
- Clear demonstration of impact and links to employment pathways
- Ability to leverage other funds and resources where appropriate

In assessing grant applications, the Board of the Inner North Community Foundation considers a range of factors such as how the project will improve people's ability to connect to employment or education pathways. The Board also focuses on whether government funding is already available to support this kind of project and whether the organisation applying for the grant is appropriately equipped to deliver the project.

## Eligibility for funding

Applicants must be organisations that:

- Are located in the municipalities of Darebin, Moreland or Yarra or the majority of participants live in those areas.
- Are not-for-profit organisations endorsed as a Charitable Institution, Public Benevolent Institution, or Health Promotion Charity by the Australian Charities and Not for Profits Commission. Organisations are not required to have DGR status.
- Will apply this grant to respond to the impacts of Covid-19 in the Inner North local government areas

## What will not be funded

Generally speaking, funding is not available for:

- Projects that do not meet our funding purpose (projects that are not linked in some way to employment and employability)
- Projects that will take place outside of Darebin, Moreland, or Yarra
- Individuals, 'for profit' organisations, sports clubs, government bodies, political parties or their candidates
- Capital works (such as buildings and cars) and conferences
- Personal expenses (such as living, educational, travel expenses etc)
- Funding for projects that have already been completed
- Existing salaries

## How to apply

In previous grant rounds applications have exceeded funding available. We expect this to continue, and encourage interested organisations to discuss their project idea with Bianca Maciel Pizzorno on 0478 174 116 before applying to ensure eligibility. Follow these three steps to apply:

1. Read these Granting Guidelines in detail.
2. Contact Bianca Maciel Pizzorno, Community Philanthropy Coordinator, on 0478 174 116 [Bianca.macielpizzorno@innernorthfoundation.org.au](mailto:Bianca.macielpizzorno@innernorthfoundation.org.au) to discuss your project or submit an enquiry form online at [https://innernorthcommunityfoundation.formstack.com/forms/covid\\_grants\\_enquiry\\_form](https://innernorthcommunityfoundation.formstack.com/forms/covid_grants_enquiry_form)
3. Lodge your completed application using the application form link found at <http://www.innernorthfoundation.org.au/grants/apply-for-funding/> **by close of business on Thursday 16 April 2020.**

You will receive a copy of your submitted application by email automatically upon lodgement. If you do not receive an email confirmation, please contact us.

**Note: We aim to notify applicants successful or otherwise by 25 May 2020.**