



2022-23 Budget Estimates

Volume of Additional Information

Report No. 23, 57th Parliament
Education, Employment and Training Committee
August 2022

Table of Contents

Correspondence regarding substitution of a Member of the committee

Correspondence regarding leave to attend and ask questions at the hearing

Questions on notice and responses – *Minister for Education, Minister for Industrial Relations and Minister for Racing*

Questions on notice and responses – *Minister for Employment and Small Business and Minister for Training and Skills Development*

Answer to questions taken on notice at the hearing - *Minister for Employment and Small Business and Minister for Training and Skills Development*

Document tabled at the hearing

Correspondence regarding substitution of a Member of the committee

	Correspondence
1.	Letter from David Crisafulli MP, Leader of the Opposition, Shadow Minister for Tourism dated 27 July 2022



David Crisafulli MP

Leader of the Opposition and Shadow Minister for Tourism

27 July 2022

Hon. Curtis Pitt MP
Speaker, Queensland Parliament
Sent via email to: speaker@parliament.qld.gov.au

Dear Mr Speaker

I write today to advise of a substitution of a Member of the Education, Employment and Training Committee for the Estimates meeting and hearing on Wednesday 28 July 2022.

The following Member is unable to attend:

- Mr Mark Boothman MP, Member for Theodore.

I appoint the following Members in his place:

- Dr Christian Rowan MP, Member for Moggill (from 8.30am to 12.30pm)
- Mr Jarrod Bleijie MP, Member for Kawana (from 12.30pm to 2.00pm)
- Mr Brent Mickelberg MP, Member for Buderim (from 2.00pm to 5.15pm)

Please do not hesitate to contact my office if you have any queries.

Yours sincerely,

David Crisafulli

DAVID CRISAFULLI MP

Leader of the Opposition

Shadow Minister for Tourism

Shadow Minister for Olympics and Paralympics

State Member for Broadwater

cc: Mr Mark Boothman MP, Member for Theodore
Dr Christian Rowan MP, Member for Moggill
Mr Jarrod Bleijie MP, Member for Kawana
Mr Brent Mickelberg MP, Member for Buderim
Committee Secretariat

Correspondence regarding leave to attend and ask questions at the hearing

	Correspondence
1.	Letter from Jon Krause MP, Member for Scenic Rim dated 4 July 2022
2.	Letter from David Crisafulli MP, Leader of the Opposition, Shadow Minister for Tourism dated 8 July 2022
3.	Email from Michael Berkman MP, Member for Maiwar received 19 July 2022



Jon KRAUSE MP

Member for **Scenic Rim**

4 July 2022

Ms Kim Richards MP
Chair
Education, Employment and Training Committee
Parliament House
George Street
BRISBANE QLD 4000
eetc@parliament.qld.gov.au

Dear Ms Richards,

I'm writing in relation to the Committee's consideration of the 2022/23 portfolio budget estimates.

Pursuant to section 181(e) of the Standing Rules and Orders of the Legislative Assembly, I seek leave to appear and ask questions at the public estimates hearing of the Committee, scheduled for Thursday 28 July.

Should you have any queries, please contact my office.

Yours sincerely

Jon Krause MP
Member for Scenic Rim



David Crisafulli MP

Leader of the Opposition and Shadow Minister for Tourism

8 July 2022

Education, Employment and Training Committee
Attention: Ms Kim Richards MP, Chair

By email: eetc@parliament.qld.gov.au

Dear Ms Richards

I refer to your committee's consideration of 2022/23 portfolio budget estimates.

Pursuant to section 181(e) of the Standing Rules and Orders of the Legislative Assembly, I seek leave for the following Members to attend the public hearing scheduled for Thursday 28 July:

1. David Crisafulli MP
2. Jarrod Bleijie MP
3. Fiona Simpson MP
4. Dr Christian Rowan MP
5. Tim Mander MP
6. Brent Mickelberg MP
7. Andrew Powell MP
8. Jon Krause MP

Should you have any queries, please contact my office.

Yours sincerely

David Crisafulli

DAVID CRISAFULLI MP

Leader of the Opposition

Shadow Minister for Tourism

Shadow Minister for Olympics and Paralympics

Member for Broadwater

CC: Andrew Powell MP
James Lister MP

From: Michael Berkman
Sent: Tuesday, 19 July 2022 5:32 PM
To: Education, Employment and Training Committee
Cc: Amy MacMahon
Subject: Request for leave to attend and ask questions at 2022 estimates hearing

Categories: Save in Objective and add to corro register

To the chair

I write to seek leave under SO 181(e) for myself and Dr Amy MacMahon, Member for South Brisbane, to attend and ask questions at the Committee's estimates hearing on 28 July.

I look forward to your earliest advice on the decision of the Committee.

Best regards
Michael

Michael Berkman MP
Member for Maiwar

1/49 Station Rd, Indooroopilly Qld 4068
07 3737 4100
maiwar@parliament.qld.gov.au
facebook.com/michaelberkman.greens
twitter.com/mcberkman

I acknowledge the Traditional Owners of the land on which I work. I pay respect to Elders, past and present, and recognise that sovereignty has never been ceded.

**Questions on notice and responses – *Minister for Education,
Minister for Industrial Relations and Minister for Racing***

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 1

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to Page 2 of the SDS, can the Minister advise what additional and renewed infrastructure is being specifically delivered by the Queensland Government to support Homework Centres, and in which specific schools and geographical regions?

ANSWER:

As part of a 2020 election commitment, the Palaszczuk Government is investing \$8 million over four years to deliver up to 120 Homework Centres.

The \$8 million is to fund additional teacher aide wages as well as extra resources to support operations, including provision of healthy snacks for participating students. In 2021–22, 270 teacher aide hours have been provided to each of the 120 state schools to support Homework Centre implementation.

The Homework Centres have been successful in supporting students and their families, with positive feedback received by participating school principals. Feedback includes alleviating pressure on families, additional support for students and positive impacts on staff and student relationships.

The funding is not intended for minor infrastructure works and participating schools have been able to use existing infrastructure to accommodate Homework Centres on school sites.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 2

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to Page 2 of the SDS, and the Queensland Government's Student Wellbeing Package, how many General Practitioners are employed in Queensland Schools, listed by school; how many occasions of clinical service have been provided over the last 12 months, and how many General Practitioners are to be employed in the 2022-23 Financial Year?

ANSWER:

As part of the \$106.7 million committed over three years for the Student Wellbeing Package, the Palaszczuk Government has committed \$11.4 million for the GPs in Schools Pilot (the Pilot). The original commitment was for 20 pilot schools, but given the interest from schools the pilot was expanded with additional funding to include 50 schools across the State.

The Pilot is supporting 50 Queensland state schools with secondary-aged students to provide students with free access to a General Practitioner (GP) one day per week on school grounds.

GPs working in schools as part of the Pilot are not employed by the Department of Education. Rather, schools participating in the Pilot enter into local agreements with a GP to deliver a service in their school.

32 schools have an agreement with a GP and commenced providing a service to students in 2021–22, which are shown in the table at **Attachment 1**. With 32 GPs in Schools now up and running, the Palaszczuk Government has already met and exceeded our original election commitment.

Prior to providing a GP service to students, schools undertook extensive planning and preparation, including:

- sourcing a suitable GP with capacity to provide a service in their school as part of the Pilot;
- using the \$20,000 provided through the Pilot to contribute to the costs of establishing a fit-for-purpose GP clinic on school grounds; and
- liaising with students and the broader school community to ensure implementation of the GP service in the school aligns with student and family needs.

The remaining 18 schools are expected to finalise an agreement with a GP and commence providing a GP service to students in 2022–23.

As part of a formal external evaluation of the Pilot commencing in 2022–23, the department will collect data from Pilot schools about the uptake of GP services by students. This will include the number of GP appointments students have attended at school-based GP clinics.

Feedback from Pilot schools already providing a GP service to students is very positive. Many schools report their GP has a full day of student appointments. GPs report seeing students for a wide range of issues, including those related to mental health; sexual and reproductive health; and chronic health conditions.

ATTACHMENT 1**Pilot schools with an agreement with a GP**

School name	Region
Sarina State High School	Central Queensland
Harristown State High School	Darling Downs South West
Murgon State High School	Darling Downs South West
St George State High School	Darling Downs South West
Tara Shire State College	Darling Downs South West
Gordonvale State High School	Far North Queensland
Ravenshoe P-12 State School	Far North Queensland
Trinity Bay State High School	Far North Queensland
Bracken Ridge State High School	Metropolitan
Bremer State High School	Metropolitan
Brisbane South State Secondary College	Metropolitan
Brisbane State High School	Metropolitan
Everton Park State High School	Metropolitan
Ipswich State High School	Metropolitan
Milpera State High School	Metropolitan
Bundaberg North State High School	North Coast
Dakabin State High School	North Coast
Deception Bay State High School	North Coast
Maryborough State High School	North Coast
Redcliffe State High School	North Coast
Heatley Secondary College	North Coast
Alexandra Hills State High School	South East
Beaudesert State High School	South East
Beenleigh State High School	South East
Benowa State High School	South East
Helensvale State High School	South East
Loganlea State High School	South East
Marsden State High School	South East
Merrimac State High School	South East
Park Ridge State High School	South East
Wellington Point State High School	South East
Woodridge State High School	South East

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 3

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to Page 11 of the SDS and Staffing, will the Minister advise the number of teachers employed in each region for each calendar year, from 2017-2021?

ANSWER:

The table below provides the number of teachers (FTE) for each year and education region, as at 31 March each year.

MOHRI Teacher FTE Quarter 1 – 2017 to 2021 by Region

Region	2017	2018	2019	2020	2021
Central Office	20.00	36.00	37.10	67.20	75.50
Central Queensland	3,988.44	4,044.21	4,109.25	4,116.64	4,095.40
Darling Downs South West	3,783.23	3,822.18	3,921.80	3,899.54	3,912.86
Far North Queensland	3,118.12	3,193.37	3,285.94	3,271.10	3,274.36
Metropolitan	11,951.12	12,516.71	12,922.23	13,355.39	13,589.04
North Coast	9,257.98	9,479.90	9,700.98	9,770.30	9,759.03
North Queensland	2,915.99	3,008.45	3,029.82	2,995.51	3,011.91
South East	9,336.05	9,624.38	9,883.81	9,934.98	10,031.31
Total Teachers	44,370.93	45,725.20	46,890.93	47,410.66	47,749.41

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 4

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to SDS page 11, Student and Staff Health and Safety, from 1 January 2017, how many reports (including critical incidents and other reports) have involved: a) drug related incidents within Queensland state schools; and b) weapon related incidents within Queensland state schools.

ANSWER:

Staff from the Department of Education work hard to ensure the safety of the more than 575,000 students studying in Queensland state schools.

Over the five-year period from 1 January 2017 to 31 December 2021, the number of drug related incidents reported in Queensland state schools, including for legal substances such as tobacco, was 20,631. This equates to just over 4120 incidents per year across 1258 schools. It is important to note that the number of incidents does not reflect the number of students engaging in these behaviours as some students will be represented in the data more than once.

Over the five-year period from 1 January 2017 to 31 December 2021, the number of weapons related incidents reported in Queensland state schools was 3193. This equates to just over 630 incidents per year.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 5

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to Page 43 of the Capital Statement, will the Minister advise the amount of funding that will be provided for the Independent Schools Program in 2023, 2024, 2025, and 2026, reported separately by year.

ANSWER:

The Department of Education's budget includes \$12.5 million in 2022–23 and \$12.5 million per annum in each of the outyears for the Independent Public Schools program.

Over the 10 years from 2012–13 to 2021–22, \$113.68 million has been invested in the initiative, which includes \$100.8 million in Queensland Government funding and \$12.88 million in Australian Government funding.

The table below demonstrates the funding provided each year from 2012–13 to 2021–22.

Year	State Funding (\$m)	Federal Funding (\$m)	Total (\$m)
2012–13	2.60	-	2.60
2013–14	6.70	1.84	8.54
2014–15	7.00	3.68	10.68
2015–16	9.00	3.68	12.68
2016–17	13.00	3.68	16.68
2017–18	12.50	-	12.50
2018–19	12.50	-	12.50
2019–20	12.50	-	12.50
2020–21	12.50	-	12.50
2021–22	12.50	-	12.50
TOTAL	100.80	12.88	113.68

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 6

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to Page 17 of the SDS and user charges and fees, will the Minister advise a) How many right-to-information (RTI) requests have been received by the Department of Education each year since 2015, reported separately by year, b) How many applications were finalised resulting in the release of documents, c) the average time taken to process an RTI application by the Department of Education and d) the average annual cost of a completed RTI application, reported separately by year from 2015-2021?

ANSWER:

The Department of Education collects data for the Right to Information and Information Privacy Annual Report (Annual Report) as required by section 185 of the *Right to Information Act 2009* and section 8 of the *Right to Information Regulation 2009*.

The amount of fees and charges received under the *Right to Information Act 2009* for each financial period is included in the Annual Report as required by section 8(j) of the *Right to Information Regulation 2009*.

The Annual Reports for the financial period 2015 to 2021 can be found on the Queensland Government Right to Information and Information Privacy website at www.rti.qld.gov.au/accessing-government-information/annual-reports-rti.

The department is currently collating the data for the 2021–22 Annual Report, which is due to the Department of Justice and Attorney-General by 29 July 2022.

The 2021–22 Annual Report will be tabled in the Legislative Assembly in line with usual process.

The department does not collect data that would enable it to calculate the time to process a Right to Information application or cost of a completed Right to Information application and therefore is unable to provide averages.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 7

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

Regarding Workplace Health and Safety Queensland Inspectors, could the Minister advise:

- a) the number employed as of 1 July 2021 (headcount, not FTE),
- b) the number employed as of 30 June 2022 (headcount, not FTE),
- c) the number of resignations during the 2021/22 financial year,
- d) the number of sick days taken during the 2021/22 financial year, and
- e) the number of mental health claims (WorkCover) lodged during the 2021/22 financial year.

ANSWER:

- a) As at 1 July 2021, the total number of Workplace Health and Safety Queensland (WHSQ) Inspectors (headcount) employed was 226.
- b) As at 30 June 2022, the total number of WHSQ Inspectors (headcount) was 216.
- c) During 2021–22, 14 WHSQ Inspectors resigned.
- d) During 2021–22, 2476 sick days were taken by WHSQ Inspectors. This figure includes 18 Inspectors who have taken sick leave for periods between four to 12 weeks. It also includes seven inspectors who have accessed 12 or more weeks of sick leave on the basis of serious and long-term illness. Further, this figure also includes COVID-19 related sick leave. In accordance with the *Employment Arrangements in the Event of a Health Pandemic* (Directive 01/20), public sector workers must exhaust sick leave accruals prior to accessing Pandemic Leave for themselves or to care for family members with the virus. The Australian Public Service Commission (APSC) reported an average of 12.2 days in 2020–21¹.
- e) There were four psychological claims lodged with Workcover Queensland for the financial year 2021–22. This includes two of which have been accepted and two still have the decision pending.

¹ Appendix 5: Unscheduled absence | Australian Public Service Commission (apsc.gov.au)

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 8

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to Racing Queensland and Queensland Racing Integrity Commission, will the Minister provide the following for each organisation for the 2021/22 financial year in relation to consultancies (in tabular form):

- a) The name of the organisation procured to undertake the consultancy;
- b) The purpose of procuring the consultancy; and
- c) The dollar value spent on the consultancy?

ANSWER:

Racing Queensland and the Queensland Racing Integrity Commission have provided details of their respective consultancies during 2021–22, as per the tables in **Attachment 1**.

ATTACHMENT 1

Racing Queensland		
Organisation	Purpose of the Consultancy	Spend (\$)
Aon Risk Services Australia	Professional/Technical	22,500
Australis Asset Advisory Group	Finance/Accounting	4,340
BDO Services Pty Ltd	Finance/Accounting	63,638
Covey Associates Pty Ltd	Professional/Technical	11,140
David Allan Consulting Engineer Pty Ltd	Professional/Technical	35,800
Equifax Australasia Credit Ratings Pty Ltd	Finance/Accounting	18,934
Gemba Group	Professional/Technical	57,500
IER Pty Ltd	Professional/Technical	127,126
KPMG Australia	Professional/Technical	175,126
KRI Accounting	Finance/Accounting	9,900
Mercer Consulting Australia Pty Ltd	Human resources management	4,800
MI Associates Pty Ltd	Professional/Technical	25,000
Nielsen Sports Pty Ltd	Professional/Technical	6,680
Open Door Consulting P/L	Communications	60,000
Rowland Pty Ltd	Professional/Technical	36,853
We Are Unity Pty Ltd	Human resources management	59,940
Total		719,277

Queensland Racing Integrity Commission		
Organisation	Purpose of the Consultancy	Spend (\$)
Forensic Accident Investigation Services	Forensic Investigation report – WHS Prosecution matter – Redcliffe Harness incident.	2,474
Workplace Edge	Functional review of corporate services, veterinary services and stewarding, licensing and registration and animal welfare services within QRIC.	91,008
Total		93,482

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 9

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to expenditure by the Department of Education on relief teachers and other temporary education staff:

- What was the expenditure for the years 2015-16, 2016-17, 2017-18, 2018-19, 2020-21 and 2021-22 reported separately by year?
- For 2021-22, what was the expenditure on relief teachers and other temporary education staff due to staff being suspended without pay because of the COVID-19 vaccine mandates?

ANSWER:

- The expenditure for relief teachers and other temporary education staff for the 2015–16 to the 2021–22 financial years is provided in the table below.

Financial Year	Type	Teachers ¹	Public Servants	Teacher Aides	Cleaners	Total ^{2,3,4}
2015–16	Casual	\$97.349 M	\$17.482 M	\$44.289 M	\$24.276 M	\$183.396 M
	Temp	\$558.167 M	\$177.683 M	\$155.884 M	\$7.903 M	\$899.638 M
2016–17	Casual	\$101.592 M	\$18.151 M	\$45.474 M	\$24.002 M	\$189.220 M
	Temp	\$564.659 M	\$197.949 M	\$175.959 M	\$8.238 M	\$946.805 M
2017–18	Casual	\$110.524 M	\$16.840 M	\$44.493 M	\$23.786 M	\$195.643 M
	Temp	\$582.028 M	\$201.715 M	\$189.531 M	\$10.113 M	\$983.388 M
2018–19	Casual	\$115.949 M	\$17.255 M	\$44.782 M	\$26.027 M	\$204.013 M
	Temp	\$608.209 M	\$196.635 M	\$187.465 M	\$11.774 M	\$1.004 B
2019–20	Casual	\$113.507 M	\$17.845 M	\$48.706 M	\$32.273 M	\$212.330 M
	Temp	\$619.546 M	\$203.245 M	\$202.807 M	\$15.734 M	\$1.041 B
2020–21	Casual	\$115.229 M	\$14.617 M	\$41.258 M	\$40.548 M	\$211.653 M
	Temp	\$545.120 M	\$166.951 M	\$170.546 M	\$20.045 M	\$902.662 M
2021–22	Casual	\$117.601 M	\$15.446 M	\$43.101 M	\$39.262 M	\$215.410 M
	Temp	\$541.833 M	\$134.374 M	\$132.133 M	\$24.171 M	\$832.511 M

Notes:

- Teacher casuals are replacement (relief) teachers (TRS).
- Both Non-Financial and Financial FTEs have been included.
- Workers' Compensation on-costs have not been included, as this is a department wide cost, and cannot be separately identified.
- Note that when comparing costs between years, annual Enterprise Bargaining wage increases of 2.5% are reflected in 2016–17, 2017–18, 2018–19 and 2019–20 from the anniversary date of the Certified Agreements. A wage freeze occurred in 2020–21. In 2021–22, there were two 2.5% increases—on the Certified Agreements anniversary date and again six months later.

- (b) The Department of Education does not keep itemised data about the number of relief teachers and other temporary education staff who were engaged solely for the purpose of backfilling other staff who were suspended due to COVID-19 vaccination requirements.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 10

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to spending on upgrading regional and rural racetracks to a standard so that they qualify to hold annual race meets, will the Minister advise what funding was provided in the 2021-22 and 2022-23 budgets, reported separately, and the actual expenditure in 2021-22?

ANSWER:

Under the existing government Country Racing Program investment, approved for a further two years until 2022–23, \$2.6 million a year is provided for infrastructure grants. Committed infrastructure funding is rolled over to subsequent years.

This is in addition to the \$15 million a year provided to support prize money, bonuses, club meeting payments, jockey riding fees, superannuation and WorkCover expenses, making a total of almost \$106 million to country racing over six years.

2021–23 Country Racing Program Infrastructure		
	Funding under CRP	Actual* (including RQ spend)
2021–22	\$2.6M	\$3.22M
2022–23	\$2.6M	Not yet available

* As per CRP Rounds 1-3 Final Report

As at 20 June 2022*, actual expenditure on Country Racing Program infrastructure projects in 2021–22 was \$3,222,541 comprising \$2,352,329 of Country Racing Program funding and an additional Racing Queensland spend of \$870,212.

\$1.07 million in committed Country Racing Program funding, from earlier rounds of the infrastructure program, will be rolled over to 2022–23, to facilitate completion of projects.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 11

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to page 2 of the Department of Education SDS and its reference to new schools, can the Minister advise how much the Building Future Schools Fund will be boosted by this budget and how the fund will continue to deliver the new state schools needed for Queensland's future?

ANSWER:

The Palaszczuk Government is investing more than \$3 billion through the Building Future Schools program to deliver new schools and major expansion projects for students in fast growing communities of Queensland.

As part of the 2022–23 State Budget, the Building Future Schools program has been boosted by an additional \$445.264 million over seven years bringing the total investment to \$3 billion.

The additional funding will enable future new school site acquisitions and the construction of four new state primary schools in Caboolture, Caloundra, Ripley and Flagstone in 2025 and one new primary school in Bahrs Scrub in 2026.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 12

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to page 2 of the Department of Education SDS and its reference to the delivery of additional and renewed infrastructure, can the Minister inform the Committee of how much the Palaszczuk Government is investing in renewing Queensland schools and how this investment will see improved education infrastructure right across the state?

ANSWER:

The Palaszczuk Government is committed to improving educational facilities across Queensland, with a \$623 million budget boost over five years to ensure Queensland state schools continue to meet the needs of students and teachers. This budget boost includes:

- \$147.6 million to plan, upgrade and renew school facilities across the State;
- \$66.2 million to continue the delivery hall projects that were announced as part of the *Great Schools Great Future* policy;
- \$181.5 million to provide contemporary learning spaces for specialist curriculum delivery, such as industrial technology and design, science, home economics and arts in schools;
- \$108.9 million to provide fit-for-purpose learning spaces, amenities and outdoor learning areas across six special schools; and
- \$43.1 million to upgrade education facilities across 18 Aboriginal and Torres Strait Islander communities.

In 2022–23, the Department of Education will invest \$314.9 million in renewing school infrastructure across Queensland. Funding will be used to improve education infrastructure across the State.

The 2022–23 renewal investment highlights include:

- Over \$197 million of new funding for facilities renewal, contemporary specialist spaces, special schools and schools in discrete Aboriginal and Torres Strait Islander communities.
- \$10 million under the Education for All program for equitable access infrastructure, including ramps, lifts and accessible toilets to ensure students with disability are able to participate in a high-quality education and fully engage in the curriculum alongside their similar-aged peers.
- \$10 million under the School Subsidy Scheme to contribute to the cost of school projects to enhance learning outcomes for students and the wider community, through projects that are jointly funded between the department and schools/Parents and Citizens' Associations.

- \$30.8 million for rectification and reinstatement to mitigate issues impacting on school buildings.
- \$14.6 million for prioritised nominated projects providing additional funding for renewal and replacement projects for learning spaces and school facilities.
- \$5.5 million to upgrade and replace physical and electronic security solutions to schools, including security fences and CCTV.
- Other renewal programs – approximately \$46.7 million for:
 - Administration and Learning Renewal – to upgrade administration areas and learning spaces;
 - Amenities – to refurbish or replace amenities blocks or build additional amenities at schools across the State;
 - Car Park Renewal – to improve staff and visitor car parking; and
 - Water and Sewerage – to upgrade potable water and sewerage systems.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 13

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to page 2 of the Department of Education SDS, can the Minister advise the Committee how the Palaszczuk Government's Youth Engagement Strategy is supporting students to stay engaged at school and then to make a strong transition to further education and work?

ANSWER:

The Palaszczuk Government is committed to every young Queenslanders' success. It is acknowledged that some young people face multiple barriers and may require additional support.

The Government is investing a further \$45.5 million over four years from 2022–23 to deliver the Youth Engagement Strategy, which includes a range of initiatives that are increasing engagement and strengthening outcomes for children and young people. The suite of approaches extend upon the work that Queensland schools do every day – keeping students engaged, re-engaging them if they disconnect, and supporting strong transitions post school.

The Youth Engagement Strategy includes:

- A Regional Youth Engagement Service in each region to locate and case manage early school leavers back into education, employment and training. In 2021, the services supported 4641 young people.
- Implementation of FlexiSpaces, an approach which uses alternative learning spaces combined with tailored teaching to support and retain young people in their existing mainstream school. There are now 52 schools implementing or planning their FlexiSpace across the State. Data shows that these responses are having a positive impact on student outcomes in terms of their academic achievement and engagement with school.
- The Link and Launch program to support young people who have completed Year 12 and are not in study or work to get on an employment or training pathway. Under the program, dedicated Link and Launch officers provide one on one case management for participants, as well as outreach and liaison work. This program is now operating in 30 locations and expanding to 36 locations in 2023. An independent evaluation found that 87.2% of young people were still engaged in education, training or employment 18 months after leaving Link and Launch. The program has assisted 1927 young people from 125 different schools, with 1381 of them already having made a transition as at 30 June 2022.
- The Digital Engagement Strategy delivering two websites (We the Differents and Spark their Future) to provide accessible information for young people and their parents.

This investment will ensure these successful initiatives for engaging and re-engaging young people will continue for a further four years.

As part of the *Youth Engagement Strategy 2022–2026*, the Department of Education will also introduce an innovative new initiative, Student Connect. Commencing in 2022–23, Student Connect will identify the most vulnerable students in each region and establish individualised and joined-up multi-agency approaches to assist them to engage in learning.

The department acknowledges that for some students their journey through formal schooling is not without complexity. The ongoing work of the Youth Engagement Strategy, on top of the supports delivered by schools every day, will ensure that every young person is supported to succeed at school and transition to further study or work.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 14

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to page 2 of the Department of Education SDS, can the Minister update the Committee on how the Palaszczuk Government is improving internet access for school staff and students by boosting bandwidth at all Queensland state schools?

ANSWER:

The Palaszczuk Government will deliver faster internet speeds at all 1258 state schools, 40 times greater on average than the previous standard by the end of 2023 and 200 times greater by 2026.

In December 2021, the Department of Education signed a \$187 million five-year agreement with Telstra to deliver new and or upgraded broadband connections at every state school in Queensland.

This will ensure teachers and students have access to the latest digital technologies and tools for their classrooms to assist them to get a world-class education.

Around 40 schools will be connected to fibre optic for the first time, and more isolated communities will not be left behind.

As a result of these upgrades, students from even the most remote parts of Queensland will have better access to quality, high-speed connectivity, and will get to enjoy all the opportunities that come with it.

Work commenced at the end of Term 2, 2022. As at 11 July 2022, 147 schools and 16 other departmental locations have been upgraded, with interim upgrades provided to an additional 255 school and other sites. The numbers continue to grow, with more upgrades taking effect daily.

Through the department's investment in additional broadband capacity, Telstra is also investing \$109 million, which will fund the necessary upgrades in more than 370 localities across the State. Telstra will be investing in upgrading their infrastructure such as exchanges and backhaul to support the department achieve its goals.

This creates potential flow on benefits to many local communities across Queensland through the availability of additional telecommunications capacity. While the department is securing the best technology currently available from Telstra, as new technologies emerge that can provide a better service in more remote locations, such as low earth orbit satellites, these can be incorporated into the contract.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 15

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to page 3 of the Department of Education SDS, can the Minister advise the Committee how the Palaszczuk Government is supporting female students by expanding the *Share the Dignity in Queensland Schools* initiative?

ANSWER:

The Palaszczuk Government has committed an additional \$13.3 million in 2022–23 to expand the *Share the Dignity in Queensland Schools* initiative.

This expansion will support students in all Queensland state schools; outdoor and environmental education centres; and student residential facilities to access free sanitary products through installation of a product vending machine to any state school site that requests one.

This is in addition to the \$2.5 million committed from 2021–22 over three years to install Dignity Vending Machines at 120 state and non-state schools as part of the original *Share the Dignity in Queensland Schools* initiative.

As part of the expanded initiative, all Queensland state and non-state schools will continue to have free access to Period Talk. The Period Talk education program, aimed at all students in Years 5 to 8, teaches students about menstruation and the impact of periods.

The expanded *Share the Dignity in Queensland Schools* initiative ensures that barriers to education arising from a lack of access to sanitary products are removed for all Queensland state school students. Access to free sanitary products at school will likely be particularly beneficial for students whose families are doing it tough, have unstable accommodation or are fleeing domestic and family violence.

Furthermore, providing education about periods will contribute to decreasing shame and stigma surrounding menstruation.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 16

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to page 7 of the Department of Education SDS, can the Minister provide an update on developments under the labour hire licensing scheme?

ANSWER:

Queensland's pioneering Labour Hire Licensing Scheme (the Scheme) has been operating for more than four years. As at 1 July 2022, the scheme regulates 3700 licensed providers, giving legitimate operators the level playing field they asked for by weeding out rogue operators, as well as looking after worker interests.

Queensland's *Labour Hire Licensing Act 2017* (LHL Act) was the first legislation of its kind to be operational in Australia, responding to evidence of serious exploitation of workers and deplorable business practices by labour hire providers.

Since the commencement of the Scheme, the Labour Hire Licensing Compliance Unit (the LHLCU) has taken firm compliance actions in relation to 880 labour hire providers in Queensland. In particular, as at 1 July 2022, 287 labour hire applications have been withdrawn and 64 licences have been refused, 289 licences have been suspended, 95 licences have been cancelled, and 145 licences have been granted with conditions that enable closer monitoring of compliance by that provider.

The LHLCU has also had 19 successful prosecutions for offences, including providing labour hire without a licence, and engaging unlicensed labour hire providers; with a total of \$1,125,000 imposed by the courts.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 17

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to page 7 of the Department of Education SDS, can the Minister provide an update on what supports are being provided under Queensland workers' compensation scheme for first responders suffering from PTSD?

ANSWER:

In May 2021, amendments were made to the *Workers Compensation and Rehabilitation Act 2003* to provide a streamlined pathway for first responders and eligible employees diagnosed with Post Traumatic Stress Disorder (PTSD).

Presumptive laws do not create new or change any existing workers' compensation entitlements, but instead provide a different pathway for certain claims to be decided. In practice this means first responders and eligible employees diagnosed with PTSD, do not have to go through a lengthy claims determination and investigation process as it is presumed their PTSD is caused by their work.

Of the claims decided for first responders with PTSD between 1 July 2021 and 30 June 2022, 171 were accepted. This is 57% more claims accepted compared to the previous year and represents a claim acceptance rate of 90%.

This shows the changes made by the Palaszczuk Government have resulted in greater access to workers' compensation for first responders suffering from PTSD. It also shows these new laws are helping to break down the stigma associated with psychological injury and that first responders are getting the help they need, when they need it.

There is also support available for those first responders who have trauma related injuries other than PTSD. WorkCover Queensland has an administrative policy in place with certain first responder agencies to improve the claims experience of workers with trauma-related psychological injuries.

This allows first responders who develop, for example, depression or anxiety from trauma from the front line to have an expedited claims process, better return to work opportunities, limiting the re-telling of their experiences, and ensures best practice is followed by all parties to a claim.

These are in addition to amendments made in 2019 to better support workers, including first responders, suffering from a work-related psychological injury. These changes included:

- amending the definition of a psychological injury to bring it in line with the work relatedness test for physical injuries; and

- requiring insurers to provide access to appropriate early intervention treatment and services during the claim determination period, which aims to minimise the impact, severity and duration of psychological injuries.

The Government also administers the Workers' Psychological Support Service, which is an independent, confidential and free service for Queensland workers suffering a work-related psychological injury. This service connects the worker with an experienced social worker who provides support and guidance and connects them with the community services they need. This might include housing assistance, counselling, financial advice or other services.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 18

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

In relation to page 7 of the Department of Education SDS, can the Minister advise on how the Palaszczuk Government is responding to the scourge of sexual harassment from a work health and safety perspective?

ANSWER:

Sexual harassment in the workplace is not acceptable and cannot be tolerated. All workers have a right to be safe at work and free from harm, including harm caused by sexual harassment.

The Palaszczuk Government is committed to ensuring workers have access to a wide range of protections against sexual harassment.

The Australian Human Rights Commission's landmark Respect@Work Report stated that the right of workers to be free from sexual harassment is a *human* right, a *workplace* right and a *safety* right. Anti-discrimination, industrial relations and work health and safety regulatory schemes all have an important role to play in protecting people from sexual harassment.

The *Work Health and Safety Act 2011* requires a preventative and systematic approach to eliminating or reducing the incidence of sexual harassment at work. For persons conducting a business or undertaking, this means taking proactive steps to eliminate or minimise risks to health and safety from workplace sexual harassment, so far as is reasonably practicable.

The Respect@Work Report recommended that Work Health and Safety Ministers agree to amend the model work health and safety regulations to deal with psychological health, and develop guidelines on sexual harassment.

The national model work health and safety regulations were amended to include a model regulation dealing with psychological health. Queensland is considering introducing similar new regulations on managing psychosocial risks in the workplace. Further, Queensland is proposing to introduce a supporting psychosocial code of practice, which will identify sexual harassment as a psychosocial risk that must be managed at the workplace. Significant consultation has occurred with stakeholders over the past 12 months to inform Queensland's approach to dealing with work-related psychosocial risks.

The Palaszczuk Government has also made a commitment to investigate the development of a code of practice on sexual harassment in the work health and safety legislative framework. In response, the Office of Industrial Relations has been undertaking regulatory gap analysis to determine the regulatory gaps between the various regulators in this space, and the most appropriate role for the work health and safety regulator in tackling this issue in the workplace. A range of options on how workplace sexual harassment could be more explicitly addressed in the work health and safety regulatory framework is expected to be received shortly.

The Office of Industrial Relations will consult with stakeholders about possible regulatory options in the coming months.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 19

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to page 2 of the Department of Education SDS, can the Minister outline how the recent changes to the state's Point of Consumption Tax on wagering will provide the Queensland racing industry with a more sustainable funding model?

ANSWER:

On 6 June 2022, the Palaszczuk Government announced it is delivering a boost to Queensland's racing industry through a new sustainable funding model.

The changes include:

- a new 5% racing levy added to the Point of Consumption Tax;
- broadening the Point of Consumption Tax to include free and bonus bets; and
- increasing the proportion of Point of Consumption Tax revenue that goes directly to the racing industry from 35% to 80%.

The announcement builds on the Government's previous commitments to extend the Country Racing Program by a further \$35.2 million over two years, and deliver 35% of the State's Point of Consumption Tax revenues back to the racing industry for two years.

Previously the Government funded racing through several purpose-specific grants, including infrastructure grants, prizemoney support, the Country Racing Program, the Training Track Subsidy Scheme and the 35% return to racing from Point of Consumption Tax revenue. Now the Government's commitment to racing will be delivered through the expanded 80% allocation of Point of Consumption Tax revenue.

The racing industry will also continue to benefit from the Racing Infrastructure Fund, which will benefit from a further \$50 million contribution from Tabcorp as a result of the Government's announcement.

Funding the racing industry from Point of Consumption Tax revenues means the racing industry is being funded by racing. When Queenslanders bet on racing, their bets will help fund the racing industry.

Replacing short-term commitments with this long-term revenue stream will give the industry more certainty about its funding and future growth.

EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE

2022 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 20

THE EDUCATION, EMPLOYMENT AND TRAINING COMMITTEE ASKED THE MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON GRACE GRACE MP)

QUESTION:

With reference to page 9 of the Department of Education SDS, can the Minister highlight the contribution that the Queensland racing industry makes towards the state's economy and communities?

ANSWER:

The Palaszczuk Government supports the racing industry for both its social and economic contributions to Queensland communities.

Racing Queensland has commissioned IER, a strategic consulting and research firm, to prepare a series of reports on the size and scope of Queensland's racing industry. IER's most recent report was delivered in January 2022.

IER reported that in 2020–21, the Queensland racing industry was responsible for generating close to \$1.9 billion in value added to the Queensland economy—this represents a 58% increase from 2015–16.

This measure has steadily risen from \$1.2 billion in 2015–16, to \$1.5 billion in 2017–18 and \$1.6 billion in 2018–19.

Since 2015–16, economic growth has been dramatic across the three codes of racing:

- Thoroughbreds – rises from \$959 million to \$1.43 billion (+49%);
- Greyhounds – rises from \$113 million to \$245 million (+116%); and
- Harness – rises from \$142 million to \$184 million (+30%).

Notably, 48% of the 2020–21 contribution to the Queensland economy directly benefited regional communities.

Racing's economic output was reported to directly sustain 6475 full-time equivalent jobs across the State. With flow-on benefits, that figure rises to 13,581 full-time equivalent jobs.

IER also reported there are more than 43,000 individuals who participate in Queensland's racing industry, including 8000 volunteers.

Close to 675,300 attendances at race meetings were reported, with more than 73% of those attendances at regional race meetings.

**Questions on notice and responses – *Minister for
Employment and Small Business and Minister for Training
and Skills Development***

ESTIMATES QUESTION ON NOTICE

No. 1

QUESTION:

With reference to funding for the “Big Plans for Small Business” initiative, will the Minister advise how much funding has been allocated for the initiative and how much of the total allocated funding has been expended?

ANSWER:

The Department of Employment, Small Business and Training was allocated \$38 million over three years as part of *Big Plans for Small Business Strategy 2021-2023*.

As at 30 June 2022, \$18.962 million of this allocation has been expended across a variety of service offerings, such as the Big Plans for Small Business grants programs, small business engagement activities, Business Ready project and services provided by the Queensland Small Business Commissioner.

ESTIMATES QUESTION ON NOTICE

No. 2

QUESTION:

Will the Minister detail all TAFE assets or facilities that do not currently directly support the delivery of TAFE training and; any costs expended or allocated in relation to such facilities for the financial years 2021-22 and 2022-23 (detailed separately by facility and for each financial year)?

ANSWER:

The Palaszczuk Government is committed to ensuring the former TAFE sites at Ridgeway Avenue (Southport), Maryborough and Tewantin, can be strategically re-used to benefit their communities and regions.

The former LNP Government closed several TAFE-campuses with no plans on how to repurpose them for community or commercial use. Following their closure, the Department of Employment, Small Business and Training has been working with Councils, community and other stakeholders to progress strategic re-use opportunities and resolve historic land tenure issues. The balance of the Ithaca campus has been transferred to the Department of Education for a special school.

The Department of Employment, Small Business and Training as owners of these sites, on behalf of the State, maintains the vacant sites. Please find below an update on each site:

Maryborough

The former TAFE Maryborough campus was closed in 2014 and continues to hold significant potential for re-use that would benefit the region.

Since 2018, a number of third-party proponents had expressed interest in using parts of the site but none have resulted in any formal proposals.

The Department is a trustee of the site, held in reserve for education and training use on behalf of the Department of Resources (DoR).

Due to a broad range of interested parties, in 2020, the Department resolved to seek freehold tenure for the site from DoR to enable broader tenure opportunities and expand re-use potential for the site.

The Department of Resources in late 2021 confirmed that the former TAFE campus may be under a Native Title due to claims not properly extinguished over the site. Both Departments have been working together to resolve the issue, with DoR confirming this month that Native Title has been resolved.

The Department will be undertaking an Expression of Interest process to draw interest from a wide range of proponents to ensure that the Wide Bay Region can once again take advantage of the opportunities this site represents. This EOI process is expected to commence in August 2022.

DESBT has allocated more than \$1.3M in its capital budget for 2022-23 for upgrades relating to the reuse of the site if identified and required through the EOI process. In 2021-22, approximately \$210,000 was spent on maintenance at this site for rates, bills and expenses, security, addressing the impacts of vandalism, groundskeeping and general site maintenance, and statutory maintenance activities. A further \$186,000 is budgeted for maintenance in 2022-23. Statutory maintenance continues to be undertaken on fire protection services and essential building services.

Ridgeway

The former TAFE campus on Ridgeway Avenue was closed in 2012. The previous Government placed the site on the market in 2014. However, following local community advocacy, it was retained in State ownership.

In 2019-20, the Department commissioned the demolition of the buildings. In late 2020, the Gold Coast Mayor wrote to the Premier and the former Minister offering to acquire the site for the City of Gold Coast at a far below market rate. Accepting this offer would have contravened the Queensland Government Land Transaction Policy.

Since the 2020 State Election, the Department has been undertaking internal consultation on the future re-use of the site, on request from officers of the City of Gold Coast.

In mid 2022, officers of the City of Gold Coast requested that a revised valuation be undertaken for a portion of the site, which the Council would purchase for community use. The balance is proposed to be held to ensure that community benefits are guaranteed.

I have recently written to Mayor Tom Tate to confirm that my Department would await a formal offer from the City of Gold Coast regarding the transfer of a portion of the site, based on updated independent valuation. This valuation is currently being obtained.

In 2021-22, approximately \$40,000 was spent on the site for rates, bills and expenses, groundskeeping and general site maintenance, and statutory maintenance activities. A further \$44,000 is budgeted for maintenance in 2022-23 to cover utilities and maintenance expenses.

Tewantin

The re-use of the site is a priority of the Department. In late 2018, following negotiations, the Noosa Shire Council (NSC) made an offer to purchase the site from the State. The Noosa Shire Council withdrew its purchase offer in mid-2020 due to financial impacts of COVID-19.

In 2021, an Expression of Interest process was undertaken to find a responsive re-use of the former TAFE campus. This EOI process resulted in the Department receiving several proposals which were taken to a community consultation process.

Key community stakeholders along with the local MP assisted in determining community expectations for the site. A successful proponent was selected based on community feedback. The transfer of the site will be subject to the finalisation of an Indigenous Land Use Agreement between the State and the Kabi Kabi peoples to resolve Native Title. These negotiations are subject to Federal Court timelines and in-principle agreement is expected to be reached by September 2022.

In 2021-22, approximately \$225,000 was spent on maintenance at this site for rates, bills and expenses, groundskeeping and general site maintenance, and statutory maintenance activities. A further \$162,000 is budgeted for maintenance in 2022-23. Statutory maintenance continues to be undertaken on fire protection services and essential building services.

ESTIMATES QUESTION ON NOTICE

No. 3

QUESTION:

With reference to the TAFE Queensland Balance Sheet detailed on SDS page 17; will the Minister advise what the unbudgeted increase of \$64,574,000 in non-current “interest bearing liabilities and derivatives” for financial year 2021-22 was used to fund?

ANSWER:

The increase in non-current interest bearing liabilities and derivatives primarily results from the recognition of a long term lease liability relating to the new TAFE Queensland Robina campus on the Gold Coast (\$64.2 million over a 30 year period).

The Robina campus, constructed by the Alceon Group in consultation with TAFE Queensland, is the first vocational education and training (VET) campus in Australia designed from the ground up to be sustainable in building, fit out, procurement, curriculum, operations and culture. TAFE Queensland entered into an Agreement For Lease with the Alceon Group to lease the newly constructed building once completed.

Accounting standard *AASB 16 Leases* is being applied to the lease, resulting in the recognition of a lease liability and a corresponding right of use asset. The right of use asset is included in Property, Plant and Equipment in the TAFE Queensland Balance Sheet detailed on SDS page 17, and also referred to in the Capital program section on SDS page 14.

Original expectations were that the lease would begin in July 2022 and therefore was not included in the 2021-22 budget however TAFE Queensland negotiated early access to the building and consequently the right of use asset and the lease liability have been recognised in the 2021-22 Estimated Actual.

The Robina campus has an initial lease period of 10 years, with 4 x 5 years extension options.

ESTIMATES QUESTION ON NOTICE

No. 4

QUESTION:

With reference to the TAFE Queensland Agency Objectives detailed on page 12 of the SDS; for the FY 2021-22, will the Minister advise the details of any training delivered by TAFE Queensland staff in locations other than population centres where TAFE Queensland facilities are located, including a list of courses delivered, the physical location the training was conducted, and the number of trainees who undertook such training?

ANSWER:

TAFE Queensland training was delivered at over 600 locations across the state during 2021-22. This included TAFE Queensland campuses, employer workplaces, schools and within other facilities, for example, correctional centres.

The Palaszczuk Government is committed to ensuring all Queenslanders, whether they are in Cooktown, Emerald or Goondiwindi, have the real opportunity to take up training and get jobs in the growth industries in Queensland.

The following table provides the breakdown of delivery that occurred in 2021-22 at 68 unique locations outside of the cities or towns where TAFE Queensland facilities are located. This training was provided across 45 qualifications, courses or skill sets to 473 students, of which 11 were trainees.

This information is consistent with the national reporting standard with some delivery locations de-identified. Releasing delivery location details could breach the privacy of employers or students.

TAFE Queensland delivery in 2021-22 at locations outside of the cities / towns where a TAFE Queensland campus is located

Location	Suburb	Postcode	Course	Course name	Students
ATHERTON STATE SCHOOL	Atherton	4883	BSB31115	Certificate III in Business Administration (Medical)	1
AYR STATE HIGH SCHOOL	Ayr	4807	AUR20716	Certificate II in Automotive Vocational Preparation	2
AYR STATE HIGH SCHOOL	Ayr	4807	MEM20413	Certificate II in Engineering Pathways	1
DELIVERY LOCATION - CHILDERS	Childers	4660	HLT35015	Certificate III in Dental Assisting	1
COOKTOWN P-12 SCHOOL	Cooktown	4895	SIT20316	Certificate II in Hospitality	2
COOKTOWN P-12 SCHOOL	Cooktown	4895	SIT20316	Certificate II in Hospitality	63
DELIVERY LOCATION - EMERALD	Emerald	4720	10288NAT	Course in Skills to Develop Learning Pathways	1
DELIVERY LOCATION - EMERALD	Emerald	4720	FBP30417	Certificate III in Bread Baking	1
DELIVERY LOCATION - EMERALD	Emerald	4720	FBP30417	Certificate III in Bread Baking	2
DELIVERY LOCATION - EMERALD	Emerald	4720	FBP30517	Certificate III in Baking	1
DELIVERY LOCATION - EMERALD	Emerald	4720	FBP30517	Certificate III in Baking	1
DELIVERY LOCATION - ESK	Esk	4312	AUR31116	Certificate III in Heavy Commercial Vehicle Mechanical Technology	1
DELIVERY LOCATION - ESK	Esk	4312	SSAHC1012	Chemical Application for Agriculture Skill Set	2
LOCKYER DISTRICT STATE HIGH SCHOOL	Gatton	4343	CPC10111	Certificate I in Construction	1
LOCKYER DISTRICT STATE HIGH SCHOOL	Gatton	4343	MSF30818	Certificate III in Flooring Technology	1
SOUTHERN QLD CORRECTIONAL CENTRE	Gatton	4343	SSHLT0031	First Aid and CPR Skill Set	15
GIN GIN STATE HIGH SCHOOL	Gin Gin	4671	CHC30113	Certificate III in Early Childhood Education and Care	1
DELIVERY LOCATION - GOONDIWINDI	Goondiwindi	4390	CHC30113	Certificate III in Early Childhood Education and Care	3
DELIVERY LOCATION - GOONDIWINDI	Goondiwindi	4390	CHC30113	Certificate III in Early Childhood Education and Care	1
DELIVERY LOCATION - GOONDIWINDI	Goondiwindi	4390	CHC30113	Certificate III in Early Childhood Education and Care	2
DELIVERY LOCATION - GOONDIWINDI	Goondiwindi	4390	CHC50113	Diploma of Early Childhood Education and Care	1
DELIVERY LOCATION - GOONDIWINDI	Goondiwindi	4390	CHC50113	Diploma of Early Childhood Education and Care	1
DELIVERY LOCATION - GOONDIWINDI	Goondiwindi	4390	HLTSS00064	Infection control skill set	3
DELIVERY LOCATION - GOONDIWINDI	Goondiwindi	4390	NONAC11001	Non-Accredited Course - Coffee Skills	3
DELIVERY LOCATION - GOONDIWINDI	Goondiwindi	4390	RIICSCCSQ1	Short Course Civil - CSQ Skill Set 1	1
DELIVERY LOCATION - GOONDIWINDI	Goondiwindi	4390	SSHLT0013	First Aid and CPR Skill Set	4
GOONDIWINDI STATE HIGH SCHOOL	Goondiwindi	4390	CHC30113	Certificate III in Early Childhood Education and Care	1
GOONDIWINDI STATE HIGH SCHOOL	Goondiwindi	4390	HLT35015	Certificate III in Dental Assisting	1
MOUNT ST BERNARD COLLEGE	Herberton	4887	MEM20413	Certificate II in Engineering Pathways	7

Location	Suburb	Postcode	Course	Course name	Students
MOUNT ST BERNARD COLLEGE	Herberton	4887	SIT20416	Certificate II in Kitchen Operations	2
MOUNT ST BERNARD COLLEGE	Herberton	4887	SIT20416	Certificate II in Kitchen Operations	8
JANDOWAE PREP-10 STATE SCHOOL	Jandowae	4410	AHC21216	Certificate II in Rural Operations	1
JANDOWAE PREP-10 STATE SCHOOL	Jandowae	4410	AHC21216	Certificate II in Rural Operations	6
DELIVERY LOCATION - LAIDLEY	Laidley	4341	FBP30517	Certificate III in Baking	1
DELIVERY LOCATION - LONGREACH	Longreach	4730	CPP30316	Certificate III in Cleaning Operations	4
DELIVERY LOCATION - LONGREACH	Longreach	4730	CPP30316	Certificate III in Cleaning Operations	1
DELIVERY LOCATION - LONGREACH	Longreach	4730	CPP30316	Certificate III in Cleaning Operations	1
LOWOOD STATE HIGH SCHOOL	Lowood	4311	AUR20716	Certificate II in Automotive Vocational Preparation	2
LOWOOD STATE HIGH SCHOOL	Lowood	4311	CPC10120	Certificate I in Construction	4
LOWOOD STATE HIGH SCHOOL	Lowood	4311	MEM20413	Certificate II in Engineering Pathways	1
LOWOOD STATE HIGH SCHOOL	Lowood	4311	SIT20116	Certificate II in Tourism	1
MALANDA STATE HIGH SCHOOL	Malanda	4885	AHC21216	Certificate II in Rural Operations	17
MALANDA STATE HIGH SCHOOL	Malanda	4885	MEM20413	Certificate II in Engineering Pathways	5
MILLMERRAN STATE P-10 SCHOOL	Millmerran	4357	MEM10105	Certificate I in Engineering	1
MONTO STATE HIGH SCHOOL	Monto	4630	CPC30211	Certificate III in Carpentry	1
DELIVERY LOCATION - MONTO	Monto	4630	CHC33015	Certificate III in Individual Support	1
MORANBAH STATE HIGH SCHOOL	Moranbah	4744	HLT35015	Certificate III in Dental Assisting	2
DELIVERY LOCATION - MOSSMAN	Mossman	4873	AHC31416	Certificate III in Conservation and Land Management	2
DELIVERY LOCATION - MUNDUBBERA	Mundubbera	4626	BSB30415	Certificate III in Business Administration	1
DELIVERY LOCATION - MUNDUBBERA	Mundubbera	4626	SSAHC1011	Operate Quad Bikes Skill Set	2
DELIVERY LOCATION - MUNDUBBERA	Mundubbera	4626	SSAHC1012	Chemical Application for Agriculture Skill Set	2
DELIVERY LOCATION - MUNDUBBERA	Mundubbera	4626	SSAHC1013	Operate and Maintain Chainsaws and Fell Small Trees Skill Set	2
DELIVERY LOCATION - NANANGO	Nanango	4615	FBP30517	Certificate III in Baking	1
NANANGO STATE HIGH SCHOOL	Nanango	4615	AUR20416	Certificate II in Automotive Electrical Technology	1
NANANGO STATE HIGH SCHOOL	Nanango	4615	AUR20716	Certificate II in Automotive Vocational Preparation	1
NANANGO STATE HIGH SCHOOL	Nanango	4615	CPC10111	Certificate I in Construction	1
NANANGO STATE HIGH SCHOOL	Nanango	4615	MEM20413	Certificate II in Engineering Pathways	1
DELIVERY LOCATION - OAKEY	Oakey	4401	FBP30517	Certificate III in Baking	1
OAKEY STATE HIGH SCHOOL	Oakey	4401	FBP30517	Certificate III in Baking	1
OAKEY STATE HIGH SCHOOL	Oakey	4401	SHB20216	Certificate II in Salon Assistant	1

Location	Suburb	Postcode	Course	Course name	Students
PITTSWORTH STATE HIGH SCHOOL	Pittsworth	4356	BSB30115	Certificate III in Business	4
PITTSWORTH STATE HIGH SCHOOL	Pittsworth	4356	SHB20216	Certificate II in Salon Assistant	1
DELIVERY LOCATION - PORMPURA AW	Pormpuraaw	4892	CHC50113	Diploma of Early Childhood Education and Care	1
DELIVERY LOCATION - PORMPURA AW	Pormpuraaw	4892	CHC50113	Diploma of Early Childhood Education and Care	1
DELIVERY LOCATION - PORT DOUGLAS	Port Douglas	4877	AHC31016	Certificate III in Parks and Gardens	1
DELIVERY LOCATION - PROSERPINE	Proserpine	4800	AHC20116	Certificate II in Agriculture	6
PROSERPINE STATE HIGH SCHOOL	Proserpine	4800	AHC20116	Certificate II in Agriculture	3
PROSERPINE STATE HIGH SCHOOL	Proserpine	4800	AUR20716	Certificate II in Automotive Vocational Preparation	1
PROSERPINE STATE HIGH SCHOOL	Proserpine	4800	MEM20413	Certificate II in Engineering Pathways	8
PROSERPINE STATE HIGH SCHOOL	Proserpine	4800	SSCPC00001	Construction Industry White Card Skill Set	2
ST CATHERINE'S CATHOLIC COLLEGE, PROSERPINE	Proserpine	4800	MEM20413	Certificate II in Engineering Pathways	4
ST CATHERINE'S CATHOLIC COLLEGE, THE WHITSUNDAYS	Proserpine	4800	HLT35015	Certificate III in Dental Assisting	1
WHITSUNDAY REGIONAL COUNCIL	Proserpine	4800	CPC10111	Certificate I in Construction	1
RAVENSHOE STATE SCHOOL	Ravenshoe	4888	MEM20413	Certificate II in Engineering Pathways	3
CAPRICORNIA CORRECTIONAL CENTRE	Red Hill	4701	BSB30315	Certificate III in Micro Business Operations	24
CAPRICORNIA CORRECTIONAL CENTRE	Red Hill	4701	RII20115	Certificate II in Resources and Infrastructure Work Preparation	19
CAPRICORNIA CORRECTIONAL CENTRE	Red Hill	4701	SIT20316	Certificate II in Hospitality	3
CAPRICORNIA CORRECTIONAL CENTRE	Red Hill	4701	SSCPC00001	Construction Industry White Card Skill Set	8
CAPRICORNIA CORRECTIONAL CENTRE	Red Hill	4701	SSHLT0013	First Aid and CPR Skill Set	15
CAPRICORNIA CORRECTIONAL CENTRE	Red Hill	4701	SSHLT0031	First Aid and CPR Skill Set	31
CAPRICORNIA CORRECTIONAL CENTRE	Red Hill	4701	SSMEM0050	Engineering Ordering Skill Set	19
CAPRICORNIA CORRECTIONAL CENTRE	Red Hill	4701	SSSIT0001	Introduction to Barista Skill Set	18
DELIVERY LOCATION - ST GEORGE	St George	4487	FBP30517	Certificate III in Baking	1
DELIVERY LOCATION - STANTHORPE	Stanthorpe	4380	RIICSCCSQ1	Short Course Civil - CSQ Skill Set 1	1
TARA SHIRE STATE COLLEGE	Tara	4421	AHC21216	Certificate II in Rural Operations	4
DELIVERY LOCATION - THARGOMINDAH	Thargomindah	4492	NONAC06022	Non-Accredited Course - Standard Mental Health First Aid	13
DELIVERY LOCATION - THARGOMINDAH	Thargomindah	4492	SSHLT0029	CPR Skill Set	10
DELIVERY LOCATION - THARGOMINDAH	Thargomindah	4492	SSHLT0033	Remote First Aid and CPR Skill Set	37
DELIVERY LOCATION - WEIPA	Weipa	4874	AHC31416	Certificate III in Conservation and Land Management	1

Location	Suburb	Postcode	Course	Course name	Students
DELIVERY LOCATION - WEIPA	Weipa	4874	AHC31416	Certificate III in Conservation and Land Management	1
DELIVERY LOCATION - WEIPA	Weipa	4874	AUR30616	Certificate III in Light Vehicle Mechanical Technology	1
DELIVERY LOCATION - WEIPA	Weipa	4874	MEM20105	Certificate II in Engineering	5
DELIVERY LOCATION - WEIPA	Weipa	4874	MEM30205	Certificate III in Engineering - Mechanical Trade	1
DELIVERY LOCATION - WOORABINDA	Woorabinda	4713	CHC30113	Certificate III in Early Childhood Education and Care	1
DELIVERY LOCATION - WOORABINDA	Woorabinda	4713	CHC30113	Certificate III in Early Childhood Education and Care	1
DELIVERY LOCATION - WOORABINDA	Woorabinda	4713	CHC30113	Certificate III in Early Childhood Education and Care	2
DELIVERY LOCATION - WOORABINDA	Woorabinda	4713	CHC30113	Certificate III in Early Childhood Education and Care	1
DELIVERY LOCATION - WOORABINDA	Woorabinda	4713	CHC30113	Certificate III in Early Childhood Education and Care	2
DELIVERY LOCATION - WOORABINDA	Woorabinda	4713	CHC50113	Diploma of Early Childhood Education and Care	1
DELIVERY LOCATION - WOORABINDA	Woorabinda	4713	CHC50113	Diploma of Early Childhood Education and Care	2
DELIVERY LOCATION - YARRABAH	Yarrabah	4871	AHC31416	Certificate III in Conservation and Land Management	5
DELIVERY LOCATION - YARRABAH	Yarrabah	4871	AHC31416	Certificate III in Conservation and Land Management	2
DELIVERY LOCATION - YARRABAH	Yarrabah	4871	BSB30115	Certificate III in Business	4
DELIVERY LOCATION - YARRABAH	Yarrabah	4871	CHC50113	Diploma of Early Childhood Education and Care	1
ST BRENDAN'S COLLEGE, YEPPOON	Yeppoon	4703	AUR31116	Certificate III in Heavy Commercial Vehicle Mechanical Technology	1

ESTIMATES QUESTION ON NOTICE

No. 5

QUESTION:

Will the Minister detail what items are included in the calculation of “Administrative cost per \$1,000 for program support”, listed as Efficiency Measures in the SDS?

ANSWER:

The administrative cost per \$1000 for program support is calculated based on the staffing and operational costs that are directly applicable for every \$1000 in grant funding allocated to Queenslanders for the service areas that these measures apply to.

This approach is consistent across both the “Connecting and supporting Queenslanders with employment programs and services” and the “Connecting Queensland small businesses to grants and support programs” service areas of the portfolio.

ESTIMATES QUESTION ON NOTICE

No. 6

QUESTION:

With reference to the “Tradies in Paradise Initiative” will the Minister advise: a) the number of trade people who have registered interest in the program; b) the number of trades people who have applied for the program; c) the number of trades people who have received payment under the program; d) the total amount of funds paid to trades people under the program; and e) any amounts spent in relation to advertising or administration of the program.

ANSWER:

On March 11 the Premier announced that we would launch the Tradies in Paradise initiative, underpinned by a targeted attraction campaign promoting Queensland to interstate tradespeople to support flood recovery efforts. The initiative also includes a relatively small incentive program to supplement the attraction campaign.

Eligibility for an incentive payment is based on an eligible applicant showing evidence of having spent eight weeks working on designated flood recovery projects as well as proof of relocation.

As at 21 July 2022 there has been over 870 people express an interest in the incentive program. From these expressions of interest, the Department of Employment, Small Business and Training have received 12 applications for the program. Two of these applications have been fully paid as they met the criteria established under the program guidelines. The total amount of funds that have been paid to trades people who have relocated to Queensland and directly accessed this program is \$3,500.

The initiative has had a total expenditure of \$1,965,569 which includes advertising, incentive payments and administration costs for the program.

The advertising campaign began in April, with marketing in Victoria, South Australia and Western Australia, and focused on the lifestyle advantages of trading up to Queensland. The campaign has drawn major interest, with over 130,000 unique visits to the website.

Since the beginning of that campaign over 300 qualified tradespeople have made the choice to work in Queensland according to data from the Queensland Building and Construction Commission.

The program has received support from key stakeholders with the Insurance Council of Australia CEO Andrew Hall saying: *“The Insurance Council welcomes the Tradies in Paradise Incentive Scheme, as a critical shortage of builders and trades continues to pose a challenge for insurers in repairing homes and businesses in regions impacted by the floods.”*

Collaboration and promotion also occurred through key stakeholders including other departmental agencies, insurance companies, industry skills bodies, the Insurance Council of Australia, and the Queensland Building and Construction Commission (QBCC). A number of meetings were held by my department with stakeholders to promote interest and uptake in the campaign.

Guidelines for the incentives scheme were developed in consultation with central agencies, the Department of Tourism, Innovation and Sport, Department of Energy and Public Works, licensing bodies such as of the QBCC and the Office of Industrial Relations and were provided to key industry stakeholders, insurance companies following release at the launch in April.

Interested tradespeople were provided weblinks on the Tradies in Paradise webpage to the relevant industry bodies (Master Builders Qld, Housing Industry Association, Master Plumber's Association of Queensland, Master Electricians Australia, Engineers Australia and the Insurance Council of Australia), insurance companies (AAMI, Allianz, Budget Direct, QBE, RACQ, Suncorp and Youi), general job search engines (Adzuna, CareerOne, Gumtree, Indeed Australia, JobSearch, Jora and Seek), links to QBuild careers as well as the QBCC's South East Queensland flood recovery rebuild and recover tradie register.

On 28 June 2022, the Insurance Council of Australia also distributed information regarding the incentive throughout their working groups in Queensland for circulation to relevant building and trades reconstruction panels.

QBCC sent a targeted email to new QBCC licencees on 8 July who had gained their licence via mutual recognition within the eligibility period of the incentive however this has not resulted in an increase in applications for the incentive.

The initiative does not apply to skilled tradespeople from New South Wales, where they went through the same rainfall and flood impacts. Since then we have seen further significant flooding in New South Wales including in heavily populated areas of Sydney. This means that the nation is facing major pressures in insurance repairs and there is significant demand for skilled tradespeople.

ESTIMATES QUESTION ON NOTICE

No. 7

QUESTION:

With reference to the “Business Basics Grant” Program; will the Minister advise: a) any amounts paid to SmartyGrants in relation to the program (including any amounts paid to SmartyGrants as an annual subscription by the Department of Employment, Small Business and Training), b) any other amounts paid for advertising, social media or consultancy in relation to the program.

ANSWER:

The small business portfolio within the Department of Employment, Small Business and Training (DESBT) and Our Community have been working collaboratively since 2016 to deliver grants to many of Queensland’s small businesses.

SmartyGrants was engaged for administration and assessment of the Business Basics grant which has now had three separate grant rounds.

As at 21 July 2022, DESBT has paid Our Community (the business owner of SmartyGrants) a total of \$1,488,897 (including GST) for assessment costs for the three rounds of the program. An additional \$4,400 has been paid to date for application form design. Note these costs do not relate to subscription costs for the ICT platform.

Subscription costs for Smarty Grants ICT services are paid annually, with the most recent annual payment made in 2021 for an additional \$27,750 (including GST), noting this funding supports delivery of the suite of small business grant programs delivered by the Department, not just the Business Basics program.

These funds are not sourced from the funding allocation under the *Big Plans for Small Business* initiative and have been funded by other departmental budget allocations.

DESBT has not paid any amounts for advertising, social media nor consultancy in relation to the Business Basics Grant program.

The Department has worked with SmartyGrants to deliver over 20 funding rounds to over 16,000 small business without incident.

These funding rounds also include the Small Business Digital Grant, the Small Business Entrepreneurs Grant, the Accelerate Small Business Grant and round one of the Small Business COVID-19 Adaption Grant.

The SmartyGrants system is arguably Australia’s most-used grants administration system and is also used in 45 countries around the world. It provides services to a wide range of government, corporate and not-for-profit organisations, such as the Department of Foreign Affairs and Trade, the Australian Trade Commission, AMP, Variety – The Children’s Charity, The University of Melbourne, Glencore Australia, Brisbane City Council, the City of Melbourne and the City of Sydney.

ESTIMATES QUESTION ON NOTICE

No. 8

QUESTION:

In relation to State Government owned Aviation Australia, will the Minister advise: a) the amount spent on advertising and awareness activities to promote Aviation Australia programs during FY 2021-22, b) the number of trainees who completed a qualification through Aviation Australia during FY 2021-22 (listed by qualification and the number of completions).

ANSWER:

Aviation Australia supports the development and growth of aviation and aerospace industries in both the Australian and international markets.

- (a) The amount spent by Aviation Australia during 2021-22 on advertising and awareness activities to promote programs represented 1.5% of total expenditure, at \$374,736.
- (b) The breakdown of the total qualifications completed through Aviation Australia during 2021-22 is provided on the following table. Of the 1,351 qualifications completed by students through Aviation Australia in 2021-22, 26 were completed by trainees and 69 were completed by apprentices.

Aviation Australia | 2021-22 qualifications completed

Qualification	Qualification Name	TOTAL STUDENTS	Total students include:	
			Apprentices	Trainees
MEA20518	Certificate II in Aircraft Line Maintenance	45		
AVI30319	Certificate III in Aviation (Ground Operations and Service)	1		
AVI30419	Certificate III in Aviation (Remote Pilot)	188		
10599NAT	Diploma of Aircraft Maintenance Engineering (TB1)	21		
AVI50219	Diploma of Aviation (Commercial Pilots Licence)	20		
AVI50519	Diploma of Aviation (Instrument Rating)	15		
AVI60219	Advanced Diploma of Aviation (Pilot in Command)	11		
MEA30118	Certificate III in Aircraft Surface Finishing	4	1	
MEA40618	Certificate IV in Aeroskills (Avionics)	25	10	
MEA40718	Certificate IV in Aeroskills (Mechanical)	72	53	
MEA41318	Certificate IV in Aeroskills (Structures)	10	5	
MEA50118	Diploma of Aeroskills (Avionics)	15		4
MEA50219	Diploma of Aeroskills (Mechanical)	80		22
MEA40718	Certificate IV in Aeroskills (Mechanical) - underpinning theory online	37		
MEA41318	Certificate IV in Aeroskills (Structures) - underpinning theory online	22		
MEA40618	Certificate IV in Aeroskills (Avionics) - underpinning theory online	15		
CPPFES2043	Apply regulations to prevent ozone depleting substance and synthetic greenhouse gas emissions	123		
MEA264	Remove and install aircraft electrical/avionic components during line maintenance	19		
MEA344	Remove and install aircraft components	52		
N/A	Remote pilot short courses (non-accredited)	316		
N/A	Cabin crew short courses (non-accredited)	23		
N/A	Multi crew cooperation short course (non-accredited)	62		
N/A	Aircraft Maintenance Engineering short courses (individual competencies and non-accredited)	175		
		1,351	69	26

ESTIMATES QUESTION ON NOTICE

No. 9

QUESTION:

Of the \$6.75 million Small Business Wellness and Support package, to engage six Small Business Wellness Coaches to help businesses hardest hit by the pandemic and the recent floods, how many of these coaches will be located in Townsville?

ANSWER:

The 'Small Business Support and Wellness Package' was launched 30 April 2022 to help Queensland small businesses affected by the ongoing pandemic and impacted by recent flooding across the State.

The Package assists small business owners by providing free, one-on-one, case management with a strong focus on mental health support for business owners, their employees, and families.

The coaches will be located in six regions across Queensland where they are needed most, which are the regions where the pandemic and floods were most devastating.

There will be one coach located in Townsville. Recruitment is underway for this position.

In addition, there will be coaches in Mackay, Cairns, North Brisbane, South Brisbane, and Toowoomba. Though the counsellors are physically located in these regions, they will also be able to help businesses in need across the state, virtually.

The coaches will join the 30 existing small business counsellors and the existing 25 rural financial counsellor already operating across Queensland. Support for small businesses as they continue to recover from the devastating 2019 flooding is available via the Department of Employment, Small Business and Training's North Queensland Regional Office.

The Small Business Support and Wellness Package will have an enduring impact and help small businesses and their communities recover from recent devastating events.

ESTIMATES QUESTION ON NOTICE

No. 10

QUESTION:

With reference to page 8 of the SDS, will the Minister advise what funding is being delivered in the 2022-23 financial year for students to complete VET training to help transition from youth justice detention facilities to gain meaningful employment?

ANSWER:

The Queensland Government is focussed on the provision of accessible and affordable vocational education and training (VET) programs that support individuals to participate in training and develop skills that lead to sustainable employment.

There are a range of pathway options suited to the different needs of individuals at various stages of their career journey. Key programs include User Choice (apprenticeships and traineeships, including school-based apprenticeships and traineeships); Certificate 3 Guarantee; Higher Level Skills; VET in Schools; and Skilling Queenslanders for Work (SQW).

DESBT provides \$200,000 per annum to the Department of Education (DoE) to support VET in Schools (VETiS) delivery in Queensland's two Youth Detention Centres. The investment in VETiS complements education provision delivered by the centres, which also operate as Registered Training Organisations (RTOs).

Additionally, the Skilling Queenslanders for Work (SQW) initiative targets a range of groups that generally face barriers to participation in training and the labour market. These groups include young people (including those in and transitioned from out-of-home care), mature-age job seekers, Aboriginal and Torres Strait Islander people, people with disability, women re-entering the workforce, veterans, recently released prisoners, and people from culturally and linguistically diverse backgrounds.

Two programs delivered under SQW specifically target young people - Youth Skills and the Get Set for Work programs.

The Youth Skills program funds community-based organisations to assist young people aged 15-24 years engaged with Youth Justice or Queensland Corrective Services (Probation and Parole) by providing them nationally recognised training and supported them into employment or further training with intensive case management.

Since 2015, 76 projects worth \$9.75 million (under Youth Skills) have been approved to assist 2,059 young offenders. To date, 1,341 young offenders have participated in the program.

In recognition of the distinct level of disadvantage experienced by program participants, outcomes for individuals will vary according to their learning pathway and goals. It is anticipated that participants will achieve personal and social development improvements upon completion of a Youth Skills project.

In 2022-23, \$1 million is available under the Youth Skills program to further assist these young people.

ESTIMATES QUESTION ON NOTICE

No. 11

QUESTION:

Will the Minister outline the support the Palaszczuk government has provided to support small business as they adapt to the challenges of COVID?

ANSWER:

The Palaszczuk Government has supported small business throughout the pandemic with the COVID-19 Economic Recovery Plan putting small businesses at its heart.

The Plan is underpinned by more than \$15.2B in recovery initiatives to support the COVID-19 response and is continuing to stimulate the economies of communities across the state.

The Palaszczuk has committed more than \$2.5B in business support since March 2020.

This support included grants that have provided critical financial relief to support small businesses to adapt, sustain business operations and develop the businesses to build operational resilience.

COVID-19 assistance measures provided to small businesses throughout 2020-21 included:

- Queensland Government SME procurement target. In 2020–21, the first year the target was in place, 28.36% of the Queensland Government's procurement spend was invested with Queensland SMEs. This represents around \$5.25B being spent with Queensland SMEs.
- \$1B in concessional Jobs Support Loans — which have supported almost 7000 businesses as at 30 June 2021;
- Payroll tax relief measures — more than 17,000 businesses received a payroll tax holiday, refund or waiver and more than \$500M worth of refunds paid. More than 11,000 businesses deferred their payroll tax liabilities for the 2020 calendar year to be paid in instalments in the 12 months to January 2021–22, with approximately 6,000 of these considered to be Small and Medium Enterprises;
- \$196M for Small Business COVID-19 Adaption Grants — grants provided to nearly 20,000 small businesses have created almost 10,500 jobs and allowed those businesses to retain over 43,000 staff;

- \$100M in electricity rebates for Small and Medium Enterprises;
- \$22.5M to support the arts, culture and creative sectors, including funding for the Live Music Support Program;
- \$21.3M waived in liquor licensing annual fees for 2020–21;
- \$20M for free online micro-credentials and skills sets — approximately 400 free online courses made available for businesses and their employees through the Small Business Skills Hub;
- \$4M for the Small Business Online Training program – providing access to free online, non-formal education and training for COVID-19 impacted Queensland small business owners, operators and employees for a period of up to six months; and
- Substantial land tax relief measures across 2019-20 and 2020-21.

In 2021-2022, the Palaszczuk Government provided additional support to small businesses including:

- Under the *2021 COVID-19 Business Support Package*, jointly funded by the Queensland Government and the Commonwealth, \$320.87M was paid to 35,487 Queensland employing businesses through the 2021 COVID-19 Business Support Grant and Border Business Zone Hardship Grant programs.
- \$132M has been provided to Queensland businesses through the Tourism and Hospitality Hardship Grants;
- \$1.288M over two years was provided to TAFE Queensland for the development and delivery of free COVID Safe micro-credentials for high-risk areas including Dining In and Personal Services, with an additional micro-credential for Business implemented in late December 2021 aligned to the Queensland border reopening and the easing of vaccination restrictions in Queensland. The micro-credentials continue to be available online. There were 270,856 completions as at 30 June 2022.
- \$6.75M Small Business Support and Wellness Package was announced to address the growing need for mental health support for Queensland small businesses impacted by COVID-19 and environmental disasters will provide six wellness coaches (Mackay, Cairns, North Brisbane, South Brisbane, Townsville and Toowoomba) access to a \$3M Support Services Fund, an extension of the proactive education program 'Small Business Smile4Biz' and a state-wide promotional campaign.

- \$700,000 for additional mental health support for border zone business owners and their families that have been affected by the challenges of the COVID-19 pandemic. From January to June 2022, 422 individuals have attended group services through the COVID Recovery Border Community Services Project delivered by Wesley Mission Queensland. Queensland Health is leading the initiative.
- COVID-19 Cleaning Rebate of up to 80% was available to 30 June 2022 capped at \$10,000 per separate event where a business had engaged a professional cleaning service to undertake a clean after being listed as a site of potential COVID-19 transmission on Queensland Health's exposure sites website.

This builds on the support for small business that has been delivered through the \$140 million *Big Plans for Small Business Strategy 2021-23* which included:

- \$100 Million Business Investment Fund to invest in small and medium sized businesses with significant growth potential;
- Providing \$30 Million to increase skills and capability, including, \$25 million in Small Business Grants through the very popular Business Basics Grants, Business Boost Grants and Business Growth Fund to support small business at all stages of their lifecycle. This also includes enhancing the Mentoring for Growth program which provides free tailored support to businesses to address current challenges. Since 2020, there have been 1,283 sessions delivered to small businesses across the state.
- \$10 million to make the Queensland Small Business Commissioner a permanent position to continue to provide support to small businesses, particularly with COVID-19 leasing disputes. The Office of the Queensland Small Business Commissioner has carried out more than 8,300 activities for small businesses, commercial tenants and landlords since opening in May 2020, including over 6,184 enquiries; over 1,126 disputes; over 730 outreach activities; and over 266 advocacy activities.
- This also includes a targeted engagement framework that includes reinvigorating the Queensland Small Business Advisory Council.

In the 2022-2023 Queensland State Budget, the Palaszczuk Government announced a range of Small Business Support measures, including:

- \$210M in payroll tax relief to more than 12,000 small and medium sized businesses through payroll tax cuts commencing 1 January 2023;

- a new \$39.1 million Small Business Support Package over the next four years, with ongoing funding for our Mentoring for Growth initiative and our very popular Small Business Grants; and
- extension of the 50 per cent payroll tax rebate on the exempt wages of apprentices and trainees until 30 June 2023.

During the pandemic, the Business Queensland website provided the single source of accurate information for business on a wide range of COVID-19 related issues, and continues to provide a range of mental health and wellbeing resources and other information and support for small businesses. The website had over 8 million customers in 2021-22 with over 2.3 million page views for COVID-19 related information.

A Small Business Hotline is operational to provide advice on the full range of support available and has managed over 51,014 calls for information and assistance.

DESBT's Regional Offices continue to provide, in-depth information, support and resources to assist small businesses during the COVID-19 pandemic.

The approach of keeping the state open for business while responsibly managing the health impact of COVID-19 helped Queensland's economy rebound.

Queensland's success in managing the challenges of the COVID-19 pandemic with a strong plan for economic recovery means the state's \$360B economy has recovered sooner and stronger than the rest of Australia.

ESTIMATES QUESTION ON NOTICE

No. 12

QUESTION:

Will the Minister detail to the committee what support the Palaszczuk Government has provided to small business impacted by flooding?

ANSWER:

The Palaszczuk Government has supported Queensland small businesses affected by the South East Queensland Rainfall and Flooding events between February and May 2022.

From February 28, DESBT regional teams quickly mobilised staff and worked with the DESBT Customer Centre, to assist in connecting small business owners with available support, as well as determine what additional support may be needed.

The Palaszczuk Government worked quickly to progress a submission for extraordinary assistance under Category D of the Disaster Recovery Funding Arrangements and Category B Disaster Assistance (Small Business) Loans.

As a result, an initial \$558.5 million, jointly funded by the Australian and Queensland governments, was provided to support communities in need across 20 council areas.

Demand driven grants of up to \$50,000 are available for affected small businesses to help them recover and get back on their feet. The grants can be used to purchase equipment and materials, clean up, removal of debris, repair or replacement of damaged infrastructure and stock.

Low interest concessional loans up to \$250,000 and essential working capital loans of up to \$100,000 are available under Disaster Recovery Funding Arrangements to assist small businesses to repair or replace damaged buildings or equipment affected by the floods and to ensure they have capital to continue their operations.

These grants and loans are administered by the Queensland Rural Industry Development Authority (QRIDA) who have advised that as at 30 June 2022, they had approved 1,747 (by client) Extraordinary Disaster Assistance recovery grants for a total of \$30M for small businesses.

\$1.89M has been approved for 10 Disaster Assistance Loans and \$618,000 for 9 Disaster Assistance (Essential Working Capital Loans) for small businesses.

The average application processing time was 11.17 business days from being received complete to being finalised. 96.2% of the total applications received from small businesses for the SEQ event have been finalised.

As at 30 June 2022, 2,896 businesses had been identified by DESBT staff and received vital information and referrals to grant providers and business advisory services.

A further \$14.5M Economic Recovery Package, which includes assistance for small businesses, was also recently announced. This package includes a \$2M Small Business Support Service, which comprises small business support coaches and CCIQ flood recovery coordinators; a \$10M community recovery Skilling Queenslanders for Work round; and a \$2.5M Buy Local / Go Local program.

DESBT staff have participated in the establishment of Community Recovery Centres; had direct engagement with flood-affected businesses; supported district disaster management groups; and collaborated with local councils to coordinate the recovery effort.

In addition to assisting businesses to access recovery grants and loans, DESBT staff are providing information and referral to other forms of available support including Queensland Government personal hardship financial assistance; Australian Government disaster recovery payments; the Queensland Small Business Commissioner's advice and support in lease dispute mediation and advocacy to government; natural disaster legal aid; industrial relations advice and support for mental health and wellbeing.

On-line resources to help businesses respond and recover following a natural disaster are also available from the Small Business Disaster Hub website.

ESTIMATES QUESTION ON NOTICE

No. 13

QUESTION:

Will the Minister provide an update on the assistance the newly permanent Queensland Small Business Commissioner has given to small businesses?

ANSWER:

The Queensland Small Businesses Commissioner has been made a permanent role, by the Palaszczuk Government, effective from 3 May 2022. with expanded functions to enhance the operating environment for small businesses in Queensland; and to reduce the time and costs associated with resolving disputes involving small businesses.

The main functions of the Commissioner, as outlined in the *Small Business Commissioner Act 2022*, are:

- a) to provide a central point of contact in relation to matters affecting small businesses; and
- b) to provide information and advisory services to the public about matters relating to small businesses; and
- c) to assist parties in reaching an informal resolution for small business disputes, including by facilitating the exchange of information between the parties; and
- d) to provide alternative dispute resolution services and administer a mediation process for small business disputes; and
- e) to advocate on behalf of small businesses to –
 - i.) the State, the Commonwealth, another State or a local government; or
 - ii.) any other entity involved in administering a matter relevant to small businesses; and
- f) to work collaboratively with the equivalent of the commissioner in other States or the Commonwealth to enhance conditions for small businesses; and
- g) to perform functions conferred on the commissioners under another Act: and
- h) to carry out other activities to further the objects of this Act, as directed by the Minister.

Since May 2020, the Queensland Small Business Commissioner has delivered a vital service for small business - providing a central point of contact in government to access information, support and advice; and assisting with small business tenancy disputes and COVID-19 affected lease disputes.

The permanently established Commissioner role continues this important work in providing dispute resolution and low-cost mediation services for retail shop lease disputes under the *Retail Shop Leases Act 1994*, and other small business lease

disputes and small business franchise disputes under the *Small Business Commissioner Act 2022*.

Since opening in May 2020, the Office of the Queensland Small Business Commissioner has carried out more than 8,300 activities for small businesses, commercial tenants and landlords, including over 6,184 enquiries; over 1,126 disputes; over 730 outreach activities; and over 266 advocacy activities

In that time, the QSBC delivered 608 free or low-cost mediation conferences – keeping small businesses out of court and saving them time and money. 64% of leasing disputes accepted by the QSBC have been successfully resolved either by informal resolution or mediation.

The Queensland Small Business Commissioner has also been a strong advocate for Queensland small businesses, working with all levels of government on their behalf and engaging with commissioners from across Australia to share successes and tackle national challenges collaboratively.

The Commissioner has been a trusted source of information for small businesses, particularly through the COVID-19 pandemic, and a pipeline for their feedback to government, including as an ex-officio member of my recently reinvigorated Queensland Small Business Advisory Council.

The Commissioner has also continued to deliver the Small Business Friendly Councils program in Queensland, which aims to enhance the operating environment for small businesses at the local government level. Currently there are 33 Councils that have signed up as Small Business Friendly Councils, representing 42% of local councils in the state. Another 8 councils are scheduled to sign the SBFC Charter in September and October. The QSBC will continue to grow the network and showcase the small business friendly work of members.

In May 2022, in response to the devastating flooding that affected parts of our state and in recognition of the ongoing impacts of COVID-19, the Commissioner launched the Queensland Small Business Hardship Appeal in partnership with GIVIT. The appeal helps affected business owners by linking them with donations of the business items or equipment they need, voluntary time and services, or funds. While we are continuing to grow the program with our partners, as at 19 July 2022, 243 small business donation requests have been published on the appeal page.

Toombul small businesses that have been severely impacted by the SEQ Flooding event and the subsequent closure of the Toombul Shopping Centre have been assisted by the Small Business Commissioner who has provided information and advice on leasing issues and disaster relief funding and advocated to their landlords, Mirvac, to improve communication and provide more assistance to help them recover and relocate their businesses.

The Queensland Small Business Commissioner will continue to enhance the operating environment for small businesses in Queensland by engaging with small businesses to identify priorities and challenges and report emerging issues and trends to help inform government policy and support responsive government service.

The Commissioner will also maintain a collaborative working relations with the Department of Employment, Small Business and Training to inform the policy objective of the Small Business portfolio.

ESTIMATES QUESTION ON NOTICE

No. 14

QUESTION:

What steps has the Palaszczuk Government taken to reduce the red tape and regulatory burden on small businesses?

ANSWER:

The Palaszczuk Government is committed to making it easier to do business in Queensland.

Doing business better is a key focus area under the *Big Plans for Small Business Strategy 2021–2023*.

Key actions and reforms the Palaszczuk Government has delivered to reduce regulatory burden on small businesses include:

- Established the Queensland Small Business Commissioner as a permanent role to assist in resolving disputes and advise on regulatory reform opportunities
- Continuing to deliver the Small Business Friendly Council program – 33 councils are currently signed on to reduce red tape between small business and local government
- Making it easier to do business with the Government through the SME Procurement Target and On-time Payment Policy
- Delivered liquor licensing reforms for restaurants, cafes, craft brewers and artisan distillers
- Reinvigorated the Queensland Small Business Advisory Council to hear directly from the small business community.

The Palaszczuk Government has also delivered seven significant reform projects including the Business Launchpad and VET Informed Consumer Project – as part of the \$60.1 million Small Business Regulatory Reform agreement.

Since its launch in 2021, the Business Launchpad has assisted more than 18,600 users in the food and beverage, and residential construction sectors to understand and apply for the licences and permits they need to start, run and grow their businesses. That represents a saving of over \$98 million for these businesses.

The Launchpad now covers every local government in Queensland – which means no matter where the business is, the Launchpad will provide location-specific information for them.

The Launchpad will soon be expanded to add more industries, covering at least retail trade, accommodation and food services, and all construction businesses.

Since May 2020, the Queensland Small Business Commissioner has delivered a vital service for small business - providing a central point of contact in government to access

information, support and advice; and assisting with small business tenancy disputes and COVID-19 affected lease disputes.

Since opening in May 2020, the Office of the Queensland Small Business Commissioner has carried out more than 8,300 activities for small businesses, commercial tenants and landlords, including over 6,184 enquiries; over 1,126 disputes; over 730 outreach activities; and over 266 advocacy activities.

In that time, the QSBC delivered 608 free or low-cost mediation conferences – keeping small businesses out of court and saving them time and money. In fact, 64% of leasing disputes accepted by the QSBC have been successfully resolved either by informal resolution or mediation.

The Palaszczuk Government has also delivered further reforms in response to the recommendations of the former Better Regulation Taskforce:

- Provided transfer duty exemptions for small businesses who are restructuring their business operations
- Launched the Food Pantry website to help food producers understand and meet food safety regulatory requirements
- Reformed requirements for noise monitoring as part of liquor licences
- Implemented the SparkPlug initiative – helping start-ups to pitch their innovative ideas to government directly
- Improved information and guidance on regulation for freelancers and artisan producers.

The Palaszczuk Government has also delivered payroll tax relief to small and medium businesses across the state in the 2022-23 Queensland State Budget – to help keep business costs low.

This will be achieved by:

- increasing the payroll tax deductions to businesses with annual taxable wages of between \$1.3 million and \$10.4 million
- reducing the phase out rate to 14.3 cents per dollar of wages – or one dollar for every 7 dollars of wages.

This measure will deliver savings to more than 12,000 SMEs.

Small business remains a priority for the Palaszczuk Government and the cuts to payroll taxes from 1 January 2023 will save the sector about \$210 million over the next four years.

ESTIMATES QUESTION ON NOTICE

No. 15

QUESTION:

Will the Minister outline what actions the Palaszczuk Government is taking to support apprentices and trainees to complete their studies

ANSWER:

The Department of Employment, Small Business and Training (DESBT) provides a range of support and assistance to apprentices and trainees.

The support that is available was reinforced through the establishment of the Queensland Training Ombudsman (QTO) in 2015.

The QTO provides a free, confidential and independent service to review and resolve enquiries and complaints, and to identify systemic issues and recommend changes to positively impact the provision of quality Vocational Education and Training (VET) in Queensland.

In July 2021, the Minister for Employment and Small Business and Minister for Training and Skills Development asked the QTO to examine the support available for Queensland apprentices and trainees, with a focus on the support for female apprentices and trainees in traditionally male-dominated occupations.

The QTO's investigation has occurred against a backdrop of a 64.6% increase in apprentice and trainee commencements in 12 months to July 2021, but a steady decline in completions of 35.4% nationally over the five years between 2015 and 2020. With apprentice and trainee levels approaching record highs, and with demand for labour a critical issue across every sector and every region the Review is timely in supporting improved apprenticeship outcomes for individuals and businesses. Improving completion rates is imperative to meeting increasing demand for skilled labour and ensuring ongoing value from government training investments.

On 31 January 2022, Mr Geoff Favell, Queensland Training Ombudsman provided the final version of his Review, including recommendations to enhance training outcomes to contribute towards meeting current and future workforce needs.

I announced the Government's response to the Review on 30 June 2022 and accepted all 12 recommendations.

The key findings from the Review indicate that, whilst major systemic changes are not required in the provision of the apprenticeship system in Queensland, enhancements should be made that focus on preparing prospective employers and apprentices and trainees, supporting apprentices, trainees, and their employers throughout their training contract. Where intervention is necessary it must occur as early as possible and in a co-ordinated manner. The Review highlights additional actions that need to be taken to address bullying and harassment issues.

Gender equity continues to be a priority for the Palaszczuk Government and that includes women training in traditionally male-dominated industries. The Review outlines ways to achieve real change, with seven of the 12 recommendations directly related to improvements for female apprentices. The Review builds upon the work of the Palaszczuk Government on gender equity across multiple agencies, such as the Government response to the Respect@Work report, the establishment of the Office of the Special Commissioner, Equity and Diversity, the release of the Queensland Women's Strategy and the Queensland Anti-cyberbullying Taskforce.

Per recommendation 1, a Train to Retain Strategy is being implemented. This includes digital resources for apprentices and trainees, a triage service for all callers to the one-stop-shop Apprentice Info Line to provide individual support, developing a free online credential for supervisors of apprentices and trainees to improve their skills to deal with bullying and harassment, and an awareness campaign on unlawful and inappropriate behaviours. DESBT undertook a state-wide SMS campaign that started in July to ensure that employers, apprentices, and trainees know where to go if they have questions or are experiencing bullying and harassment.

Under recommendations 5-9, the Palaszczuk Government is engaging with Construction Skills Queensland, Energy Skills Queensland, the Furnishing industry, the Motor Trades Association of Queensland and the upcoming Manufacturing Skills Queensland to develop targeted strategies to support the employment of more women in trades.

The Palaszczuk Government is establishing an Apprenticeship Advisory Group to support improved apprenticeship outcomes, following recommendation 11. The Advisory Group will identify reasons for low completion rates and review industry proposals that may inform government policy responses to improve participation and completion rates for all apprentices, along with improved female apprenticeship participation in traditionally male-dominated occupations. The Advisory Group will include current apprentices, training experts and the Training Ombudsman.

Per recommendation 4, DESBT will educate employers of their obligations to apprentices and trainees, including how to create a more inclusive workplace and provide advice and education to small businesses about the benefits of a diverse workforce.

On top of this, the Palaszczuk Government is investing in initiatives that help young Queenslanders find the career path that bests fit them. These programs are designed to ensure that apprentices and trainees are more likely to make the right career choices and therefore stay in the training for which they have enrolled.

Our **Gateway to Industry Schools Partnerships (GISP)** connects Queensland students to industry partners from eleven priority sectors, including advanced manufacturing, health, building and constructions, minerals, energy, screen and media, and hydrogen. With GISP, thousands of Queensland students have had the opportunity to explore their career choices while still at school and learn valuable skills from leaders in their chosen field.

Similarly, our **TAFE Trade Taster Programs** allow high school students to try a course one day a week for nine weeks. These programs are designed to fit around school and are fully funded by the Palaszczuk Government.

Our **Group Training Organisation (GTO) Pre-Apprenticeship Program** provides funding to GTOs to recruit, screen, induct and provide tailored support to individuals placed with host employers to undertake employment-based, pre-apprenticeship training.

The **Pre-Apprenticeship Support Program** provides Queenslanders who aspire to undertake an apprenticeship with short-term paid employment while undertaking Certificate I Traineeships in Hospitality, Construction or Engineering, positioning them to realise their long-term vocational career goals.

All these programs help Queenslanders gain the skills and knowledge about a potential career path they are considering before committing to a full qualification or apprenticeship.

Moreover, our **Skilling Queenslanders for Work (SQW)** initiative, provides a suite of targeted skills and training programs supporting Queenslanders to gain the skills, qualifications and experience needed to enter and stay in the workforce, including Work Skills Traineeships, which funds paid work placements for up to six months on projects that benefit the broader community while participants complete a Certificate I in Business, Construction, Conservation and Land Management, Hospitality, or Retail Services

The Palaszczuk Government further supports apprentices through its **Free TAFE and Free Apprenticeships for under 25s**, so young Queenslanders do not have to worry about the cost of training while undertaking training in one of 139 high priority industry areas or 26 priority certificate III qualifications.

Funding is provided to support cancelled apprentices on the Out of Trade Register to find a new employer to continue their training and employment.

ESTIMATES QUESTION ON NOTICE

No. 16

QUESTION:

Will the Minister please provide an update on the Palaszczuk Government's investment in TAFE and training infrastructure?

ANSWER:

The Department of Employment, Small Business and Training manages 45 State-owned TAFE campuses across Queensland and invests in the maintenance, renewal and revitalisation of training facilities in these campuses to ensure Queenslanders have access to fit-for-purpose and modern training facilities. Since 2017, the Palaszczuk Government has invested over \$276 million into upgrading, renewing, and revitalising TAFE campuses to ensure TAFE Queensland students continue to have access to industry-leading training equipment.

While the regional infrastructure footprint is well-placed to service demand across Queensland, the Palaszczuk Government will continue to invest to better meet the future training needs of Queenslanders by modernising State-owned training facilities. This is why, as a first step, our Government made a significant investment of \$112 million through the Advancing our Training Infrastructure (AOTI) program, which revitalised training infrastructure across a number of TAFE campuses.

We have boosted this investment with \$100 million allocated to the Equipping TAFE for our Future (ETFOF) program to support the delivery of 19 projects at 15 campuses over 3 years from 2021-22. This investment will continue to support skills development for Queensland's future workforce.

The Queensland Government also secured \$10.6 million in Federal funding from the Federal Government's 'Revitalising TAFE Campuses Across Australia' initiative, the largest contribution secured by any jurisdiction. With matched funding from the Queensland Government of almost \$17 million, the investment delivers six TAFE trade modernisation projects, including the new \$6.135 million Ashmore TAFE Plumbing Tower and the \$11.8 million Coomera TAFE Marine Centre of Excellence.

Critically, we have made record investment into the maintenance and safety of these facilities. From 2018 to 2022, the Palaszczuk Government invested an additional \$99.19M in maintenance works to keep TAFE's training facilities open and safe across the state, with \$17.5 million budgeted for maintenance in 2022-23.

AOTI

Location	Project value	Project Description
Gold Coast	\$28.7M	Consolidation and expansion of Nursing and Allied Health training at Southport TAFE and the improvement and expansion of trades training at Ashmore TAFE.
Pimlico	\$32.9M	New extension to Block D and a full refurbishment of the existing Block D
Mount Gravatt	\$15M	New Fashion Centre of Excellence, campus experience projects, improved horticulture, revitalised filmmaking and improved concourse amphitheatre spaces
Toowoomba	\$10.9M	New Rural Centre of Excellence, Block B nursing upgrades and new general learning spaces.
Redlands (Alexandra Hills)	\$10M	New nursing and Allied Health facility and improvements to plumbing trades, engineering, and construction trades
Cairns	\$15M	New hair, beauty and hospitality precinct, wayfinding across the campus, a maker space, a student café and social learning spaces, a new customer service point at S Block, an upgraded Banggu Minjaany art gallery, and upgraded specialist teaching areas across: trades training facilities, human welfare and adult education, visual and Performing arts, and hospitality and personal services.

ETFOF

Cairns	\$5.6M	New Advanced Manufacturing Hub + New Cyber Security Training Operation Centre
Townsville	\$14.2M	New Hydrogen and Renewable Energy Training Facility + New Advanced Manufacturing Hub

Bowen	\$3.4M	New Agricultural Centre of Excellence
Whitsundays	\$2M	New Aquaculture Training Centre
Mackay	\$7.5M	Expand CQU Mackay Ooralea Trade Training Centre
Rockhampton	\$8.4M	CQU Rockhampton Campus Consolidation
Bundaberg	\$4.35M	New Agriculture and Horticulture Centre + Maker Space Centre
Hervey Bay	\$1.2M	Nursing and Allied Health Upgrades
Toowoomba	\$1M	Stage 2 – Rural Centre of Excellence
Mooloolaba	\$2M	New Cyber Security Training Operation Centre
Eagle Farm	\$28.9M	New Robotics and Advanced Manufacturing Centre
Southbank	\$2.95M	New Robotics Lab + New Cyber Security Training Operation Centre
Bundamba	\$7M	Expand Metal Trades, Manufacturing and Robotics Centre
Robina	\$10M	Fitout for the new Robina TAFE campus
Yarrabilba	\$1.5M	Pilot for a new Community TAFE Learning Centre
Revitalising TAFE Campuses		
Bundamba	\$2.0m (Fed \$1.0m)	Upgrading and modernising metal manufacturing trade facilities
Alexandra Hills	\$1.2m (Fed \$0.6m)	Improving electro-engineering facilities and a new wet trade facility
Bundaberg	\$2.0m (Fed \$1.0m)	Improving general trades training space

Ashmore	\$6.135m (Fed \$1.75m)	New plumbing trades training tower
Bohle	\$0.5m (Fed \$0.15m)	New maker space (trade) training facility
Mount Isa	\$3.7m (Fed \$0.5m)	Improving general trade facilities
Coomera	\$11.8m (Fed \$5.37m)	New Coomera Marine Centre of Excellence

ESTIMATES QUESTION ON NOTICE

No. 17

QUESTION:

How is the Palaszczuk Government investing in skills and training to ensure Queensland will have the skilled workforce it needs?

ANSWER:

Queensland's economic recovery to date has been strong. Over 219,000 more Queenslanders are in jobs now than at the beginning of the pandemic. Anticipating Future Skills data produced by Jobs Queensland indicates that employment in Queensland is projected to increase by 10.9% between 2020-21 and 2024-25. This represents over 280,000 additional people employed, with jobs growth projected to occur across every region and every industry in Queensland.

Queensland has ample opportunities on the horizon, and the skills and capabilities of our workforce will be a critical enabler to realise these opportunities. The Queensland Government invests heavily in workforce-related programs and support, in particular through the skills and training system, to support Queenslanders to gain qualifications and skills to enter and progress in the workforce.

In 2021-22 the Queensland Government invested more than \$1 billion in publicly-funding training and skills initiatives which contribute to building Queensland's workforce to support our economy recovery and growth. As a result of this investment:

- Over 226,000 Queensland government-funded students have undertaken vocational education and training in 2021-22.
- Queensland had over 89,000 apprentices and trainees 'in training' as at the end of June 2022. The highest level for a decade. This result has been built on record commencement levels over the last two years reaching 53,000 in 2020-21, an increase of 64.6% on 2019-20 and projected to increase further 18.6% in 2021-22.
- Queensland continues to punch above its weight nationally when it comes to apprenticeship and traineeship completions. Queensland's over 20,000 completions represent 24.9% of all completions nationally, well above our share of the working-age population (20 %).

Our commitment to building the skills of the Queensland Workforce has been further emphasised through a commitment of \$1.2 billion in 2022-23 to continue delivering high quality training and creating exciting career pathways for Queenslanders. Every dollar invested in skills and training for Queenslanders pays dual dividends by enriching the lives and employment prospects of students and by fuelling the state's economy with a highly trained workforce.

The Queensland Government is acutely aware that workforce shortages are being reported in every region and in every sector across Queensland and nationwide. These shortages extend across the labour market in both skilled and unskilled occupations.

The Queensland Government has invested significantly in skills and training in key areas of workforce demand. For example, there is significant current demand for employees in the Community Services Industry Training Group, such as Aged and Disabled Carers. In 2021-22, more than 45,000 Queenslanders undertook subsidised training in this Industry Training Group, which represents an investment of more than \$80 million.

The Queensland Government also engages extensively with industries, employers and key stakeholders to ensure that the significant annual investment in skill and training is responsive and closely aligned to employer and industry needs. Specific actions taken in 2021-22 in response to industry engagement include:

- subsidised new qualifications through the public providers to reflect changing technological workplaces e.g. Diploma of Applied Blockchain, Diploma in Applied Technologies and Certificate II in Autonomous Technologies;
- working collaboratively with industry through the \$15 million VET Emerging Industries initiative to address industry-specific skilling challenges and opportunities in industries including manufacturing, electric vehicles, and energy; and
- increased the priority level and hence subsidies of specific traineeships in priority industries e.g. Agribusiness, Screen and Digital, Health and Tourism to support employers to take on new trainees.

The Queensland Workforce Summit, held on 11 March 2022, focused on working with stakeholders to identify and co-design practical solutions for addressing the State's current workforce shortages and harnessing future opportunities for ongoing economic growth. Based on outcomes from the Summit, Queensland's Workforce Strategy will focus on promoting local opportunities to address labour shortages, maximising participation, supporting school-to-work transitions, developing emerging and innovative models of training, attracting and retaining staff, and seizing future opportunities for skills in rapidly growing sectors. The Premier has announced that the Queensland Workforce Strategy will be released prior to the federal Government's Jobs Summit in early September.

ESTIMATES QUESTION ON NOTICE

No. 18

QUESTION:

Will the Minister outline how the Back to Work program is assisting jobseekers and businesses around the state?

ANSWER:

The Back to Work (BTW) program has been giving employers across regional Queensland the confidence to employ disadvantaged jobseekers since 2016 supporting 27,664 jobseekers into employment with almost \$305.7M in funding provided to 12,871 employers under the employer support payments programs (as at 17 July 2022).

In the 2021-22 Queensland State Budget, BTW program was extended over four years for a revitalised Back to Work program to deliver a range of financial and non-financial support programs.

The revitalised BTW program focuses on supporting businesses in target locations to employ and retain Queenslanders from target groups who traditionally experience difficulty in engaging with the labour market.

BTW has introduced several new financial and non-financial measures to support both attraction and retention of employees who identify as belonging to one or more of the following target groups:

- Aboriginal and Torres Strait Islander peoples
- people with disability
- long-term unemployed people and
- young people aged 15-24 years.

New programs developed in 2021-22 include:

- BTW Incentive Payments (which including BTW Support Payment and Youth Boost)
- Small Business Support Pool – capped funding up to \$2000 to support BTW employee retention
- Small Business Short Courses – free online courses to upskill small business employers to support BTW target groups
- Pre-Employment Support Program – helps jobseekers to determine career pathways that best suit local needs and personal aspirations and
- Jobseeker Support Pool – funding to support jobseekers to overcome economic barriers to employment.

Further, the Growing Workforce Participation Fund is a new funding program that encourages industry partnerships to trial new approaches for disadvantaged jobseekers. This includes pre-employment pathways, resource development or improving job matching.

Since its launch on 1 July 2021, the revitalised BTW program has supported 993 jobseekers into employment with over \$14.9M in funding committed to 808 employers under the Employer Incentive Payment program (as at 17 July 2022).

Employers who have accessed the BTW program have reported a 93.3% satisfaction rate.

ESTIMATES QUESTION ON NOTICE

No. 19

QUESTION:

Will the Minister provide an update on how Skills Assure is giving Queenslanders more confidence in the state's subsidised training and skills programs?

ANSWER:

The Palaszczuk Government is focused on making sure Queenslanders have access to high-quality, industry-standard training that meets the skills needs of industry and delivers job outcomes.

The Skills Assure framework was introduced from June 2020 and supports students, parents and employers to identify registered training organisations (RTOs) that have met the Government's requirements to deliver subsidised training, giving them confidence in the quality of training which is provided in Queensland.

Queenslanders can easily recognise Skills Assure Suppliers (SAS) that have met the rigorous requirements to deliver government subsidised training, through display of the Skills Assure logo on their webpages and marketing materials.

In 2021-22, enhancements were made to the Skills Assure framework to further strengthen quality and compliance, including requirements to declare and manage conflicts of interest, increased reporting and restrictions relating to third party arrangements.

To further inform the performance of the Skills Assure framework, the Department of Employment, Small Business and Training (DESBT) also takes into consideration the broader VET landscape, supply and coverage of priority qualifications, as well as ongoing industry advice about workforce and skills development needs.

Queensland continues to have the most contestable vocational education and training (VET) market in the country and has historically contracted with more RTOs to deliver government-subsidised training than any other jurisdiction.

In 2022-23, 390 Skills Assure Suppliers (SAS) have been offered extensions to their Agreements. As at 15 July, 351 SAS have accepted and been approved to deliver subsidised training.

On 6 July 2022, the Independent Tertiary Education Council of Australia (ITECA) wrote to me to highlight the excellent work of the Department of Employment, Small Business and Training (DESBT) as part of the recent Skills Assure renewal process.

In this letter ITECA specifically called out *"the excellent work the Department has done to streamline the renewal process as well as ensure that offers were provided prior to the end of the financial year, and this was reflected in the positive feedback offered by the ITECA membership"*.

ESTIMATES QUESTION ON NOTICE

No. 20

QUESTION:

Will the Minister inform the committee on the outcomes of the North Stradbroke Island Workers Assistance Scheme?

ANSWER:

I am pleased to advise that the Palaszczuk Government has delivered on its commitment to support the workers impacted by the phasing out of sand mining on North Stradbroke Island.

On 29 October 2015, the Palaszczuk Government committed up to \$5M to the North Stradbroke Island Workers Assistance Scheme (NSI WAS) for a period of five years to assist impacted Sibelco workers following a decision to phase out sand mining on Minjerribah (North Stradbroke Island).

In December 2020, the Premier approved extending the end date of the NSI WAS from 31 May 2021 to 30 June 2022.

When introduced in 2016, the support provided included: job search; training and skills development; housing assistance; a commuting subsidy; income supplementation; and dislocation allowance. The value of this assistance ranged from up to \$2,000 for job search and skills training to approximately \$5,000 for the commuting and housing assistance subsidy.

Support focussed on assisting workers to find and maintain new employment and support the ongoing economic viability of the North Stradbroke Island community.

In addition to this, a dedicated Employment Services Manager was employed full-time over a six-year period to provide case management services, as well as specialised support.

This role will continue until 30 September 2022 to assist with the wind down of the scheme and provide additional support to Sibelco workers to ensure they maximise their entitlements.

As at 30 June 2022, the Employment Services Manager had directly assisted 184 workers (including 102 retrenched workers, 46 existing workers, 29 former Sibelco workers who left prior to retrenchment, 4 workers who have been redeployed, 2 workers who have been terminated and 1 worker who has since passed away).

The total expenditure under the scheme as at 30 June 2022 is \$2.73M. This includes \$1.84M paid to 167 former and current Sibelco employees and employers, and \$892,759 for the Employment Service Manager's salary costs. This comprises

Assistance Type	Amount Expended	Workers Assisted
Job Search Support	\$113,499	81
Training and Skills	\$171,750	108
Training and Skills - Leave Without Pay	\$250,079	80
Housing Assistance	\$315,000	63
Commuting - Ferry	\$37,532	29
Commuting - Motor Vehicle Registration	\$96,067	73
Income Supplementation	\$0	0
Dislocation Allowance	\$116,729	16
Employer Wage Subsidy	\$213,000	23
Tailored Support Services	\$499,402	106
Financial Advice	\$22,068	26
Small Business Opportunities	\$0	0
Job Search Support Partner	\$400	1
Training and Skills Partner	\$5,213	5
Employment Services Manager Salary	\$892,759	N/A
Total	\$2,733,498	167 Unique Workers*

* As at 30 June 2022, WAS had expended \$1,840,739 on 167 former and current Sibelco workers. However, the Employment Services Manager has provided support and advice to 184 Sibelco workers.

As part of the scheme, the Employment Services Manager has maintained contact with each worker, providing two years post redundancy support and assistance when required.

The Palaszczuk Government remains committed to helping workers affected by the Sibelco Mine closure to pursue new employment opportunities. Sibelco workers have been advised that beyond the 30 June 2022 cessation date, they will remain a priority cohort for the Department of Employment, Small Business and Training.

**Answer to questions taken on notice at the hearing -
*Minister for Employment and Small Business and Minister
for Training and Skills Development***

ESTIMATES QUESTION ON NOTICE

No. 1

QUESTION:

In the last financial year, how many Skills Assure suppliers claimed a location loading for delivering training in country and remote Queensland?

ANSWER:

Training delivered in country, remote, Cape York and Torres Strait regions of Queensland will attract a location loading, in addition to the government subsidy provided for training. This funding is paid to the Skills Assure Supplier for the delivery of training to the student.

These loadings are 115% for country, 175% for remote, and 250% for Cape York, Torres Strait and other remote communities.

To be eligible to attract the loading, the Skills Assure Supplier must deliver the training and assessment through actual local delivery, either in the classroom or in a workplace.

To be eligible to claim the Cape York and Torres Strait loadings, training and assessment must not only be delivered in the Cape York or Torres Strait region, but be provided to participants that reside in the Cape York or Torres Strait region (4871, 4873, 4874, 4875, 4876 and 4895 postcodes only).

In 2021-22, 259 Skills Assure Suppliers were paid a location loading for delivery of training and assessment in country, remote or Cape York, Torres Strait and other remote communities (as at 28/07/22).

ESTIMATES QUESTION ON NOTICE

No. 2

QUESTION:

In the last year, how many students undertook units of competency delivered by Skills Assure suppliers in country and remote Queensland for which a location loading was paid?

ANSWER:

Training delivered in country, remote, Cape York and Torres Strait and other remote communities of Queensland will attract a location loading, in addition to the government subsidy provided for training. This funding is paid to the Skills Assure Supplier for the delivery of training to the student.

These loadings are 115% for country, 175% for remote, and 250% for Cape York, Torres Strait and other remote communities.

To be eligible to attract the loading, the Skills Assure Supplier must deliver the training and assessment through actual local delivery, either in the classroom or in a workplace.

To be eligible to claim the Cape York and Torres Strait loadings, training and assessment must not only be delivered in the Cape York or Torres Strait region, but be provided to participants that reside in the Cape York or Torres Strait region (4871, 4873, 4874, 4875, 4876 and 4895 postcodes only).

In 2021-22, 60,932 students undertook training and/or assessment with a SAS in a location that attracted a location loading, with the SAS paid the loading for delivery of this training (as at 28/07/2022).

ESTIMATES QUESTION ON NOTICE

No. 3

QUESTION:

How much funding has been allocated for the Mentoring for Growth program over this financial year?

ANSWER:

The Mentoring for Growth program assists small businesses by enabling access to experienced mentors to provide insights, options and suggestions on business challenges and opportunities.

Celebrating its 20th year in 2022, Mentoring for Growth supports Queensland small businesses through mentoring sessions, attendance at events and expos, and through digital and print promotional activities.

There are over 300 volunteer mentors across the state who in 2021-22, hosted 424 sessions with 397 unique businesses, with mentors providing 625 volunteer hours of customised business mentoring.

In 2022-23, \$90,000 has been allocated for the Mentoring for Growth program.

In addition, the program is administered via five full-time equivalent (FTE) employees, which are funded through the base establishment of the department.

ESTIMATES QUESTION ON NOTICE

No. 4

QUESTION:

Have any conflicts of interest been declared in relation to members of the Queensland Small Business Advisory Council (QSBAC)?

ANSWER:

As part of the appointment process to the QSBAC, candidates completed a personal particulars form, including a declaration whether they have any private interests that may affect or appear to affect their public duty.

All appointed members of the QSBAC also completed a Declaration of Interests at their induction in May 2022. This information about pecuniary and non-pecuniary interests was collected to assist in the recognition of a conflict of interest situation real or perceived.

In addition, while the QSBAC is an advisory body and does not make binding decisions on any Government matters, members are also required to declare at meetings any conflict of interest in relation to agenda items and abstain from consideration of any matter that might pose a real or perceived conflict of interest.

To date, no conflict of interests have been declared in relation to the activities of the QSBAC.

Document tabled at the hearing

Document tabled at the hearing	
1.	Pages titled Frontline and frontline support roles tabled by Dr Christian Rowan MP, Member for Moggill

Difference is 387.39

**Frontline and frontline support roles
(including key frontline roles)****FTE**

Teacher and teacher aides	58,571.08
Nurses and midwives	38,553.96
Allied health	14,958.09
General clerks	14,560.14
Police	11,966.38
Doctors	11,036.16
Commercial cleaners	4880.30
Ambulance officers	4812.87
Correctional officers	4298.09
Program or project administrators	3869.12
Labourers	3419.30
Firefighters	2608.20
Office managers	2267.35
TAFE teachers/tutors	1971.25
Child safety case workers	1824.08
Information officers	1250.79
Gardeners (general)	1120.34
Policy analyst	1041.50
Waiters (catering officer/canteen assistant)	1040.44
Security officers	1004.62
Disability support workers	989.98
Youth and case workers	954.58
Roles <1,000 FTE	34,431.22
Total	221,429.84

Corporate service roles**FTE**

Information and communications technology	4881.92
Human resources	4414.19
Accounting and finance	3108.90
Property and facilities	1528.84
Procurement and contract management	1362.20
Communication, media and marketing	1067.24
Governance and strategy	1062.68
Executive services and support	1022.51
Information management	866.70
Legal services	382.30
Corporate services management	347.23
Audit services	294.32
Total	20,339.03

In some cases, corporate-type roles will appear in the frontline and frontline support roles data. In these instances, the support they provide to frontline roles provides a service or outcome directly to the community.

Examples include, but are not limited to:

- general clerks, including:
 - officers directly supporting child safety case workers for meetings with children and families
 - officers supporting seniors and carers in relation to cost of living concessions
 - officers providing services in call centres or customer service centres
- office managers supervising employees in the front office of Queensland state schools
- ICT technicians assisting teachers in school computer labs and libraries, or implementing public facing systems such as public transport ticketing systems
- professional trainers coaching employees such as: fire fighters, police officers, emergency workers, disability support workers, child safety case workers and community recovery workers
- communication professionals providing messages on public safety communication channels warning the community of potential disaster situations
- legal staff undertaking public prosecution or defence of cases in court.

Frontline (including
key frontline roles)
and frontline support roles

91.59%

Corporate roles
8.41%

MARCH 2020

Qld Public Service workforce Profile

Frontline and frontline support roles (including key frontline roles)

	FTE
Teacher and teacher aides	58,183.69
Nurses and midwives	35,254.14
General clerks	14,232.39
Police	11,836.35
Allied health	11,646.40
Doctors	10,380.26
Ambulance operatives	4467.08
Commercial cleaners	4462.59
Program or project administrators	3777.51
Labourers	3155.49
Correctional officers	2966.17
Firefighters	2506.05
Office managers	2308.53
TAFE teachers/tutors	1876.58
Child safety case workers	1719.16
Information officers	1416.10
Gardeners (general)	1224.72
Policy analysts	1206.33
Disability support workers	1138.00
Policy and planning managers	1074.08
Waiters (catering officer/canteen assistant)	1063.80
Roles <1,000 FTE	36,769.73
Total	212,665.15

Corporate services roles

	FTE
Information and communications technology	4872.66
Human resources	4256.09
Accounting and finance	3128.34
Property and facilities	1475.68
Procurement and contract management	1319.48
Communication, media and marketing	1084.39
Executive services and support	1003.82
Governance and strategy	967.53
Information management	847.42
Legal services	407.36
Audit services	308.55
Corporate services management	217.37
Total	19,888.69

In some cases, corporate-type roles will appear in the frontline and frontline support roles data. In these instances, the support they provide to frontline roles provides a service or outcome directly to the community.

Examples include, but are not limited to:

- general clerks, including:
 - officers directly supporting child safety case workers for meetings with children and families
 - officers supporting seniors and carers in relation to cost of living concessions
 - officers providing services in call centres or customer service centres
- office managers supervising employees in the front office of Queensland state schools
- ICT technicians assisting teachers in school computer labs and libraries, or implementing public facing systems such as public transport ticketing systems
- professional trainers coaching employees such as: fire fighters, police officers, emergency workers, disability support workers, child safety case workers and community recovery workers
- communication professionals providing messages on public safety communication channels warning the community of potential disaster situations
- legal staff undertaking public prosecution or defence of cases in court.

Frontline (including
key frontline roles)
and frontline support roles
91.45%

Corporate roles
8.55%

Education, Employment and Training Committee

Estimates Public Hearings 28.7.22

Tabled ☒ or No: 1

Tabled by leave ☐: Clerk: [Signature]

by: Dr Roman.