# Introduction

The Queensland Government is committed to creating pathways to support youth in the workforce through skilling, educating, training and employment opportunities, aimed at meeting both current and future workforce needs in Queensland.

The Gateway to Industry Schools Program (GISP) builds partnerships between schools and industry to enable young people to acquire the knowledge, skills and attributes to participate effectively in the Queensland economy.

Innovative and collaborative partnerships between schools and industry are essential to ensure students can investigate career options, prepare for the workforce, and identify local work opportunities. For industry, having a strong connection to schools provides an opportunity to promote local employment opportunities.

The GISP aligns with the *Good people. Good jobs: Queensland Workforce Strategy 2022-2032* and *Good Jobs, Great Training: Queensland Skills Strategy 2024-2028.*

# About the program

The GISP provides school students with opportunities to experience a range of industry and career options across targeted sectors. It works to develop Queensland’s future workforce by connecting schools and industry – providing opportunities in the learning environment to nurture talent and grow and foster Queensland’s future workforce.

The program services 12 priority industry areas which underpin economic and employment growth across the state and offer long-term and rewarding career opportunities.

The 12 GISP industry sectors are:

* Advanced Manufacturing
* Aerospace
* Agribusiness
* Building and Construction
* Community Services
* Health
* Hydrogen
* Information and Communication Technology
* Minerals and Energy
* Renewable Energy
* Screen and Media
* Tourism and Hospitality

GISP projects are industry led organisations, which develop and implement tailored school and industry engagement activities in line with its industry’s key skills and workforce priorities.

Funded organisations decide how the industry-specific projects operate, and the type and level of engagement with participating schools in consultation with DESBT.

School and industry engagement activities include the following:

* industry-related experiential learning opportunities
* offering work experience, trials, scholarships and paid work placement opportunities
* organising school-based apprenticeships and traineeships opportunities
* promoting accredited and non-accredited learning, including through VETiS funding
* information to students and parents on career advice, career pathways and further training after school
* career events and job expos
* industry-related capability building activities and professional development activities for teachers, such as training days and conferences.

Funded organisations must meet the following key performance indicators under their services agreement:

* partnerships – create and sustain partnerships between participating schools and industries
* pathway – industry-focused experiential learning opportunities
* participation – employment and gateways to further training and education for students
* professional development – for school teachers to improve their industry-related capabilities
* promotion – promote and raise awareness of GISP.

The GISP is administered by the Department of Employment, Small Business and Training (DESBT).

## Eligible organisations

Queensland-based organisations may apply and must:

* have a registered and current Australian Business Number (ABN) and be registered for GST; and
* hold public liability insurance to the value of not less than $10 million or provide evidence of plan to obtain insurance to the value of not less than $10 million to cover the proposed project.

Applicant organisations must be able to demonstrate:

* capability to manage the project and achieve the project deliverables and timelines;
* understanding of issues relevant to the VET sector, including but not limited to training and skills pathways, qualifications, and VET investment;
* skills, knowledge and experience in managing and delivering similar projects of varying size, risk and complexity, including a capacity to service the GISP industry sector you nominated for;
* pre-existing strong industry knowledge and functional networks;
* skills, knowledge and experience in managing and developing relationships with the education sector to maximise outcomes for school staff, students and their influencers; and
* capacity to manage the statewide program, including staffing resources.

## Industry sectors

DESBT determines the application process for industry projects through a public or selective process, based on an analysis of suitable organisations in the market and emerging government priorities.

For the 2025-2028 public application process, applicants **must** nominate the industry sector(s) from the list below for which they are seeking consideration:

* Aerospace
* Agribusiness
* Community Services
* Screen and Media
* Health
* Information and Communication Technology
* Minerals and Energy
* Tourism and Hospitality

It is recommended that organisations choose the industry sector most relevant to their core business, networks, key connections, and expertise.

## Delivery period

Successful organisations will deliver the activities between 1 February 2025 and 31 January 2028.

## Delivery location

Funded organisations will service the state, working with schools across Queensland.

Priority may be given to schools in regions with a significant presence of the project’s related industry when selecting schools.

## Memorandum of Understanding (MOU)

Schools interested in joining a Gateway to Industry Schools project must establish a Memorandum of Understanding (MOU) with the funded organisation.

To participate in the program, schools must be registered in the [Department of Education Schools Directory](https://schoolsdirectory.eq.edu.au/) and maintain an active status while MOU is in place.

DESBT provides each GISP service provider with a template MOU document which articulates the roles and contributions of the funded organisation and the school. The MOU serves as a declaration of intent to develop and sustain a cooperative relationship between the parties involved.

## What outcomes are expected?

The following outcomes should be considered in proposals:

* Improved post school destination outcomes for students that participated in project activities;
* Improved student and teacher knowledge on career options;
* Sustainable partnerships between schools, registered training organisations and employers to create a future workforce pipeline;
* Connections built for schools with industries to support successful transitions for school students into further training, education and/or employment; and
* Participating teachers equipped with industry current knowledge and experience.

Funded organisations are required to submit regular reporting addressing project progress, challenges and issues, any changes made to the project, participant demographics, participation rates and feedback obtained by students and teachers participated in the program.

For more detail, please refer to the draft Services Agreement at <https://desbt.qld.gov.au/training/employers/gateway-schools>.

## What applications will not be considered?

* Applications submitted by ineligible organisations;
* Incomplete applications;
* Applications that fail to meet the program objectives and funding purpose;
* Applications that are unable to demonstrate knowledge and connections to Queensland-based schools;
* Applications that are unable to demonstrate their connection and expertise in the nominated industry sector; and
* Organisations that have received full funding from other funding sources to provide the same services.

## Program funding

The successful applicants will be offered a three-year services agreement with a financial value of $765,000 (GST exclusive). The delivery period will be from 1 February 2025 to 31 January 2028.

Project funds can only be expended on costs directly associated with an approved project. Some of the items project funding can be used for include:

* Staff wages
* Equipment hire
* Venue hire
* Advertising and marketing of the project
* Intrastate travel and transport costs associated with participants engaging in project activities
* Cost of materials that are required for the project
* Other administration required for the project

The following costs or use of funds are not permitted:

* Capital expenditure e.g. purchase of buildings or vehicle, office equipment
* Any recurrent costs e.g. ongoing staff costs, core function of the organisation

Funding from other sources must be disclosed to DESBT. To avoid duplication of services, funding is not available for the same service being delivered through other initiatives or programs.

## What are the funding conditions?

Successful applicants must enter into a formal Services Agreement with DESBT, which will include standard key performance indicators.

All projects must be fully acquitted after completion and any unexpended or surplus funds returned to DESBT.

A copy of the Services Agreement, which is performance based and outlines the standard terms and conditions of funding, is available on the DESBT page at <https://desbt.qld.gov.au/training/employers/gateway-schools>

## Application process

## How to apply

Organisations should submit applications and supporting documents via JIRA online application.

Applications will open on 15 July 2024 and close at 5pm Friday 9 August 2024**.**

Applicants must include the following supporting documents:

* Letter/s of commitment from industry organisation/s and peak bodies
* Letter/s of commitment from employer/s;
* Letter/s of commitment from school/s; and
* Annual work plan.

An acknowledgement email from the JIRA platform will be provided upon successful submission of an application and supporting documents.

DESBT reserves the right to:

* extend the closing date and other dates specified in this document;
* decide funding process for industry projects;
* vary the funding requirements at any time, subject to DESBT first giving each respondent the opportunity to respond to the submissions;
* exclude from consideration an application that has not been submitted by the due date;
* seek advice of external parties in the evaluation of proposals; and
* negotiate with applicants.

Without limitation, DESBT may, in its sole discretion:

* apply such criteria and weightings as DESBT sees fit; and
* not accept any application.

## How applications will be assessed? – more detail

Applications submitted will undergo an initial assessment to determine their eligibility. Eligible applications will then be assessed by a panel who will evaluate each application based on the following assessment criteria:

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| **Assessment criteria** | **Guidelines** | **Documentation** |
| **Mandatory Requirements** | * Insurance Requirements. * Based in Queensland | . |
| **Proposed methodology and service delivery** | The Respondent is to provide documented evidence that demonstrates its capacity and capability to manage the project and achieve the project deliverables and timelines, including how they propose to engage with regional stakeholders, through a detailed proposed methodology. | * Staff resumes or background information and/or relevant position descriptions of key personnel. |
| **Skills, Knowledge and Experience – Vocational Education and Training (VET) Sector** | The Respondent is to provide documented evidence that demonstrates its understanding of issues relevant to VET sector, including but not limited to training and skills pathways, qualifications, and VET investment including apprenticeship and traineeship incentives. |  |
| **Skills, Knowledge and Experience –Industry sector** | The Respondent’s ability to demonstrate throughout their submission, their skills, knowledge and experience in managing and delivering similar projects of varying size, risk and complexity, including a capacity to service a specific industry sector and regional areas. | * Evidence of delivering and managing similar projects. |
| **Strong industry knowledge and connection** | The respondent’s ability to demonstrate their strong industry knowledge and connection. | * Letters of support from industry partners and employers affirming their commitment to participate in the project. |
| **Skills, Knowledge and Experience – Education sector** | The Respondent’s ability to demonstrate throughout their submission, their skills, knowledge and experience in managing and developing relationships with the education sector to maximise outcomes for school staff, students and their influencers. | * Letters of support from schools affirming their commitment to participate in the project. |

## Appeals

Applicants may request a review of application process in relation to the provision of funding under the Gateway to Industry Schools Program.

The appeals process has been established to help identify any problems in the application process, ensuring these processes continue to improve, and to assist with future applications.

Appeals must be lodged in writing within 21 days of being notified of a funding decision to:

Appeals Officer

Industry Engagement

Department of Employment, Small Business and Training

PO Box 15483

City East Qld 4002

Organisations will be notified in writing of the appeal outcome within 21 business days from receipt of the appeal.

## Feedback

Applicants wishing to receive feedback on their application can submit their request to the department within 21 business days from receipt of the application outcome. Emails are to be addressed to [GISP@desbt.qld.gov.au](mailto:GISP@desbt.qld.gov.au).

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## More information

For any questions or more information on the GISP, please contact 1300 369 935 or email at [GISP@desbt.qld.gov.au](mailto:GISP@desbt.qld.gov.au)