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**Give To Gain**, reminds us that when we give time, knowledge, opportunity, visibility, advocacy, or support, we help others rise - and together, we all gain.

This message strongly aligns with Programmed's aspiration to build a workforce that better reflects the diversity of the communities we serve. The Facilities Management sector has traditionally operated within a conventional employment model, heavily focused on trade and technical expertise. Historically, this has resulted in a predominantly male workforce and limited alternative pathways for women into these roles.

I recall my first year studying Mechanical Engineering in the late 90's, where, out of an intake of 350 students, only three were women. While progress has been gradual, meaningful change is occurring. Today, approximately 20% of engineering graduates are women - a clear sign of advancement. More importantly, collective efforts across industry are accelerating this change. Within Programmed Facility Management's apprentice programs, we now see 50% female participation, demonstrating what is possible when opportunity is intentionally created.

Through targeted internships, graduate programs, and apprenticeships, we are actively developing pathways into trade and technical roles. Equally important is fostering a culture of inclusion within our workforce - one in which women not only enter these opportunities but are supported to succeed and thrive.

At its core, Give to Gain is about removing traditional barriers, creating access, and amplifying the voices of women in trade and technical careers. Establishing a safe, inclusive, and welcoming environment where individuals are nurtured, mentored, supported, and championed is critical. Our female trailblazers play a vital role in normalising these opportunities and paving the way for future generations so our employee cohort can better reflect the community in which we serve.

By lifting others, we create lasting change. Together, we all gain.