

# Skilling Queenslanders for Work

## Participant Eligibility

### Who can participate on a SQW project?

Skilling Queenslanders for Work (SQW) primarily targets Queensland residents who are:

- ineligible for Australian Government employment services or assistance; or
- require complementary services because they have significant barriers to learning and employment; or
- have accessed Australian Government services for more than six months and remain unemployed.

#### Key target groups for SQW include:

- young people (15-24 years), including those in and transitioned from out-of-home care
- Aboriginal and Torres Strait Islander people
- mature age job seekers (45+ years)
- people from culturally and linguistically diverse backgrounds
- people with disability
- women re-entering the workforce
- veterans, ex-Australian Defence Force (ADF) members and their families
- recently released prisoners.

More broadly, disadvantaged job seekers and underutilised Queensland workers are able to access assistance under SQW. Participants who fall into this category **do not** have to belong to one of the target groups listed above.

Participants must be:

- Queensland residents
- aged 15 years or older
- an Australian citizen, Australian permanent resident (includes humanitarian entrant), temporary resident with the necessary visa and work permits on a pathway to permanent residency, or a New Zealand citizen.

Each SQW program provides targeted assistance. A summary of each of the programs and the target group is summarised in the table. For further details on participant eligibility for specific programs, please reference the program guidelines.

The selection of disadvantaged participants is at the discretion of the funded organisation, subject to the above eligibility criteria.

Permission to recruit participants outside of the above criteria needs to be sought from the Department of Employment, Small Business and Training (DESBT).

Program Type	General Eligibility
<b>Community Work Skills</b>	<ul style="list-style-type: none"> <li>• Minimum of 15 years</li> <li>• No longer enrolled in school</li> </ul>
<b>Work Skills Traineeships</b>	<ul style="list-style-type: none"> <li>• Minimum of 15 years</li> <li>• No longer enrolled in school</li> <li>• Unemployed</li> </ul>
<b>Get Set for Work</b>	<ul style="list-style-type: none"> <li>• 15 to 19 years</li> <li>• Priority given to those who have left school</li> </ul>
<b>Ready for Work</b>	<ul style="list-style-type: none"> <li>• Minimum of 15 years</li> <li>• No longer enrolled in school</li> </ul>
<b>Youth Skills</b>	<ul style="list-style-type: none"> <li>• 15 to 24 years</li> <li>• No longer enrolled in school</li> <li>• Engaged with Youth Justice or Queensland Corrective Services</li> </ul>
<b>Community Foundation Skills</b>	<ul style="list-style-type: none"> <li>• Minimum of 15 years</li> <li>• No longer enrolled in school</li> </ul>
<b>Skill Up</b>	<ul style="list-style-type: none"> <li>• Adults 25 years and older</li> </ul>

### Workforce Australia participants

The primary target group for SQW is Queensland residents who are ineligible for Australian Government employment services or assistance. Workforce Australia participants, regardless of their level of support, are eligible to participate on a SQW project if they have significant barriers and require complementary services or have been accessing Australian Government services for more than six months and remain unemployed.

DESBT closely monitors the number or percentage of Workforce Australia participants on SQW projects. Future funding may be affected where organisations are assisting a large number of existing Workforce Australia participants, with minimal effort made to recruit people ineligible for those services.

#### Work Skills Traineeships - exception

Unemployed individuals accessing the new online service or personalised support with a licensed provider under Workforce Australia are eligible to undertake a Work Skills Traineeship, as they will be exiting employment services and income support to take up paid employment as a trainee.

### Participation of school students

Participation of school students on SQW projects is **restricted** - considered on a case-by-case basis and is subject to approval from the DESBT Regional Director, in collaboration with the Regional Director (Education).

The recruitment of school students is not expected to be a widespread practice under SQW. Participation is dependent on age and legislative requirements as a young person aged 15 years is of compulsory school age. A business case will be required for any 15 year olds who have an active school enrolment, to maintain their school enrolment while on a SQW project.

Priority must be given to young people who have already left school i.e. they are considered early school leavers or young job seekers with multiple barriers to undertaking education, training or gaining employment.

SQW providers **must not recruit an enrolled school student** onto a SQW project, **without the prior approval** of the relevant DESBT Regional Director. If approval is not granted, the enrolled school student will be referred back to the school Principal for alternative school-based interventions and re-engagement strategies.

## What about existing qualifications?

Individuals who have an existing qualification are still eligible to participate in SQW as the initiative offers people a chance to retrain and gain new skills and qualifications.

SQW provides supported training opportunities to disadvantaged individuals who require additional and/or different skills or a qualification to:

- successfully gain employment (full-time or part-in a permanent, temporary, casual, or self-employed capacity)
- advance in their work
- secure more hours of employment
- retrain in another occupation due to industry downsizing
- gain current industry skills as they may have an outdated qualification no longer recognised by employers.

Some individuals may have undertaken previous training to meet activity test requirements for income support or have a qualification that is now outdated. In these circumstances, individuals still facing barriers to employment can undertake another qualification through SQW.

Please note, SQW is not intended to be used by individuals who are not disadvantaged, have successfully completed vocational qualifications through the Certificate 3 Guarantee and who now wish to complete another qualification.

## Visa holders

Temporary visa holders are eligible to participate on a SQW project, however these visa holders need to be on a pathway to permanent residency and have the necessary training and/or work permits as part of their visa conditions. It is the responsibility of the funded organisation to ensure that residency requirements are met by the participants.

Individuals on a Bridging Visa A, B, C or E are eligible to participate on a SQW project. Refugees and

evacuees from Afghanistan and Ukraine on Temporary Humanitarian Stay (subclass 449) and Temporary Humanitarian Concern (subclass 786) visas are also eligible to participate on SQW projects.

Depending on the program, organisations that choose to recruit temporary visa holders who are not eligible to work will risk not achieving employment key performance indicators.

## Other considerations

While selection of participants is at the discretion of the organisation and subject to the eligibility criteria, a key issue that needs to be carefully considered when recruiting is the capacity of the individual to undertake and successfully complete nationally recognised training and the requirements of the project.

## Capacity to train and work

Even though SQW provides tailored support for participants to complete training, individuals who meet the eligibility requirements must also possess the motivation to participate in the training, in order to ensure successful completion and progression into employment.

## Repeat participants

SQW aims to assist 15,000 disadvantaged Queenslanders into work annually. The intention is that this will be 15,000 unique individuals.

DESBT does not support the repeated recruitment of participants across multiple projects or programs as there is an annual budget under SQW and the state government cannot continuously subsidise ongoing training. DESBT has consistently applied the principle that given the cost of SQW, people should only have one opportunity to participate.

Exemptions due to extenuating circumstances will be considered on an individual case-by-case basis, with approval granted from DESBT central office.

## Human Rights consideration

The intention of the *Human Rights Act 2019* (the Act) is to ensure every person in Queensland is treated equally and without discrimination.

Although the eligibility criteria under SQW may limit the rights of some Queenslanders, this is described as reasonable and justifiable under the Act (Section 13(2)) as the intent of SQW aims to achieve the purpose of the Act by supporting and encouraging equitable participation across a broad range of cohorts that generally face barriers to their participation in skills development and the labour market.

## More information

For more information on participant eligibility:

- Refer to program funding guidelines by visiting <https://desbt.qld.gov.au/training/training-careers/incentives/sqw>
- Phone 1300 369 935
- Email [sqwapps@desbt.qld.gov.au](mailto:sqwapps@desbt.qld.gov.au)

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