

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 jobseekers (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.

More broadly, disadvantaged jobseekers 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 guidelines for the SQW program.

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
Community Work Skills	<ul style="list-style-type: none"> • Minimum of 15 years • No longer enrolled in school
Work Skills Traineeships	<ul style="list-style-type: none"> • Minimum of 15 years • No longer enrolled in school
Get Set for Work	<ul style="list-style-type: none"> • 15 to 19 years • Priority given to those who have left school
Ready for Work	<ul style="list-style-type: none"> • 15 to 24 years • Priority given to those who have left school
Youth Skills	<ul style="list-style-type: none"> • 15 to 24 years • No longer enrolled in school • Engaged with Youth Justice or Queensland Corrective Services

Participation of jobactive clients

As previously outlined, the primary target group for SQW is Queensland residents who are ineligible for Australian Government employment services or assistance. jobactive clients, regardless of their jobactive stream classification, are however 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.

The preferred avenue for assisting jobactive clients is for training to be directly sourced from the Certificate 3

Guarantee, with support for participants to undertake the training sourced from jobactive funds.

The Department will closely monitor the percentage of jobactive clients on SQW projects and future funding may be affected where organisations are assisting a large number of existing jobactive clients on SQW projects.

The exception is where a jobactive client wishes to undertake a Work Skills Traineeship. In this instance, the client must be exited from the jobactive network at which time their income support will cease as they have secured paid employment as a trainee.

Participation of school students

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

It is important to note that priority must be given to young people who have already left school i.e. they are considered early school leavers or young jobseekers who have 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 Regional Director, DESBT.

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.

Can participants already have qualifications?

Yes. 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 is intended to provide 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. Individuals may have also undertaken a VET qualification that is now outdated. In these circumstances, individuals still facing barriers to employment are able to 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. For further assistance with determining visa eligibility, please visit <https://desbt.qld.gov.au/training/providers/inclusive/visa-eligibility>.

For individuals on a Bridging Visa A, B, C or E, a business case seeking approval for their participation on a SQW project must be submitted to the department via sqwapps@desbt.qld.gov.au.

SQW is primarily aimed at achieving employment, although other positive outcomes are able to be considered depending on the program's requirements.

Organisations that choose to recruit temporary visa holders who are not eligible to work will risk not achieving employment key performance indicators attached to programs.

Other considerations

The SQW initiative has a focus on individual skills development and some projects may focus specifically on foundation skills to assist disadvantaged Queenslanders to participate in and complete vocational training.

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 participants is the capacity of the individuals to undertake and successfully complete nationally recognised training i.e. foundation skills 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

The overall target over six years (2015-16 to 2020-21) under SQW is to assist 54,000 disadvantaged Queenslanders into work. The intention is that this will be 54,000 unique individuals.

The Department 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. The Department 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 basis, with approval granted from DESBT central office.

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

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