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Business Queensland Connect

October 2023

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Indigenous Business Month is here!



Indigenous Business Month – ATO webinars

Now in its 9th year, Indigenous Business Month (IBM) celebrates the growing number of successful First Nations owned businesses across Australia.

This year's national IBM theme – **To Gather, Together** – calls upon us all to gather, share and celebrate the power of Aboriginal and Torres Strait Islander business' contribution. The theme aims to inspire the next generation of First Nations business leaders and allies to act today, increasing demand for First Nations goods and services.

Join in and celebrate the achievements of the growing number of successful First Nations owned businesses across the state.

Want to see what's happening in your local area and community?

Visit the Business Queensland website to [see what's happening in your region](#).

You can also check out the national [Indigenous Business Month](#) website to see what's happening around the country.



Whether you are a new or experienced business there will be something at the roadshow for you.

Find out the tips and tricks of building your business for now and the future.

2023 Growing Queensland Business Roadshows

The Growing Queensland Business Roadshows will run from Cairns to the Gold Coast during October and November 2023.

Whether you are a small, medium or large business, a current supplier, or a potential supplier looking to supply to your local council, this exciting program will provide you with an opportunity to talk to subject matter experts, view a range of exciting key government initiatives, engage in a confidential mentoring session, and learn about upcoming opportunities.

The [roadshow program](#) includes presentations on the Q2032 Procurement Strategy, the new Queensland Procurement Platform, business improvement tips, and how to increase participation in supply chains through engagement with Indigenous businesses, social enterprises and small to medium enterprises.

[Sign up](#) for a free Mentoring for Growth (M4G) session with experienced mentors.

During October the ATO will be hosting free webinars to support [Indigenous Business Month](#).

The webinars, presented by First Nations ATO staff, are for everyone and will include useful information and resources to help you get your tax and super obligations right. They will cover everything you need to know from starting to running your small business.

Make sure you [register](#) early for the Indigenous Business Month webinars, so you don't miss out.

If you are interested in learning more about the support and programs the ATO offers First Nations small businesses, check out the [Reach Out program](#) and [ATO Indigenous helpline](#).

The ATO also offers free webinars for all small business owners on topics including business records, running a home-based business, claiming small business tax deductions, paying and hiring workers, improving cash flow, and digital options for your small business. Access all available webinars [here](#).



Ignite your innovation with up to \$75k Ignite Spark funding and business mentoring

If you're a Queensland small or medium-sized enterprise with an innovative new product or service prototype to finesse, then here's a chance you don't want to miss!

The Advance Queensland Ignite Spark Program provides up to \$75k funding to develop your prototype towards minimum viable product stage and ready for commercialisation.

Successful applicants also gain privileged access to the Ignite+ program offering a wealth of professional expertise, invaluable business advice, and dedicated mentoring to propel your business forward.

Seize the chance to grow, access new markets, and create local jobs. [Access program guidelines](#) and [apply today](#).

Applications close 11am on 31 October 2023.

[Register](#) for your free ticket to attend one of the many Growing Queensland Business Roadshows across the state.



Safe Work Month 2023

Safe Work Month is held nationally in October to raise community and industry awareness about the importance of work health and safety, and best practice rehabilitation and return to work.

You're invited to join us for our live streamed, and in-person events during the month - it's a great way to keep up to date with best practice work health and safety and injury rehabilitation.

Hear about leading ideas and practical approaches at the [Work Well Conference](#) in Brisbane on 17 October.

Come together to learn, network, and share ideas with other industry professionals at one of the six [Work Well Regional Information Sessions](#), or join one of the five online [Work Well Speaker Series](#) events providing practical advice to immediately start improving health and safety and return to work outcomes in your workplace.

Access all Safe Work Month events and resources [here](#).



Disability program helps retail businesses employ differently

Thanks to the Queensland Government's [Workforce Connect Fund](#), the Australian Retailers Association



Queensland businesses set to save with new energy efficiency rebates

Rebates for energy efficient appliances and equipment are now available to help drive down electricity consumption and costs for small-to-medium scale Queensland businesses.

The rebate is part of the Queensland Business Energy Savings Transformation program, an initiative under the Queensland Energy and Jobs Plan.

Businesses that purchase and install eligible energy efficient equipment, such as heating and cooling systems, 4-star energy rated appliances and lighting upgrades, can apply for rebates of up to \$12,500 to cover 50 per cent of energy efficiency upgrade costs.

Businesses must spend a minimum of \$8,000 (excluding GST) on the purchase and installation of eligible equipment to apply for the rebate.

Rebates are available now until the funding round closes. Visit [Business Queensland](#) for eligibility criteria and to apply for a rebate.



New Business Wellness Coach supporting Southern Queensland

Taking care of your mental health isn't just about feeling good. It can affect your business, your

(ARA), has launched the Retail Ready and Able program in Queensland to connect jobseekers with a disability to employment opportunities within the retail sector.

Through this project, the ARA is aiming to empower and upskill Queenslanders who face employment barriers because of a physical, mental, or emotional challenge, whilst also addressing the shifting mindsets among small to medium sized retailers surrounding disabilities.

The ARA is also committed to engaging with employers to deliver comprehensive education and awareness programs, including webinars and other online resources, and develop a practical toolkit for employers.

Pre-employment training and assistance is available through Disability Employment Services for jobseekers with disability.

Post-placement support is also available for both employers and employees who connect with the Retail Ready and Able program.

Learn more about the importance of employers thinking and employing differently when it comes to jobseekers with disability, or speak to an [Industry Workforce Advisor](#) today.



Having trouble retaining your employees?

Building strong and productive working relationships is integral to the success of any business, but what do employees want? Sometimes the answer to that question is not so easy to find!

That's why the Back to Work team have released the Harrison Tool for Retention - to help our Back to Work employers retain staff within their business.

Using the tool, employers can start conversations with their employees about what motivates them, their strengths and how they can work together.

Back to Work supported Small Business, Kent Saddlery accessed the Harrison Tool for Retention for their Back to Work supported employee and found it so beneficial they are now planning to have more staff complete the assessment. Production

employees, your personal relationships, and overall wellbeing.

Come and meet with a locally-based [Business Wellness Coach](#) who can help you work through your unique business challenges, needs and opportunities in an understanding environment.

Our Business Wellness Coaches are counselling professionals with a background in business. You can also access up to \$5,000 in support through this fully subsidised service, so why not get some help in taking that next step for you and your business today.

Meet Sandra O'Neill:

Based in Brisbane, [Sandra O'Neill](#) understands how running a business and managing mental health can be interrelated, particularly with the additional challenges small businesses have faced in recent years. She is passionate about improving wellbeing and helping each small business owner live their best life.

With more than 30 years of professional experience in business including consulting, training, management and owning small businesses herself, Sandra is ready to share her a wealth of knowledge and expertise with business owners across Southern Queensland.



Anticipating Future Skills Series 4

Queensland is set for a boost in employment with Jobs Queensland's new [Anticipating Future Skills Series 4](#) data revealing there will be an additional 207,000 workers in the state by 2025-26.

Anticipating Future Skills data can be used to support your small business. The detailed employment projections show what our future labour market might look like by region, by industry and even by occupation. This information is critical when developing a plan to attract and retain workers.

Check out the new [Statewide overview](#), [Region profiles](#) and [Industry profiles](#) for summarised data, or discover data specific to you and your business through the [Data Portal](#) and [Data Explorer](#).

Jobs Queensland's [Workforce Planning Connect](#) resources work in conjunction with Anticipating

Manager Josh said "Wow, I am pretty chuffed with the Harrison tool and the way it opens up the channels of communication."

Learn more about the Harrison Tool for Retention or the other support available through Back to Work [here](#).



Queensland Workforce Strategy: Workforce Connect Fund

Through the [Workforce Connect Fund](#), small businesses can apply for a [HR Support Grant](#) of up to \$5,000 (subject to available funding) to implement new and innovative HR solutions to address an immediate need.

You can speak to an [Industry Workforce Advisor](#) about accessing the grant and enhancing your HR strategy today.

Learn more about the Workforce Connect Fund initiative [here](#).



Subsidised small business support

At last! An easy way to unlock the power of digital business tools.

You know that you need to embrace the digital age to stay competitive in business, but sometimes it's hard to find straightforward, low-cost advice to get started.

Our Digital Advisors and Experts are here to help!

Get up to four hours of mentoring support, including

Future Skills data to support the growth of your business, now and into the future.

Take the time to familiarise yourself with the data and explore your future.



Queensland Tourism Talks

Embark on a journey of inclusion through the new podcast channel – Queensland Tourism Talks – by the Department of Tourism, Innovation and Sport.

The six-part series, [Igniting Accessible Experiences](#) brought to you by hosts Ben Pettingill and Bridie McKim, supports tourism operators by promoting inclusive recruitment practices, sharing firsthand experiences of tourists with disabilities, and shining a spotlight on tourism businesses that are actively working towards greater accessibility.

Find out more through the [Accessible Tourism Toolkit](#) with resources to support tourism businesses in various aspects of accessibility.



Ask a Mentor – Cybersecurity for Business

Each month we feature information and tips from Mentoring for Growth (M4G) mentors on a different topic. This edition we are looking at the importance of cybersecurity.

Top two tips from Graham Caddies

1. Understand how critical your technology and data systems are to your business and

the development of a tailored Digital Action Plan for your business, for just \$110 inc. GST, subsidised through the Digital Solutions program.

You will receive one-on-one support in up to five key areas:

- Intro to Digitising Your Business
- Using Small Business Software
- Online Security and Data Privacy
- Websites and Selling Online
- Social Media and Digital Marketing

The help you've been looking for is now here. [Visit us](#) to get started.



Upcoming unfair contract term law changes

From 9 November 2023, changes to the Australian Consumer Law (ACL) will prohibit businesses from proposing, using, or relying on unfair contract terms in standard form contracts with consumers and small businesses.

The changes will allow Courts to impose substantial penalties on businesses and individuals who include unfair terms in their standard form contracts.

The changes will also expand the coverage of the unfair contract term laws to apply to more small business contracts than before. The threshold for small business contracts will increase to apply to small business that employ fewer than 100 persons or have an annual turnover of less than \$10 million.

Businesses should review their standard form contracts and remove or amend any unfair contract terms before new penalties take effect.

For more information about the changes visit the [ACCC's website](#).

the impact if they are compromised, fail or are inaccessible.

2. Ask the right questions when purchasing and installing technology/data systems to ensure the system fulfills legislative requirements and meets your requirements.

Top two tips from Miranda Mears

1. Understand what it is you are protecting.
2. Embed cyber security into your organisation in the same way you do your workplace health and safety.

Check out all the M4G mentor tips and info [here](#).



Workforce Evolve transforming employment practices

Business Chamber Queensland knows that hiring and retaining the right people is one of the biggest constraints on business growth.

To help employers address labour shortages, the free Workforce Evolve program is designed to help Queensland employers think differently about who they hire and how to retain them in the future.

Delivered through six online, flexible modules, Workforce Evolve will give employers the skills they need to make the most of a diverse and inclusive workforce.

Each module includes the option to book a Coaching Session with a Workforce Coach for personalised learning support at each stage of the program.

This project is proudly funded by the Queensland Government through its Workforce Connect Fund.

Access [Workforce Evolve](#) today.



It's time to Get Ready Queensland

Queensland experiences more natural disasters than any other state or territory in the country. Our beautiful state has experienced more than 100 natural disasters since 2011.

Get Ready Queensland Week (9 – 15 October 2023) is the time to prepare for extreme weather. We're asking businesses to think about how extreme weather could impact your business or life, make a plan to stay safe, and pack supplies so you don't get caught out.

Things you can do to be ready:

- Clean-up – check around the business and yard and make sure it will hold up against the elements.
- Connect – know your neighbours and connect with your community.
- Get covered – check your insurance to ensure your business and property is covered if it's damaged.
- Think ahead - pack lifelong food and supplies, drinking water, batteries, a torch and radio in case the power goes out.
- Sign up for weather notifications on your smartphone.

For more information visit www.getready.qld.gov.au

Events



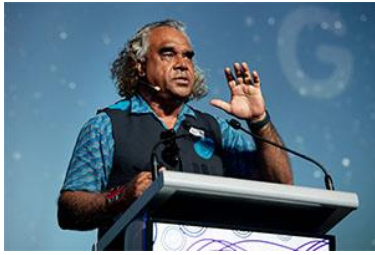
Mental Health Week 7 - 15 October 2023

Owning and running a small business can be challenging. Looking after your mental health and wellbeing is important to be able to work productively and achieve business and personal goals. Check out the support options available to you through the [Small Business Wellness Package](#), including mental health and wellbeing resources and access to free [Business Wellness Coaches](#). Find out more about [Queensland Mental Health Week](#) activities and events.



Mentoring for Growth: Cybersecurity for Business 16 October 2023, 9.00am

Prioritising cybersecurity can help a business develop trust amongst customers and partners and grow resilience in an ever-increasing digital business world. Join our free webinar as our panellists provide you with free information, tips and resources that will help you understand cybersecurity and why it is essential to the success of your business. [Register here >>](#)



Destination IQ 2023 **22 November 2023, 8.30am - 9.00pm** **Cairns Convention Centre**

You're invited to the annual First Nations tourism conference, the [Queensland Tourism Industry Council's Destination IQ](#). Join delegates from all backgrounds and across the state, as we discuss opportunities, hear the latest trends, and recognise First Nations tourism successes. If you've been thinking of expanding into the First Nations tourism arena and widening your knowledge and connections, don't miss Destination IQ 2023 and [register now!](#)



2023 Queensland Tourism Awards **24 November 2023, 6.00pm - 10.00pm** **Cairns Convention Centre**

Operating for 38 years, the Queensland Tourism Awards recognise the outstanding achievements of the state's tourism industry. Be in the room as winners are announced across 31 categories including attractions, tour and transport, accommodation, restaurants, culture, and marketing. [Secure your seats today.](#)



Disability Action Week 2023 **25 November - 2 December 2023**

Celebrate Queenslanders with disability and the contributions they make in our families, communities, workplaces and to our state's economy. Employers are encouraged to consider how improving access will boost their bottom line, both by recruiting and retaining staff with disability and taking steps to be accessible to customers living with disability. Start [planning your events](#) today.

Awards

Queensland Greats Awards 2024

The Queensland Greats Awards recognises the efforts and achievements of remarkable individuals and institutions for their invaluable contribution to the history and development of our great state. Do you know an inspirational Queenslanders who should be recognised for their significant commitment to Queensland? It could be an industry expert or leader, colleague or a community organisation that has positively influenced our state. Learn more and [nominate today.](#)



Opportunities

Shape your region's future

Are you passionate about the Gold Coast community's needs and priorities? Are you keen to make a difference? The Queensland Government is seeking expressions of interest from Gold Coast community members to participate in the 2023-2024 Gold Coast Community Forum program. This is your chance to get involved and have your say on opportunities and priorities in your area. Learn more about the [Gold Coast Community Forums](#) or [apply now](#)





This email was sent by the Department of Youth Justice, Employment, Small Business and Training
Level 12 | 85 George Street | Brisbane | Queensland

Unsubscribe [here](#)

For more information:
Visit business.qld.gov.au or call 1300 654 687

