



BACK TO WORK

Growing Workforce Participation Fund

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Target groups

There is a specific focus on supporting people from the following target groups:

- **Young people aged 15-24**
- **Aboriginal and Torres Strait Islander peoples**
- **People with disability**
- **Long-term unemployed people**



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Eligible delivery locations

Regional QLD

- Wide Bay Burnett
- North QLD
- Far North QLD
- Mackay/Whitsunday
- Central Queensland
- North West QLD
- South West QLD

South East QLD

- Ipswich
- Lockyer Valley
- Logan
- Moreton Bay
- Scenic Rim
- Somerset



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**Incentive
Payments**



**The Harrison
Tool for
Retention**

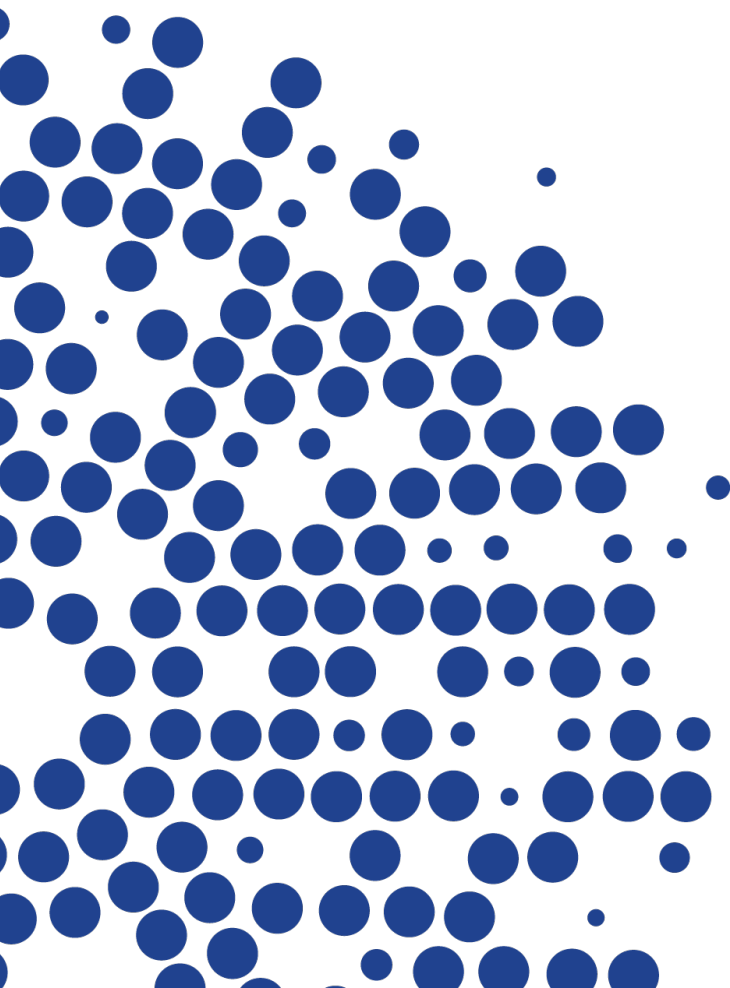


**Small
Business
Short
Courses**



**Small
Business
Support Pool**

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Pre-employment Support Pool



Jobseeker Support Pool

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Growing Workforce Participation Fund (GWPF)

- One-off grant funding of **\$20,000 to \$200,000** available for industry groups to boost workforce participation.
- The fund aims to **develop partnerships with industry to build longevity and sustainability in the workforce** by empowering industry and employers to support jobseekers from identified groups who experience disadvantage in the labour market.

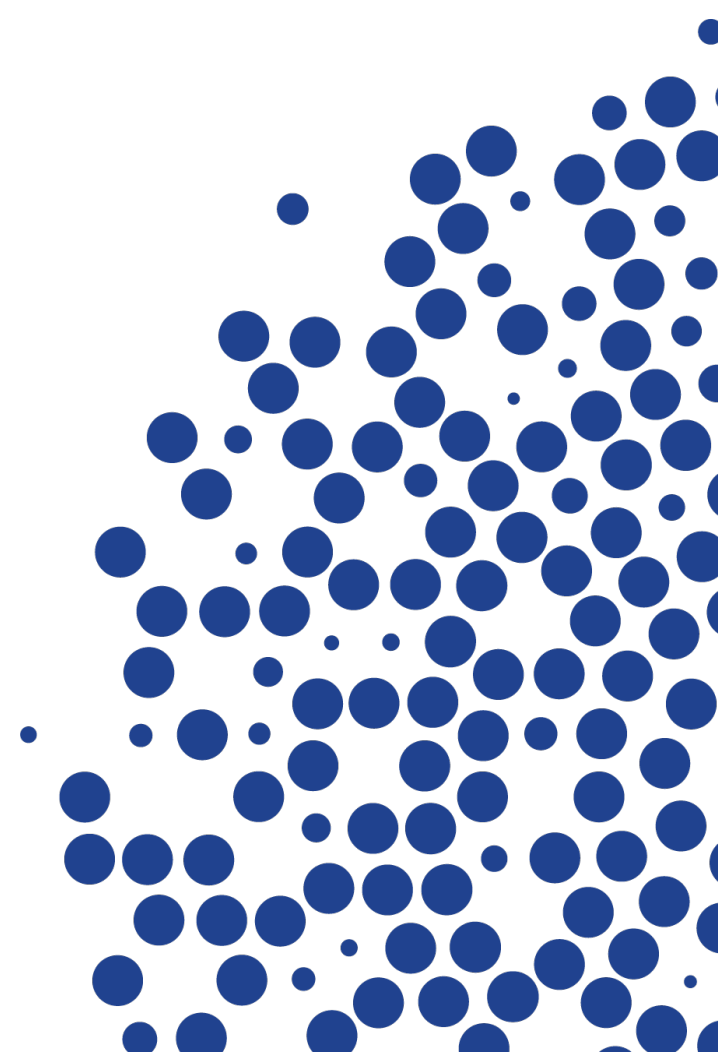


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Objectives

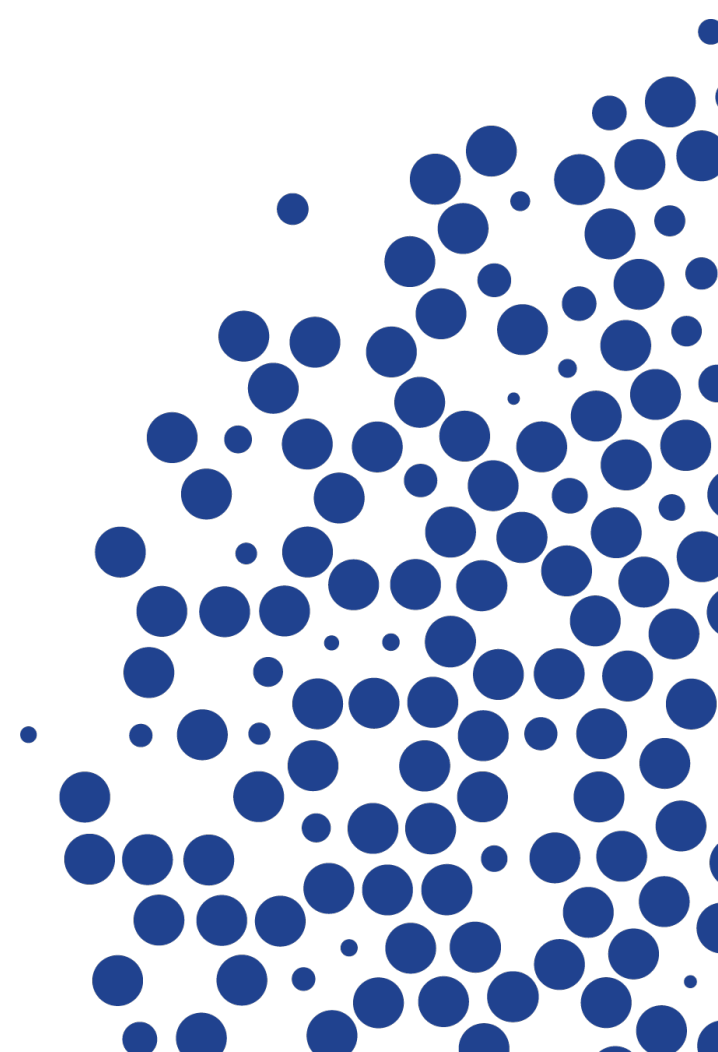
- The fund aims to create systemic change to encourage greater labour market participation from groups that experience disadvantage in the labour market.
- The fund will provide:
 - industry-led solutions to employment shortages and retention challenges in Back to Work target locations and
 - Greater industry-specific support for disadvantaged and vulnerable target groups.



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Questions



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Who can apply?

Eligible organisations include:

- industry associations – an organisation representing an industry, including peak business and employer organisations and industry advisory bodies, such as industry skills councils
- a not-for-profit community-based organisation that represents identified groups
- local councils in eligible Back to Work delivery areas.



Collaborative projects are encouraged and may include the participation of local governments, consortium partnerships with regional industry groups and cohort representative groups.



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Eligible Activities

- Projects that aim to increase labour market participation and engagement from the targeted groups under Back to Work
- Pre-employment support projects
- Workforce development and resources
- Projects that address industry-identified employment shortages.



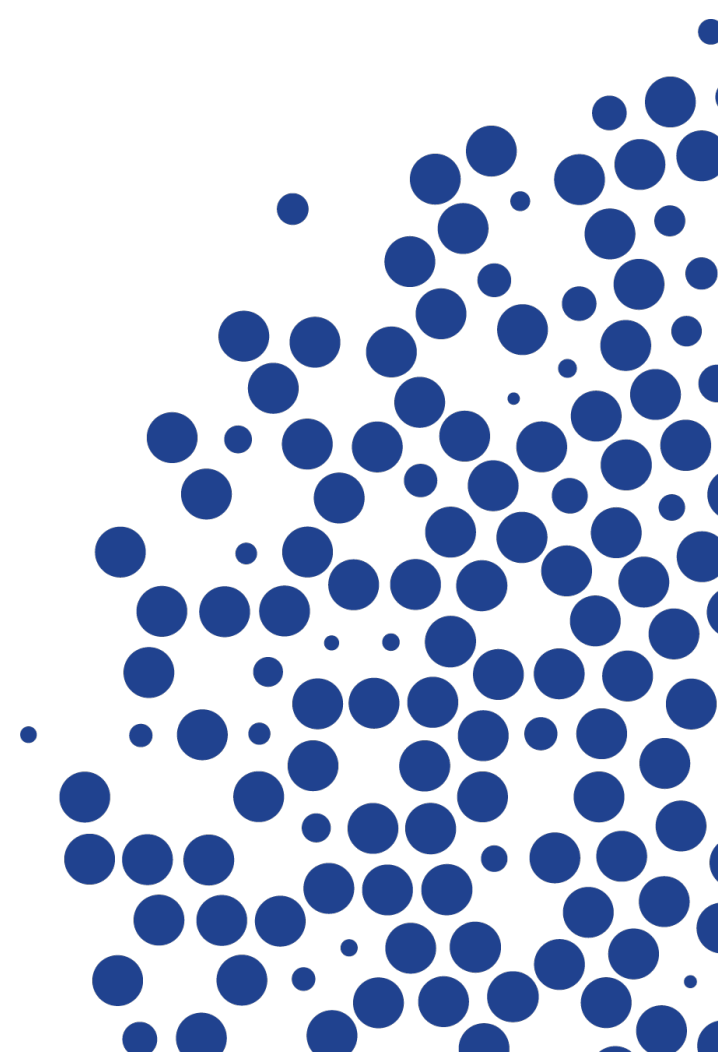
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Expected outcomes

- For the number of employees assisted; at least 95% of that target must be achieved.
- For the number of employees being assisted; at least 95% of that target must be achieved.
- For the number of jobseekers assisted: at least 95% of that target must be achieved; and of those jobseekers assisted, a minimum of 55% are successfully employed at the completion of the project.

Other project KPIs will be established based on approved project specifications.

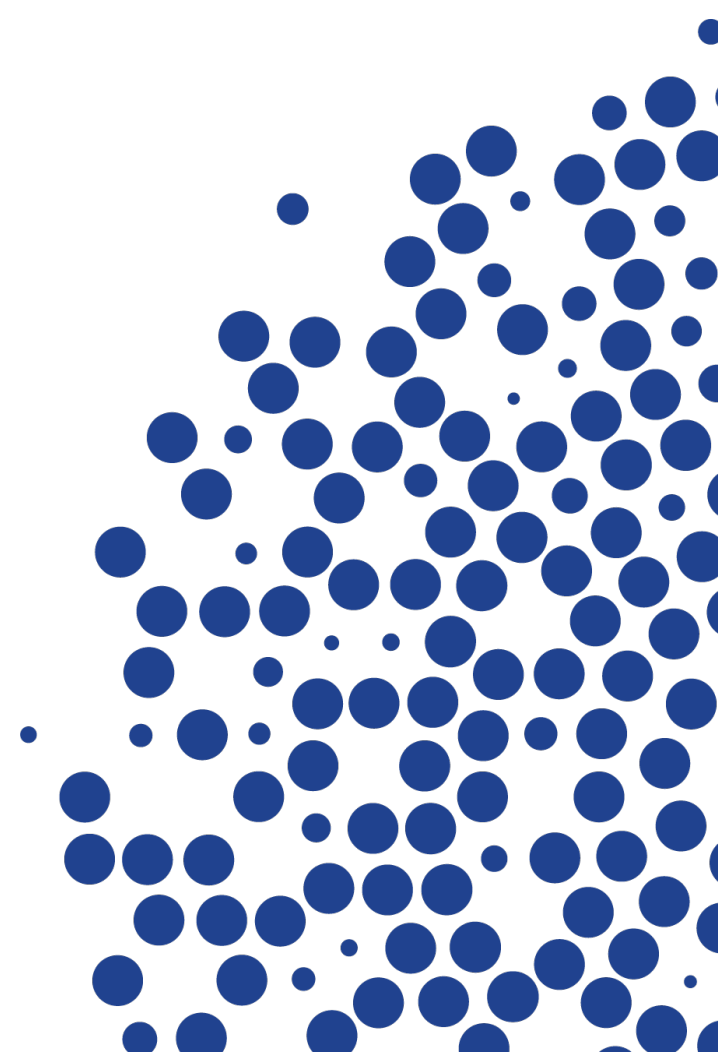


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Example activities

- Development of contemporary solutions to overcome barriers and increase accessibility to jobs in the Queensland labour market.
- New programs and approaches that support the target groups through job matching, enterprise skills development, mentoring and workplace experience.
- Development of attraction and recruitment strategies for the industry to create sustainable pathways for the target groups into employment.



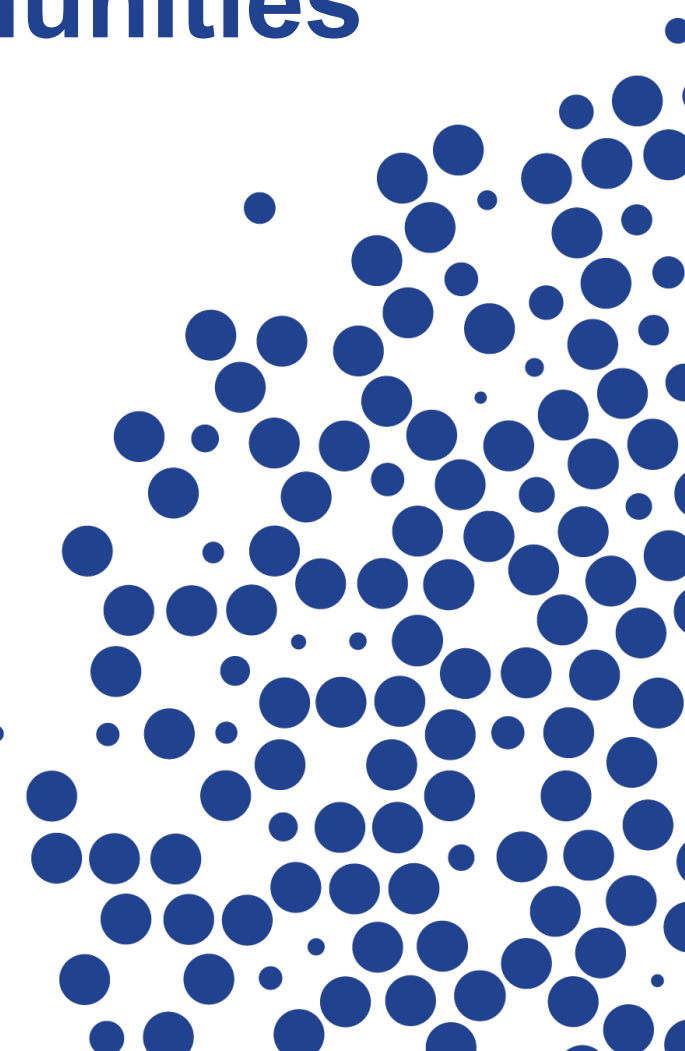
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QCROSS – supporting diverse communities



<https://www.qcross.org.au/project/supporting-diverse-workforces/>

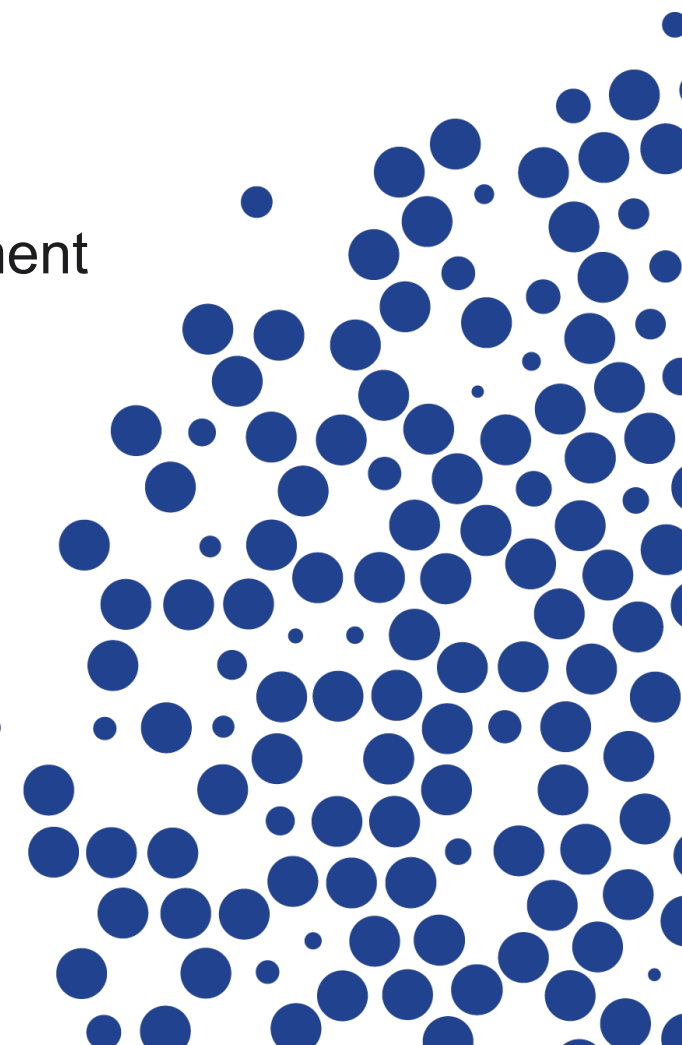


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Ineligible Activities

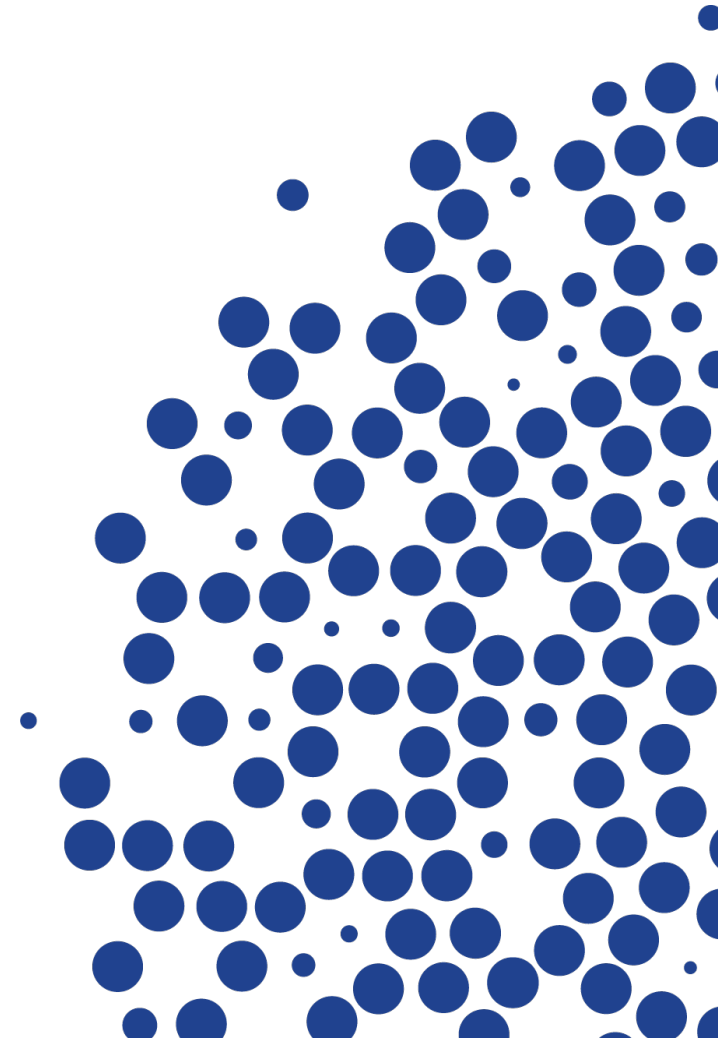
- Work that is deemed to be core business
- Projects that have been or may be funded under another government program
- Recurring costs for the organisation
- Purchase of assets/capital equipment or significant assets
- Retrospective payments for expenses already incurred
- Costs for consultants/contractors who are financially associated entities with the applicant
- Travel costs including hiring and leasing of transport, airfares and fuel.



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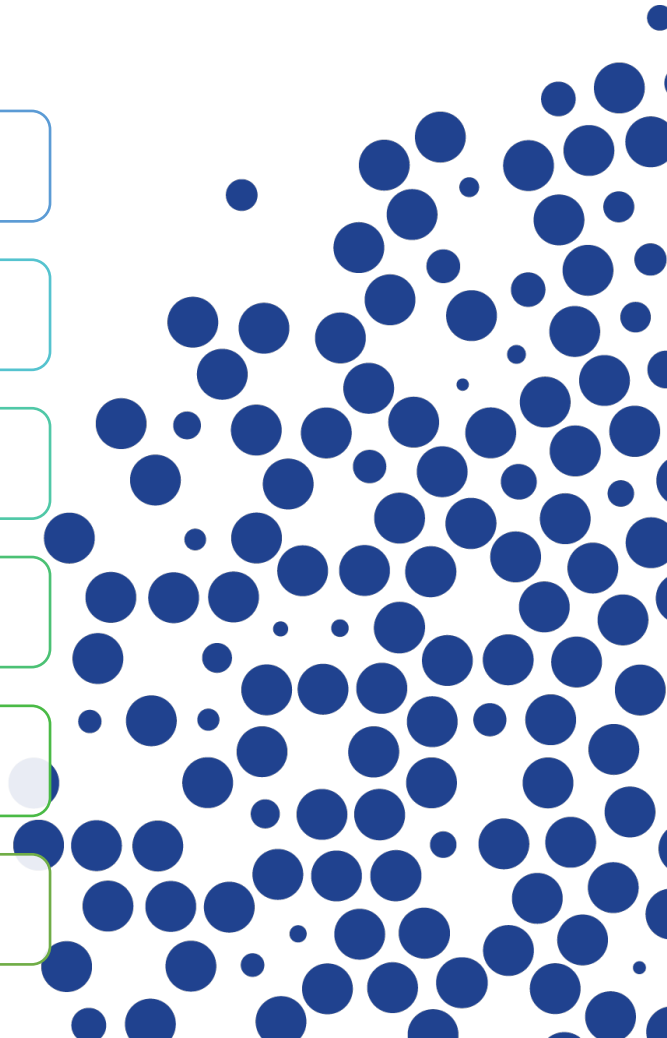
Questions



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Assessment Criteria



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Supporting information

- Comprehensive project plan, including KPIs and a detailed budget
- Project impact assessment plan outlining:
 - what the project is trying to achieve
 - how the project will support economic and social outcomes
 - what success looks like, how it will be measured
 - what impact the project will achieve regionally, within the industry and the target groups
- Risk identification and management plan
- Two years of audited financial statements
- If the organisation is a new entity, and financial statements are not available additional information will be required

Templates are available via Back to Work website

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Project Impact Assessment Template

Purpose of this template:

A completed project impact assessment plan must be included with a Back to Work Growing Workforce Participation Fund (GWPF) application. It will be assessed as part of the overall application.

The project impact assessment will assist the Back to Work (BTW) team in understanding:

- What the project is trying to achieve
- How the project will support economic and social outcomes
- What success looks like and how it'll be achieved and measured
- What impact the project will achieve regionally, within the industry and the Target Groups

Project objectives

- Please provide the key objectives of the project. This can be the same information provided in the project plan template or the application.
- Ensure the responses links to the Target Groups and Target Locations.

What is success

Below are evaluation questions to consider when determining what success looks like for the project. Please consider what success looks like for each evaluation question in your project.

Below is a table of examples. Please delete the examples prior to attaching the Project Impact Assessment to the application form.

| What are the evaluation questions applicants are attempting to answer through the project. | What would success look like? |
|--|--|
| Example: What are the economic impacts? | Example: Information from employers on business productivity improvements. |
| Example: What are the social impacts? | Example: Survey of supported employees to demonstrate improved social outcomes. |
| Example: What are the community impacts? | Example: Show the number of potential jobs supported in a location that otherwise would not exist. |

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Project Plan Template

Purpose of this template:

Organisations wanting to apply for the Back to Work Pilot Programs Fund can use this document to provide information about the proposed project and its implementation. The template provides headings to guide organisations on how to communicate the following information:

- what your project is about
- what you want it to achieve
- how you will achieve it
- who will deliver the project
- who the key stakeholders are
- a detailed breakdown of your project schedule and what activity you will do to deliver your project and by when
- what the risks are and what you will do to manage it

Organisations may use their own templates. If you intend on using your own template, please ensure it contains the same sections outlined in this document.

Please ensure the example text in each box is deleted prior to attaching to your Pilot Programs Fund application.

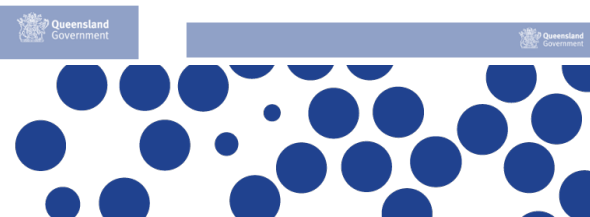
Project Statement

You can use relevant information provided in your application for this section.

You can use relevant information provided in your application for this section.

- What is your solution or idea to address the problem.
- How will you deliver your solution or idea.

Proposed solution



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How to apply

- Applications must be made through the Growing Workforce Participation Fund Grants portal - [Growing Workforce Participation Fund Round 3](#)
- The online portal will allow applicants to preview the application form and download a preview copy of the form.

Department of
Employment, Small Business and Training

Not logged in. [Log in](#) Current Rounds

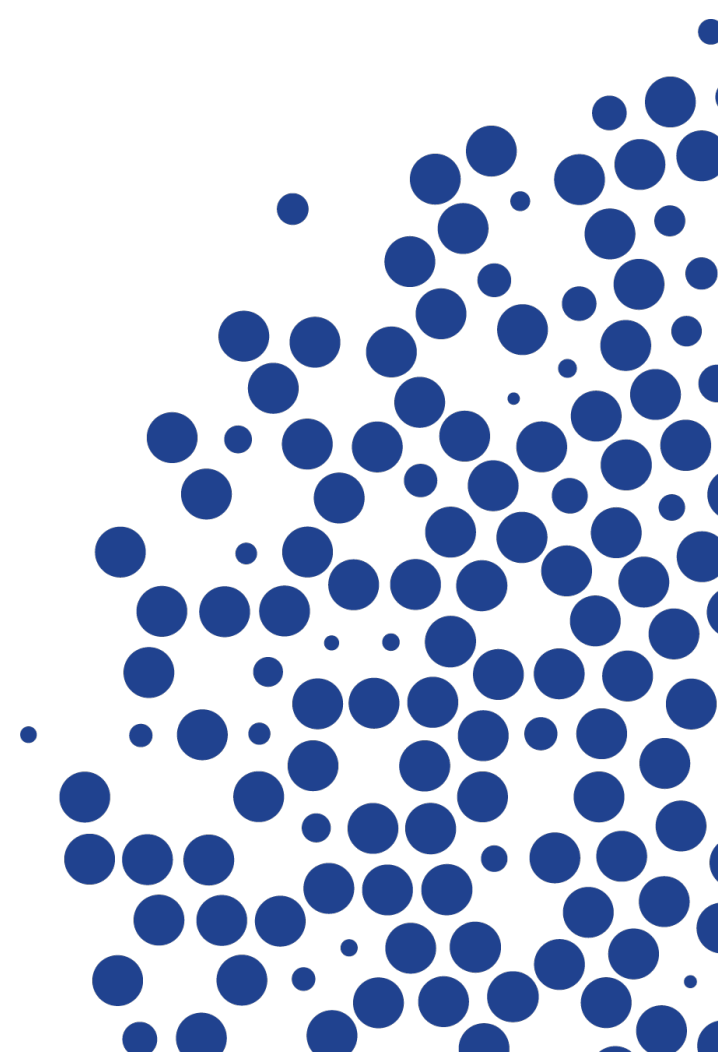
Growing Workforce Participation Fund Round 3

[Start a submission](#) [Preview the form](#) [Download preview form](#)

Submissions are now being accepted. Submissions close at 5:00PM 9 July 2024 (AEST).

This is the application form for the Growing Workforce Participation Fund Round 3.

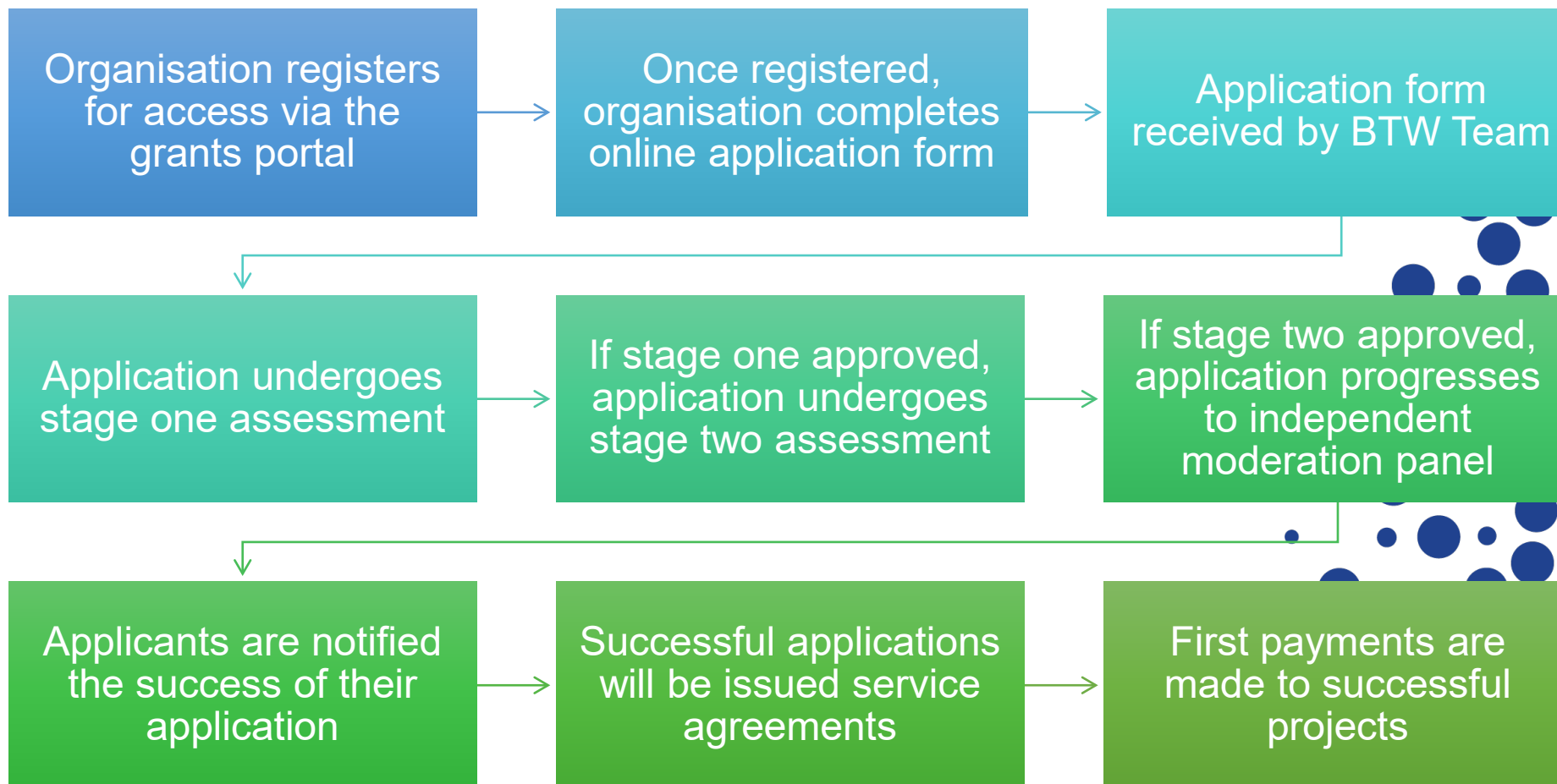
If you are interested in the Business Basics Round 5 grant, please go to <https://desbt.smartygrants.com.au/basicR5>.



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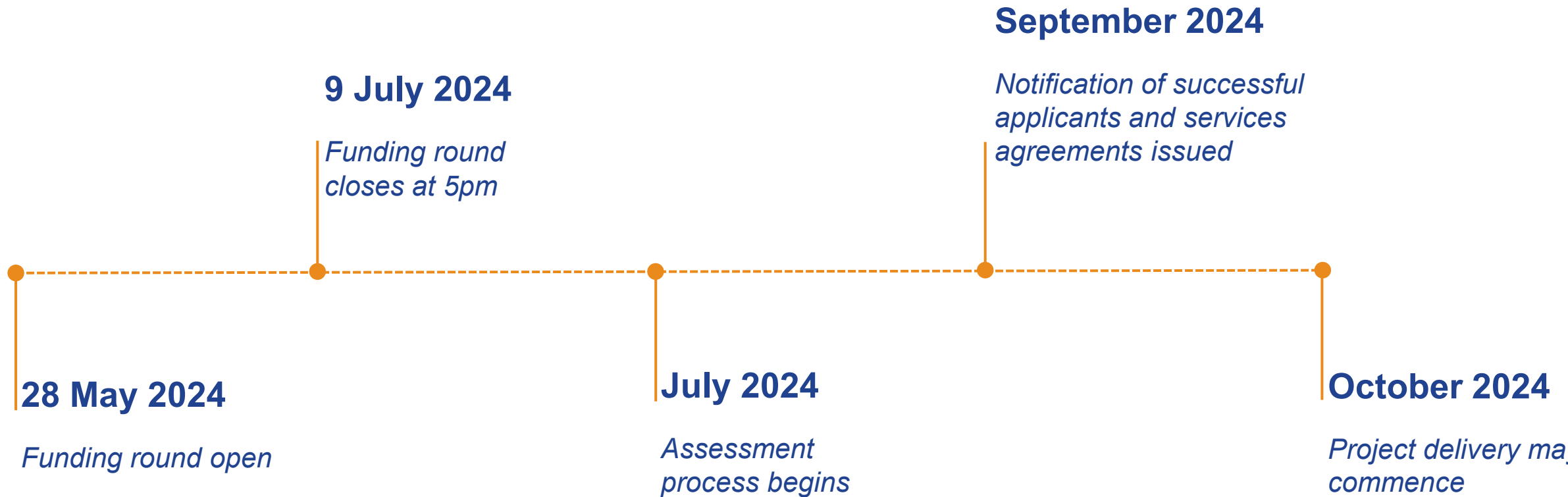
Application Process



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Key Dates



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Connect with us:



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www.business.qld.gov.au/gwpf

