



Australian Government

Department of Health and Aged Care

Health Workforce Program Flexible Approach to Training in Expanded Settings – Round 3 Grant Opportunity Guidelines GO6397

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Administering entity:	Community Grants Hub
Enquiries:	If you have any questions, contact the department via email: grant.atm@health.gov.au . Questions should be sent no later than 5:00pm (Canberra time) on Wednesday 13 September 2023.
Type of grant opportunity:	Targeted Competitive

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1. Health Workforce Program: Flexible Approach to Training in Expanded Settings – Round 3 Grant Opportunity Processes

The Health Workforce Program: Flexible Approach to Training in Expanded Settings is designed to achieve Australian Government objectives. This grant opportunity is part of the above grant program which contributes to the Department of Health and Aged Care's Outcome 1. Health Policy, Access, and Support, 1.4 Health Workforce. The Department of Health and Aged Care works with stakeholders to plan and design the grant program according to the [Commonwealth Grants Rules and Guidelines \(CGRGs\)](#).



The grant opportunity opens

We publish the grant opportunity guidelines on [GrantConnect](#).



You complete and submit a grant application

You complete the Online Application Form and address all the eligibility and assessment criteria to be considered for a grant.



We assess all grant applications

We assess the applications against eligibility criteria. We assess your eligible application against the assessment criteria including an overall consideration of value with money and compare it to other applications



We make grant recommendations

We provide advice to the decision maker on the merits of each application.



Grant decisions are made

The decision maker decides which applications are successful.



We notify you of the outcome

We advise you of the outcome of your application. We may not notify unsuccessful applicants until grant agreements have been executed with successful applicants.



We enter into a grant agreement

We will enter into a grant agreement with you if successful. The type of grant agreement is based on the nature of the grant and will be proportional to the risks involved.



Delivery of grant

You undertake the grant activity as set out in your grant agreement. The Community Grants Hub manage the grant by working with you, monitoring your progress, and making payments.



Evaluation of the grant opportunity

1.1 Introduction

These guidelines contain information for the Flexible Approach to Training in Expanded Settings (FATES) grant opportunity.

You must read these guidelines before filling out an application.

This document sets out:

- the purpose of the grant program/grant opportunity.
- the eligibility and assessment criteria.
- how grant applications are considered and selected.
- how grantees are notified and receive grant payments.
- how grantees will be monitored and evaluated.
- responsibilities and expectations in relation to the opportunity.

2. About the grant program

The Health Workforce Program (the program) is an Australian Government initiative administered by the department to deliver health workforce outcomes to maintain a flexible, sustainable, and well-distributed health workforce. Key priorities include increasing training opportunities, assisting retention, providing support to doctors, nurses, and allied health professionals, and improving access to health services in regional, rural, and remote areas of Australia.

The objectives of the program are to improve the:

- capacity, quality, distribution and mix of the health workforce to better meet the needs of the Australian community.

The intended outcomes of the program are to:

- increase the supply of health workers – considering the changing demographics of the Australian population and changing health needs.
- address health workforce shortages in rural, regional, and remote areas of Australia through outreach programs, rural workforce programs and targeted workforce incentives.
- ensure a capable and qualified workforce through registration, accreditation, training, and development.
- improve health outcomes of people living in regional, rural, and remote locations by encouraging health professionals to work in these areas and support the delivery of outreach health activities.
- support the First Nations health workforce – through activities that promote an increase in the capacity of the First Nations health workforce, and to address the needs of First Nations peoples.

We administer the program according to the [Commonwealth Grants Rules and Guidelines](#) (CGRGs).

2.1 About the grant opportunity

In the 2021-22 Federal Budget, the Australian Government announced \$29.5 million over four years for the FATES grant opportunity to enhance quality and capacity for non-GP specialist medical training activities.

The FATES grant opportunity complements the Australian Government's [Specialist Training Program](#) (STP) by extending beyond the scope of STP support projects and the seven per cent of STP training posts to influence reform the entire specialist medical training system.¹

The purpose of the FATES grant opportunity is to support specialist medical college (College) projects that address priority areas and actions identified in the [National Medical Workforce Strategy \(NMWS\)](#). These include a focus on addressing maldistribution and undersupply issues, as well as meeting community need by increasing support for building capacity in regional, rural, and remote locations and growing the First Nations specialist medical workforce. To encourage the Colleges to consider implementing the recommendations in the NMWS, FATES provides the sector with the opportunity to think broadly and test innovative and flexible arrangements that could be piloted and replicated sustainably across the sector that will promote the NMWS.

The FATES objectives are to:

- improve and promote a positive medical education culture and support quality specialist medical training in regional, rural, and remote Australia.
- reduce barriers and improve incentives for entering regional, rural, and remote medical practice.
- improve the imbalance of distribution of the non-GP specialist medical training arrangements and workforce, particularly in areas of unmet need.
- attract and support First Nations trainees to grow the First Nations workforce towards population parity.

The intended outcomes of FATES are:

- improved distribution and supply of specialist medical training in areas of undersupply, to meet the needs of the community, particularly in regional, rural, and remote communities.
- more First Nations specialists providing services to their communities.

Outcomes will be measured through monitoring performance against program objectives obtained via performance reporting. The data strategy to be developed under the NMWS will enable closer monitoring of program outcomes.

Priority Areas

Priority areas for the FATES grant opportunity include:

1. improving systems and structures to encourage training in regional, rural, and remote areas through redesigning and streamlining specialist medical training, accreditation and/or training pathways.
2. transitioning from training to practice in regional, rural, and remote areas.
3. rebalancing supply and distribution through specialist medical training.
4. supporting the growth of First Nations specialist medical trainees, supervisors, and service delivery.

¹ STP Support Projects funding is for the purpose of supporting the success and sustainability of STP posts and trainees. FATES funding can be used broadly for all specialist medical training and is not intended to duplicate the STP or STP Support Projects, both of which are specifically funded to support the delivery of non-GP specialist training places. Colleges will be advised if proposals would be better supported under STP Support Project funding.

- innovate, collaborate, and improve supervisor and trainee wellbeing and work-life balance in regional, rural, and remote areas.

These priority areas will be assessed as part of ‘Criterion 1 - Alignment with Program Objectives and Outcomes’.

General Principles

The following principles apply to projects funded under FATES, which form part of the proposal assessment criteria, noting some principles may not be relevant to some applications.

- Training Focussed*

Proposals must focus on non-GP specialist medical training.

- Evidence and Evaluation*

Proposals are referenced and incorporate the currently available research and literature (where possible). Proposals are sought that will target known barriers to training in regional, rural, and remote areas and increase enablers, such as building connection to regions and communities through long, rather than short term, placements.

Projects must include an evaluation component, commensurate to their size and scope, and made publicly available. Applicants are required to identify the evaluation Performance Indicator/s (PIs) that aim to achieve the FATES objectives and outcomes as part of their application.

- Sustainability*

FATES is intended to be one-off/short-term seed funding. Ongoing initiatives should be based on alternate funding sources.

- Scalability*

Where appropriate, scalability of projects should be considered across Colleges and/or specialties.

- Collaborative*

Projects should build on current rural initiatives and programs (where available).

- Consortia*

Where appropriate, proposals should consider consortium arrangements to broaden the scope of projects to maximise investment and ensure collaboration around activities. This may include partnerships with health settings, other Colleges, jurisdictions, Regional Training Hubs, or other organisations involved in supporting or delivering specialist medical training.

(More detail is available in Section 5.1 Eligible grant activities).

Activities will be measured against the below PIs.

Table 1: Performance Indicators (PIs)

Action	PI & Measure
All of the requirements in the grant agreement have been met.	Information is provided to an acceptable standard in six monthly (or as agreed) Performance Reports, Activity Work Plans, and financial reports, including budgets.

Action	PI & Measure
Activities are completed according to the scope, timeframes and budget defined in the Activity Work Plan.	The department and your organisation agree that the requirements outlined in the Activity Work Plan have been completed as specified.
Department agreed project performance indicators are achieved.	Reporting on progress against the department agreed project performance indicators within agreed timeframes.
The project evaluation identifies achievements and outcomes against the FATES objectives and outcomes.	Project evaluation analysis measures the impact of the project against the FATES objectives and outcomes.

2.2 COVID-19

As a result of COVID-19, service providers may need to identify alternative methods of service delivery. The department will support flexibility in the delivery of planned services to enable contracted service providers to adapt to the changing environment. The department will consider its approach to reporting over this time and be flexible in reporting requirements under the terms of the Schedule.

3. Grant amount and grant period

3.1 Grants available

A total of \$29.5 million (GST exclusive) is available over 4 financial years for this grant opportunity. Funding available for each grant round is specified in Table 2.

Table 2: FATES Grant Opportunity Funding Available

Grant Round	Grant Opportunity Advertised	Financial Year	Funding (ex GST)
Round 1	October 2021	2021-22	\$4.2 million
Round 2	September 2022	2022-23	\$8.3 million
Round 3	August 2023	2023-24	\$8.4 million
Round 4	July 2024	2024-25	\$8.6 million

There is no budget limit for proposals, however, as the program has capped funding, we expect most grant application proposals will have a budget of up to \$1 million. Consortia proposals involving multiple Colleges may justify greater funding.

There is no limit on the number of grant proposals that can be submitted by a single College. Collaboration across Colleges to build communities of medical education practice for regional, rural, and remote areas is encouraged.

Although the grant *activity* period may be split over more than one financial year, organisations will only receive funding in the financial year of the grant round in which they apply.

The department cannot split or roll funding into subsequent financial years. For example, successful applicants who apply for \$400,000 in grant round 3 will receive project funding in the 2023 – 24 financial year only.

3.2 Grant/Project period

There is no set limit for the activity grant period, however, grant activities must commence in the financial year applicable to the grant round and not extend beyond the Agreement end date. It is expected that most projects will be for up to two years.

4. Eligibility criteria

To be eligible for this grant opportunity:

- you must be one of the organisations listed in Section 4.1.

4.1 Who is eligible to apply for a grant?

To be eligible you must be one of the listed organisations in Table 3.

Table 3: Eligible organisations

Legal name of organisation	ABN
Australasian College for Emergency Medicine	76 009 090 715
Australasian College of Dermatologists	99 411 356 609
Australasian College of Sport and Exercise Physicians	40 003 200 584
Australian and New Zealand College of Anaesthetists	82 055 042 852
College of Intensive Care Medicine	16 134 292 103
Royal Australasian College of Medical Administrators	39 004 688 215
Royal Australasian College of Physicians	90 270 343 237
Royal Australasian College of Surgeons	29 004 167 766
Royal Australian and New Zealand College of Ophthalmologists	80 000 644 404
Royal Australian and New Zealand College of Obstetricians and Gynaecologists	34 100 268 969
Royal Australian and New Zealand College of Psychiatrists	68 000 439 047
Royal Australian and New Zealand College of Radiologists	37 000 029 863
Royal College of Pathologists of Australasia	52 000 173 231

Consortia applications are encouraged. Please refer to Section 7.2 for more information.

Rationale for eligibility:

The organisations listed above have been assessed to have:

- existing infrastructure and networks to support anticipated project activities.
- experience, knowledge, and capability to achieve project objectives and outcomes as described in Section 2.1.
- demonstrated capacity to appropriately administer Commonwealth grant funding.
- demonstrated capacity and potential to deliver grant outcomes in the current market given the specialist nature of the grant opportunity.

The organisations listed in Table 3 already deliver the STP, and in some cases FATES projects. Their established administrative arrangements and infrastructure will assist the department to deliver the FATES in a timely and efficient manner.

Further, the organisations listed above have already built networks with the following stakeholders, which can be leveraged during implementation:

- State and Territory Governments.
- Regional Training Hubs.
- Local Health Districts and Local Health Networks.
- Health and Community settings.
- other Specialist Medical Colleges.
- Universities.
- Key stakeholders such as the Australian Indigenous Doctors' Association (AIDA) and the Australian Medical Council (AMC).

This approach will provide the best value for money for the department. There is no guarantee of continued funding for the successful grantees once the duration of the funding agreements has expired.

4.2 Who is not eligible to apply for a grant?

You are not eligible to apply if you are:

- any organisation not listed in Section 4.1
- an organisation, or your project partner is an organisation, included on the National Redress Scheme's website on the list of 'Institutions that have not joined or signified their intent to join the Scheme' (www.nationalredress.gov.au)

5. What the grant money can be used for

5.1 Eligible grant activities

Eligible activities must directly relate to the grant opportunity and its objectives and may include but not be limited to:

Priority 1: Improve systems and structures to encourage training in regional, rural, and remote areas through redesigning and streamlining specialist medical training, accreditation and/or training pathways.

Deliver activities that:

- actively engage in specialist medical workforce planning, data capture and sharing
- develop or enhance career planning tools to better inform and support doctors' career choices.
- develop training pathways to enable trainees to navigate the options available and increase certainty about career progression.
- develop rural training communities, including through cross-discipline collaboration between Colleges and specialities to better connect and support trainees, supervisors, and specialist medical workforce in rural areas.
- respond to recommendations in the "[How Accreditation Practices Impact Building a Non-General Practice Rural Specialist Medical Workforce](#)" report to improve the distribution of the specialist medical workforce.

Priority 2: Transitioning from training to practice in regional, rural, and remote areas

Deliver activities:

- that link non-GP specialist trainees to ongoing regional, rural, and remote career opportunities. This may include mentoring, transitioning to rural practice training and networking activities.

Priority 3: Rebalancing supply and distribution in regional, rural, and remote areas through specialist medical training

Deliver activities:

- that seek to address known maldistribution and match community need, including identifying location specific undersupplied specialties and building a critical mass to reduce need for locums and support long term sustainably.
- to support interprofessional learning.
- that target increasing generalist specialists who practice across the full scope of their specialty.

Specialist Training Networks:

- develop, coordinate, or pilot networked training models(e.g., these models could include rural outreach training opportunities).
- develop, or support existing, networked training model initiatives in addition to implementing strategies to ensure long-term sustainability.

Specialist Training in Regional, Rural and Remote Areas:

- embed additional generalist specialist training into non-GP specialist trainee programs in the regions.
- encourage more junior specialists to train in the regions.
- develop supervisory systems to support junior specialists.
- promote a positive culture of medical education.
- support new specialists' readiness to transition to practice in the regions.

Priority 4: Support First Nations specialist medical trainees

Deliver activities:

- that introduce new initiatives to increase opportunities for First Nations specialist training.
- attract, recruit, and retain First Nations specialists.
- enhance existing training support to ensure cultural appropriateness and recognition.
- that include reference to the implementation of the [15 standards developed with Australian Indigenous Doctors' Association to improve the recruitment and retention of Aboriginal and Torres Strait Islander doctors into specialties.](#)
- improving cultural safety to provide more supportive environments for First Nations doctors, during training and beyond.
- that consider the priorities detailed in the [2023 Commonwealth Closing the Gap Implementation Plan.](#)

Priority 5: Innovate, collaborate, and improve supervisor and trainee wellbeing and work-life balance in regional, rural, and remote areas

Deliver activities:

- that improve trainee or supervisor wellbeing by reducing isolation and increasing connectivity with peers and mentors across the specialist training sector.
- introduce initiatives to improve doctor wellbeing.
- develop a formalised mentoring program and/or wellbeing programs
- provide support to develop and trial different supervision models, such as virtual or blended supervision, in expanded settings to enhance training system capacity and support
- deliver innovative supervision models or coordination that enhances training system capacity in regional, rural, and remote areas.
- upskill supervisors to improve training quality.
- develop web-based learning solutions to support trainees and supervisors.

5.2 Eligible locations

Your grant can include activities at different locations nationally. Projects in [MM 2-7 locations](#) and First Nations health settings will be highly favoured.

5.3 Eligible expenditure

You can only spend the grant funds on eligible expenditure you have incurred on eligible grant activities or agreed project activities outlined under section 3.1 of these guidelines and on additional activities outlined in the Activity Work Plan approved by the department.

For guidance on eligible expenditure, see Appendix A.

5.4 What the grant money cannot be used for

For guidance on what the grant money cannot be used for, see Appendix A.

6. The assessment criteria

Applications will be assessed against the assessment criteria described below. We will assess your application based on the weighting given to each criterion.

You must address all the following assessment criteria in the application. The application must provide sufficient information to allow assessment against all criterion.

The application form requires you to specify the following:

- which FATES priority area/s relate to your application.
- which MM classification/s apply to your application.
- which National Medical Workforce Strategy (NMWS) priority/s areas relate to your application.

For further guidance on the assessment criteria, see Appendix B.

Criterion 1 - Alignment with Program Objectives and Outcomes

The weighting for this criterion is 40%.

Describe an alignment with the program objectives and outcomes.

In a maximum of 5000 characters (approximately 750 words), describe:

- how the proposed activities will contribute to the program objectives, outcomes, priorities, or general principles as described under Section 2 of these Guidelines.
- how the project will be implemented and managed within your proposed grant period. Please note any other funding sources that you will use to support the implementation of this project.
- how the proposed activities will incorporate ideas from current research and literature available.
- how you will measure outcomes and progress towards achieving the grant objectives, including identification of evaluation Performance Indicators and proposed outcomes.
 - in addition to responding to the above criterion, the applicant must complete and attach the following document to support their claims, using the template provided on GrantConnect: Activity Work Plan.

See Section 7.1 for more information. These documents listed below do not count towards the word limit.

Criterion 2 - Capability and Capacity to undertake the Grant Opportunity

The weighting for this criterion is 20%.

In a maximum of 5000 characters (approximately 750 words), describe your organisation or consortia's capabilities and capacity to deliver the proposed activities and achieve the Program objectives as described under Section 2.

This will include:

- any existing stakeholder relationships/linkages required to undertake project activities.
- organisational and staff capacity to manage this project including information on past experience.
- the governance and management structure.

Criterion 3 - Community and Stakeholder Engagement

The weighting for this criterion is 20%.

Describe how you will co-design a solution to the identified issues in Criterion 2 with State and/or Territory Governments, the community, and stakeholders, including local health service providers. Your response should be limited to 5000 characters (approximately 750 words).

A good response should provide:

- details on the arrangements your organisation or consortia will use to work with State and/or Territory Government, the community, First Nations peoples/leaders/elders, health professionals and other service providers in the region to develop a model that has community support.
- details of your organisation or consortia's existing service footprint within the region.
- details of how you will overcome potential or known issues or barriers to obtain support for a model.

In addition to your response, you can submit supporting documentation detailing communications and/or arrangements between your organisation or consortia demonstrating support from relevant State and/or Territory Government, the community, First Nations peoples/leaders/elders, health professionals and other service providers to support your response. Please note attachments are not compulsory and are not included in the word limit.

Criterion 4 - Efficient, Effective and Economical Use of Commonwealth Grant Funds

The weighting for this criterion is 10%.

In a maximum of 2000 characters (approximately 300 words), describe how you will ensure the efficient and economical use of grant funds when delivering your activities.

The response should identify how the activities will achieve high quality outcomes in a cost-effective way.

In addition to your response, you must submit a detailed cost breakdown of the project costs you are proposing by completing an Indicative Activity Budget using the template available on GrantConnect. Your budget should include assumptions for each line item. Please note this table is not included in the word limit.

Criterion 5 - Identification and Management of Risk

The weighting for this criterion is 10%.

In a maximum of 2000 characters (approximately 300 words), demonstrate your organisation's approach to risk management, including information about your organisation's governance risk management plan and how risks are reported and to whom.

In addition, complete the risk management plan in relation to the grant activity on the template provided on GrantConnect.

The risk management plan must include:

- all identified risks.
- the likelihood of the identified risks occurring.
- the impact on the activity should the identified risk occur.
- the mitigation strategies to respond to all risks.

Please note this table is not included in the word limit.

7. How to apply

Before applying, you must read and understand these guidelines and the Online Application Form.

These documents may be found at [GrantConnect](#). Any alterations and addenda² will be published on GrantConnect and by registering on this website, you will be automatically notified on any changes. GrantConnect is the authoritative source for grants information.

² Alterations and addenda include but are not limited to corrections to currently published documents, changes to close times for applications, Questions and Answers (Q&A) documents and Frequently Asked Questions (FAQ) documents

To apply you must:

- complete the Online Application Form on GrantConnect.
- provide all the information requested.
- address all eligibility criteria and assessment criteria.
- include all necessary attachments.

You are responsible for ensuring that your application is complete and accurate. Giving false or misleading information is a serious offence under the [Criminal Code 1995](#) and we will investigate any false or misleading information and may exclude your application from further consideration.

If you find an error in your application after submitting it, you should contact us immediately via grant.atm@health.gov.au.

You cannot change your application after the closing date and time.

If we find an error or information that is missing, we may ask for clarification or additional information from you that will not change the nature of your application. However, we can refuse to accept any additional information from you that would change your submission after the application closing time.

You should keep a copy of your application and any supporting documents. You will receive automatic acknowledgement via email when submitting your online application form. If you need further guidance around the application process or if you are unable to submit an application, please contact us at grant.atm@health.gov.au.

7.1 Attachments to the application

We require the following documents with your application:

- an activity work plan.
- an indicative activity budget.
- a risk management plan.
- letters of support from the relevant consortia partners, if applicable (see Section 7.2).

Some of these documents are referenced in the Assessment Criteria above in Section 6. If you do not attach the requested documents, your application will be severely impacted and may not progress further in the process.

You may also provide brief letters of support from key stakeholders, for example local health service providers, to strengthen your application.

7.2 Joint (consortium) applications

We recognise that some organisations may want to join as a group to deliver a grant activity. In these circumstances, you must appoint a 'lead organisation'.

Only the lead organisation will enter into a grant agreement with the department and will be responsible for submitting an application on behalf of the Consortium, the lead organisation must have the authority to do so on behalf of the consortium members.

The application must identify all other members of the proposed group and a formal agreement must be in place between all consortium members and provided to the department in the form of a letter of support, as part of the application submission.

Each letter of support should include:

- details of the partner organisation.
- an overview of how the partner organisation will work with the lead organisation and any other partner organisations in the group to successfully complete the grant activity or project/services.
- an outline of the relevant experience and/or expertise the partner organisation will bring to the group.
- the roles/responsibilities of the partner organisation and the resources they will contribute (if any).
- outline how partners will ensure compliance with the Commonwealth Child Safe Framework (if applicable).
- details of a nominated management level contact officer.

It is the responsibility of the lead organisation to ensure that all parties and subcontractors are compliant with the relevant aspects of the written agreement.

Lead Organisations must also ensure any, and all members of the party are not included on the National Redress Scheme's website on the list of 'Institutions that have not joined or signified their intent to join the Scheme' (www.nationalredress.gov.au).

7.3 Timing of grant opportunity processes

If you are successful under grant round 3, we expect you will be able to commence your grant activity on execution of your Agreement or the agreed date.

Table 4: Expected timing for FATES Round 3 grant opportunity

Activity	Expected Timeframe
Assessment of applications	4 weeks
Approval of outcomes of selection process	2 weeks
Negotiations and award of grant agreements	1-3 weeks
Notification to unsuccessful applicants	2 weeks
Earliest start date of grant activity	Execution of contract or the agreed date
End date of grant activity or agreement	Specified in your Agreement

If you are successful under FATES Round 3, we expect you will be able to commence your grant activity on execution of your Agreement, or as agreed.

7.4 Questions during the application process

If you have questions relating to clarification of information of the available grant, technical issues, or process during the application period, please contact grant.atm@health.gov.au. The department will respond to emailed questions within three working days.

Requests for clarification may form the basis of a response that will be posted on the [GrantConnect](#) website in Frequently Asked Questions document relating to this grant opportunity. Any questions will be de-identified. Registered applicants will be notified of updates to the documents via email from the [GrantConnect](#) website.

The department cannot assist you to address assessment criteria/determine eligibility or complete your application.

8. The grant selection process

8.1 Assessment of grant applications

We first review your application against the eligibility criteria in Section 4.

Only eligible applications and applications that meet other specified requirements, including compliance, will move to the next stage. We consider eligible applications through a targeted competitive grant process.

We will then assess your application against the assessment criteria (see Section 6). We consider your application on its merits and against other applications, based on:

- how well it meets the criteria.
- whether it provides value with relevant money.
- whether there is any duplication of activities between other applications or existing Commonwealth and state programs or initiatives.
- the distribution of activities across geographic locations (MM 2-7 and regionally).
- scalability or sustainability of projects to be transferred across to other colleges and implemented.

We will rate your application using the Assessment Criteria Scoring Matrix.

Table 6: Assessment Criteria Scoring Matrix

When assessing the merits of your application against the assessment criteria, the Committee will use the following ten-point scale (10 highest, 1 lowest).

Score	Rating Scale
10	Excellent Quality – response to this criterion significantly exceeds expectations. Evidence confirms consistent superior performance against this criterion in all areas. Claims are fully substantiated.
9	Outstanding Quality - response to this criterion exceeds expectations in most key areas and addressed to a very high standard in others. Most claims are fully substantiated with others very well substantiated.
8	Very Good Quality - response to this criterion meets expectations to a very high standard in all areas. All claims are well substantiated.
7	Good Quality – response to this criterion meets expectations to a high standard in all areas. Claims are well substantiated in key areas.
6	Fair Quality – response to this criterion addresses all areas well. Claims are well substantiated in most areas. Some minor shortcomings.
5	Acceptable Quality – response addresses most key areas to a consistent acceptable standard with no major shortcomings. Most claims are adequately substantiated. Some proposals may be questionable.
4	Marginal Quality – response is marginal and does not fully meet expectations. Some claims unsubstantiated; others only adequately substantiated or lack sufficient detail. Some proposals may be unworkable.
3	Poor Quality – response poorly addresses some areas or fails to address some areas. Claims largely unsubstantiated. A number of proposals may be unworkable.
2	Very Poor Quality – response inadequately deals with most or all areas. Claims almost totally unsubstantiated. A number of proposals may be unworkable.
1	Unacceptable Quality – response does not meet expectations. Criteria not addressed or insufficient or no information to assess the criterion. Claims unsubstantiated, no evidence and unworkable.

A score out of 10 will be applied to each of the five assessment criteria e.g., 50 is the highest score any application can receive.

When assessing the extent to which the application represents value with relevant money, we will have regard to:

- the relative value of the grant sought.
- extent to which the geographic location of the application matches identified priorities.
- the extent to which the evidence in the application demonstrates that it will contribute to meeting the outcomes/objectives.

- how the grant activities will target groups or individuals.

8.2 Who will assess applications?

An assessment committee will assess your suitability to receive a grant by reviewing the information and documents listed in Section 7. The assessment committee will be made up of staff within the Health Training Branch of the department.

We may ask external experts/advisers to inform the assessment process. Any expert/adviser, who is not a Commonwealth Official, will be required/expected to perform their duties in accordance with the CGRGs.

The assessment committee may seek additional information about you. They may do this from within the Commonwealth, even if the sources are not nominated by you, as referees. The assessment committee may also consider information about you that is available through the normal course of business.

The assessment committee recommends to the Decision Maker which organisations are suitable to receive a grant.

8.3 Who will approve grants?

The Assistant Secretary, Health Training Branch (the Decision Maker) decides which grant(s) to approve taking into account the recommendations of the assessment committee and the availability of grant funds for the purposes of the grant opportunity.

The Decision Maker's decision is final in all matters, including:

- the approval of the grant.
- the grant funding amount to be awarded.
- the terms and conditions of the grant.

There is no appeal mechanism for decisions to approve or not approve a grant.

9. Notification of application outcomes

We will advise you of the outcome of your application in writing. If you are successful, we will advise you of any specific conditions attached to the grant.

If you are unsuccessful, we will give you an opportunity to receive feedback. A request for individual feedback should be made to the department within 20 days of being notified of the outcome by emailing FATES@Health.gov.au. We will respond to your request for feedback within 20 days.

You can submit a new application for the same grant (or a similar grant) in any future grant opportunities under the program. You should include new or more information to address any weaknesses that may have prevented your previous application from being successful.

10. Successful grant applications

10.1 The grant agreement

You must enter into a legally binding grant agreement with the Commonwealth. We use the whole of government grant agreement templates in this program and will select the most appropriate depending on the size and complexity of your project.

Each agreement has general terms and conditions that cannot be changed. Sample grant agreements are available on the Department of Finance's website.

We must execute a grant agreement with you before we can make any payments. We are not responsible for any of your expenditure until a grant agreement is executed. If you choose to start your grant activities before you have an executed grant agreement, you do so at your own risk.

Your grant agreement may have specific conditions determined by the assessment process or other considerations made by the Decision Maker. We will identify these in the agreement.

The Commonwealth may recover grant funds if there is a breach of the grant agreement.

Standard Grant Agreement

We will use a standard grant agreement.

You will have 20 days from the date of a written offer to execute this grant agreement with the Commonwealth ('execute' means both you and the Commonwealth have signed the agreement). During this time, we will work with you to finalise details.

The offer may lapse if both parties do not sign the grant agreement within this time. Under certain circumstances, we may extend this period. We base the approval of your grant on the information assessed.

You may request changes to the grant agreement. However, we will review any required changes to these details to ensure they do not impact the grant as approved by the Decision Maker.

10.2 Specific legislation, policies, and industry standards

10.2.1 The Multicultural Access and Equity Policy

The Multicultural Access and Equity Policy obliges Australian Government agencies to ensure that cultural and linguistic diversity is not a barrier for people engaging with government and accessing services to which they are entitled. For example, providing access to language services where appropriate. To find out more about the Multicultural Access and Equity Policy, visit the [Department of Home Affairs website](https://www.homeaffairs.gov.au/about-us/our-portfolios/multicultural-affairs/about-multicultural-affairs/access-and-equity)³.

10.2.2 Commonwealth Child Safe Framework

The Royal Commission into Institutional Responses to Child Sexual Abuse highlighted the need for organisations to adopt child safe practices including appropriate screening of staff, mandatory reporting, and adoption of the National Principles for Child Safe Organisations. The Australian Government committed to a new Commonwealth-wide framework to protect children and young people it is responsible for – [the Commonwealth Child Safe Framework \(CCSF\)](#).

The Australian Government is considering appropriate ways to apply the requirements of the CCSF to grant recipients. A child safety clause is likely to be included in a grant agreement where the Commonwealth considers the grant is for:

³ Multicultural Access and Equity Policy - <https://www.homeaffairs.gov.au/about-us/our-portfolios/multicultural-affairs/about-multicultural-affairs/access-and-equity>

- services directly to children.
- activities that involve contact with children that is a usual part of, and more than incidental to, the grant activity.

A child safety clause may also be included in the grant agreement if the Commonwealth considers the grant activity involves children more broadly.

The successful applicant will be required to comply with all child safety obligations included in the grant agreement published with this grant opportunity or notified to the successful applicant prior to execution of the grant agreement.

Irrespective of the child safety obligations in the grant agreement, you must always comply with your state and territory legislative requirements for working with children and mandatory reporting.

The Australian Government has commissioned the Australian Human Rights Commission to develop a series of tools and resources to assist organisations to implement the [National Principles](#).

10.2.3 National Redress Scheme

The National Redress Scheme for Institutional Child Sexual Abuse Grant Connected Policy makes non-government institutions named in applications to the Scheme, or in the Royal Commission into Institutional Responses to Child Sexual Abuse, that do not join the Scheme ineligible for future Australian Government grant funding. The National Redress Scheme Grant Connected Policy will come into effect on 1 January 2021.

10.3 How we pay the grant

The grant agreement will state the:

- maximum grant amount to be paid.
- any financial contributions you must make.
- any in-kind contributions you will make.
- any financial contribution provided by a third party.

We will not exceed the maximum grant amount under any circumstances. If you incur extra costs, you must meet them yourself.

10.4 Grants Payments and GST

Payments will be GST Exclusive. If you are registered for the [Goods and Services Tax \(GST\)](#), where applicable, we will add GST to your grant payment and issue you with a [Recipient Created Tax Invoice](#).

Grants are assessable income for taxation purposes, unless exempted by a taxation law. We recommend you seek independent professional advice on your taxation obligations or seek assistance from the [Australian Taxation Office](#). We do not provide advice on your particular taxation circumstances.

11. Announcement of grants

If successful, your grant will be listed on the GrantConnect website 21 calendar days after the date of effect as required by Section 5.3 of the [CGRGs](#).

12. How we monitor your grant activity

12.1 Keeping us informed

You should let us know if anything is likely to affect your grant activity or project/services or organisation.

We need to know of any key changes to your organisation or its business activities, particularly if they affect your ability to complete your grant, carry on business and pay debts due.

You must also inform us of any changes to your:

- name.
- addresses.
- nominated contact details.
- bank account details.

If you become aware of a breach of terms and conditions under the grant agreement, you must contact us immediately.

You must notify us of events relating to your grant and provide an opportunity for the Minister or their representative to attend.

12.2 Reporting

You must submit reports in line with the grant agreement. We will provide sample templates for these reports as appendices in the grant agreement. We will remind you of your reporting obligations before a report is due. We will expect you to report on:

- progress against agreed grant activity milestones and outcomes.
- expenditure of the grant.

The amount of detail you provide in your reports should be relative to the size, complexity, and grant amount.

We will monitor progress by assessing reports you submit and may conduct site visits or request records to confirm details of your reports if necessary. Occasionally we may need to re-examine claims, seek further information, or request an independent audit of claims and payments.

Progress reports

Progress reports must:

- include evidence of your progress towards completion of agreed activities and outcomes.
- show the total eligible expenditure incurred to date.
- include evidence of expenditure.
- be submitted by the report due date (you can submit reports ahead of time if you have completed relevant activities).

You must discuss any reporting delays with us as soon as you become aware of them.

Ad-hoc reports

We may ask you for ad-hoc reports on your grant. This may be to provide an update on progress, or any significant delays or difficulties in completing the grant activity.

Final report

When you complete the grant activity, you must submit a final report.

Final reports must:

- identify if and how outcomes have been achieved.
- include the agreed evidence as specified in the grant agreement.
- identify the total eligible expenditure incurred.
- be submitted within 60 days of completion in the format provided in the grant agreement.

12.3 Financial declaration

We may ask you to provide a declaration that the grant money was spent in accordance with the grant agreement and to report on any underspends of the grant money.

12.4 Grant agreement variations

We recognise that unexpected events may affect your progress. In these circumstances, you can request a variation to your grant agreement. You can request a variation by contacting your Funding Arrangement Manager (FAM) listed on the agreement.

You should not assume that a variation request will be successful. We will consider your request based on provisions in the grant agreement and the likely impact on achieving outcomes.

12.5 Compliance visits

We may visit you during or at the completion of your grant activity to review your compliance with the grant agreement. We will provide you with reasonable notice of any compliance visit.

12.6 Record keeping

We may also inspect the records you are required to keep under the grant agreement.

12.7 Evaluation

We will evaluate the grant opportunity to measure how well the outcomes and objectives have been achieved. We may use information from your application and reports for this purpose. We may also interview you or ask you for more information to help us understand how the grant impacted you and to evaluate how effective the program was in achieving its outcomes.

12.8 Acknowledgement

If you make a public statement about a grant activity funded under the program, we require you to acknowledge the grant by using the following:

‘This project received grant funding under the Australian Government’s Flexible Approach to Training in Expanded Settings Program’.

13. Probity

The Australian Government will make sure that the grant opportunity process is fair, according to the published guidelines, incorporates appropriate safeguards against fraud, unlawful activities and other inappropriate conduct and is consistent with the CGRGs.

These guidelines may be changed from time-to-time by the department. When this happens, the revised guidelines will be published on GrantConnect.

13.1 Enquiries and feedback

The department's [Complaint Handling Process](#) apply to complaints about this grant opportunity. All complaints about a grant process must be provided in writing.

Any questions you have about grant decisions for this grant opportunity should be sent to grant.atm@health.gov.au.

If you do not agree with the way the department has handled your complaint, you may complain to the [Commonwealth Ombudsman](#). The Ombudsman will not usually look into a complaint unless the matter has first been raised directly with the relevant Commonwealth entity.

The Commonwealth Ombudsman can be contacted on:

Phone (Toll free): 1300 362 072

Email: ombudsman@ombudsman.gov.au

Website: [Commonwealth Ombudsman](#)

13.2 Conflicts of interest

Any conflicts of interest could affect the performance of the grant opportunity or program. There may be a conflict of interest, or perceived conflict of interest, if the department's staff, any member of a committee or advisor and/or you or any of your personnel:

- has a professional, commercial, or personal relationship with a party who is able to influence the application selection process, such as an Australian Government officer.
- has a relationship with or interest in, an organisation, which is likely to interfere with or restrict the applicants from carrying out the proposed activities fairly and independently.
- has a relationship with, or interest in, an organisation from which they will receive personal gain because the organisation receives a grant under the grant program/ grant opportunity.

You will be asked to declare, as part of your application, any perceived or existing conflicts of interests or that, to the best of your knowledge, there is no conflict of interest.

If you later identify an actual, apparent, or perceived conflict of interest, you must inform the department in writing immediately.

Conflicts of interest for Australian Government staff will be handled as set out in the Australian [Public Service Code of Conduct \(Section 13\(7\)\)](#) of the [Public Service Act 1999](#). Committee members and other officials including the decision maker must also declare any conflicts of interest.

We publish our conflict-of-interest policy on the [Australian Public Service Commission's website](#).

13.3 Privacy

We treat your personal information according to the [Privacy Act 1988](#) and the [Australian Privacy Principles](#). This includes letting you know:

- what personal information we collect.
- why we collect your personal information.
- who we give your personal information to.

Your personal information can only be disclosed to someone else for the primary purpose for which it was collected unless an exemption applies.

The Australian Government may also use and disclose information about grant applicants and grant recipients under this grant opportunity in any other Australian Government business or function. This includes disclosing grant information on GrantConnect as required for reporting purposes and giving information to the Australian Taxation Office for compliance purposes.

We may share the information you give us with other Commonwealth entities for purposes including government administration, research, or service delivery, according to Australian laws.

As part of your application, you declare your ability to comply with the *Privacy Act 1988* and the Australian Privacy Principles and impose the same privacy obligations on officers, employees, agents, and subcontractors that you engage to assist with the activity, in respect of personal information you collect, use, store, or disclose in connection with the activity. Accordingly, you must not do anything, which if done by the department would breach an Australian Privacy Principle as defined in the Act.

13.4 Confidential Information

Other than information available in the public domain, you agree not to disclose to any person, other than us, any confidential information relating to the grant application and/or agreement, without our prior written approval. The obligation will not be breached where you are required by law, Parliament, or a stock exchange to disclose the relevant information or where the relevant information is publicly available (other than through breach of a confidentiality or non-disclosure obligation).

We may at any time, require you to arrange for you; or your employees, agents, or subcontractors to give a written undertaking relating to nondisclosure of our confidential information in a form we consider acceptable.

We will keep any information in connection with the grant agreement confidential to the extent that it meets all of the three conditions below:

1. you clearly identify the information as confidential and explain why we should treat it as confidential.
2. the information is commercially sensitive.
3. revealing the information would cause unreasonable harm to you or someone else.

We will not be in breach of any confidentiality agreement if the information is disclosed to:

- the committee and other Commonwealth employees and contractors to help us manage the program effectively.
- employees and contractors of our department so we can research, assess, monitor, and analyse our programs and activities.

- employees and contractors of other Commonwealth agencies for any purposes, including government administration, research, or service delivery.
- other Commonwealth, State, Territory or local government agencies in program reports and consultations.
- the Auditor-General, Ombudsman or Privacy Commissioner.
- the responsible Minister or Parliamentary Secretary.
- a House or a Committee of the Australian Parliament.

The grant agreement may also include any specific requirements about special categories of information collected, created, or held under the grant agreement.

13.5 Freedom of information

All documents in the possession of the Australian Government, including those about this grant opportunity, are subject to the [Freedom of Information Act 1982](#) (FOI Act).

The purpose of the FOI Act is to give members of the public rights of access to documents held by Australian Government entities. Under the FOI Act, members of the public can seek access to documents held by the Australian Government. Access may be refused if a document contains “exempt” material, such as commercially valuable information or the personal or business information of a third party.

All Freedom of Information requests must be referred to the Freedom of Information Coordinator in writing.

By mail: Freedom of Information Coordinator
 FOI Unit
 Department of Health and Aged Care
 GPO Box 9848
 CANBERRA ACT 2601

By email: foi@health.gov.au

14. Glossary

Term	Definition
accountable authority	see subsection 12(2) of the Public Governance, Performance and Accountability Act 2013
administering entity	when an entity that is not responsible for the policy, is responsible for the administration of part or all of the grant administration processes
assessment criteria	are the specified principles or standards, against which applications will be judged. These criteria are also used to assess the merits of proposals and, in the case of a competitive grant opportunity, to determine application rankings.
Commonwealth Child Safe Framework	In response to the Royal Commission into Institutional Responses to Child Sex Abuse, the Australian Government has introduced the Commonwealth Child Safe Framework , a whole-of-government policy that sets minimum standards for creating and embedding a child safe culture and practice in Commonwealth entities.
commencement date	the expected start date for the grant activity
Commonwealth entity	a Department of State, or a Parliamentary Department, or a listed entity or a body corporate established by a law of the Commonwealth. See subsections 10(1) and (2) of the PGPA Act
Commonwealth Grants Rules and Guidelines (CGRGs)	establish the overarching Commonwealth grants policy framework and articulate the expectations for all non-corporate Commonwealth entities in relation to grants administration. Under this overarching framework, non-corporate Commonwealth entities undertake grants administration based on the mandatory requirements and key principles of grants administration.
commencement date	the expected start date for the grant activity
completion date	the expected date that the grant activity must be completed and the grant spent by
Commonwealth Child Safe Framework	In response to the Royal Commission into Institutional Responses to Child Sex Abuse, the Australian Government has introduced the Commonwealth Child Safe Framework , a whole-of-government policy that sets minimum standards for creating and embedding a child safe culture and practice in Commonwealth entities.

Term	Definition
co-sponsoring entity	when two or more entities are responsible for the policy and the appropriation for outcomes associated with it
date of effect	can be the date on which a grant agreement is signed or a specified starting date. Where there is no grant agreement, entities must publish information on individual grants as soon as practicable.
decision maker	the person who makes a decision to award a grant
eligibility criteria	refer to the mandatory criteria which must be met to qualify for a grant. Assessment criteria may apply in addition to eligibility criteria.
grant	for the purposes of the CGRGs, a 'grant' is an arrangement for the provision of financial assistance by the Commonwealth or on behalf of the Commonwealth: <ul style="list-style-type: none"> a. under which relevant money⁴ or other Consolidated Revenue Fund (CRF) money⁵ is to be paid to a grantee other than the Commonwealth. b. which is intended to help address one or more of the Australian Government's policy outcomes while assisting the grantee achieve its objectives.
grant activity/activities	refers to the project/tasks/services that the grantee is required to undertake
grant agreement	sets out the relationship between the parties to the agreement, and specifies the details of the grant
GrantConnect	is the Australian Government's whole-of-government grants information system, which centralises the publication and reporting of Commonwealth grants in accordance with the CGRGs
grant opportunity	refers to the specific grant round or process where a Commonwealth grant is made available to potential grantees. Grant opportunities may be open or targeted and will reflect the relevant grant selection process.

⁴ Relevant money is defined in the PGPA Act. See section 8, Dictionary.

⁵ Other CRF money is defined in the PGPA Act. See section 105, Rules in relation to other CRF money.

Term	Definition
grant program	a 'program' carries its natural meaning and is intended to cover a potentially wide range of related activities aimed at achieving government policy outcomes. A grant program is a group of one or more grant opportunities under a single Portfolio Budget Statement Program.
grantee	the individual/organisation which has been selected to receive a grant
PBS Program	described within the entity's Portfolio Budget Statement , PBS programs each link to a single outcome and provide transparency for funding decisions. These high-level PBS programs often comprise a number of lower level, more publicly recognised programs, some of which will be Grant Programs. A PBS Program may have more than one Grant Program associated with it, and each of these may have one or more grant opportunities.
selection criteria	comprise eligibility criteria and assessment criteria.
selection process	the method used to select potential grantees. This process may involve comparative assessment of applications or the assessment of applications against the eligibility criteria and/or the assessment criteria.
value with money	<p>value with money in this document refers to 'value with relevant money' which is a judgement based on the grant proposal representing an efficient, effective, economical, and ethical use of public resources and determined from a variety of considerations.</p> <p>When administering a grant opportunity, an official should consider the relevant financial and non-financial costs and benefits of each proposal including, but not limited to:</p> <ul style="list-style-type: none"> • the quality of the project proposal and activities. • fitness for purpose of the proposal in contributing to government objectives. • that the absence of a grant is likely to prevent the grantee and government's outcomes being achieved. • the potential grantee's relevant experience and performance history.

Appendix A: Eligible expenditure

You can only spend the grant funds on eligible expenditure you have incurred on eligible grant activities or agreed project activities outlined under section 3.1 of these guidelines and on additional activities outlined in the Activity Work Plan approved by the department.

Eligible expenditure items may include but are not limited to:

- the development, design, delivery, and promotion of activities that support the objects and intended outcomes of FATES including tools and resources to support the Program's objectives.
- supporting critical consortia members or partnering organisations to deliver the grant activities as approved.
- research as required for the delivery of grant activity.
- collaboration and engagement with other organisations to support the Program's objectives as approved.
- domestic travel where costs are reasonable and comparable to the benefits involved, noting such costs must be directly attributed to the successful delivery of the grant activities.
- other expenses including costs associated with internal or external project evaluations.
- operational support, including administration and staff expenses where this can be directly attributed to the delivery of the grant activities. Operational support must not exceed 10% of available grant funds.
- wages and salary for approved staff to support the delivery of the Program's objectives.

Not all expenditure incurred on your grant activity may be eligible for grant funding. The Decision Maker makes the final decision on what is eligible expenditure and may give additional guidance on eligible expenditure if required.

You must incur the expenditure on your grant activities between the start date and completion date for your grant agreement for it to be eligible.

Note: we may update the guidelines on eligible expenditure from time to time. If your application is successful, the version in place when you submitted your application will be the version that applies to your grant activity.

What the grant money cannot be used for

You cannot use the grant funds for the following activities:

- any activities that are not agreed to by the department prior or after execution of the grant agreement.
- any activity not supporting the grant program objectives and outcomes.
- activities which support political campaigns.
- proposed granting activities outside of Australia.
- purchase of land.
- major capital expenditure, infrastructure, or equipment.
- major construction/capital works.

- activities eligible under the STP, STP-Integrated Rural Training Pipeline, Tasmania Project or STP Support Project funding, or activities which can be modified for eligibility (grantees to refer to their STP funding agreements).
- supporting additional STP-type training posts or trainee salaries.
- child education and spouse employment.
- activities supporting the GP workforce, junior doctors, or medical students.
- costs incurred in the preparation of a grant application or related documentation.
- overseas travel.
- activities for which other Commonwealth, State, Territory, or local Government bodies have primary responsibility.

FATES funding is complementary to the STP and should not duplicate activities which can be funded under the STP.

Appendix B: Assessment criteria

Part of the FATES grant opportunity is to support College projects that focus on addressing maldistribution and undersupply issues, as well as meeting community need by increasing support for building capacity in regional, rural, and remote locations and growing the First Nations specialist medical workforce. Additionally, FATES aims to encourage Colleges to consider projects that test innovative and flexible arrangements that could be piloted and replicated sustainably across the sector.

A key tenet of FATES is its link with the [NMWS](#). Projects that consider the above and have a focus on implementing the recommendations outlined in the NMWS are strongly encouraged. Further, FATES has the opportunity to support Colleges to think broadly to other prevalent Government priorities at present such as the [“How Accreditation Practices Impact Building a Non-General Practice Rural Specialist Medical Workforce”](#) report, the [Closing the Gap Implementation Plan](#), and the [National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework and Implementation Plan 2021 – 2031](#).

Assessment overview

Once the assessment panel has confirmed the applicant meets the eligibility criteria detailed in Section 4, your application will then be initially assessed to ensure grant activities detailed are eligible as detailed in Sections 5.1, 5.2, and 5.3.

Permitting your application has addressed all assessment criteria detailed in Section 6, the assessment panel upon completion of confirming the application meets the abovementioned eligibility criteria will assess your application based on the weighting given to each criterion. The application must provide sufficient information to allow assessment against the following criteria.

For full details on the assessment criteria, please refer to Section 6.

General considerations for the assessment criteria

Following feedback received from the previous FATES grant opportunities, the department has elected to provide further guidance against select assessment criteria points. It is expected this additional guidance will support Colleges in completing their application for the upcoming FATES grant opportunity. As a basis for your FATES application, please note the following:

- your application may target one or more of the identified priority areas detailed in Section 5.1.
- your application must not include activities that are detailed in Section 5.4.
- applications that support the implementation of Government priorities will be considered favourably.
- applications which utilise relevant research and literature to support their application will be considered favourably.
- applications which demonstrate and provide supporting documentation of the following will be well regarded:
 - commitment to the project from relevant executive College/s management and board members.
 - engagement with other Colleges and/or key stakeholders on their project.

Further guidance for the assessment of project evaluation

As detailed in Section 6, Criterion 1 – Alignment with Program Objectives and Outcomes, we request your application describes how you will measure outcomes and progress towards achieving the grant objectives, including identification of evaluation Performance Indicators and proposed outcomes. To further support this Criterion, we have included in Section 5.1 that demonstrated reasonable costs to support your projects evaluation are eligible expenditure items. Examples of such costs could include but are not limited to:

- engaging external consultant/s to conduct your project evaluation.
- working with relevant researchers to support and manage the measurement of project outcomes and progress towards grant objectives.
- seeking a partnership and/or consortia arrangement that would support the evaluation achieving the best possible outcome.

Here are some examples of approaches to meeting this criterion have included:

- utilising external evaluators to conduct one-on-one interviews with participants.
- develop or utilise a method to collect data that would support the evaluation of:
 - the successful components of a project and areas where further improvements are needed.
 - how the project may or may not be suitable for use across other Colleges.
- include a research component that will measure the projects outcomes and progress towards achieving the grant objectives throughout the life of the project.
- conduct relevant data evaluations against the quantitative data you will acquire through your project.
- develop or utilise a framework from the outset of your project will provide consistent data to support your project evaluation.
- consult with other Colleges and/or key stakeholders prior to commencing your project to determine if you can work together to produce a valuable data set to contribute to your project evaluation.
- seek the expertise of an appropriate consultant and/or researcher within the field to determine the most effective ways to collect data to conduct your evaluation at the outset of your project.

It is not a requirement that your application uses one of the following examples against this criterion. These examples have only been used to demonstrates possible approaches and are not an exhaustive list.