

Skilling Queenslanders for Work

2024-25 Delivery



Skilling Queenslanders for Work

84,000+ assisted

54,000+ jobs

76% positive outcomes

*Real outcomes for real Queenslanders,
no matter where they come from*

Participation Rates

20% Aboriginal and Torres Strait Islander peoples

19% migrants and refugees

13% people with disability

52% women

58% youth 15-24 years

15% mature age (45 years and over)

48% long-term unemployed

Reaching Queensland's most vulnerable

Skilling Queenslanders for Work – Highlights

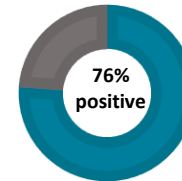
BUDGET:	\$750M	TARGET ASSIST:	114,500
Committed:	\$736M	Committed:	110,324
Expended:	\$576M	Actual:	84,625

COMMITTED BY PROGRAM	FUNDS	ASSIST
Community Work Skills	\$150.1M	48,229
Work Skills Traineeships	\$407.1M	18,723
Get Set for Work	\$59.4M	15,246
Ready for Work	\$14.4M	16,663
Youth Skills	\$14.8M	2,797
Community Foundation Skills	\$8.6M	2,297
Skill Up	\$7.7M	2,280
First Start	\$62.2M	4,089
Work Start	\$12.1M	-



ASSISTED AND JOBS

- **84,625** disadvantaged Queenslanders **have been assisted** under SQW
- **54,534** have secured a job as a direct result of their participation in the initiative
- **30,407** of those are **young people** between the ages of 15 and 24 years and **8,345** are **mature-aged (45 years and over)**
- In addition to this, **27,830** of those that have secured a job are **women**; **9,941** identify as **Indigenous**; **5,892** identify as **having a disability**; and **10,792** are from **non-English speaking backgrounds**.



SURVEY RESULTS

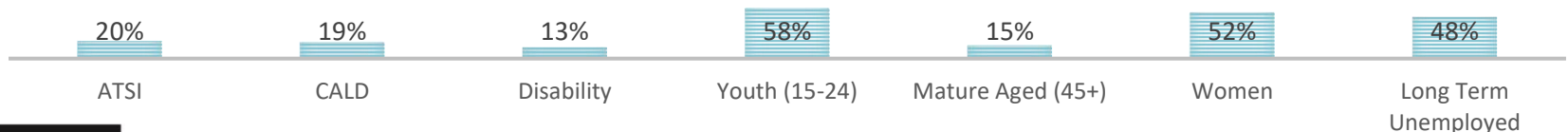
76% of surveyed participants report a positive outcome 12 months after exiting a program. This includes employment, further training or a combination of both outcomes.

TOP SIX INDUSTRIES INVESTED IN

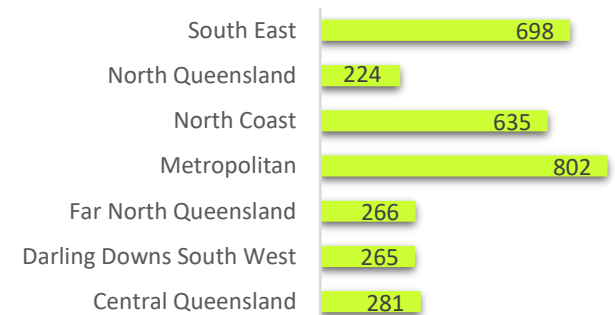
- Construction - **\$145.8 million**
- Primary Industries - **\$118.4 million**
- Business Services - **\$90.7 million**
- Foundation Skills - **\$69.7 million**
- Hospitality - **\$68.6 million**
- Community Services - **\$54 million**



PARTICIPATION RATES



PROJECTS DELIVERED BY REGION



\$10M for Work Skills Traineeships – supporting the Queensland Mental Health, Alcohol and Other Drugs Implementation Plan

Additional funds to expand the existing Work Skills Traineeships program over four years from 2022-23 to 2025-26

Funds up to 20 additional purpose-specific WST projects to create up to 500 job opportunities for people experiencing MHAOD issues

Additional funds for WST projects part of 2022-23 State Budget investment of additional \$1.645 billion over 5 years for MHAOD services

Supporting small businesses to grow by providing pool of skilled and job ready Queenslanders

Mental Health Alcohol and Other Drug Work Skills Traineeships - 2023-24 projects

**Broad regional
distribution of
funding for
2023-24 projects**

**10 projects
worth \$3.2M
to employ
122 trainees**

Queensland Injectors Health Network Limited - five projects across Queensland – 14 trainees completing Certificate I in Workplace Skills

Mission Australia delivering *Café One Cairns* project in Cairns – 6 trainees completing Certificate I in Hospitality

Sandgate and Bracken Ridge Action Group Inc's *Constructing Community* project – 30 trainees completing Certificate I in Construction

In 2024-25, \$3 million is available to support six projects to provide 150 jobs to people experiencing mental ill-health and alcohol and other drug issues.

2023-24 2nd Round Results

Program	No of Projects	Funds	Target Assist
Community Work Skills	63	\$8,144,600	2,195
Work Skills Traineeships	81	\$33,551,500	1,348
Get Set for Work	20	\$3,636,200	751
Youth Skills	7	\$1,638,800	211
Ready for Work	31	\$2,023,200	1,760
Community Foundation Skills	10	\$1,074,400	296
Skill Up	13	\$1,632,700	459
TOTALS	225	\$51,701,400	7,020



Results released
14 December 2023



225 projects worth
\$51.7M to assist
7,020 people

SQW Funding in 2024-25

\$80M permanent annual budget to assist up to 15,000 through eight programs

Work Skills Traineeships

Community Work Skills

Get Set for Work

Youth Skills

Ready for Work

Community Foundation Skills

Skill Up

First Start

Continuing a successful model...



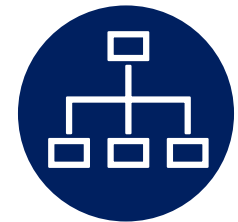
**State-based
regional network**



**Place-based
model**



**Integrated
service delivery**



**12-month projects
multiple intakes**



**Building social
capital and
inclusion**



**Collaboration
with social
enterprises**



**Purpose-
specific
SQWACs**

Community Foundation Skills

Up to **\$5M** in
2024-25 to
assist **1,400**
people with
low level
LLND skills



Project-based delivery model

Success measured by pre and post foundation skills assessment against the ACSF and CSfW

Achieve learning goals and transition to work or training or improved job roles

Foundation Skills Training Package

Non-Accredited Training can be funded

Community Foundation Skills



**TARGETS PEOPLE
WITH LOW LEVEL
LLND SKILLS
SEEKING TO EXPAND
THEIR CAREER
ASPIRATIONS AND
ENTER VET OR THE
WORKFORCE**



**POOR
FOUNDATION
SKILLS LINKED TO
LOW OVERALL AND
LIFELONG
EDUCATIONAL
ATTAINMENT**



**PRE AND POST
FOUNDATION SKILLS
LEVELS
BENCHMARKED
AGAINST ACSF AND
CSFW OR A REPORTED
CHANGE IN
PROFICIENCY**



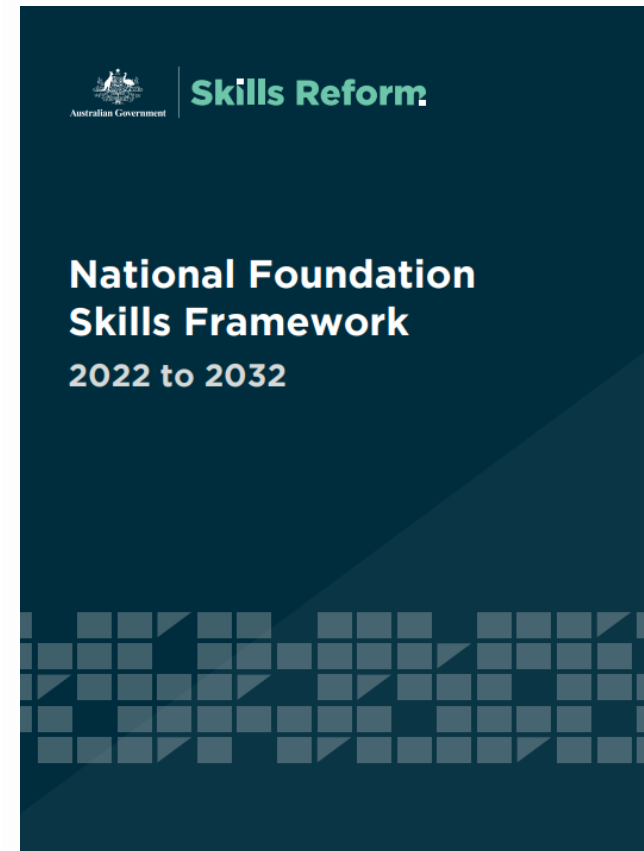
**NON-ACCREDITED
TRAINING,
MENTORING AND
SUPPORT CAN BE
HIGHLY EFFECTIVE
IN DEVELOPING
FOUNDATION
SKILLS**

Community Foundation Skills

Outcomes-based approach complements the
National Foundation Skills Framework 2022 to 2032

Foundation skills are core skills and include:

- English language, literacy, numeracy and digital (listening, speaking, reading, writing, mathematical ideas) and digital literacy.
- Employability skills such as planning and organising, initiative, problem solving, decision-making and teamwork



Skill Up

Up to **\$4M** in
2024-25 to
assist **1,290**
adults 25
years and
older



Project-based delivery model

Industry-specific training to help adult job seekers get started on new career paths

Maximise existing and future job opportunities

Vocational qualifications up to Certificate III or skill sets

Training and assessment funded under Certificate 3 Guarantee

Community Work Skills

Project-based delivery model

Tailored support, Career advice, Job preparation and Case Management

Maximise existing and future job opportunities

Vocational qualifications up to Certificate III or skill sets or Foundation Skills

Certificate 3 Guarantee funded training and assessment

78.3% in employment or training 12 months after exiting

Up to
\$10M in
2024-25 to
assist
3,220
participants



Warehousing Operations

- Multilink Community Services assisted 23 disadvantaged job seekers to undertake the Certificate II in Warehousing Operations
- Kham, a 20-year-old, migrated from Myanmar as a refugee in 2019 and only completed year 10, because the language barrier was too great
- Support provided on the project, greatly improved Kham's English - gave him the confidence to apply for and obtain his forklift licence, dangerous goods, and first aid certificate
- Kham was successful in securing his first full-time job at 'Aquaknect' in Meadowbrook and said, *"In my culture, it is a great honour to be working and earning money, that supports myself and my family."*
- 96% gained ongoing employment!



Work Skills Traineeships

Up to
\$37.35M
in
2024-25
to
employ
1,860
trainees

Project-based delivery model

Trainees employed full-time for up to 6 months

Public works, community, social enterprise or environmental projects must be of community benefit

Unique entry-level traineeships in five industry areas

On-the-job training five days a week

72.6% in employment or training 12 months after exiting



Business



Construction



Hospitality



Conservation and Ecosystem Management



Retail

Work Skills Traineeships



Build skills and confidence of long term unemployed and disadvantaged job seekers to ensure transition to open employment



Combines elements of government funded works project with benefits of traineeship model



Integrates vocational skills with on-the-job training and embeds employability skills



Offers practical hands-on training and work experience through work activities



Work leaves a lasting legacy or visible impact on the local community or social infrastructure

66% of exited Work Skills Trainees gain jobs

SQW Community Recovery package



SQW Community Recovery package activated to assist with the clean-up and re-building program across communities in Northern Queensland affected by Tropical Cyclone Jasper and South East Queensland

Funding is being re-directed to Work Skills Traineeships

Priority assistance groups for these additional jobs are:

- displaced workers who have lost their jobs as a result of the natural disaster and flooding
- disadvantaged job seekers

SQW Community Recovery package



How will it work?

Existing projects already funded across Northern Queensland and South East Queensland and other disaster affected communities may be re-directed to assist with clean-up and recovery efforts

Applications for the current funding round with a focus on community recovery projects in affected LGAs, if necessary, can be prioritised and fast tracked through the assessment process



WST project features

- Provide a benefit to the broader community
- Trainees working for 5-days a week
- Priority target groups is long-term unemployed
- Practical hands-on training and work
- Chance to get back into routine of working every day
- Supportive work environment
- Maximum of 15 trainees per intake to allow for adequate supervision
- Supervising registered training organisation (SRTTO) must have Skills Assure supplier (SAS) status under User Choice program
- Experienced and qualified supervisor to provide training and support



Work Conditions

- Work Skills Trainees signs a Training Contract on day one of the project
- Trainees work and are paid for five days a week – starting work on day one of the project
- Timeframe allows sufficient time to learn new skills and establish routine of attending work in a supportive but structured environment
- Trainees cannot be put in dangerous work environments e.g. Asbestos
- Trainees are employed in accordance with the legislative provisions of the *Further Education and Training Act 2014*
- Project supervisors work with trainees on a full-time basis with focus on skills and confidence being developed on-the-job
- Job search activities integrated to prepare for the transition to ongoing employment



Project types

Refurbishment of community centres or buildings

Minor infrastructure works – pergolas, seating, fencing, picnic tables and pre-fabricated structures

Re-development of community spaces – sporting fields and parks needing landscaping and horticulture-type works

Track construction – construction of walking tracks, heritage trails or nature paths

Re-vegetation, regeneration and creek/river restoration works

Repairs to riverbanks and foreshores

Media activities – publication of community newsletters and magazines or development of a community website

Event management – organising community careers expos, events, community workshops or cultural celebrations

Social Enterprise cafes, restaurants and cafes operated by local councils and not-for-profits

Tourism Centres, council customer service centres, plant nurseries, recycling centres and opportunity shops

Project length can vary from 18-26 weeks



School Savvy



- Certificate I in Workplace Skills trainees employed for 21 weeks at Centacare FNQ's, Social Enterprise Hub - Upcyclinc
- Trainees undertook administrative tasks - gained experience in promotion, coordination of community volunteers, controlled inventory, retail sales, customer service, teamwork and an understanding of WHS and the Australian workplace culture
- Trainees also gained practical experience designing and developing retail layouts and pop-up shops
- 100% completed and 80% gained ongoing employment
- All 5 trainees were from a culturally and linguistically diverse background

Conservation in Townsville

- Certificate I in Conservation and Land Management trainees employed for 18 weeks with Workways Australia Ltd
- Project partnered with, James Cook University's nursery operations, Townsville City Council and Townsville Rockwheelers Mountain Bike Club
- Works included revegetating bushland and riparian areas of the river catchment areas, weed management, seed collection, native plant propagation, greenhouse maintenance, weed control and track construction and maintenance
- Tailored and wrap around support included job search, employability skills, case management, life skills, LLN support, PPE, team building, specialist services referrals and post placement support
- 11 completed and 69% gained ongoing employment





Food Rescue

- Certificate I in Hospitality trainees employed by Multicultural Australia for 20 weeks
- Additional training included First Aid, Responsible Service of Alcohol, Responsible Gambling Services, Food Safety Supervision, Prepare and Serve Espresso Coffee
- Work activities included organising food donations, collecting and delivering food to partner organisations, records management, repackaging food for individual serves, cooking and serving meals, kitchen cleaning, preparing menus and recipes, and promoting the elimination of food waste at community events
- 19 or 73% gained ongoing employment

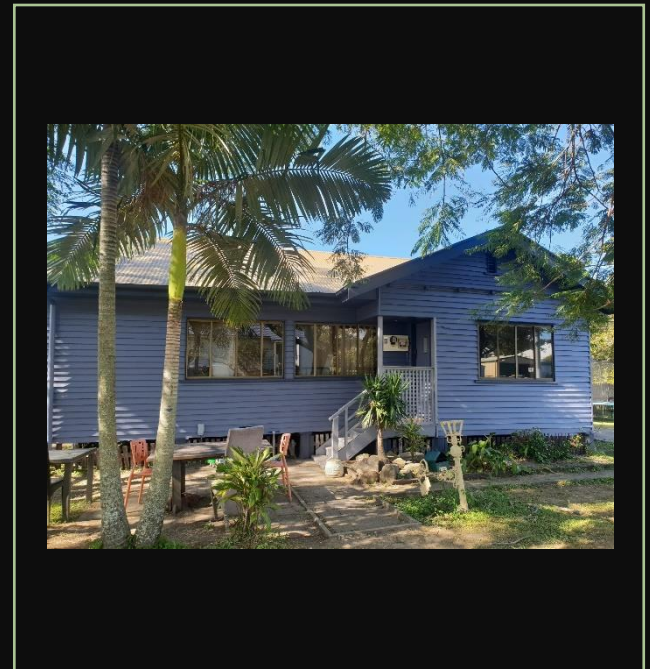


Business Behind Servicing Community

- 13 trainees employed for 26 weeks to complete Certificate I in Retail
- Trainees undertook on-the-job training at Oldies Angels' social enterprises and charitable projects, including 'Second 2 None' retail store, Angels Mini Mart or cafe
- Work activities included customer service, money handling, processing donations, use of cash register/EFTPOS facilities, organising hampers, stocking of community cupboard, stocking produce and groceries, coordinating pick-up and delivery of donated goods, stock rotation and merchandising and liaising with suppliers
- 8 or 62% gained ongoing employment

I Got Brushed

- MEGT (Australia) Ltd, employed Aboriginal and Torres Strait Islander trainees for 18 weeks
- Trainees painted and upgraded homes in Brisbane, owned by the Black Community Housing Service (Qld)
- Works included erecting trestles/planks, preparing surfaces, sanding, bogging,, puttying, painting (internally & externally), cleaning work sites, undertaking minor works
- 92% completed and 8 (61%) gained ongoing employment
- Cheyenne pictured, secured a full-time painting apprenticeship with Wright Way Painting



Get Set for Work

Up to
\$7.75M in
2024-25 to
assist **2,000**
disengaged
youth 15-19
years

Project-based delivery model

Integrated learner support including
practical learning activities

All participants enrolled in nationally
recognised training

Transition pathway to employment, further
education/training, or return to school

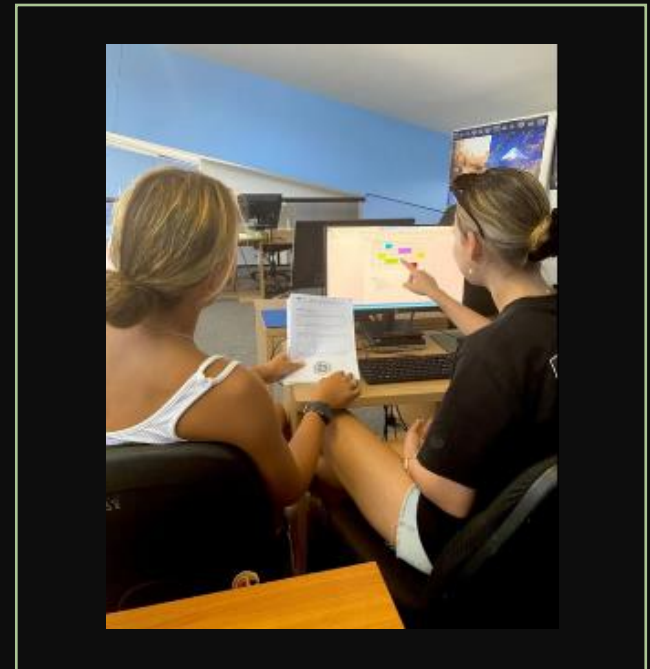
Certificate 3 Guarantee funded training and
assessment

69% positive outcomes



Pathways for Change!

- Noosa Community Training Centre assisted 22 young job seekers aged 15-19 years
- Participants undertook the Certificate II in Skills for Work and Vocational Pathways
- Additional training – First Aid and General Construction Induction Training Card
- Tailored support – work experience, job preparation, life skills, case management, mentoring, counselling, LLN support and, employability skills
- 22 participated, 100% completed accredited training and 20 or 91% gained a positive outcome – which includes 17 jobs!





Youth Get Set for Work

- DISCO assisted 70 disadvantaged youth aged 15-19 years
- Certificate I in Skills for Vocational Pathways and Certificate II in Skills for Work and Vocational Pathways
- Additional training – General Construction Induction Training Card, Responsible Service of Alcohol, Responsible Gambling Services
- Project provided young people with confidence, motivation and skills to transition into work or further education
- 100% completed, 62 or 89% gained positive outcomes – including 51 jobs!

Ready for Work

Up to **\$4M** in
2024-25 to
get **5,000**
people ready
for work



Features

NO intensive support

NO nationally recognised training

**Basic job preparation and employability skills
courses**

**Referrals to other SQW training programs
permitted**

Short 6-8 weeks

15 years and over – no upper age limit

74% positive outcomes

Youth Skills

Features

Participants engaged with Youth Justice or Queensland Corrective Services or QPS

Funds organisations with capacity and experience working with the cohort

Encourages a creative and dynamic approach to intervention

All participants enrolled in nationally recognised training

Personal and social development improvements

Integrated learner support is funded in addition to practical learning activities

Outcomes vary according to individual learning pathways and goals

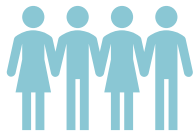
Up to **\$2M** in
2024-25 to
assist **400**
young
people aged
15-24 years



First Start

First Start Local Councils

- \$6.0M in 2024-25 to create 300 new traineeships and 100 new apprenticeships
- \$15,000 per trainee
- \$30,000 per apprentice (*for 2 years of employment*)



Targets new labour market entrants – young people and disadvantaged job seekers



Provides **12 months paid employment** and nationally recognised qualification



Program is centrally managed

First Start Community Based Organisations

- \$2.4M in 2024-25 for 120 subsidised traineeships
- \$20,000 per trainee

Who can apply?



COMMUNITY BASED ORGANISATIONS (CBOS) PARTNERING WITH RTOS WITH SKILLS ASSURE SUPPLIER (SAS) STATUS



LOCAL COUNCILS



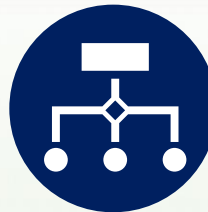
SCHOOL P&C AND P&F ASSOCIATIONS – FOR READY FOR WORK



MUST HAVE EXPERIENCE IN DELIVERING TRAINING AND LEARNER SUPPORT TO THE JOB SEEKER GROUP RELEVANT TO PROGRAM



MUST HAVE EXPERIENCE IN DELIVERING SERVICES IN THE LOCATION IN WHICH THEY ARE APPLYING



APPLICATIONS ARE ON A REGIONAL-BASIS – ORGANISATIONS NEED TO SUBMIT SEPARATE APPLICATIONS IF DELIVERING IN DIFFERENT REGIONS

CBOs - role and expectations

- Designing and leading the project, providing ongoing engagement with participants and working in partnership with an RTO who delivers the training
- Provision of 'wrap-around' individual support and services in a community-based environment
- CBO support is delivered separately and in addition to the training component
- Provision of tailored individual assistance including personal support that addresses work-related and non-work related issues
- Assist the RTO with development of individual Training and Support Plans
- Recruitment of participants

What's on offer under SQW?

Individual skills audit and training needs analysis – enables informed decisions and input into Training and Support Plan

Nationally recognised training up to certificate III level

Traineeships – full-time paid employment (WST and First Start)

Group-based and individual activities to build confidence and address any cultural, learning and employment barriers

Recreational or adventure-based learning activities

Employability skills – communication in the workplace, working in a team, planning and organising, and self-management

Job search – training to include resume writing, interview skills, career advice and planning, job search techniques

Job placement – links with local employers to assist participants into employment and provide ongoing support

Language, literacy, numeracy and digital literacy support

Work experience, workplace or employer visits, and guest speakers

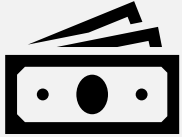
CBOs – individual support

- **Life skills** – structured training to assist in preparing for workforce and may include communication skills, problem solving, decision making, relationship skills and budgeting
- **Counselling services** – or appropriate referrals for any personal barriers e.g. drug and alcohol problems, mental health and/or housing issues
- **Driver licence assistance** – support to gain a learner licence, gain logged driving hours and contributions towards necessary licence test and licence fees
- **Support costs** such as subsidised travel, meal programs or personal grooming and interview outfits

RTOs – role and expectations

- Development of individual Training and Support Plans **in partnership** with CBO
- RTO is responsible for the delivery of training and assessment services funded under C3G or User Choice
- RTO to customise training to suit individual participant needs including strategies to address any literacy and numeracy challenges
- RTO must have education and support services and learning resources appropriate for disadvantaged learners
- RTO must deliver sufficient volume of learning to ensure learners gain all relevant skills and knowledge
- RTO responsible for reporting training delivery to DESBT and must use SQW AVETMISS codes as detailed in the Services Agreement

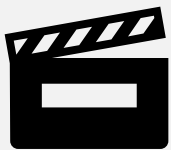
Applications capped



Applications remain capped at **10 per applicant organisation per funding round**



Capping is across all programs and all regions and is mandated in the program guidelines



A maximum of 10 applications per funding round can be submitted by an applicant organisation

Delivering Quality Training

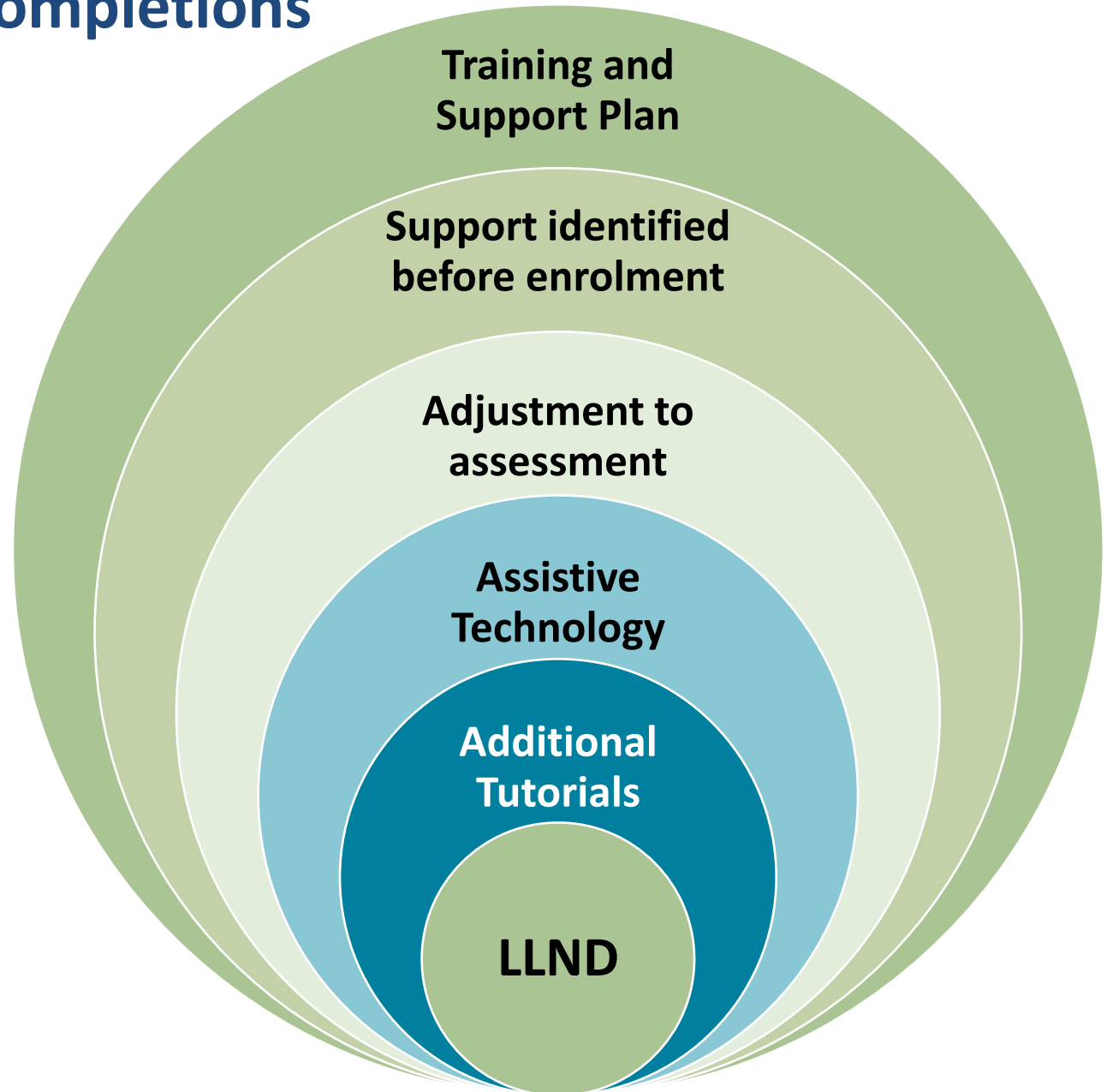




Good Practice Principles

- **Supported Learner Pathways**
- **Foundation Skills**
- **Learner needs met**
- **Strong partnerships to support transition to work**
- **Work Experience**
- **Know the learner, their community and culture**
- **Labour market needs**
- **NCVER principles for disadvantaged learners**
- **Support Services**

Maximise completions



Human Rights Act 2019

On 1 January 2020, Queensland's historical *Human Rights Act 2019* came into effect. The Act is an acknowledgement of the dignity and worth of all people, recognising that the equal human rights of everyone are part of a democratic and inclusive Queensland. We all have a responsibility to respect, protect and promote human rights.

Organisations providing services to the public on behalf of the government may be considered as public entities under the Act and therefore are encouraged to consider the implications of the Act when making decisions and reviewing any procedures and policies.

To understand more about the Act and to assist in meeting the human rights obligations, the Queensland Human Rights Commission have published a range of helpful resources here: <https://www.qhrc.qld.gov.au/your-responsibilities/for-public-entities>

Top Tips for Applications

Project Budget is embedded in the web-based application

Supporting notes in Budget **must** show breakdown of **all costs/expenses** – you need to justify what government is funding

Student contribution fees must be included in the Budget

Student contribution fees **must match** the SAS published fees for C3G/User Choice

Non-accredited training costs to be included in 'other costs' **NOT** student contribution fees

Audit fees **not** an automatic expense - independent audit reports only required for projects over \$500,000

Full transaction listings must accompany independent audit reports, and **must** be provided for **all WST projects**

More tips

Check if SAS requires minimum class numbers – instances where SAS withdrawing from projects

Shop around for SAS that best suits your needs – build a strong relationship

Work out your ‘in-kind’ costs and provide written confirmation on official letterhead

Attach 2 years audited income and expenditure statements – **mandatory requirement**

Include a template example of your **Training and Support Plan** – **mandatory requirement**

Employer letters of support must be current, project specific and on letterhead

Read the application “guide to applying for funding” available on the web

SQW Key Target Groups

Mature-age jobseekers (aged 45 years and over)

Aboriginal and Torres Strait Islander people

Young people (aged 15-24 years)

Under utilised workers

Recently released prisoners

People with disability

Women re-entering the workforce

Migrants and refugees from culturally diverse backgrounds

Veterans, ex-ADF members and their families

Eligibility

- SQW primarily targets Queensland residents who are ineligible for Australian Government employment services or assistance
- Individuals accessing Australian Government services can participate in SQW if they are disadvantaged and require complementary services - regardless of the length of time they have been unemployed or in receipt of assistance
- Participants must be 15 years of age and above and **no longer enrolled in school**
- Existing or prior qualifications do not matter as SQW provides a second chance to retrain and gain new qualifications

Residency status

Australian citizens or permanent residents

New Zealand citizens permanently residing in Queensland

Humanitarian entrants living in Queensland

Temporary residents living in Queensland with the necessary visa and work permits on the pathway to permanent residency

Automatic approval for Bridging Visa A, B, C or E

Visa eligibility at:

<https://desbt.qld.gov.au/training/providers/inclusive/visa-eligibility>

School students – not eligible

School students are not eligible to participate in SQW

Some concern that SQW providers are actively recruiting school students onto projects – discouraged by DESBT

School students ‘at risk’ of disengaging are only allowed to participate in exceptional circumstances – need Regional Director (DESBT) approval

Departmental position is that school students should be completing their schooling, undertaking alternative options or pathways available at school and discouraged from exiting school to participate in SQW

Expected Outcomes



Employment e.g.
full-time, part-
time, casual or
self-employed



Enrolment in
further education
or training



Completed
Qualifications

All participants externally surveyed 12 months after exiting



SQW Advisory Committees

- Membership: community, employer bodies, employee bodies, government and regional stakeholders
- Established to ensure independent, regional coordination of SQW
- Role is to review, prioritise and recommend applications for funding
- Determine local skills and entry-level industry and labour needs

Online Application Information

-
- 1 User friendly, online application process – secure cloud-based environment
 - 2 Information can be securely accessed at any time and from any device with internet access
 - 3 Organisations must register online to create an account
 - 4 Applications can be worked on over time, in more than one sitting – just save it and come back to it later
 - 5 Once submitted, the application cannot be edited

Assessment Process

Stage 1 –
Assess eligibility
and capacity to
manage

**Two transparent and contestable funding rounds
each year - held on a state-wide regional basis**


**Applications assessed against published
assessment criteria**


Stage 2 –
Assessment of
eligible
applications
against
assessment
criteria by DESBT
and SQWACs

**Applications assessed on a regional comparative
basis**

**Current and past program performance
considered**


Indicative Timelines

- 
- First funding round for 2024-25 opened 29 January 2024

- 
- Funding round open for 8 weeks

- 
- Closes 5pm Thursday 21 March 2024

- 
- Organisations encouraged to submit prior to closing date

- 
- No late applications accepted – online access will shut down

More information



Telephone

1300 369 935



Website

www.desbt.qld.gov.au/training/community-orgs/funded/sqw



Feedback

sqwapps@desbt.qld.gov.au



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