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Queensland Women's Week 3-10 March and International Women's Day 8 March

This week celebrates the achievements and leadership of women and girls through Queensland Women's Week and International Women's Day.



Apprenticeships work for everyone

When you choose to employ an apprentice, the advantages extend far beyond the individual. Apprenticeships and traineeships lay down pathways to lifelong skills development, allowing

This year's theme is to **Count Her In** by investing in inclusivity and accelerating the progress of women through economic empowerment.

These themes underpin the incredible support small business delivers to women by providing a platform to learn, earn and lead. By ensuring women and girls are given equal opportunity, we help build their capabilities and strengthen their capacity to thrive. Business greatly benefits from increasing employment and leadership opportunities for women, which is shown to increase organisational effectiveness and growth. When more women work, economies grow.

We all have a part to play in championing gender equality and making Queensland a great place to live, work and succeed for everyone. To find out more visit qld.gov.au/womensweek and IWD.

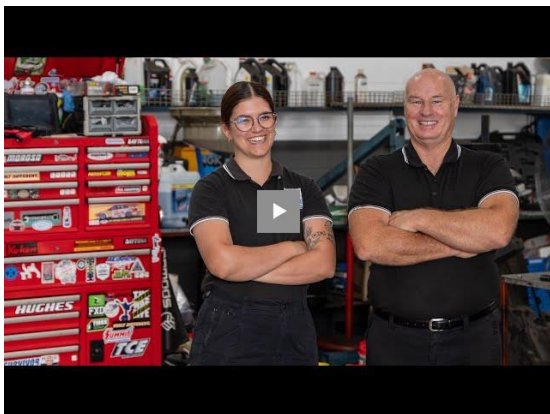
business owners to share their experience, cultivate a loyal workforce, and future-proof their operations.

Apprentices offer a cost-effective way of introducing the latest training and techniques into your business, aiding in the development of existing employees and broadening your business's knowledge base.

With Queensland Government incentives readily available to take on apprentices or trainees, your business is supported as it grows. We have a range of resources to guide you through every step of the journey. Additionally, we invite you to explore our 'Apprenticeships Work for Everyone' campaign [promotional kit](#).

Join us to create a brighter future for Queensland, where apprenticeships work for everyone, visit: qld.gov.au/apprenticeships

Making way for the next generation



With over 40 years' experience in the automotive industry, John Edwards is a proud business owner and passionate advocate for providing the best possible training for his apprentices. He understands the critical role apprentices play not only in the success of his business, but in the future of the automotive industry as a whole.

"We're really happy to have apprentices on board. Not only do they keep me young and enthusiastic, but they also bring a different mindset – they've got that enthusiasm and passion which just builds up the workplace."

Chelsea Bowers is his first female apprentice. While some employers may wonder how their staff would handle having a female apprentice join the team, John is adamant it's been one of the best decisions he's made: "No offence to Chelsea, but we don't even look at her as a woman, she's just part of the team".

[Read the full story and find out more](#) about employing a trainee or apprentice.



Have you taken time out for your mental health and wellbeing today?

One in two Queenslanders will experience mental illness in their lifetime, and one in five in any one year. Queensland Health's [Dear Mind](#) campaign aims to promote healthy coping strategies and actions around the increasing issue of mental health and wellbeing.

As business owners, we often neglect our health and wellbeing. When we embrace nature, exercise, learn new things and connect with others, we can improve our overall happiness. By prioritising a healthy lifestyle, Queenslanders can build resilience and develop resources to navigate the current strains of our modern world.

Business Queensland's [Small Business Wellness Coaches](#) are on hand to assist the wellbeing of you and your business.

Are you the next voice for small business?

Are you a Queensland small business owner with experience and great networks? Could you speak on behalf of small business?

The Queensland Government is seeking suitably experienced small business owners to join its Queensland Small Business Advisory Council. Council members sit at the table with senior members of the Queensland Government and advise about the challenges small businesses face and bring solutions to grow Queensland's small business sector.

Find out what is involved and how to register your interest via desbt.qld.gov.au/qsbac.

Expressions of interest close at 12 noon, Thursday 28 March 2024.



Welcome Donisha Duff OAM, inaugural CEO of the Queensland Indigenous Business Network (QIBN)

[QIBN](#) has announced the inaugural Chief Executive Officer (CEO), Donisha Duff OAM. Donisha's mission is to lead QIBN to empower First Nations businesses across the state, advancing Indigenous perspectives, and supporting Indigenous business owners to achieve their aspirations.

Ms Duff is an Aboriginal and Torres Strait Islander woman from Thursday Island and was recently awarded a medal of the Order of Australia in the 2024 Australia Day honours list for her work with community and has over 25 years of experience in government and not-for-profit sectors. Ms Duff has a strong background in policy and strategic planning, corporate social responsibility, and stakeholder relations, including 15 years' experience in the community-controlled sector.

Ms Duff holds a MBA (ANU), and is a Graduate of the Australian Institute of Company Directors. She is also an Adjunct Associate Professor at Edith Cowan University, and a recipient of multiple awards and scholarships.



Thank you to our female Mentoring for Growth volunteers

As we celebrate Queensland Women's Week and International Women's Day this month, we'd like to do a shout out to all the dedicated volunteer female business mentors who support the free Mentoring for Growth (M4G) program and play a crucial role in ensuring the program's success. Volunteer mentors like Angie Martin, founder of The Growth Manager, who joined the program in 2021 and regularly participates in mentoring sessions, webinars and networking events.

When asked what attracted her to join the program, Angie said it aligned with her passion for community impact with tangible support for fellow business owners.

"It perfectly matches my mission to empower entrepreneurs on their journey to success," she said. "Participating in the M4G program brings me joy. Watching fellow business owners thrive after receiving support fills me with gratitude, knowing I've positively impacted my community by sharing my skills and expertise."

Learn more about QIBN and its support of Indigenous businesses at qld.gov.au/qibn

If you'd like to register for a free mentoring session or join the program as a mentor, find out more [here](#).



Small business survey on your wellbeing

We know that running a small business can be both challenging and rewarding, especially in a dynamic business environment.

As part of our commitment to support Queensland's small business community, we invite you to participate in a short survey to help us to understand the unique challenges you face, and how the Queensland Government can provide tailored support.

This confidential survey will take only 10 minutes to complete and can be accessed [here](#). **Open until 17 March 2024.**



Your input is needed! Queensland Workforce Insights Survey closing soon

Help shape future workforce support in Queensland by sharing your insights on:

- recruitment
- retention
- skills development
- workforce planning and development support.

Your feedback will inform workforce assistance and support, benefiting employers and communities statewide. Participate now and ensure your voice is heard. [Take the Survey](#)



Need help resolving a dispute?

The Office of the [Queensland Small Business Commissioner](#) (QSBC) work hard to help small businesses understand their situation better and to support parties in a disagreement to find an appropriate solution, whether it relates to:

- a business tenancy or business-to-business dispute
- maintenance and repair issues



Have your say on Australia's VET workforce

Have you considered training the next generation of workers for your industry needs? What do you think could be done to attract more people into a career in the vocational education and training (VET) workforce? Or have you recently left the VET workforce?

The Australian Government, in collaboration with states and territories, is developing a VET

- bond returns and make good provisions.

Did you know the QSBC provides small businesses with access to alternate dispute resolution within 33 days, for less than \$200 with a success rate of 71 percent?

Contact the [QSBC Assistance team](#) on 1300 312 344 Monday to Friday 8.30am to 4.30pm.

Workforce Blueprint to support, grow and sustain the VET workforce. The Blueprint will identify actions for workforce attraction, retention, development, and career progression.

To share your ideas head to the [Department of Employment and Workplace Relations'](#) website. **Submissions close 11pm, Tuesday 26 March.**



First Nations business leader inspires a community

Sammy Leone, former Australian Indigenous boxing champion, founded [The Boss Boxing](#) in Zillmere to address the need for a safe space that provides meaningful connection, inclusivity and mentoring. Opened in 2019, Boss Boxing provides benefits to participants far greater than just physical activity, offering a range of programs for five year olds to adults.

In celebration of [Closing the Gap Day](#) on March 21, Sammy's story is an inspiration, demonstrating how one person can impact the wider community. The Boss Boxing continues to create positive change by bringing people together and helping them grow stronger, both mentally and physically. Sammy is a true leader, and hero to his community.



The 2024 Lord Mayor's Multicultural Business Scholarship Program is now open!

The scholarship program provides aspiring business leaders with the knowledge and skills to expand their capabilities. There are more than 85 business scholarship placements on offer, specifically for Brisbane residents from culturally and linguistically diverse backgrounds who are committed to expanding their business skills and capabilities. The training courses offered range from the Start Your Own Business Short Course, export training, project management, leadership training and more.

Learn more and apply online on [Multicultural Scholarship](#). **Applications close 11.59pm, Sunday 31 March 2024.**



Struggling to navigate the digital needs of your business?

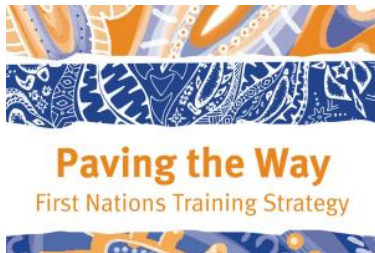
From software to SEO, social media to cyber security, navigating your digital requirements can be a minefield.

Building a Digital Action Plan can help you get a step ahead of your competition. Regional Business HQ supports regional businesses by putting you in contact with the right experts to help you make the most of digital tools, and offer broader advice specific to your business needs.

General manager Brooke Fossey (pictured) and her team are committed to being a one-stop hub, providing tools and services for local businesses to flourish in today's competitive landscape.

Discover how Regional Business HQ can help on businesshq.org.au/digital-solutions

Events



Expand Your Deadly Business: First Nations Webinar

Are you a First Nations business owner and ready to grow your business? You're invited to join our free Indigenous Business Growth Workshops, run by leading First Nations business coach, Jenni Walke. [Register](#) today.

Workshop 1: Mastering Business Planning

14 March, 8.30 am - 12.30 pm, Garden City Library.

Workshop 2: Mastering Marketing and Branding

21 March, 8.30 am - 12.30 pm, Indooroopilly Library.



Access for All webinar series: the legal case for accessibility and inclusion

20 March, noon - 1.30pm, online

Whether your business is advanced in its accessibility journey, or just starting out, the Queensland Tourism Industry Council's (QTIC) free Access for All webinar series, held from February to April, will deepen your understanding of inclusivity in the tourism space. Hear from legal authorities and Inclusion Access experts as they outline best practice and share the do's and don'ts of accessibility in Australia. Register for free today qtic.com.au/events

WOMEN IN MANUFACTURING

Supporting exciting new career paths

Women in manufacturing: breakfast event 21 March 2024 - 7:30am to 9:30am, Caloundra

Are you a regional Queensland manufacturer looking to diversify your workforce? Then join us at one of our free Women in Manufacturing breakfast events across Queensland in 2024. The breakfast series showcases the importance of creating clear pathways and inclusive workplaces for women, and how innovative employment strategies can create a highly skilled workforce, improve your employee retention and grow your business.

[Register here](#) and for other regional event details visit [Women in Manufacturing](#)

Awards

Queensland Training Awards nominations closing soon!

Remember to complete and submit your Queensland Training Awards nomination before they **close at midnight on Tuesday 12 March**. With three employer of the year categories (large, medium and small) contested across seven regions there is a great chance to be recognised as an outstanding business that promotes vocational education and training pathways.



The 2023 Queensland Training Awards recognised some fantastic Aboriginal and Torres Strait Islander people including Kyezaya Namai-Sabatino (l) and Shaniqua Burke (r), and all the state winners were presented with painted cricket bats designed by our 2022 winner Atahnee Simpson (c). Find out more at qta.qld.gov.au.

Last weeks left to nominate for the 2024 Queensland Reconciliation Awards.

Don't miss out on the chance to recognise amazing collaborations and projects driving reconciliation efforts across our state in the below categories:

- Business
- Community
- Education
- Health and wellbeing
- Partnership.

Nominate today for the chance to be awarded \$5000 in your chosen category!



Visit qld.gov.au/reconciliation to learn more and submit your nomination by **5pm, Monday 18 March 2024**.

Funding



Micro-credential Program funding now open.

This program offers eligible applicants the opportunity to receive up to \$250,000 to develop and deliver micro-credentials addressing specific industry skill gaps.

These tailored training initiatives will help eligible applicants, including public training providers, employers, industry peak bodies and more with essential skills to thrive in today's evolving workplaces. For information visit desbt.qld.gov.au/microcredential.

Applications close 11 April 2024.



Tourism Business Capability subsidy.

Boost your tourism venture with our Tourism Business Capability Subsidy – a \$2 million initiative to elevate your business and create unforgettable experiences for your visitors. The Subsidy is designed to boost the growth of Queensland's tourism industry through targeted business capability developments to help businesses thrive, deliver exceptional experiences and exceed visitor expectations. Eligible for sole traders, micro, small, and medium-sized tourism and events businesses. Businesses receive:

Financial boost: Receive up to \$2K for eligible tourism accreditation and training activities.

Recognition support: Gain accreditation and stand out in the industry.

Focus areas: Sustainability/ ecotourism, trade distribution and cultural understanding, accessibility, quality, marinas, zoos and aquariums and caravan/holiday parks.

For more information visit dtis.qld.gov.au/tourismsubsidy. **Register by 27 March 2024.**



Workforce Connect Fund closing soon.

The Queensland Government is continuing to help Queenslanders to secure the work they want, support employers to develop inclusive work practices and grow a more diverse workforce. The [Workforce Connect Fund](#) aims to increase investment in projects that address attraction, retention and participation issues within the workforce. Round 2 is now open for applications.

Expressions of Interest close on 26 March 2024.



Energy Efficiency Grants open for Queenslanders.

The Energy Efficiency Grants for Small and Medium Sized Enterprises program is supporting businesses to upgrade or replace inefficient equipment and implement other energy efficiency activities.

The program assists businesses to lower their energy use and improve their energy efficiency. It will also contribute to easing energy price fluctuations for businesses, with grants valued between \$10,000 and \$25,000 for activities such as:

- Changing existing display fridge cabinets with more efficient models, or gas cookers with electric equivalents.

- Improving space and water heating systems
- Conducting energy audits
- Installing energy monitoring systems.

Businesses can apply for grants valued between \$10,000 and \$25,000 in Round 2 of the program. Delivered in a staggered, state by state process, Queensland applications opened 28 February. To review further details, see [Energy Efficiency Grants](#) to check eligibility or to [Apply Now](#). **Applications are open until 5pm, 8 April 2024** or until allocation is exhausted.



Help keep older Queenslanders to stay connected.

The Queensland Government is expanding a vital scheme that helps older Queenslanders stay connected to each other and their communities.

An additional \$2.5 million in grants each year between 2024-25 and 2028-29 to address senior's social isolation is now available for organisations to deliver services as well as for a peak body. Your organisation could join the 42 services already operating across the state and help more people stay connected to their peers and their community.

Current services provide a range of activities including yoga, tai chi, line dancing, craft and board games, bare foot bowls, cinema visits and lunch groups. Find out more at [Staying connected in your community](#). [Visit the website](#) to find out more about the grants. **Applications for the peak body grant closes 3pm, Friday 15 March and the grants for the services close 3pm, Friday 22 March.**



Applications are open for the \$10 million Building Resilient Tourism Infrastructure fund: Tropical Cyclone Jasper.

If you are a tourism operator in Far North Queensland that has been impacted by Tropical Cyclone Jasper, you may be eligible for Individual grants of \$30,000 to \$250,000.

For more information see [Tropical Cyclone Jasper](#)

Applications close 19 April 2024.



This email was sent by the Department of 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

