



## **2024-25 Change Our Game Professional Development Scholarships Program**

### **Frequently Asked Questions**

#### **Eligibility**

##### **What organisations are eligible for this program?**

Eligible Organisations, also referred to as Applicant Organisations, must be a non-state government organisation and be registered as an incorporated body at the time of application and for the duration of the proposed activity.

Eligible Organisations that are eligible to apply are:

- state sporting associations, state sporting organisations and other peak bodies recognised by Sport and Recreation Victoria
- national sporting organisations recognised by the Australian Sports Commission
- local government authorities
- regional sports assemblies
- professional sporting club or league (defined as competing in the highest women's and/or men's domestic level competition for that sport in Australia)
- accepted representative bodies for elite athletes, such as a players association
- Aboriginal Community Controlled Organisations (ACCOs) and incorporated Aboriginal associations involved in sport and active recreation activities operating in Victoria.

For more information, refer to **Section 2.4** in the Program Guidelines.

##### **I live in a border community and work in Victoria. Am I eligible for this program?**

Great question! Eligibility may vary, and we would love to check that for you. Please contact [ChangeOurGame@sport.vic.gov.au](mailto:ChangeOurGame@sport.vic.gov.au) to discuss this further, including providing details of your residential and work addresses.

##### **Can volunteers be nominated for this program?**

Volunteers can be nominated for the Governance and Community Leaders Streams of the Program.

## Applying

### **Does the application need to be submitted by my employer, or can I do it?**

In 2024-25, the application process for the Program has simplified, however the method of applying will depend on the stream being applied for.

Applications for **all** streams can be submitted by an Eligible Candidate (refer to **Section 2.1** in the Program Guidelines). This is a new option in 2024-25, designed to make applying for the Program easier for individuals eligible to apply.

Streams involving the provision of a grant will require applications to be authorised by an Eligible Organisation. This is because, in the event an application is successful, Eligible Organisations are responsible for the administration of that grant, including corresponding with the Office for Women in Sport and Recreation regarding the grant agreement and the acquittal of any grant. This includes the Learning, Women with a Disability, Executive and Community Leaders streams.

Some Eligible Organisations may choose to prefer for an authorised person, such as its Chief Executive Officer or HR leader, to submit applications to the Program, rather than providing authority to an Eligible Candidate. This is at the discretion of the Eligible Organisation.

A Candidate Guidance Document is available to assist individuals to initiate conversations with their employers (or Eligible Organisation), to provide the information needed to complete these application.

### **Is there a limit to the number of applications an organisation can submit?**

Eligible Organisations may submit more than one application to the Program, but must not nominate the same individual for more than one Stream.

### **Can more than one application for an individual be submitted to the program?**

Only one application can be submitted for any individual for the Program.

### **I have a disability and live in regional Victoria, can I apply for any stream?**

The Women with a Disability Stream provides grants of up to \$10,000 to access skill development, for women with disability in paid employment at any career stage seeking to progress their career in the sport and active recreation sector.

However, women with a disability can apply to any stream of the program that is most relevant to their professional development needs, noting that only one application can be submitted for an individual.

### **I am a volunteer at a community sporting club, but community sporting clubs are not listed as an Eligible Organisation. How do I apply for the Community Leaders stream?**

Eligible Organisations can apply for you, such as the state sporting association that governs your sport, the local government authority where your club is based, or if

you live in regional Victoria, a regional sports assembly. You'll need to contact them to request their support. Why? The Community Leaders stream includes provision of a grant, so an Eligible Organisation will need to be responsible for the administration, including corresponding with the Office for Women in Sport and Recreation regarding the grant agreement and the acquittal of any grant.

### **Previous Experience**

#### **I have more the 7 years paid experience in the workforce (in various sectors), can I still apply for the Learning stream?**

No. The Learning stream is for women with less than 7 years paid work experience or returning to work from a career break. Please review candidate eligibility for other Streams of the Program to see if you are eligible for a different Stream.

#### **Are the experience levels listed in each stream required to be within the sport and active recreation industry?**

Not necessarily. This experience can be within the paid workforce as a whole, however it is encouraged that most of the years of work experience are within or directly aligned with the sport and active recreation sector.

#### **I am interested in the Learning stream. Does all my paid part-time work mean I have more than seven years' paid experience?**

Not necessarily. This is a good example where common sense can be applied. For example, if you had a part-time or casual paid job after school as a teenager, it is highly unlikely that you would count this towards your years of experience.

### **Professional development courses**

#### **Is there a specific list of courses that candidates need to choose from when being nominated for the Learning, Women with a Disability, Executive or Community Leaders streams?**

No, there is not a specific list of courses or providers that are preferred. The Office for Women in Sport and Recreation encourages candidates to research courses that would be beneficial to their career goals and current areas of interest for professional development.

Candidates to the Learning, Women with a Disability and Community Leaders streams are encouraged to consider specialist skill development courses relevant to their roles. Examples of courses to consider include communication and project management-related courses.

Candidates to the Executive Stream are encouraged to consider courses that will enhance the technical skills needed for senior leadership roles, such as strategy, negotiation, change management and finance.

For more information, refer to **Section 4** in the Program Guidelines.

**What are the course details for the Governance stream?**

The course delivered for the Governance Stream is the “Foundations of Directorship (Sport)” course delivered by the Australian Institute for Company Directors.

The course will be delivered in person from Monday 18 November to Wednesday 20 November 2024 (3 days inclusive) in Melbourne CBD.

Successful Candidates will need to be available to attend the course on these dates. Further details on the program, including venue, will be provided to successful applicants.

**Who will deliver the Next Generation Leaders stream and when will that be run?**

Successful Candidates will be allocated to a leading career coach appointed by the Office for Women in Sport and Recreation.

The program is undertaken over the period November 2024 to May 2025. Over this period, successful Candidates will engage in a series of one-on-one and small group session. Times and location of these sessions will be determined between the successful Candidates and their career coach.

Successful Candidates will need to attend all sessions with their career coach.