



Pathways to Employment Grant Program

2021 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 20 April 2021

Grant Guidelines may be changed from time to time. Prior to applying please ensure you have the most recent version of 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. 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 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 over \$4 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 180 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 most disadvantaged by the impacts of Covid-19 in their access to employment. In particular, programs that deliver pre-vocational courses. 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 2021, the Foundation will grant successful and eligible organisations up to \$15,000 per organisation to Neighbourhood Houses and other charities that deliver pre-vocational courses to vulnerable groups most impacted by Covid-19 in the Inner North community.

Target audiences for funding

Grants are available to support projects which assist the removal of employment barriers for vulnerable people, in particular those most 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
- Delivery of pre-vocational courses.
- Building people's capabilities and skills
- Strong geographic focus on either or all of Darebin, Moreland and Yarra
- Leverage of partnerships and collaboration
- Clear demonstration of impact and links to employment pathways
- Ability to leverage other funds and resources where appropriate

In assessing grant applications, the 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.
- Are a Neighbourhood House or other charity delivering projects that include elements of pre-vocational courses.
- Focus on coordination and collaboration of activity between local partners to remove the barriers people face on their journey to work.

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
- Projects that do not deliver pre-vocational courses
- Projects that do not impact vulnerable groups impacted by Covid-19
- 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. Register your organisation with our grants management software using this link:
<https://www.grantinterface.com.au/Home/Logon?urlkey=incf>
3. Once your organisation profile is complete, please fill in the application process titled “Pathways to Employment 2021’ and submit **by close of business on Friday 7 May 2021.**

Below are step by step guides on how to apply for funds using our grants management software, Foundant:

- [Written Tutorial](#)
- [Video Tutorial 1: Site Access & Account Creation](#)
- [Video Tutorial 2: Applying for Funding](#)
- [Video Tutorial 3: Your Applicant Dashboard](#)
- [Apply for a Grant - Applicant Overview Video](#) - This video covers the content above in an overview format.

Please contact Bianca Maciel Pizzorno, Community Philanthropy Coordinator, on 0478 174 116
Bianca.macielpizzorno@innernorthfoundation.org.au should you have any queries.

Note: We aim to notify applicants successful or otherwise by Friday 30 July 2021.