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Business Queensland Connect

September 2023

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Business shines at Queensland Training Awards

Congratulations and good luck to the 21 employers among the state finalists for the 2023 Queensland Training Awards.

Following the seven regional finals held around the state in July, [each region's finalists](#) are heading to the Brisbane Convention and Exhibition Centre on 9 September 2023.



Fuelling A Hydrogen Future

The hydrogen industry in Queensland is set to be a promising option for storing energy from renewables, advancing the decarbonisation of regional and global economies and positioning Queensland as a sustainable energy powerhouse nationally and internationally.

The [Hydrogen Industry Workforce Development Roadmap 2022–2023](#) sets out a range of short, medium, and long-term actions to deliver a strong

Award categories include Large, Medium and Small Employer of the Year, Community Training Initiative of the Year, along with seven individual awards for apprentices, trainees, students, teachers and trainers.

Join us to celebrate the fantastic stories and stakeholders in Queensland's training system

Learn more about the awards [here](#).



Small Business Short Courses to support you in retaining your staff

There's a lot to discover when it comes to running your own business, especially if you need to hire employees.

The Back to Work program, in partnership with TAFE Queensland, has developed twelve free, online short courses designed to equip small business owners with the skills to recruit and retain their employees.

From 'Effective workplace leadership' to 'Recruitment for small business', our short courses are suitable for anyone working in small business who is seeking professional development opportunities.

Designed to be completed at your own pace, the courses are open to everyone, regardless of other Back to Work eligibility requirements.

Find out more about each course and how to enrol by visiting the [Back to Work webpage](#).



and adaptable workforce for a safe and thriving Queensland hydrogen industry.

Secondary school students from across Queensland can now enrol in free hydrogen-focused online learning programs under a new partnership between the Queensland Government and CQUniversity Australia.

Learn more about the micro-credentials [here](#).



Are you a culturally aware workplace?

Toowoomba Chamber has developed a Cultural Awareness Handbook to support more employers in gaining the advantages of a diverse and inclusive workforce and to increase employers' confidence in hiring persons with a migration or refugee background.

The Handbook explores potential cultural differences and tips to address this, with a big emphasis on language support throughout the employment and onboarding process; post-placement mentoring and how to integrate a culturally and linguistically diverse employee into your workplace.

Diversity in your workforce raises the potential for greater productivity through a broader range of skills, experiences and perspectives. Employing migrants and refugees allows businesses to tap into a pool of resilient, keen, reliable and hardworking employees with a willingness to learn and work.

Read the full Cultural Awareness Handbook [here](#).



Get ready – Indigenous Business Month is coming in October!

We'll be celebrating the growing ranks of successful Aboriginal and Torres Strait Islander businesses across Queensland this October.

Get behind an Indigenous business in your local area the next time you are seeking a product, service or experience.

With this year's theme – To Gather, Together – we are encouraging you to make connections with Indigenous businesses to help grow this important sector. Help celebrate Indigenous Business Month by hosting or attending an event this October.

You can find more information and register events on the [Indigenous Business Month website](#).



Ask a Mentor – Chatbots for Business

Each month we are featuring information and tips from Mentoring for Growth (M4G) mentors on a different topic. This edition we are looking at Chatbots: what are they and how are they changing the way we do business?

Top tips from Jo McKee:

1. Ensure you're familiar with the privacy requirements of the region you're active in.
2. Use a simple platform but make it entertaining and add a bit of character, if your brand permits that.
3. Ensure the data you capture is responsibly stored - make sure you have a backup in your own data warehouse.

Top tips from Mark Metzeling:

1. Customise it to your business.
2. Ensure it is trained properly.
3. Minimise bias.

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

Was your business premises built prior to 1990?

Do you know when was your business premises was built? If it was constructed before 1990 then it's likely that asbestos may be present.

From 1 September, Workplace Health and Safety Queensland (WHSQ) inspectors will be auditing businesses operating from buildings likely to contain asbestos, and those that handle and store asbestos.

Make sure your business has taken the necessary steps to protect workers, and that you are complying with Work Health and Safety laws, including the development of asbestos registers and management plans.

Learn more about the compliance campaign [here](#).



Tax Time 2023 toolkit – business deductions

If you operate a business, you know there are plenty of costs that need to be considered. With the 2023-24 financial year well underway, now is the time to start thinking about what business expenses might be tax deductible.

If the expenses your business incur are directly related to earning your assessable income, you will be able to claim a tax deduction for them. These include expenses relating to:

- the daily [operation of your business](#).
- purchases of products or services for your business.
- certain capital expenses, such as the cost of depreciating assets like machinery and equipment used in the business.

If you're an employee or sole trader, try the myDeductions tool in the ATO app to organise your records in one place.

For more information, check out the [ATO website](#).



Tubie Fun gets ready to grow

Tubie Fun is a Capalaba family business specialising in producing high quality products for children requiring feeding tubes.

To help grow the business from a home-run operation to working from a commercial premises, Tubie Fun accessed the support of an Industry Workforce Advisor, a Queensland Workforce Strategy initiative.

The advisor helped Tubie Fun develop a workforce plan and connect them with financial support through the Workforce Connect Fund.

A HR Support grant of up to \$5,000 was made available to Tubie Fun for specialist human resources services, helping the business develop critical policies, procedures, and agreements to manage risks and take on additional staff to meet growing demand for their product.

[See how Tubie Fun grew their workforce planning](#) and get in contact with the [Industry Workforce Advisor](#) in your industry today.



Business Wellness Coaches supporting Southern Queensland

Looking after your mental health and wellbeing is important to be able to work productively and achieve business and personal goals. If you are experiencing challenges, our [Wellness Coaches](#) can provide you with fully subsidised support and guidance in a one-on-one, supportive environment.

Meet Katherine Watson: Based in Toowoomba, Katherine has a passion for helping others. Having run her own small business, and with a degree in psychology, Katherine understands the challenges you are facing and is committed to motivating and supporting you to make positive changes to meet your future goals. [Contact Katherine here.](#)

Meet Martin McGlone: Martin knows first-hand the significant challenges owning a small business can bring. With extensive experience and qualifications in business management and psychology, Martin is committed to supporting you to address and treat stress, life adjustments, emotional resilience, and promote mental wellness. [Contact Martin here.](#)

GET GOOD WORKFORCE ADVICE

Industry Workforce Advisors are available to support businesses identify solutions to workforce challenges, develop workforce plans and identify funding.

[LEARN MORE](#)

Queensland 2024-2026 Better Services Great Outcomes

Queensland Government

Queensland Workforce Strategy - Industry Workforce Advisors

Small to medium businesses can reach out to an [Industry Workforce Advisor](#) to help identify workforce solutions, develop a workforce plan, consider recruitment strategies to expand applicant pools or connect with available support, including government programs and funding such as a [HR Support Grant](#).

Connect with an Industry Workforce Advisor today. [Learn more >>](#)

Events



Celebrate Electrical Safety Week with football legends Johnathon Thurston and Simon Black

4 - 8 September 2023

Get involved in Electrical Safety Week 4–8 September 2023! With events for industry leaders, electrical workers, contractors, apprentices and the general community, it's a great opportunity to network and learn about safety in the electrical industry or in the home and workplace. Register for the free online webinars [here](#).



Ask a Mentor – Chatbots for Business webinar 25 September 2023, 9.00am

AI-powered chatbots are reshaping business dynamics and the environment in which we operate. Our panellists will dive into the fundamentals of chatbot technology, exploring how these powerful virtual assistants can draft content, fuel brainstorming sessions, assist with automation and transform customer interactions. [Sign up now](#).



Mental Health Week 7 - 15 October

10 October is World Mental Health Day and Commonwealth gold medallist Hayley Lewis is proud to be Queensland's Mental Health Ambassador. [Watch Hayley's story](#) of navigating through difficult times as an athlete, a mother, a sister, a wife, a high-profile TV personality and a small business owner, and learn what mentally healthy workplaces and work health and safety mean to her.

Grants

Business Boost Grants

Ready to take your small business to the next level? Applications for a Business Boost grant up to \$20,000 are open from 9am 6 September to 5pm 12 September. Program guidelines, FAQs and eligibility criteria are now available. A number of businesses will be selected through a ballot process and invited to complete a full application. All valid registrations of interest will have an equal opportunity of being selected. [Visit us](#) for more information.



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

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

