



QUEENSLAND PARLIAMENT  
**COMMITTEES**

# **2024-25 Budget Estimates Volume of Additional Information**

**Education, Employment, Training and Skills Committee**  
**August 2024**

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Answers to questions taken on notice at hearing – 1 August 2024

## List of Members granted leave to ask questions

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	Non-committee members
1.	David Crisafulli MP, Member for Broadwater
2.	Jarrold Bleijie MP, Member for Kawana
3.	Fiona Simpson MP, Member for Maroochydore
4.	Dr Christian Rowan MP, Member for Moggill
5.	Brent Mickelberg MP, Member for Buderim
6.	Laura Gerber MP, Member for Currumbin
7.	Andrew Powell MP, Member for Glass House

The following members of the crossbench gave notice of their proposed attendance at the hearing in accordance with the resolution of the House dated 14 June 2024:

	Crossbench members
8.	Michael Berkman MP, Member for Maiwar
9.	Dr Amy MacMahon MP, Member for South Brisbane
10.	Stephen Andrew MP, Member for Mirani

**Questions on notice and responses**  
***– Minister for Education and Minister for Youth Justice***

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# EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE

## 2024 ESTIMATES PRE-HEARING

### QUESTION ON NOTICE

#### No. 1

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### QUESTION:

With reference to page 4 of the SDS, can the Minister please advise the committee on the reasons for new effectiveness measures regarding NAPLAN results in Years 3, 5, 7 and 9 and whether any data is available on the results of these measures for 2023-24?

#### ANSWER:

The new SDS measures reflect changes agreed by all Education Ministers from 2023 including bringing forward the test from May to March each year, transitioning fully to online assessment and introducing new national proficiency levels.

The new proficiency levels establish a higher standard of expectation compared to the previous National Minimum Standard (NMS).

Reporting against the new proficiency levels allows the Department of Education to better target support to students in the lowest proficiency level – needs additional support.

2024 National and Queensland results are not yet available as they have not been released by the Australian Curriculum, Assessment and Reporting Authority.

The following 2023 Queensland state school NAPLAN results will be published in the Department's 2023–24 annual report in September:

- Year 3 Test – Proportion of students achieving a proficiency level of Developing, Strong or Exceeding\*:
  - All Students: Reading – 83.3%; Writing – 85.7%; and Numeracy – 83.2%; and
  - Aboriginal and Torres Strait Islander students: Reading – 63.4%; Writing – 67.1%; and Numeracy – 61.0%.
- Year 5 Test – Proportion of students achieving a proficiency level of Developing, Strong or Exceeding\*:
  - All Students: Reading – 86.8%; Writing – 81.7%; and Numeracy – 84.5%; and
  - Aboriginal and Torres Strait Islander students: Reading – 67.1% Writing – 60.4%; and Numeracy – 59.8%.
- Year 7 Test – Proportion of students achieving a proficiency level of Developing, Strong or Exceeding\*:
  - All Students: Reading – 82.7%; Writing – 80.6%; and Numeracy – 82.9%; and
  - Aboriginal and Torres Strait Islander students: Reading – 62.5% Writing – 60.4%; and Numeracy – 61.1%.
- Year 9 Test – Proportion of students achieving a proficiency level of Developing, Strong or Exceeding\*:
  - All Students: Reading – 79.5%; Writing – 77.7%; and Numeracy – 80.0%; and
  - Aboriginal and Torres Strait Islander students: Reading – 59.5% Writing – 56.2%; and Numeracy – 56.5%.

\* From 2023, student achievement in NAPLAN is reported using proficiency levels which are set at a challenging but reasonable expectation of what students know and can do at the time of testing. The new proficiency levels establish a higher standard of expectation compared to the previous national minimum standard.

# EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE

## 2024 ESTIMATES PRE-HEARING

### QUESTION ON NOTICE

#### No. 2

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### QUESTION:

With reference to page 2 of the SDS, can the Minister advise the committee of:

- a. the locations of department owned teaching housing,
- b. the average vacancy rate of the properties, and
- c. what processes are in place to manage demand and supply and minimise vacancies?

#### ANSWER:

In the 2024–25 State Budget, \$45.1 million was allocated over three years to meet increased demand costs for teacher accommodation.

The Department of Education (DoE) facilitates access to subsidised teacher housing in rural and remote locations across Queensland for eligible teachers. However, in some areas, the supply of existing DoE-owned housing is insufficient to meet this need and housing is sourced through Department of Housing, Local Government, Planning and Public Works' (DHLGPPW) Government Employee Housing. This arrangement is managed through a Memorandum of Understanding between the agencies.

In locations where there is an identified need to quickly attract teachers and all government-owned properties have been allocated, DoE may also lease private properties from the rental market or councils for use as teacher housing.

Government Employee Housing and privately leased properties that become vacant and are not required for incoming teachers are returned to DHLGPPW or the lessor.

A \$3 million Rural and Remote Housing Incentive Scheme for 2024–25 has been implemented with 64 teacher vacancies filled in priority schools since this was announced in June 2024 with 29 actively in location as at 25 July 2024.

#### *a. the locations of department owned teaching housing,*

DoE owns 506 properties in various locations, used for teacher housing. As at 9 July 2024, these locations include:

Central Queensland Region: Alpha (one); Ambrose (one); Anakie (one); Aramac (two); Bajool (one); Banana (one); Bauhinia (two); Bedourie (one); Benaraby (one); Biloela (one); Birdsville (one); Bloomsbury (one); Bluff (one); Bororen (one); Boyne Valley (one); Builyan (one); Byfield (one); Calen (one); Carmila (one); Chelona (one); Clarke Creek (one); Clermont (two); Comet (one); Coningsby (one); Coppabella (one); Dalrymple Heights (one); Dingo (one); Duaringa (one); Dysart (one); Emerald (three); Eton (one); Finch Hatton (one); Gargett (one); Gindie (two); Glenden (one); Gogango (one); Goovigen (one); Hampden (one); Homebush (one); Ilfracombe (one); Isisford (two); Jambin (one); Jericho (one); Jundah (two); Kilcummin (two); Kin Kora (one); Koumala (one); Lochington (one); Marlborough (one); Marmor (one); Milman (one); Miriam Vale (one); Mistake Creek (three); Moranbah (one); Mount Murchison (one); Muttaborra (one); Nagoorin (one); Nebo (one); Oakenden (one); Orion (one); Pindi Pindi (one); Pinnacle (one); Prospect Creek (one); Rolleston (one); Seaforth (one); St Lawrence (one); Stonehenge (two); Tambo (one); Thangool (one); The Caves (one); Theodore (one); Tieri (one); Valkyrie (two); West Gladstone (one); Westwood (one); Windorah (one); Winton (one); Wowan (one).

Darling Downs South West Region: Amiens (one); Applethorpe (one); Arcadia Valley (one); Augathella (one); Back Plains (one); Ballandean (one); Begonia (one); Benarkin (one); Biddeston (one); Bollon (two); Bowenville (one); Brigalow (one); Broadwater (one); Brookstead (one); Bungunya (two); Bymount East (one); Cecil Plains (one); Charleville (one); Cloyna (one); Coolabunia (one); Crawford (one); Crows Nest (one); Cunnamulla (one); Dalby (10); Dalveen (one); Dirranbandi (one); Drillham (one); Dunkeld (one); Durong South (one); East Greenmount (one); Eromanga (one); Esk (three); Eulo (one); Flagstone Creek (one); Freestone (one); Gatton (one); Glen Aplin (one); Glenmorgan (one); Goombungee (one); Goomeri (one); Goondiwindi (two); Grantham (one); Greenlands (one); Greenmount (one); Grosmont (one); Guluguba (one); Haden (one); Hannaford (one); Harlin (one); Hebel (one); Injune (one); Jandowae (one); Jimbour (one); Jondaryan (one); Karara (one); Killarney (one); Kindon (one); Kioma (one); Kogan (one); Kumbia (one); Leyburn (one); Linville (one); Maidenwell (one); Maryvale (one); Meandarra (one); Millmerran (one); Mitchell (two); Moonie (one); Morven (one); Mount Tyson (one); Mungallala (one); Murgon (one); Nobby (one); Pilton (one); Pozieres (one); Proston (two); Quilpie (one); Quinalow (one); Ropley (one); Severnlea (one); Southbrook (one); St George (one); Surat (two); Taabinga (one); Talwood (two); Tara (two); Taroom (two); Teelba (one); Texas (two); Thallon (one); Thargomindah (one); The Gums (one); The Summit (one); Thulimbah (one); Tingoorra (one); Toogoolawah (one); Wallangarra (one); Wallumbilla (one); Wandoan (four); Warra (one); Westmar (one); Wheatlands (one); Wheatvale (one); Windera (one); Wooroolin (one); Yangan (one); Yarraman (one); Yelarbon (one); Yuleba (one).

Far North Queensland Region: Badu Island (eight); Bamaga (28); Bartle Frere (one); Bellenden Ker (one); Bibbohra (one); Bloomfield (two); Boigu Island (one); Butchers Creek (one); Cape Tribulation Diwan (three); Cardwell (one); Coen (three); Cooktown (three); Croydon (four); Daintree (one); Dimbulah (two); El Arish (one); Feluga (one); Fishery Falls (one); Flying Fish Point (one); Georgetown (two); Hope Vale (one); Horn Island (seven); Innisfail (one); Irvinebank (one); Julatten (one); Kennedy (one); Kowanyama (two); Kubin Village Moa Island (four); Lakeland (one); Laura (two); Lockhart River (two); Lower Tully (one); Mabuiag Island (four); Malanda (two); Mena Creek (one); Mer Torres Strait (six); Miallo (one); Mirriwinni (one); Mount Garnet (one); Mount Molloy (one); Mount Surprise (one); Mourilyan (one); Murray River Upper (one); Mutchilba (one); Nanum (four); Old Mapoon (three); Pormpuraaw (two); Poruma Torres Strait (three); Ravenshoe (two); Rocky Point (three); Rossville (two); Saibai Island (six); Silkwood (one); South Johnstone (one); Thursday Island (11); Wangan (one); Warraber Island (three); Yam Island (two); Yarrabah (three).

Metropolitan South Region: Blenheim (one); Forest Hill (one); Glenore Grove (one); Granchester (one); Lake Clarendon (one); Thornton (one).

North Coast Region: Abercorn (one); Amamoor (one); Bauple (one); Biggenden (one); Binjour Plateau (one); Booyah Central (one); Brooweena (one); Bullyard (one); Childers (one); Coalstoun Lakes (one); Cordalba (one); Dagun (one); Dallarnil (one); Gayndah (one); Gin Gin (one); Glenwood (one); Goodwood (one); Gungalda (one); Gundiah (one); Kandanga (one); Kenilworth (one); Kia-Ora (one); Kilcoy (one); Kilkivan (one); Kin Kin (one); Lowmead (one); Monto (one); Mount Perry (one); Mulgildie (one); Rainbow Beach (one); Rosedale (one); Theebine (one); Tiaro (one); Wallaville (one); Wartburg (two); Widgee (one); Winfield (one); Wolvi (one); Woolooga (one); Wrattens Forest (two).

North Queensland Region: Abergowrie (one); Airville (one); Ayr (two); Boulia (three); Bowen (two); Brandon (one); Burketown (three); Cameron Downs (one); Camooweal (three); Clare (two); Cloncurry (three); Collinsville (one); Doomadgee (10); Giru (one); Gumlu (one); Halifax (one); Healy (two); Home Hill (one); Homestead (one); Hughenden (one); Jarvisfield (one); Julia Creek (one); Karumba (two); Macknade (one); Magnetic Island (one); Maidavale (one); Menzies (one); Millaroo (one); Mornington Island (one); Mount Fox (one); Mutarnee (one); Normanton (two); Osborne (one); Palm Island (two); Prairie (one); Queenton (three); Ravenswood (two); Richmond (one); Scottville (one); Soldiers Hill (two); Toobanna (one); Trebonne (one).

South East Region: Maroon Dam (five); Rathdowney (one).

*b. the average vacancy rate of the properties*

The average vacancy rate across DoE-owned properties is 20% based on data collected on 9 July 2024.

The reasons for vacancies in teacher housing properties vary and include recruitment processes, awaiting occupancy following recruitment, staff choosing to be locally accommodated (live local or choose to live local), or vacated to allow for maintenance and repairs.

*Caveats: The data is point-in-time and reflects the dwellings that are used for the provision of teacher housing on that specific date. Dwelling occupancy and vacancy is dynamic and changes according to the recruitment and movement of teachers, or changing occupancy within locations due to changed personal circumstances.*

*c. what processes are in place to manage demand and supply and minimise vacancies?*

DoE has processes in place to manage teacher housing and to minimise vacancies, including:

- local management of housing by Local Accommodation Committees;
- the use of DHLGPPW's Government Employee Housing and the private rental market (including councils) to meet demand; and
- capital investment in new housing by DoE and DHLGPPW's Government Employee Housing.

Local management

Decisions in relation to the allocation of teacher housing are managed at the local level through an elected local accommodation committee (or the principal in smaller areas) which support the needs of the community including existing tenants and incoming tenants.

The committee manages the allocation of accommodation in a way that best optimises the use of housing to suit the circumstances of the tenant and the operational needs of the school.

Capital investment in new housing

In the 2023–24 State Budget, \$48.3 million was allocated over four years to meet emergent teacher housing requirements in rural and remote communities. This funding augments the DHLGPPW's Government Employee Housing capital program and provides suitable housing in locations where Government Employee Housing is unable to provide teacher housing.

In 2023–24, DoE delivered additional housing for Anakie State School, Croydon State School, Kilcummin State School, Proston State School, Tagai State College – Saibai Island and Taroom State School.

DoE uses a range of housing solutions, including the use of prefabricated homes, delivered through DHLGPPW's Modern Methods of Construction (MMC) Program. MMC streamlines the design and delivery of modular housing products to support fast-tracked residential solutions, providing a range of modern single dwelling and multi-dwelling homes built within controlled factory environments.

These capital programs increase the availability of permanent housing offered to attract and retain teachers in rural and remote locations.



**EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE**

**2024 ESTIMATES PRE-HEARING**

**QUESTION ON NOTICE**

**No. 3**

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

**QUESTION:**

With reference to page 7 of the SDS, can the Minister advise:

- a. what actions have been taken to identify, monitor and remove asbestos in Queensland state schools; and
- b. how many schools are currently awaiting removal of identified asbestos and the scheduled time frame for completion of those removal projects?

**ANSWER:**

- a. *what actions have been taken to identify, monitor and remove asbestos in Queensland state schools.*

The Department of Education's (DoE) comprehensive approach for the management of asbestos is outlined in the Asbestos Management Plan and a suite of supporting procedures, which meet the requirements of the Work Health and Safety Regulation 2011 and the *Queensland Government Asbestos Management Policy for its Assets (2021)*.

Where the presence of asbestos containing material (ACM) is assumed or confirmed, facilities must maintain an asbestos register in accordance with the Work Health and Safety Regulation 2011. DoE's asbestos registers contain information about known confirmed, assumed or removed asbestos, which is maintained by QBuild, Department of Housing, Local Government, Planning and Public Works, on behalf of DoE, in the Built Environment Materials Information Register (BEMIR). DoE publishes the asbestos registers every six months.

The condition of ACM in DoE facilities is monitored closely through asbestos audits conducted at all DoE-owned facilities, where known or assumed ACM is located, at least once every five years. The results of the audits inform updates to the asbestos registers and the prioritisation of asbestos removals.

Each year, DoE invests at least \$2.7 million in asbestos audits and an average of \$13 million in its Asbestos Removal Program. In 2024–25, DoE has allocated \$4 million for asbestos audits and \$18 million for the Asbestos Removal Program. From 2022–23, DoE also invested additional funding of \$107.9 million over four years for the removal of all low-density fibre board (LDB) in Queensland state schools, including \$34.484 million allocated in 2024–25. The total investment in asbestos audits and asbestos removals from 2015–16 to 2023–24 is \$199 million.

DoE applies a risk-based strategy for the progressive removal of ACM. Prioritisation of asbestos removal is based on its condition and likelihood of disturbance. All ACM identified as being in poor physical condition (physical state 1 or 2) or having a BEMIR score of 76 or greater, will be made safe and scheduled for priority removal. The make safe measures align with the guidance provided in the *How to manage and control asbestos in the workplace Code of Practice 2021*. The make safe measures are inspected and monitored to ensure the integrity of the temporary repair until removal occurs.

All schools that have facilities with LDB are also prioritised on the LDB removal program. Asbestos removal works are undertaken by licensed contractors outside school hours to minimise risk to students and staff.

The progressive removal of ACM is also considered as part of all capital and minor works projects involving the refurbishment and upgrade of existing facilities.

*b. how many schools are currently awaiting removal of identified asbestos and the scheduled time frame for completion of those removal projects?*

As at 16 July 2024, 316 buildings at 150 schools are identified for asbestos removal under the 2024–25 Asbestos Removal Program and 300 buildings at 194 schools are identified for asbestos removal on the 2024–25 LDB Removal Program.

DoE only allows asbestos removal to be performed by licensed asbestos removal contractors under the supervision of qualified hygienists. As a precautionary measure, DoE also prohibits asbestos removal occurring during school or facility operating hours. This means there are some limitations to the pace of asbestos removals, due to contractor availability and the need to schedule removals after hours, over weekends or during school holidays. It is important to effectively plan and schedule the asbestos removal work to minimise risks to students and staff.

In 2024–25, DoE will undertake planning for the removal of LDB at a further 72 buildings at 66 schools from 2025–26. Asbestos audits in 2024–25 will also identify further removals to be planned under the Asbestos Removal Program for 2024–25 and 2025–26.

# **EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE**

## **2024 ESTIMATES PRE-HEARING**

### **QUESTION ON NOTICE**

#### **No. 4**

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### **QUESTION:**

With reference to page 7 of the SDS, can the Minister explain why the capital budget allocation for 2024-25 of \$1,412,301 is a reduction from the 2023-24 adjusted budget and the 2023-24 estimated actual?

#### **ANSWER:**

The total capital outlays of \$1.412 billion in 2024–25 is shown in the Department of Education's SDS compared to \$1.686 billion in the 2023–24 Budget. Capital budgets will generally fluctuate across financial years depending on the building cycle of projects and requirements.

The decrease in capital purchases from 2023–24 to 2024–25 is partially a result of deferring scheduled capital outlays to future years. Factors such as the postponement of new schools due to slower growth in emerging communities and common reasons for construction delays have extended the timelines for completing certain projects, particularly in regional areas.

Capital outlays for some construction programs are also coming to an end as projects are completed, for example, the 2020 School Halls Program and other Government Election Commitments (GECs) with 372 of 394 education infrastructure GECs completed as at 12 July 2024.

The reduction in capital grants reflects the reallocation of the Racing Infrastructure Fund transferring to the Department of State Development and Infrastructure during the 2023–24 period.

## EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE

### 2024 ESTIMATES PRE-HEARING

#### QUESTION ON NOTICE

##### No. 5

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### QUESTION:

With reference to page 2 of the SDS, can the Minister provide an update on the implementation of the Miles Government's student wellbeing package?

#### ANSWER

The Queensland Government committed \$106.7 million over three years from 2021–22 to deliver the Student Wellbeing Package to:

- employ up to 464 additional wellbeing professionals (the Wellbeing Workforce initiative); and
- pilot a program placing GPs in 50 Queensland state schools with secondary-aged students one day a week during school terms (the GPs in Schools Pilot).

The Student Wellbeing Package has been delivered and as a result, as at 30 June 2024:

- every Queensland state school has access to a wellbeing professional to provide support for students' mild to moderate mental health and wellbeing concerns, and refer students to external agencies for additional support when appropriate;
- 615 additional wellbeing professionals have been employed through the Student Wellbeing Package, including 187 psychologists, 240 social workers, 169 guidance officers and 19 youth workers;
- all 50 schools participating in the GPs in Schools Pilot have commenced providing a free primary healthcare service to students at school; and
- an evaluation of the GPs in Schools Pilot found the service was effective in removing barriers some young people faced to accessing timely and appropriate healthcare and improved student attendance and engagement at school.

In the 2024–25 Queensland Budget, \$21 million was committed to continue to deliver the GPs in Schools program for a further four years.

#### *Putting Queensland Kids First – Health Practitioners in Primary Schools Program*

Under the Queensland Government's *Putting Queensland Kids First* plan, \$10.73 million is being invested over three years to place health practitioners in 20 priority primary schools. This initiative aims to support families in accessing free primary healthcare and facilitate referrals to specialist services.

The Health Practitioners in Primary Schools Program expands on the successful GPs in State Schools Program.

Access to timely and appropriate healthcare positively impacts students' health, wellbeing, readiness and ability to engage at school.

The first five services in the Health Practitioners in Primary Schools Program will commence in Semester 2, 2024, at Bundaberg Central State School, Raceview State School, Flagstone State School, Deception Bay North State School and Heatley State School.

A further five services will commence in Semester 1, 2025 at Woree State School, Gladstone South State School, Morayfield East State School, Berserker Street State School (Rockhampton) and Harristown State School (Toowoomba).

The remaining 10 services will commence in Semester 2, 2025, with locations yet to be determined.

# EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE

## 2024 ESTIMATES PRE-HEARING

### QUESTION ON NOTICE

#### No. 6

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### QUESTION:

With reference to pages 3 and 5 of the SDS, can the Minister explain the increase in average cost per student in Kindergarten, Primary (Prep- Year 6), Secondary (year 7-12) and Students with Disability?

#### ANSWER:

The average costs of service per student measure is a way of understanding the relative total investment that is made across the system each year.

For 2024–25, the average cost of service across the system is \$19,988 for a primary student, an increase from \$18,581 in 2023–24; \$20,413 for a secondary student, an increase from \$18,627 in 2023–24; and \$20,464 for a student with disability, an increase from \$19,145 in 2023–24.

These figures represent an average cost across all Queensland state schools. At an individual school level, costs will vary based on school size, location and area of special need etc. The Department of Education resources schools and school principals make decisions about how those resources are used to support the learning of every enrolled student.

The increase in average cost per student in primary, secondary and students with disability reflects the increased education funding and the record \$20.9 billion budget in 2024–25. Increases include additional funding for enterprise bargaining wage increases, increasing costs of asset ownership such as depreciation and maintenance and additional funding for programs such as the Youth Engagement Reform Package, Putting Queensland Kids First Initiative and the School Lunch Food Program.

In 2024–25, the average Government expenditure per child in kindergarten was \$8,027, an increase from \$5,269 in 2023–24. This increase reflects a full-year of implementation and increased funding associated with free kindergarten, which was introduced in 2024.

**EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE**

**2024 ESTIMATES PRE-HEARING**

**QUESTION ON NOTICE**

**No. 7**

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

**QUESTION:**

With reference to page 2 of the SDS, can the Minister advise the committee of progress toward delivery of the Great Teachers, Great Future election commitment to deliver more than 6100 new FTE teachers and more than 1,100 new teacher aides over 4 years?

**ANSWER:**

The commitment to deliver more than 6,100 full-time equivalent (FTE) new teachers and more than 1,100 FTE new teacher aides in a four-year period has been delivered.

The targets have been exceeded with teacher aide FTE numbers having more than doubled the original commitment.

As at 18 June 2024, the Department of Education has hired over 6,200 FTE new teachers, and more than 2,500 FTE new teacher aides.

## QUESTION ON NOTICE

No. 8

Asked on Tuesday, 9 July 2024

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**Education, Employment, Training and Skills Committee Estimates 2024 ASKED**  
MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D  
FARMER)

### QUESTION:

With reference to page 6 of the SDS, can the Minister update the committee about:

- a. Current staffing levels across the Youth Detention Centres, and
- b. The number of separations that have occurred in YDC's in the last year, including how many were due to staffing shortages or other reasons?

### ANSWER:

The large majority of separations within a youth detention centre (YDC) are essential, risk-based response options to ensure the safety, security and good order of YDCs and ensure the safety and welfare of all young people, staff and visitors. Consequently, separations will only occur where there is a risk to the safety, security or good order of the centre.

Separations are subject to strict approvals, supervision protocols, time limits and record keeping, ensuring they are reasonable and justified, in keeping with the legislative requirements of the *Youth Justice Regulation 2016* and the *Human Rights Act 2019*.

The Detention Centre Operational Information System (DCOIS), where separations are recorded, was introduced in 2011 and is now considered a legacy system. Its reporting functionality is limited and despite regular upgrades, its design has not enabled the system to be easily updated.

As part of the department's youth detention infrastructure expansion projects, a replacement system for DCOIS is being scoped to ensure comprehensive, real time reporting capability for separation and other restrictive practices within YDCs.

In November 2023, significant enhancements were made to DCOIS which have improved the detail and accuracy of separation reporting. Consequently, where historical data cannot be reported, data for the timeframe after the DCOIS enhancements will be provided.

**In response to question (a)**, the recruitment, retention and professional development of frontline youth detention centre (YDC) roles remains a paramount priority for the department.



Staff shortage separation occurrences were more prevalent during 2022-23 due to workforce shortages associated with the post pandemic recovery and general labour market shortages, particularly in regional areas such as Townsville. In response, the department has made significant investments in attraction and recruitment activities and implemented enhanced retention and safety initiatives for staff.

Significant recruitment and training activities for YDC staff has continued during 2023-24 to improve staffing levels and build a confident and capable workforce.

As at 28 June 2024, there were 901 FTE active and paid employees across all three YDCs, which is 118 FTE over the budget of 783 FTE. This includes:

- 462 FTE at Brisbane YDC, which is 101 FTE over its budget of 361 FTE.
- 281 FTE at Cleveland YDC, which is 9 FTE under its budget of 290 FTE;
- 158 FTE at West Moreton YDC, which is 26 FTE over its budget of 132 FTE;

The additional workforce strength at the Brisbane and West Moreton YDCs is used to send employees to Cleveland YDC to assist with managing capacity issues and provides an additional trained workforce in the lead up to the opening of the new Wacol Youth Remand Centre.

**In response to question (b)**, from 1 July 2023 to 31 May 2024, there were 74,666 separations of individual young people across Queensland YDCs.

Staff shortages are impacted by significant volatile and variable demand, including taking young people to and from court, hospital and other medical appointments, as well as unplanned staff absenteeism.

Of these, 32,829 separations were due to staff shortages (representing 44% of the total number of individual separations).

The number and proportion of separations due to staff shortages has decreased significantly compared to last year. In 2022-23, 46,559 (or 71%) of separations were the result of staff shortages.

The rate of young people separated due to staff shortage incidents per 100 bed nights has significantly decreased in 2023-24 compared to 2022-23, with the rate decreasing from 45.1 separations per 100 bed nights in 2022-23 to 34.1 in 2023-24.

During periods of separation, young people are constantly monitored by operational staff and can communicate with them at all times using intercoms within their allocated rooms. Young people also continue to have access to health and specialist services, education, caseworkers, cultural liaison offices and phone contact with family and legal representatives, as appropriate. When safe to do so, young people are also:

- provided time out of room for recreation activities with a core group of peers;
- engaged in a range of programs facilitated by service providers within the units; and
- able to attend education and recreation programs external to the unit.

Queensland has maintained the highest YDC utilisation rates across the nation over the past eight years.

## QUESTION ON NOTICE

No. 9

Asked on Tuesday, 9 July 2024

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**Education, Employment, Training and Skills Committee Estimates 2024 ASKED**  
MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D FARMER)

### QUESTION:

With reference to page 3 of the SDS, what is the status of recommendations from Youth Justice Reform Select Committee that the Department of Youth Justice is responsible for?

### ANSWER:

The Department of Youth Justice is responsible for the implementation of 30 recommendations from the Youth Justice Reform Select Committee.

Implementation responsibility is shared with other government agencies including the Queensland Police Service, Queensland Health, Department of Education, Department of Justice of Attorney-General, Department of Child Safety, Seniors and Disability Services.

As at 22 July 2024 six recommendations have been implemented; 23 are currently being implemented; and one has not commenced as it is dependent on the outcome of another recommendation.

The six recommendations completed are:

- Rec 2    There is a need for all stakeholders in the youth justice system to be reminded that the four pillars in the Atkinson Report are preceded by wider principles that public safety is paramount and that community safety is essential.
- Rec 3    That the Queensland Government commit to developing a long-term youth justice strategy that seeks to address the challenges identified in Queensland's youth justice system, including siloes in service delivery and the accuracy and transparency of data. This strategy should be co-designed with First Nations people, communities and relevant stakeholders including victims groups.
- Rec 4    That the Queensland Government conduct a thorough assessment of the level of care provided to children and young people in the child safety and youth justice systems and, if failing to provide the necessary care and stability, take action to reduce the correlation between these systems and reduce offending by this cohort.

- Rec 27 That the Queensland Government set clear and enforceable limits on the use of 'separations' at youth detention centres.
- Rec 35 That the Queensland Government consider the Auditor-General's findings arising from the audit of youth justice strategies and programs before making further investments in programs targeted at reducing recidivism.
- Rec 54 That the Queensland Government amend the Youth Justice Act 1992 so that police officers and courts are required to rely on serious repeat offender declarations when making bail decisions in relation to a child or young person who has been charged with a prescribed indictable offence, in a manner that mirrors section 150B of that Act (which requires sentencing courts to rely on serious repeat offender declarations).

The 23 recommendations that are in-progress are:

- Rec 1 That the Queensland Government reform the Youth Justice sector and Act to ensure there are consequences for action and put the rights of victims above the rights of offenders.
- Rec 5 That the Queensland Government review the scope of the Department of Youth Justice, and broaden its scope to intervene prior to contact with the youth justice system and through improved transition planning, by expanding the role the Department plays in:
- early intervention and prevention efforts focused on diverting children and young people who are known to police or at risk of contact with the system, and
  - providing support to children, young people and their families as they transition back into the community from detention through transition plans that include supported accommodation where necessary.
- Rec 9 That the Queensland Government immediately improve the accessibility and quality of the videoconferencing facilities available to children and young people at youth detention centres who are unable to attend court proceedings in person.
- Rec 11 That the Queensland Government consider introducing legislation seeking to operationalise the 'Childrens Court Trigger' in accordance with section 43(2) of the Family Responsibilities Commission Act 2008, to enable the Childrens Court to provide court advice notices to the Family and Responsibilities Commission in relation to a child or young person who has been convicted of an offence.
- Rec 13 That the Queensland Government report to the Parliament on its progress implementing the 18 recommendations of the former Legal Affairs and Safety Committee, Report No. 48, 57th Parliament – Inquiry into support provided to victims of crime tabled on 19 May 2023; and commit to prioritising the implementation of recommendations 1 and 10 of that report, that the Queensland Government:

- develop a pilot victim advocate service to support victims of crime to navigate through the criminal justice system, as recommended in that report
- review youth justice conferencing and identify opportunities to better meet the needs of victims of crime.

Rec 23 That subject to the Auditor-General's findings, the Queensland Government:

- apply longer term funding contracts to state-funded youth justice programs and services and investigate new models that facilitate better collaboration among service providers
- fund existing programs to operate more flexible hours during crucial times for potential offending, including late at night and on weekends
- fund more programs for children under 10 years of age
- consult First Nations organisations about how contract tender processes could be more improved and identify any unnecessary barriers to First Nations engagement.
- consider a broader range of outcomes in future service or program evaluations, such as relationship building
- ensure it provides funding to a diverse mix of organisations, including smaller community-based organisations as well as larger organisations.

Rec 26 That the Queensland Government develop and implement workforce strategies that ensure the state's youth detention centres are staffed at levels sufficient to ensure the safety of workers and eliminate the need to use 'separations' or 'night mode' as a result of staff shortfalls and begin reporting, within three months, on when 'separations' or 'night mode' are used as a result of staff shortfalls.

Rec 28 That the Queensland Government review changes made to Division 2A of the *Youth Justice Act 1992*, which regulates age related transfers to corrective services facilities, by the *Strengthening Community Safety Act 2023* to assess whether they are operating as intended.

Rec 29 That the Queensland Government publicly report on the number of children and young people detained in watchhouses, and how long they have been detained, on a weekly or real-time basis.

Rec 30 That the Queensland Government work with relevant stakeholders to develop a statewide Code of Practice for the management of young people in watch-houses.

Rec 31 That the Queensland Government:

- set clear targets for reducing the proportion of children and young people in detention who are being held on remand; and
- identify strategies for achieving those targets.

Rec 33 That the Queensland Government undertake comprehensive community consultations to develop a plan for transforming the state's youth justice infrastructure and address overcrowding. These consultations should

explore how alternative models of youth detention can better address the needs of regional and remote communities, investigate the feasibility of establishing facilities that cater exclusively to children under 14, and seek to build public support for the construction of new facilities outside of major metropolitan centres so that young people can be detained closer to, and supported by their communities.

- Rec 34 That the Queensland Government expand Intensive Case Management to more locations, increase the number of children and young people it is funded to assist, and ensure the staff who deliver this program are remunerated at a level that appropriately reflects their expertise.
- Rec 36 That the Queensland Government fund a minimum 12-month transition plan for every child and young person transitioning back into the community after detention which is skills, education and health focused, including residential accommodation options. This will require the Queensland Government to identify suitable existing infrastructure for the residential education and training aspects.
- Rec 39 That the Queensland Government identify priority areas in which to urgently expand Youth Co-Responder Teams and the Early Action Group model and additional place-based responses to target the cohort of children and young people coming to the attention of police with a multi-agency service response for children and young people and their families. Ideally, the Early Action Groups model should comprise membership from the following agencies: Queensland Police Service, Department of Youth Justice, Department of Child Safety, Seniors and Disability Services, Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts, Queensland Health, Department of Education and the Department of Housing.
- Rec 42 That the Queensland Government significantly increase the resources allocated to restorative justice processes in order to reduce delays and improve the experiences of victims who participate in these processes.
- Rec 43 That the Queensland Government develop and implement strategies to ensure that children and young people are referred to restorative justice processes at the earliest opportunity. This should include measures to ensure that First Nations children and young people are referred to restorative justice processes at rates comparable to their non-Indigenous peers.
- Rec 44 That the Queensland Government identify why some children and young people do not participate in restorative justice processes when given the opportunity to do so, and develop strategies to improve the rate at which children and young people participate in these processes.
- Rec 47 That the Queensland Government ensure that existing Intensive Bail Initiatives are evaluated and, subject to that evaluation, consider expanding intensive bail support initiatives to ensure that children and young people

with complex needs receive the help they need to comply with their bail conditions and are able to access that support across the state.

Rec 48 That the Queensland Government immediately investigate whether additional resources and/or changes to practice are necessary to ensure information that is relevant to the sentencing of children and young people, including offending history, is provided to the courts by relevant actors, including the Queensland Police Service, the Office of the Director of Public Prosecutions, and the Department of Youth Justice.

Rec 50 That the Queensland Government:

- establish residential rehabilitation programs that can provide children and young people with wrap-around supports over an extended period as part of a non-custodial sentencing order; and
- investigate whether changes to the Youth Justice Act 1992 are necessary to facilitate the participation of children and young people in such programs as part of a non-custodial sentencing order, and introduced any changes identified as necessary.

Rec 51 That the Queensland Government immediately review the operation of section 150 of the Youth Justice Act 1992 to determine whether the central principle of community safety is being overshadowed by the principle of 'detention as a last resort' as it relates to sentencing. This review should seek input from the Department of Justice and Attorney-General, the Department of Youth Justice, and expert legal stakeholders.

Rec 52 That the Queensland Government immediately develop and implement a plan to assess the impact of serious repeat offender declarations on the sentencing of children and young people in an ongoing manner and report on their impact to the Legislative Assembly annually.

The one recommendation not commenced that is dependent on another recommendation being completed is:

Rec 53 That the Queensland Government immediately expand the scope of serious repeat offender declarations by lowering the threshold at which they can be made.

## QUESTION ON NOTICE

No. 10

Asked on Tuesday, 9 July 2024

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**Education, Employment, Training and Skills Committee Estimates 2024 ASKED**  
MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D  
FARMER)

### QUESTION:

With reference to page 3 of the SDS, compared with other jurisdictions, what are the rates of youth offending and how are they trending over time?

### ANSWER:

One crime is one too many. Our programs are designed with the serious impacts youth crime has on victims and the community in mind. We are working hard to deliver support to victims and to stop offending.

The Australian Bureau of Statistics report data on youth offending across Australian jurisdictions in their Recorded Crime data.

The latest cross-jurisdictional data is for 2022-23 and captures the rate of youth offenders per 100,000 population. Queensland's rate is 1,924.5, which is comparable to the overall Australian rate (1,847.3), and lower than for New South Wales (2,270.3), Western Australia (2,187.2), and the Northern Territory (2,818.9). Queensland's rate is however higher than for Tasmania (1,876.5), Victoria (1,277.4), South Australia (1,267.9), and the Australian Capital Territory (769.1).

Between 2017-18 and 2022-23, the rate of youth offenders per 100,000 population in Queensland decreased by 21%. This represents a greater decrease than for Western Australia (-17%), New South Wales (-15%), the Australian Capital Territory (-12%), Victoria (-10%), Tasmania (-10%), the Northern Territory (0%), and Australia overall (-18%). Only South Australia experienced a greater decrease in youth offending than Queensland since 2017-18 (-46%).

Queensland Police Service (QPS) data indicates that the actual number of youth offences has increased by 6.6% over the last 5 years, from 57,961 in 2019-20 to 61,799 in 2023-24.

Latest data from the QPS indicates that, between 2022-23 and 2023-24, the rate of youth offenders per 100,000 population in Queensland continued to decrease, by 4%.

For the same time period, QPS data also indicates that the rate of youth offences per 100,000 population in Queensland decreased by 6.7%, from 11,384 per 100,000 population in 2022-23 to 10,616 in 2023-24.

While data can fluctuate over short periods of time, as a rate per population there has been an overall decline of 2.1% in the rate of youth offences over the last 5 years, from 10,845 per 100,000 population in 2019-20.

Offending rates can change quickly and vary between offending types. For example, offences against the person and against property by young people have increased between 2019 to 2023 but have recently declined; other offences have declined from 2019 to date. Young people are over represented in solved property offences like break and enter and unlawful use of a motor vehicle.

As outlined above, various data suggests that similar trends are also being experienced in other jurisdictions. For example, ABS data indicates that all states and territories except South Australia and Western Australia have seen increases in the number and rate of youth offenders charged with acts intended to cause injury between 2017-18 and 2022-23.

While the number of unique young people offending has reduced significantly over time, (e.g. by 30% over ten years), the number of offences committed by serious repeat offenders has increased. In the 12 months ending 31 May 2024, 19% of young people who tend to be serious repeat offenders were responsible for 52% of proven offences involving young people.

Serious repeat offenders have decreased 14% from October 2023 to May 2024.

Legislative amendments introduced through the *Strengthening Community Safety Act 2023* which commenced on 22 March 2023, amended the *Criminal Code Act 1899* and *Bail Act 1990*. The amendments created new circumstances of aggravation for the offence of unlawful use of a motor vehicle or possession of a motor vehicles where:

- the offender published material advertising their involvement in or of the offending on social media;
- where offending occurred at night; or
- where the offender uses or threatens violence, is armed or pretends to be, is in company and damages or threatens to damage any property.

These aggravating circumstances were introduced to give weight to the gravity of the offending behaviours through giving the courts the ability to impose greater penalties.

The amendments provided that a child could be charged for breaching a bail condition, which is a new category of offences for children. While breach of bail undertakings has always been considered by courts, the establishment of it as a standalone offence has the effect of presenting as a growth in offending given there has been 10,505 breach of bail offences since the provision commenced on 22 March 2023

There are a range of variables that impact crime and expert evidence-based approaches have been and will continue to be adopted to reduce the number of victims.



# **EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE**

## **2024 ESTIMATES PRE-HEARING**

### **QUESTION ON NOTICE**

#### **No. 11**

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### **QUESTION:**

With reference to page 7 of the SDS and Staffing, will the Minister advise for the years 2020, 2021, 2022, 2023 and 2024 to date, the number of:

- a. Principals, Deputy Principals, and Teachers, listed separately by year, who were 'registered not required' on full pay, and,
- b. Principals, Deputy Principals, and Teachers, listed separately by year, who were 'registered not required' without pay?

#### **ANSWER:**

The 2024–25 Service Delivery Statement (SDS) provides budgeted Full-Time Equivalents (FTE) for the Department of Education (DoE). Only paid FTE are considered in the SDS reported budget and actuals.

The term 'registered not required' is not familiar or used by DoE. Principals, deputy principals, and teachers are supported to access paid and unpaid leave periods, e.g. parental leave, professional development, sick, special or long service leave.

# EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE

## 2024 ESTIMATES PRE-HEARING

### QUESTION ON NOTICE

#### No. 12

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### QUESTION:

With reference to page 35 of the Capital Statement, Growth Projects, will the Minister provide an itemised list of each growth project and its total estimated cost, reported by separately by all 11 regions as recorded in the Capital Statement?

#### ANSWER:

Investment in educational infrastructure must respond to current needs and proactively plan for the future. To ensure infrastructure is delivered in the right place at the right time, the budget allocated for Growth reported by region comprises of two types of projects—the construction of new general and specialist learning spaces, and pre-construction planning and design activities linked to future need for general and specialist learning spaces.

An itemised list of state schools allocated funding for Growth Projects in the 2024–25 Capital Statement reported separately by region is provided below.

Budget allocations (estimated costs) for individual projects remain confidential until post award of the contract to preserve the competitive tender process.

Information current as at 18 July 2024.

#### **Brisbane and Redlands**

- Balmoral State High School;
- Buranda State School;
- Centenary State High School;
- Corinda State High School;
- Craigslea State High School;
- Darling Point Special School;
- Everton Park State High School;
- Graceville State School;
- Greenslopes State School;
- Indooroopilly State High School;
- Jamboree Heights State School;
- Kelvin Grove State College;
- Kuraby Special School;
- MacGregor State High School;

- Manly State School – Forecast cost \$16.972 million (contract awarded);
- Middle Park State School;
- Moggill State School;
- Mount Ommaney Special School;
- Pallara State School;
- Redland District Special School;
- Rochedale State High School;
- Stretton State College;
- Sunnybank Special School;
- Sunnybank Hills State School;
- The Gap State High School;
- Toowong State School; and
- Wavell State High School.

#### **Central Queensland**

- Emerald State High School;
- North Rockhampton State High School; and
- Rockhampton State High School.

#### **Darling Downs – Maranoa**

- Clifford Park Special School; and
- Lockyer District State High School.

#### **Far North Queensland**

- Atherton State High School;
- Cairns State High School;
- Cairns State Special School;
- Gordonvale State High School – Forecast cost \$2.337 million (contract awarded);
- Innisfail State College; and
- Trinity Bay State High School.

#### **Gold Coast**

- Arundel State School;
- Broadbeach State School;
- Coomera State Special School;
- Currumbin State School;
- Keebra Park State High School;
- Miami State School; and
- Musgrave Hill State School.

#### **Ipswich**

- Bundamba State Secondary College;

- Camira State School;
- Collingwood Park State School;
- Ipswich Special School;
- Ipswich West Special School;
- Kruger State School;
- Ripley Valley State Secondary College;
- Springfield Central State High School;
- Western Suburbs State Special School; and
- Woodcrest State College.

#### **Logan**

- Beenleigh Special School;
- Burrowes State School;
- Logan City Special School; and
- Loganlea State High School.

#### **Moreton Bay**

- Bray Park State High School;
- Bribie Island State High School;
- Burpengary Meadows State School;
- Clontarf Beach State High School;
- Minimbah State School;
- Narangba State School; and
- Pine Rivers State High School.

#### **Queensland Outback**

- Spinifex State College – Mount Isa – Junior Campus.

#### **Sunshine Coast**

- Coolumb State School;
- Nambour State College; and
- Sunshine Beach State High School.

#### **Wide Bay**

- Chatsworth State School;
- Gympie Special School;
- Hervey Bay State High School; and
- James Nash State High School.

# **EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE**

## **2024 ESTIMATES PRE-HEARING**

### **QUESTION ON NOTICE**

#### **No. 13**

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### **QUESTION:**

With reference to page 7 of the SDS and student and staff health and safety, will the Minister Advise for the calendar years of 2023, and 2024 to-date, how many Student Disciplinary Absences included the possession or use of vapes and e-cigarette products, recorded by each year level?

#### **ANSWER:**

In 2023, students were suspended or excluded for vapes and e-cigarette-related incidents 5,591 times.

As at the end of Term 2, 2024, students were suspended or excluded for vapes and e-cigarette-related incidents 1,027 times.

2023 incidents by year level:

Year 1 – 2 incidents; Year 2 – 17 incidents; Year 3 – 28 incidents; Year 4 – 74 incidents; Year 5 – 107 incidents; Year 6 – 294 incidents; Year 7 – 719 incidents; Year 8 – 1,039 incidents; Year 9 – 1,280 incidents; Year 10 – 1,111 incidents; Year 11 – 640 incidents; Year 12 – 280 incidents.

2024 incidents as at end of Semester 1 by year level:

Year 2 – 1 incident; Year 3 – 3 incidents; Year 4 – 12 incidents; Year 5 – 23 incidents; Year 6 – 59 incidents; Year 7 – 100 incidents; Year 8 – 176 incidents; Year 9 – 223 incidents; Year 10 – 227 incidents; Year 11 – 139 incidents; Year 12 – 64 incidents.

# **EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE**

## **2024 ESTIMATES PRE-HEARING**

### **QUESTION ON NOTICE**

#### **No. 14**

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### **QUESTION:**

With reference to page 4 of the SDS and Staffing, will the Minister advise for the calendar year of 2024-to date, how many a) teachers and b) teacher-aides have resigned?

#### **ANSWER:**

Page 4 of the SDS is in relation to School Education. Page 7 of the SDS relates to Staffing.

Employee separations (resignations, retirements and terminations) are a normal part of the employment lifecycle.

Year to March 2024 Minimum Obligatory Human Resources Information data states that 776 teachers resigned (less than 1.5% of the total teacher headcount).

During the same period, 275 teacher aides resigned (around 1.5% of the total teacher aide headcount).

The average resignation rate for the past three years for teachers is 3.06% and teacher aides is 4.97%.

Typical trending for separating teachers and teacher aides is for a higher proportion of teacher departures to occur in the first term of a school year.

## QUESTION ON NOTICE

No. 15

Asked on Tuesday, 9 July 2024

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**Education, Employment, Training and Skills Committee Estimates 2024** ASKED  
MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D  
FARMER)

### QUESTION:

The Expressions of Interest for the Intensive On Country program closed on 20 March 2024. Can the Minister provide an update on:

- a. Whether any organisation has been awarded a contract or progressed to the next stage of the process, and if so how many
- b. How many Expressions of Interest were received and
- c. What was the average cost proposal of each submission?

### ANSWER:

- a. Two Aboriginal and Torres Strait Islander run organisations have been approved for two-year contracts commencing July 2024 arising from the Expression of Interest and subsequent Invitation to Offer procurement process.
- b. Twenty-four (24) EOI submissions were received. Sixteen (16) respondents were shortlisted to receive the Invitation to Offer. Twelve (12) submissions were received at the close of the Invitation to Offer on 26 June 2024. After procurement conformance checks eleven (11) offers were progressed to full evaluation by a qualified evaluation panel with support from an independent Probity Advisor.
- c. The average cost of the approved proposals is \$3,858,879.5 in 2024-2025 (excluding GST) and \$3,171,879.50 in 2025-2026.

## QUESTION ON NOTICE

No. 16

Asked on Tuesday, 9 July 2024

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**Education, Employment, Training and Skills Committee Estimates 2024 ASKED**  
MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D  
FARMER)

### QUESTION:

Can the Minister advise whether any early intervention programs have been discontinued following evaluations conducted, and if so which programs and when was funding discontinued for each?

### ANSWER:

The Queensland Audit Office (QAO) report tabled in June 2024 *Reducing serious youth crime* found the Department of Youth Justice is focussed on funding service providers contingent on outcomes achieved, not the delivery of outputs.

Since 2018, 13 evaluation reports for 10 programs have been published, with findings used to inform policy and program decision-making and practice enhancements.

Funds from the investment of \$10m over three years in last years budget are being used to develop a Youth Justice monitoring and evaluation framework. The project is overseen by a steering committee chaired by the Department of the Premier and Cabinet. One of the early focus areas is evaluation of the multiagency collaborative panels, which brings together relevant agencies and non-government service providers to work together to find ways to prevent the offending of individual serious repeat offenders based on their specific circumstances. The final report of the multiagency collaborative panel evaluation is expected to be received in September.

The following programs have been ceased:

- The Supported Community Accommodation (SCA) program was ceased on 31 January 2021. An evaluation showed that while the SCA model provided safe, secure and stable accommodation with significant wrap-around services, it was more expensive compared to other programs. On 15 December 2020, the Queensland Government announced the SCA program would conclude. During this time the government invested \$32.4m which included contracts with suppliers, property purchasing and fit out. Following the closure of the SCAs \$1.8m was repurposed to bail support in Townsville and Logan and emergency housing in Townsville. \$6.8m was returned to Queensland Treasury.
- Social Benefit Bonds was trialled between October 2017 and January 2021. Uptake of the service by families of high-risk young offenders was much lower than expected. The program did not demonstrate the individual outcomes or reduction



in the reoffending trajectory anticipated in the high-risk cohort. Additionally, the low number of completing service users meant that the actual cost per client was very high compared to other comparable initiatives addressing youth offending, such as integrated case management, and the decision was made to cease the program. The total cost to government was \$16.1m (excluding GST).

- The RADAR (Risk and Dynamic Assessment Register) program ceased on 30 June 2022 as it was not proven to be effective. Funding of \$2.236m was provided for the program.

After consideration of program evaluations, a structural change was made in recent months the Department of Youth Justice (DYJ) to align the commissioning and management of external service providers with operational functions of youth justice to ensure alignment of internal and external service provision to young people.

An evaluation of Intensive Case Management, which provides intensive support by highly specialised case managers, showed the program successfully reduced reoffending and improved family functioning. The program reduced the six-month reoffending count by 51% for young people engaged in the program. This is a 22% greater reduction than the comparison group who received different supports. The evaluation recommended expanding the reach and capacity of the program, and as a result Intensive Case Management was expanded, and is now available in 16 locations across the state.

Evaluations have also informed services being reshaped or funds repurposed to better address the needs of young people involved in the youth justice system. For example, in 2022 the Government provided increased funding of \$5 million over four years and \$1.3 million per annum ongoing to change Specialist Multi-Agency Response Teams and repurpose funding into Multi-Agency Collaborative Panels (the panels) to better coordinate service delivery for serious repeat offenders. The panels aim to significantly improve information sharing, cohesive case management and transition from youth detention.

Additional program changes resulting from evaluation findings about what is working or should be changed include:

- Community Youth Response and Diversion program components were clarified, with the program area updating guidelines to include clearer program specifications such as target cohorts for each component. Contracts were extended in all six locations after evaluation showed that program is cost effective, provides a range of benefits to participants, reduces reoffending and slows offending trajectory. Program funded \$5.337m in 2023-24 and \$5.319m in 2024-25.
- Long-term funding committed and the Queensland Youth Partnership Initiative expanded to Toowoomba, following a review which showed positive results with an increase in customer safety, and young people receiving fewer shopping centre bans and police cautions. Program funded \$0.437m in 2023-24, and \$0.279m in 2024-25.

- Learnings from the On Country evaluation have informed the design of a new Intensive On Country program, that will provide a longer residential program, as well as opportunities for greater cultural connection to services. On Country program funded \$1.351m in 2023-24 and \$0.819m in 2024-25. Intensive On Country program funded \$7.718m in 2024-25.
- Following a review of the Townsville Stronger Communities Action Group the Action Group was renamed to the Early Action Group (EAG) to reflect the early intervention focus of the group's engagement, coordination, facilitation, and referral model. The renewed objective of the EAG was to target the provision of services to young people, and their families, who are either at risk of entering the youth justice system or have had minimal contact with the criminal justice system. In February 2023, the expansion of the EAG to Mount Isa and Cairns was announced. An independent evaluation of the Early Action Group initiative is currently underway, with a report due towards the end of 2024. Program funded \$0.737m in 2023-24, and \$1.051m in 2024-25.
- An independent evaluation of the Legal Advocacy and Bail Support program recommended a review of arrangements to manage, monitor and support Legal Advocacy. As a result, the Legal Advocacy program transferred to the Department of Justice and Attorney-General portfolio. Bail support (including Bail Diversion) funded \$4.589m in 2023-24, \$6.432m in 2024-25.

The *Working Together Changing the Story: Youth Justice Strategy Action Plan 2019-21* transformed the youth justice operating environment through actions which responded to findings from reports including the Bob Atkinson *Report on Youth Justice* and *Townsville's Voice: local solutions to address youth crime*.

There has been a 109% increase in investment into the non-government sector between 2018-19 and 2023-24. In 2023-24 the DYJ committed \$39.827 million with 42 organisations to deliver 63 services. Of the 42 organisations, 16 are Aboriginal and Torres Strait Islander organisations or businesses.

Evaluations and reviews have supported evidence-based approaches to case management and service provision, including applying:

- Risk Need Responsivity (RNR) principles to service response planning, tailoring service delivery to a young person's unique characteristics and putting the young person at the centre of service delivery. RNR considers a young person's culture, age, gender, abilities and disabilities, strengths, learning style, personality, and motivation. These insights then inform how to work with and respond to the young person in a way that enables and supports them to engage in, learn, and benefit from programs and services.
- The Youth Justice Case Management Framework for the entire youth justice system, including for young offenders transitioning from detention into the community. This approach supports a service delivery model where intervention is planned, integrated, goal-oriented and accountable while ensuring each young person receives culturally appropriate services in an effective and efficient manner that is consistent throughout the youth justice system.

- Evaluation findings have informed the Youth Justice Framework for Practice which has led to a complete review and changes to strengthen the quality and consistency of DYJ practice and to guide work with young people and their families, the community, and key stakeholders. This has led to over 220 workshops and 4,000 hours of training/professional development has been provided to both youth detention and regional youth justice staff over 2023-24. Evaluation findings have also been reflected in changes to practice in detention centres where several high-quality program evaluations demonstrated reductions in youth offending.

## **QUESTION ON NOTICE**

**No. 17**

**Asked on Tuesday, 9 July 2024**

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**Education, Employment, Training and Skills Committee Estimates 2024 ASKED**  
MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D  
FARMER)

**QUESTION:**

How many 72-hour plans were created for unique offenders leaving detention in 2023?

**ANSWER:**

In 2023-24 (at 30 June 2024) Youth Justice prepared 942 72 hour plans for 444 distinct young people.

## QUESTION ON NOTICE

No. 18

Asked on Tuesday, 9 July 2024

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**Education, Employment, Training and Skills Committee Estimates 2024 ASKED**  
MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D  
FARMER)

### QUESTION:

How much of the increased funding of \$189.5 million over five years (commencing 2022-23) to the Department of Youth Justice to continue youth justice initiatives announced in the 2023-24 Budget (pg 4 SDS) has been expended to date, and can the Minister detail where this funding has been spent?

### ANSWER:

As of 30<sup>th</sup> June 2024, \$52.7 million has been expended out of the increased funding of \$189.5 million over 5 years. This has been expended across the below programs:

- Youth Co-Responder Teams extension/expansion (\$19.3million)
- Integrated Case Management extension/expansion (\$8.7 million)
- Diversion Programs (\$6.4million)
- Intensive Bail Initiative extension/expansion (\$6.1million)
- Community Partnerships Innovation Grants (\$2.6million)
- The Street University Townsville (\$2.2million)
- Specialist Youth Crime Rapid Response Squad (\$2.1million)
- Fast Track Sentencing Pilot (\$1.9million)
- On Country programs (\$1.4million)
- Townsville High Risk Youth Court (\$1million)
- Early Action Group (\$0.9million)
- Townsville Stockland and other shopping precincts crime prevention program (\$0.1million)

# EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE

## 2024 ESTIMATES PRE-HEARING

### QUESTION ON NOTICE

#### No. 19

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### QUESTION:

Referring to the SDS, billions of dollars have been committed in a record budget aimed at 'Putting Queensland Kids First' and making significant investment into classrooms and resources to improve children's learning outcomes. Will the Minister outline what investment is being made to directly assist in the retention of existing and experienced teaching staff to ensure that state school students have access to the best teachers available?

#### ANSWER:

Earlier this year I convened a teacher workforce roundtable to bring together stakeholders from across the state and non-state education sectors in finding innovative and sustainable solutions to attract passionate individuals to the teaching profession, welcome them into our schools and, crucially, retain them.

One of the first actions from the roundtable was to conduct a survey of teachers to better understand what tasks take the most time and attention away from teaching and learning and how we could help.

More than 15,500 Queensland state school teaching and leadership staff responded to the survey, which showed 53% spend more than six hours a week on administrative tasks.

As a result, the Department of Education is immediately implementing the following workload reduction activities:

- reducing the burden in recording behaviour incidents;
- limiting data collection and unnecessary testing;
- setting clear expectations for parent contact;
- reducing the number of meetings; and
- stopping creating extra curriculum planning documents.

Other key initiatives to retain teachers include:

- incentives to fill vacancies in priority locations;
- a valuing teachers campaign; and
- reconnecting retirees to gauge their interest in short-term relief work or casual employment.

Queensland teacher salaries are amongst the highest in the country. The *Department of Education State Schools Teachers' Certified Agreement 2022* (the agreement) provides for 11% headline wage increases over three years.

The agreement provides boosted incentives to attract teachers to rural and remote parts of the State under the Recognition of Rural and Remote Service Scheme (RoRRSS) including:

- increased beginning teacher payments;
- increased recognition of service payments;

- all dependants (aged 2+ years) of teachers now receive recognition of location travel allowances at the same rate as teachers; and
- recognition of location travel with additional flight options for the Torres Strait being provided to part-time and full-time teachers at the same rate.

Under the agreement, 4,200 regional teachers from 116 schools have received an attraction and retention payment of \$900 per year to further attract and retain teaching staff.

The Department provides eligible teachers subsidised teacher housing, where possible, and other support to assist housing access and affordability.

This year's budget included \$45.1 million over three years to meet increased demand and costs for subsidised teacher accommodation to help attract and retain capable and confident teachers in our rural and remote schools.

The Department is investing \$3 million in a Rural and Remote Housing Investment Scheme to provide 12 months free accommodation to teachers who accept roles at priority regional, rural and remote schools.

Increased opportunities for teachers to undertake professional development include:

- The RoRRSS Professional Learning Grant, which is available for all teachers in TR4–7 schools<sup>1</sup> who are undertaking a Masters degree relating to education.
- The Education Futures Institute is a \$210 million investment over five years (2022–23 to 2026–27), which will empower educators and leaders to build professional expertise through high quality targeted development opportunities at key career stages.

The Department's attraction strategies include Grow Your Own workforce pilots in three priority regions, \$19.8 million Turn to Teaching and \$20 million Trade to Teach Internship programs, which aim to encourage career changers to a career teaching in high-priority curriculum areas and/or in priority geographic locations through a financially supported 'earn and learn' pathway.

Permission to Teach (PTT) can be given to a person who is not a teacher but is suitably qualified to teach under the Queensland College of Teachers legislation. PTT supports—but does not replace—the recruitment of registered teachers. PTT is used only when all efforts to recruit registered teachers have not been successful, or as a mechanism to engage teaching interns through the Department's internship programs.

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<sup>1</sup> Transfer Ratings (TR) are used by the Department as the basis for determining eligibility for incentives under the Department's RoRRSS and arrangements relating to departmental accommodation and rental subsidies. Each school is assigned a transfer rating from 1–7 which is determined by remoteness, access to and the level of community services, complexity of the school environment, and organisational staffing requirements.

## **QUESTION ON NOTICE**

**No. 20**

**Asked on Tuesday, 9 July 2024**

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**Education, Employment, Training and Skills Committee Estimates 2024 ASKED**  
MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D  
FARMER)

### **QUESTION:**

With reference to the SDS, can the Minister outline how much funding has been allocated to deliver Labor's Intensive On Country program?

### **ANSWER:**

Funding of up to \$14,696,000 (including GST) over two years has been approved for allocation to the delivery of the Intensive On Country program to date. This amount includes all ongoing salaries and operating costs over two years. It does not include one-off commitments for capital upgrades for each location.

A further allocation of \$10,640,000 is available for the delivery of targeted and immediate responses to emerging youth crime and to expand the On Country Program, if market capacity and capability is available to deliver services safely and effectively.



## QUESTION ON NOTICE

### Crossbench Member Questions

Asked on Tuesday, 9 July 2024

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**Mr Michael Berkman MP, Member for Maiwar** ASKED MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D FARMER)

#### QUESTION:

In relation to the use of separation in youth detention centres, for 2022-23 and 2023-24 respectively:

1. How many instances of separation for each of the following periods were approved, excluding overnight rest periods:
  - a. Between 6 and 12 hours
  - b. Between 12 and 20 hours
  - c. Between 20 and 24 hours
  - d. Over 24 hours.
2. How many instances of separation involved:
  - a. children aged under 14 years
  - b. Aboriginal and Torres Strait Islander children?
  - c. children who are known to have a cognitive impairment?
3. What is the longest period of consecutive days where a child has spent at least 22 hours of the day in their cell, including rest periods?
4. On a cumulative basis during those periods, how many young people spent more than 50% of their time in their cell, including rest periods?

#### ANSWER:

The large majority of separations within a youth detention centre (YDC) are essential, risk-based response options to ensure the safety, security and good order of YDCs and ensure the safety and welfare of all young people, staff and visitors. Consequently, separations will only occur where there is a risk to the safety, security or good order of the centre.

Managing complex and impulsive behaviour of young people in detention requires well trained staff who utilise communication and de-escalation to mitigate the risk of harm young people frequently present to themselves, peers and staff. When these efforts fail staff utilise other restrictive practices including separation for the shortest period of time necessary to enable a young person to self-regulate and de-escalate as an option of last resort. This practice occurs in order to avoid the need for staff to apply force to prevent incidents such as assaults and to ensure the safety of young people and good order of the centre is maintained.

Separations are subject to strict approvals, supervision protocols, time limits and record keeping, ensuring they are reasonable and justified, in keeping with the legislative requirements of the Youth Justice Regulation 2016 and the *Human Rights Act 2019*.

Young people who spend time in their rooms during a separation are actively observed and monitored. This monitoring occurs in real time through a combination of CCTV and direct observation of young people. Young people in separation also have ongoing interaction with operational, professional and health service staff, and can communicate with staff via an intercom in their rooms at all times.

Compared to other Australian jurisdictions, Queensland YDCs have the most frequent observation protocols and one of the lowest staff to young person ratios, ensuring that young people are provided robust and meaningful supervision.

The Detention Centre Operational Information System (DCOIS), where separations are recorded, was introduced in 2011 and is now considered a legacy system. Its reporting functionality is limited and despite regular upgrades, its design has not enabled the system to fully meet emerging business and reporting requirements.

As part of the department's youth detention infrastructure expansion projects, a replacement system for DCOIS is being scoped to ensure comprehensive, real time reporting capability for separation and other restrictive practices within YDCs.

Significant enhancements were made to DCOIS in November 2023 which have improved the detail and accuracy of separation reporting, however historical data has limited integrity and requires onerous manual collation. These enhancements are particularly relevant to question 3 and for this reason, only data from November 2023 has been provided.

The Department works collaboratively with statutory bodies and oversight agencies to address recommendations about youth detention service delivery, including issues pertaining to separation. Separation practices are highly scrutinised and reviewed by numerous independent oversight bodies, including the Queensland Ombudsman, Inspector of Detention Services (IDS), the Office of the Public Guardian and the Community Visitor Program, the Queensland Family and Child Commission, the Human Rights Commission, the Youth Justice Department Inspectorate, the Queensland Audit Office and the Courts.

In recent years, oversight agencies have focused heavily on the issue of separation in Queensland's YDCs, with significant improvements being seen in the reduction of staff shortage separations across Queensland over the past year, and the overall length of time a young person spends in separation decreasing across the state.

The newly created IDS, which has oversight of all Queensland YDCs, has also recently focused on the issue of separation, with their first report due to be tabled and publicly available shortly.

**In response to question 1**, the instances of separation by duration periods reported in the 2022-23 financial year are:

- a. 13,654 between 6 and 12 hours
- b. 2,922 between 12 and 24 hours
- c. 4,007 over 24 hours

And in the 2023-24 financial year are:

- a. 18,423 between 6 and 12 hours
- b. 7,823 between 12 and 24 hours
- c. 2,762 over 24 hours

Data is provided in these three timeframe categories as they align with the legislative approval requirements for separations, as specified under the Youth Justice Regulations 2016, and are consistent with our separation record keeping requirements in DCOIS.

Separation duration periods reflect the total length of an approved separation duration, inclusive of time young people were in or out of their room, excluding the overnight lockdown period. Young people are permitted time outside their room while subject to separation, unless it is unsafe to facilitate this.

**In response to question 2**, for young people separated for 6 hours or more:

- In 2022-23:
  - a. 1,341 (6.5%) children aged under 14 years
  - b. 14,085 (68.4%) Aboriginal and Torres Strait Islander children
- In 2023-24:
  - a. 1,973 (6.8%) children aged under 14 years
  - b. 21,331 (73.5%) Aboriginal and Torres Strait Islander children

The department is unable to provide data relating to item c. 'children with a cognitive impairment' due to current information system limitations, as noted above.

The department can report that in 2023, 29% of young people in custody in a YDC during the Youth Justice Census were identified to have a cognitive or intellectual disability.

**In response to question 3**, for the period from 1 November 2023 to 30 June 2024, the longest period of time a young person spent at least 22 hours a day in their cell in separation over cumulative days was 9 days. The young person separated had been involved in multiple critical incidents in the days and months prior to the separations. These separations were risk-based separations following a critical incident, inclusive of staff shortage separations.

**In response to question 4**, the Department is unable to answer this question due to system and reporting limitations. The manual collation of this data is prohibitive due to the significant time required to verify data. The system currently provides live operational monitoring of separations, which are routinely reviewed by the Department. Several review and oversight functions have direct access to this information, including

the Queensland Ombudsman and Inspector of Detention Services who is currently in the process of reviewing separation within Queensland's youth detention centres with a report expected to be tabled in 2024.

As part of the department's youth detention infrastructure expansion projects, a replacement system for DCOIS is being scoped to ensure comprehensive, real time reporting capability for separation and other restrictive practices within YDCs.

It is important to note that while young people are in their rooms they are actively observed and monitored by YDC staff in real time. During periods of separation, young people are constantly monitored by operational staff and can communicate with them at all times using intercoms within their allocated rooms. Young people also continue to have access to health and specialist services, education, caseworkers, cultural liaison offices and phone contact with family and legal representatives.

## QUESTION ON NOTICE

### Crossbench Member Questions

Asked on Tuesday, 9 July 2024

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**Ms Sandy Bolton MP, Member for Noosa** ASKED MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON D FARMER)

#### QUESTION:

Referencing the Community Safety Plan for Queensland in Budget Paper no.4, page 40, what allocation has been made, as recommended in the interim Youth Justice Report, that every young person released from detention is provided a monitored 12 month plan for transitioning back into the community, which addresses skills, education, health and residential accommodation?

#### ANSWER:

The Department of Youth Justice Policy and Practice Framework supports sustained transitional planning and continued case management throughout detention and into release and re-integration as a critical component in reducing the likelihood of offending post custody.

Current programs available to young people in Queensland Youth Detention Centres cover areas of education and vocational training, targeted cultural programs, speech and language, sport and fitness, life skills, targeted health programs including mental health and substance use, as well as behavioural change programs.

Casework is commenced whilst a young person is in detention to assess individual needs and risks, make referrals to programs, and actively plan for their supported release. The Department of Youth Justice applies a Youth Justice Case Management Framework across the entire youth justice system, including for young offenders transitioning from detention into the community. This approach supports a service delivery model where intervention is planned, integrated, goal-oriented and accountable while ensuring each young person receives culturally appropriate services in an effective and efficient manner that is consistent throughout the youth justice system.

Service Response Plans are developed for all young people exiting detention to support ongoing community-based responses that address criminogenic risk factors. A young person can be placed under a 12-month case management plan; if there is a legal instrument in place or they are placed under an order; where Multi Agency Collaborative Panels are utilised and identify a case lead without a Youth Justice order in place and voluntarily where the department can assist young people and their families e.g. Early Action Groups.

If a young person is subject to a 12-month order, then they will be subject to a service response plan for that period. Other tools, such as 72-hour transition plans which are focused on information sharing and practical activities post release, are designed to complement the response plans.

The Youth Justice Reform Select Committee made several interim recommendations relevant to transitional planning, including that the Queensland Government fund a minimum 12-month transition plan for children reintegrating back into community, with the plan to be skills, education, health, and housing focused.

In response, the Queensland Government confirmed that it supports better transitional planning for young people exiting detention, and that it considers additional effort could be made in this part of the justice and human services systems.

In addition, the Queensland Government has committed to undertaking further work to support better transitional planning with government agencies, community organisations, young people and their families, for young people exiting detention, and to developing a service model that will focus on reducing recidivism. The Community Safety Plan for Queensland, Putting Queensland Kids First and the Queensland Youth Justice Strategy 2024-2028 provide significant detail on programs and investments to support case management.

Further changes have been made to support the performance of Multi Agency Collaborative Panels, with a new Expert Senior Practitioners Group (senior executive level) as an escalation point for the 20 existing panels, and to better coordinate services across systems to longer term responses where required.

As part of the \$446.4 million investment in youth justice reforms through the 2023-24 State Budget, \$10 million was allocated to undertake a comprehensive evaluation of the youth justice package including individual initiatives and holistic government responses. As part of this work, the Department of the Premier and Cabinet will lead an evaluation of transitional planning policies and procedures for those exiting detention, which will inform refinement of processes and practice. A report is estimated to be delivered in 2025. An early focus area of this program of work led by the Department of the Premier and Cabinet is the evaluation of the multiagency collaborative panels, which brings together relevant agencies and non-government service providers to work together to find ways to prevent the offending of individual serious repeat offenders based on their specific circumstances. The final report of the multiagency collaborative panel evaluation is expected to be received later this year.

## EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE

### 2024 ESTIMATES PRE-HEARING

#### CROSSBENCH QUESTION ON NOTICE

##### Member for South Brisbane

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THE EDUCATION, EMPLOYMENT, TRAINING AND SKILLS COMMITTEE ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR YOUTH JUSTICE (HON DI FARMER MP)

#### QUESTION:

With regard to the fact that 40% of students of colour in years five to nine have experienced racism in Australian schools<sup>1</sup>:

- a. What investigation has the government conducted into the extent of racism in Queensland schools?
- b. What consideration has the government given to an anti-racism policy committing Education Queensland to the elimination of all forms of racial discrimination in Queensland schools, holding all employees, students, parents, carers, volunteers and contractors to account?
- c. What measures to eliminate racism in Queensland schools has the government considered?

<sup>1</sup><https://www.theguardian.com/australia-news/2019/aug/27/racism-study-finds-one-in-three-school-students-are-victims-of-discrimination>

#### ANSWER:

- a. *What investigation has the government conducted into the extent of racism in Queensland schools?*

Principals monitor student behaviour at a school level and each school's *Student Code of Conduct* sets out the behaviour expectations at the school. Principals are best placed to understand the needs and issues in their community and to take appropriate action to respond to any concerns of racism.

Each year the Department of Education conducts a School Opinion Survey, which asks students, parents and school staff a wide range of questions about their experience of schooling. While racism is not a specific question asked of students in 2023:

- 81.1% of students reported 'I feel safe at my school'; and
- 90% of students reported 'My school encourages students to respect one another'.

- b. *What consideration has the government given to an anti-racism policy?*

Racism is unacceptable in our communities and in our state schools. All Queensland children and young people are welcome in our state schools and schools work hard every day to make sure schools are safe, inclusive and positive teaching and learning environments.

Queensland state school students were born in around 225 different countries, speak about 240 different languages and dialects, and identify with a diverse range of cultures and religions.

Each state school has a *Student Code of Conduct* which sets out the behaviour expectations for students and consequences if students fail to meet these expectations.

State schools take all reports of racism and discrimination very seriously, including anti-Semitism and Islamophobia, and places the utmost priority on students' wellbeing and safety.

The Department's *'We All Belong' workplace inclusion and diversity framework* is supported by a comprehensive suite of professional learning designed to build staff capability in relation to cultural diversity.

Staff mandatory training materials are regularly reviewed to ensure they remain responsive to global influences, community values and legislative changes.

*c. What measures to eliminate racism in Queensland schools has the government considered?*

The Department is committed to providing a safe, supportive and inclusive environment for all students and does not tolerate discrimination in any form.

The Department works closely with Multicultural Affairs Queensland and specialist support organisations, and has co-developed online advice and resources tailored to the needs of students and families.

The Department contributed to a recent review of the *Racism. No Way: Anti-racism education for Australian schools* website which has been further revised to provide advice for Australian schools regarding religious discrimination.

The Department and Multicultural Affairs Queensland are planning a cross-agency initiative intended to strengthen inclusion of culturally and linguistically diverse students and families in Queensland state schools.

All Queensland students are provided the Prep to Year 10 Australian Curriculum. Through the Australian Curriculum general capabilities, students develop ethical understandings, intercultural understandings and personal and social capabilities and understandings.

The Aboriginal and Torres Strait Islander Histories and Cultures cross-curriculum priority provides opportunities for all students to deepen their knowledge of Australia by learning about the world's oldest continuous living cultures. Students learn that contemporary First Nations Australian communities are strong, resilient, rich and diverse. Through teaching and learning of the curriculum, students gain awareness of inclusivity, cultural and racial sensitivities, counter discrimination and racism, which supports students to become responsible local and global citizens.

The Department is committed to reframing the relationship with Aboriginal peoples and Torres Strait Islander peoples. The three-year 2024 *Reframing the Relationship plan* focuses on cultural capability and cultural safety including embedding cultural capability training for school staff.

The *Reframing the Relationship plan* sets the baseline for the actions to engage with Aboriginal and Torres Strait Islander peoples to develop cultural capability when providing advice to Government and when delivering services to Aboriginal and Torres Strait Islander children and young people and to ensure continuous and meaningful improvements in cultural capability.

The Department has:

- continued implementation of the Aboriginal and Torres Strait Islander cultural capability framework;
- embedded cultural capability into leadership programs through our Education Futures Institute; and
- established an Aboriginal and Torres Strait Islander employee network.



To raise awareness in current and future generations of how the former Protection Acts impacted the lives of First Nations Queenslanders, the Department's Truth-Telling project, through the development of teaching and learning resources, supports Queensland's contribution to the commitment of:

- Path to Treaty;
- Closing the Gap; and
- section 27 and section 28 of the *Human Rights Act 2019*.

Additionally, the Department's RESPECT program and supporting resources empower Queensland teachers in building these attributes across Prep to Year 12.

Educational resources currently under development will be aligned to the Australian Curriculum: Cross-Curriculum Priority – Aboriginal and Torres Strait Islander Histories and Cultures.

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

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## ESTIMATES QUESTION ON NOTICE

### No. 1

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#### QUESTION:

Will the Minister provide an update on the \$370 million uplift to train one million Queenslanders through the new Queensland Skills Strategy, which is a key deliverable for 2024-25 under the SDS for the Department of Employment, Small Business and Training?

#### ANSWER:

Under the *Good Jobs. Great Training: Queensland Skills Strategy 2024-2028* the new Miles Labor Government has committed to a \$370 million funding uplift to kickstart the new Skills Strategy, meaning more free and subsidised training for Queenslanders, so we can all benefit from good jobs when costs are high.

The Queensland Skills Strategy is the biggest skills and training reform in almost a decade, funding one million training places for Queenslanders, easing cost-of-living pressures for those who want to train, upskill, reskill, and pursue careers in the state's priority industries.

Through the strategy, the Miles Government's vision is for Queensland to be a 'job-creating economic powerhouse driven by skilled Queenslanders'. The strategy has five focus areas: skills for good jobs; training that has the power to change lives; TAFE for all Queenslanders; a training system backing Queenslanders; and quality and results driven. The strategy identifies five-year commitments for each focus area and sets out 22 initial actions.

Many projects are already underway following the release of the Queensland Skills Strategy in May 2024. These include:

- rolling out an extra 30,000 Free TAFE places over the life of the Queensland Skills Strategy, bringing the total number of Free TAFE places to 70,000;
- an additional \$2.8 million for a new Indigenous Workforce and Skills Development Grant round;
- \$3 million for more Work Skills Traineeships in 2024-25 under the next Skilling Queenslanders for Work funding round, giving long-term unemployed and disadvantaged job seekers employment on community, public works and environmental projects;
- \$3 million for pre-apprenticeships to assist women, Aboriginal and Torres Strait Islander people, people with a disability, and people from a culturally and linguistically diverse background; and
- putting students' voices at the centre of the training system, with over 20,000 students having their say through a new survey.

This is on top of \$101.7 million Big Build investment over four years to maintain TAFE Queensland classrooms, technology, and specialised learning facilities and an additional \$81.2 million in 2024-25 for Free TAFE Nursing to provide training placements announced as part of the 2024-25 Queensland Budget.

The \$370 million investment will fund a number of Queensland Skills Strategy priorities over the coming years, including:

- \$75 million to deliver an additional 30,000 Free TAFE places over three years to 2026, bringing total Free TAFE places available to over 70,000.
- \$203.1 million in additional funding for TAFE Queensland and other public training providers over two years to ensure that TAFE has the capacity to deliver training in communities and for industries right across the state.
- \$35 million over three years from 2023-24 for industry-led skilling solutions to meet priority and emerging skills needs – including in the construction and clean energy industries – aligned with priorities in the National Skills Agreement.
- \$35 million to expand access to subsidised higher-level qualifications to support upskilling and reskilling and transition to higher education.
- \$11.3 million over three years from 2024-25 to enhance industry input on workforce skills needs and the courses we fund through an expanded industry engagement model.
- \$3 million to offer additional Indigenous Workforce and Skills Development Grant projects, bringing the total commitment to the program to \$7 million.
- \$0.14 million for TAFE Queensland to deliver a pilot Aquaculture and AgTech Trade Taster Program in 2024 in regional Queensland.
- \$2 million to deliver innovative and flexible skills solutions under a new micro-credentialing round.
- \$6 million to offer more pre-apprenticeships and Work Skills Traineeships in 2024-25.
- \$10 million to roll out a Rural & Remote TAFE pilot to deliver training face-to-face training for up to 2,000 students in regional Queensland.

The Queensland Skills Strategy is also the state's roadmap to deliver on the National Skills Agreement (NSA). Implementation of the Queensland Skills Strategy will continue to leverage funding available through the NSA.

One such example is the Albanese and Miles Labor Governments jointly investing \$35 million to establish a Health Care and Support TAFE Centre of Excellence at Queensland TAFE's Cairns campus.

The Centre of Excellence will advance partnerships with care providers, universities (including the University of the Sunshine Coast and Griffith University), Jobs and Skills Councils, unions, and Queensland and national Aboriginal and Torres Strait Island health councils.

The Health Care and Support TAFE Centre of Excellence will focus on addressing the significant workforce challenges and skills shortages in the health and care sector to train Queenslanders to work in those jobs. It will provide new and strengthen existing

pathways into higher level qualifications to equip the workforce with the skills needed for increasingly complex care needs of the community.

Rural and regional communities will be a priority of the TCE to address needs of students and health industry in rural and regional communities and opportunities to deliver innovative training pathways to upskill students in priority areas from VET into university qualifications. Critically this will enable delivery of skilled workers, including from priority cohorts, into jobs for high demand health occupations.

## ESTIMATES QUESTION ON NOTICE

### No. 2

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#### QUESTION:

Will the Minister provide an update on measures to ensure a sustainable TAFE as the leading provider of training services to the community, including in our regions?

#### ANSWER:

The new Miles Labor Government has placed TAFE Queensland at the heart of the training and skills development agenda across our industries, regions, and our communities.

Due to the success of the Free TAFE initiatives, TAFE Queensland has seen student demand during 2023-24 increase by 14%, with more than 144,000 people proud to be students at TAFE Queensland, including more than 80,000 Queenslanders enrolled in Free TAFE.

At the same time, the Miles Government is powering ahead with the *Good Jobs, Great Training, Queensland Skills Strategy 2024 – 2028*, which is injecting an additional \$370 million to turbo charge Queensland's skills sector and will support another 30,000 Free TAFE places for Queenslanders. The new investment also includes \$203.1 million for TAFE and public providers because the Miles Government has recognised Community Service Obligations delivered on its behalf by TAFE Queensland. This recognition ensures continued provision of consistent, high-quality training and skills development as well as comprehensive student support services in more regional and remote communities.

TAFE Queensland has achieved a good financial result for 2023-24, ahead of original expectations, and is also budgeting for a small surplus position in 2024-25 whilst continuing to review its cost of services and identify appropriate business improvements and efficiencies.

With TAFE owned by Queenslanders, delivered from more than 60 locations across the state, the Miles Government is backing it to lead the way. TAFE Queensland will continue to excel with the opening of the state-of-the-art Hydrogen and Renewable Energy Training Facility and Advanced Manufacturing Skills Lab at the Townsville Trade Training Centre in Bohle. In health, TAFE Queensland will be powering ahead with the nation-leading \$35 million Care and Support Centre of Excellence at the Cairns campus.

Only the Miles Government will continue to work alongside TAFE Queensland in ensuring that the significant annual investment made by this Government in training and skills keeps the economy strong and ensures every Queenslanders can share in its prosperity.

## ESTIMATES QUESTION ON NOTICE

### No. 3

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#### QUESTION:

Will the Minister provide an update on measures to support the VET workforce?

#### ANSWER:

The new Miles Labor Government is committed to doing what matters for Queensland. With a record \$107.262 billion Queensland Big Build underway, there's never been a more important time to be in Queensland's VET workforce.

In a booming economy, with full employment due to the Miles Governments strong investment and commitment to jobs, there can be challenges in finding workers to fill all jobs.

In alignment with the proactive agenda outlined in the *Good Jobs, Great Training Queensland Skills Strategy 2024-2028*, the Miles Government is supporting industry-experienced professionals to become VET trainers and assessors.

Thanks to the Miles Government, the Certificate IV in Training and Assessment, which is the qualification Queenslanders need to become a VET teacher, future VET workers save over \$3,000 on courses fees when they take up this crucial qualification through our flagship Free TAFE program. In 2023-24, more than 2,000 Queenslanders have benefited from this free training.

In addition, under the National Skills Agreement, the Miles Government is working with the Albanese Federal Government and other state and territory governments, along with TAFE and VET sector partners, to develop a national VET Workforce Blueprint to support a sustainable and capable VET workforce.

The Blueprint will identify opportunities and associated actions to support and grow a quality VET workforce in Australia, including in the regions, and responds to key themes of understanding, growing, retaining, and developing the workforce.

Focus areas include regional Queensland, which faces significant workforce challenges, and targeted approaches to increase the number of First Nations trainers and assessors to support the delivery of culturally safe training.

Queensland will use this Blueprint to grow the VET workforce, including attracting and supporting people with industry experience to reskill as trainers and assessors in areas of shortage.

Already, TAFE Queensland has taken action to attract and retain the best staff, as well as ensuring continuous development, including by providing support for the use of contemporary technological solutions.

## ESTIMATES QUESTION ON NOTICE

### No. 4

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#### QUESTION:

Can the Minister please advise what initiatives the Government has provided to ensure the ability to meet the workforce demands in relation to the projected jobs created by the Big Build?

#### ANSWER:

Queensland is in the biggest decade of infrastructure delivery in our history – Queensland's Big Build, and it's all go!

So, the new Miles Labor Government is focussed on doing what matters for Queensland by ensuring the availability of a skilled workforce to deliver Queensland's Big Build and that Queenslanders can share in the enormous benefits from this significant capital investment through good secure jobs.

We're getting to work right across the state to build more hospitals, upgraded schools, more housing, better transport, and more renewable energy.

And it doesn't stop there. Queensland's Big Build includes projects for greater water security, fire, emergency and protective services, parks, precincts, community places, spaces and more.

Queensland is growing, and now's the time to future proof the lifestyle we all love.

With more than half of this work happening in regional areas, it means more local jobs and a bigger, better Queensland – now and for the future.

Since 2019-20, more than \$904 million has been invested in construction-related training and this investment has grown year on year throughout this period. Last year (2023–24) the Miles Government invested more than \$222 million in training in construction-related training industries for over 66,000 students, creating a pipeline of workers into this industry for years to come.

The Miles Government's new Queensland Skills Strategy includes a \$370 million funding uplift that will fund one million training places for Queenslanders, easing cost-of-living pressures for those who want to train, upskill, reskill, and pursue careers in the state's priority industries.

It will deliver more Free TAFE and funded training, opening doors to opportunities across our economy, including in relation to the Big Build.



Queensland punches above its weight nationally when it comes to the number of apprentices and trainees in training with a quarter of all apprentices and trainees that commence training nationwide here in Queensland. The number of apprentices currently in training is amongst the highest on record – statewide and across all regions.

More than 82,000 Free Apprenticeships have been supported since the program began. Free Apprenticeships are available in more than 60 qualifications that directly support the Big Build and the clean energy transition, that have supported over 52,300 apprenticeships, delivering more qualified workers.

Through the Queensland Construction Workforce Fund, we are investing to train and secure a workforce to deliver more homes faster and support the Big Build through:

- the \$4M Free Tools for First Years program, providing up to \$1,000 in cash-back for first-year apprentices in the housing construction sector to ensure they have the tools they need to start their career,
- the \$2M Housing Construction Traineeship Fund which will support Queenslanders to undertake full-time paid work on government residential and social housing projects, while gaining a free Certificate I in Construction along with the General Construction Induction Card (White Card) on-the-job, and
- the new Free Construction Apprenticeships for Over 25s program that will cover the cost of eligible apprentices training with TAFE or Central Queensland University, commencing in relevant training packages from 1 July 2024 through to 30 June 2026, for the duration of their qualification.

Queensland's nation leading *Good people. Good jobs: Queensland Workforce Strategy 2022-2032* is driving partnerships with industry and the community to capitalise on Queensland's workforce strengths, address workforce challenges and support secure job opportunities for Queenslanders. This includes funded partnerships with key industry organisations including the Housing Industry Association and Civil Contractors Federation to enable deliver of industry-led skills and workforce development approaches in the construction sector.

These targeted programs, in addition to our close partnerships with bodies like Construction Skills Queensland, are a key part of attracting apprentices and trainees to a career in construction and supporting their training to completion, which is critical to ensuring we have the skilled workforce needed for the future.

## ESTIMATES QUESTION ON NOTICE

### No. 5

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#### QUESTION:

Can the Minister provide an update on regional job creation including the work and progress of the Regional Jobs Committees?

#### ANSWER:

Queensland is in the biggest decade of infrastructure delivery in our history, a record \$107.262 billion Queensland Big Build, and it's all go.

The new Miles Labor Government is doing what matters, so with more than half of this work happening in regional areas, it means more local jobs and a bigger, better Queensland – now and for the future.

To ensure regional communities are connected to workforce and skilling opportunities, the Miles Government is supporting 12 Regional Jobs Committees (RJC) across the state.

The objective of the RJC Program 2024-25 is to deliver local skilling and workforce solutions. RJC's do this by identifying their regional workforce and skilling challenges and delivering targeted and local solutions. These workforce and skilling solutions respond to economic and labour market conditions, including job creation.

Between 2021-23, 76 unique local solutions were delivered across 9 RJC's, including:

- linking prospective employees and employers through the creation of local jobs websites.
- the creation of resource guides to support regional employers in employing from under-utilised cohorts,
- ensuring a diverse and agile workforce for the region, and
- information sessions and events for small businesses to understand how to reach a more diverse or multicultural employee pool.

As well as delivering skilling and workforce solutions, RJC's connect local stakeholders with industry and government programs through resources, working groups or events and expos. This also includes being a key local-level enabler to the *Good people. Good jobs: Queensland Workforce Strategy 2022–2032* that connects Queenslanders with the work they want, supports employers to develop inclusive work practices and helps to grow a stronger and more diverse workforce.

## ESTIMATES QUESTION ON NOTICE

### No. 6

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#### QUESTION:

Will the Minister provide an update on initiatives that are supporting Queensland apprentices and creating a pipeline of skilled workers for the Big Build, including AARG?

#### ANSWER:

Queensland's Big Build is the biggest decade of infrastructure delivery in our history, underpinned by a record 4-year capital program of \$107.3 billion.

In 2024-25 alone, around 72,000 direct jobs across Queensland will be supported under the Big Build. This will require a pipeline of skilled workers.

So, the new Miles Labor Government is doing what matters by leading the way nationally with our apprenticeship and traineeship commencements at 45,000 (26.6%) and in training at 84,000 (24.5%).

The Miles Government has also recently announced Free Apprenticeships for under 25s and Free Construction Apprenticeships for All which cover apprenticeship training costs. These programs support both apprentices and employers, who are required to pay training costs under a range of modern awards.

Other programs and initiatives to support employers and apprentices/trainees include:

- supporting apprentices – under the new Queensland Skills Strategy – with foundation skills that support students and workers to develop language, literacy, and digital skills,
- unlocking National Skills Agreement investment to focus on completions so we can increase the number of skilled workers, reduce skills gaps, and improve overall workforce productivity,
- extending the apprentice/trainee rebates for payroll tax until 30 June 2025, therefore, not only will amounts payable by employers to apprentices and trainees during their period of apprenticeship remain exempt, but a 50 per cent rebate will also be available to employers,
- providing travel and accommodation allowances for apprentices training regionally to ensure equitable access to training opportunities and alleviate financial burdens for apprentices and trainees who need to travel to complete their training,
- beginning a 12-month Rural and Remote TAFE Pilot in Central and North Queensland to increase high-quality, face-to-face training options for those living in these communities,

- Implementing our \$4.6 million Women in Trades Mentoring Program that targets mentoring support for first and second year female apprentices in construction, automotive, electrical, and manufacturing industries, and
- launching the very popular \$4 million *Free Tools for First Years* program that provides up to \$1,000 cashback for tools to first-year construction, plumbing, and electrical apprentices to reduce the financial burden that many apprentices feel.

Through the Department of Employment, Small Business and Training's (DESBT) Customer Centre and State-Wide regional network, close to 230,000 contacts were made during 2023-24 to support apprenticeship and traineeship stakeholders. This included regions providing local support and visiting over 4,100 employers, apprentices and trainees across Queensland (as at end of 30 June 2023).

It is critical that advice on supporting Queensland apprenticeships and traineeships is driven by industry advice. One of the mechanisms that has helped to facilitate this advice is the Apprenticeship Advisory Reference Group (AARG).

Key functions of the AARG included advice on how completion rates for apprenticeships and traineeships can be improved; advice and guidance to support DESBT's management of the Queensland's apprenticeship and traineeship system; advice on how to support women in male dominated fields; and critically examining apprenticeship pathways and whether they remain fit for purpose and conducive to diversity for particular industry sectors.

## ESTIMATES QUESTION ON NOTICE

### No. 7

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#### QUESTION:

Could the Minister please outline how the Government is supporting small business with workforce attraction and retention?

#### ANSWER:

The new Miles Government's \$250 million *Queensland Small Business Strategy 2024-27* released on 30 May 2024 sets out a renewed strategic direction to grow a thriving, resilient small business sector supporting local jobs and contributing to a strong economy across Queensland.

The Queensland Small Business Strategy addresses key themes identified through consultation with almost 2,000 small business stakeholders across Queensland, including concerns around workforce challenges such as recruitment and retention of skilled workers.

Specific actions under the Strategy which will support small business with workforce attraction and retention include:

- additional funding for grants to support businesses to implement workforce solutions,
- extension of the Business Chamber Queensland Workforce Evolve Program to provide employers with access to tailored, fit-for-purpose support to empower them to achieve future-ready, sustainable, and inclusive workforces, and
- continuation of the Back to Work program to provide assistance to small businesses to attract, employ and retain workers facing disadvantage in the labour market.

Together with budget cost-of-living measures that will put more money in the pockets of Queenslanders, the new Strategy will support small businesses to thrive and grow by lowering costs and easing national cost-of-living pressures, including lower energy costs through the \$650 rebate on electricity bills for eligible small businesses; investing in programs to help small businesses reduce energy, water and waste costs; and providing access to free training under the Free TAFE program.

The Queensland Small Business Strategy leverages off and complements the *Good people. Good jobs: Queensland Workforce Strategy 2022-2032* which is a nation leading whole-of-government strategy to support industries, employers and communities to strengthen Queensland's workforce.

Workforce attraction and retention is one of the five key focus areas of the Queensland Workforce Strategy. The Strategy is supporting small businesses and employers to attract and retain workers, take new and innovative approaches to their workforce, and build more diverse workforces.

Through the first QWS Action Plan (2022-25), there are several actions directly and indirectly supporting small businesses. These include:

- Funding a network of Industry Workforce Advisors (IWA) to provide workforce planning and development support to small and medium sized enterprises across Queensland and all industry sectors to identify and seek solutions to workforce attraction and retention issues.
- The \$25 million Workforce Connect Fund that small businesses can access for projects that address attraction, retention and participation issues within the workforce. This includes human resources (HR) Support Grants of up to \$5,000 to small businesses with an immediate need for new and innovative HR solutions to support their business.
- The Micro-credentialing Program which provides an opportunity to support changing workplaces by enabling the provision of focused training for new or transitioning employees in specific skills.
- The Train and Retain Program that small business can access for help in supporting their apprentices and trainees in their training and workplace, and Apprenticeships Work for Everyone which promotes the benefits of apprenticeships and traineeships to Queenslanders.
- Access to the Diverse Queensland Workforce program that will assist up to 2,500 migrants, refugees and international students into employment, including with small businesses.

The Queensland Workforce Strategy works hand in hand with the *Good Jobs, Great Training: Queensland Skills Strategy 2024–2028* to deliver the skilled workforce needed to power our growing economy, now and into the future.

## ESTIMATES QUESTION ON NOTICE

### No. 8

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#### QUESTION:

Will the Minister please provide an update on disaster recovery and support for small businesses impacted by the devastating natural disaster events earlier this year?

#### ANSWER:

The Miles Government was quick to provide support for Queensland small businesses through the South East Queensland (SEQ) severe storms (24 December 2023 – 3 January 2024), Tropical Cyclone (TC) Jasper (13 – 28 December 2023), Tropical Cyclone Kirrily (25 January – 26 February 2024) and the Southern Queensland Bushfires (8 September – 7 November 2023).

Nearly 1,900 small businesses asked for contact from a government official across these natural disasters. Departmental officers contacted 100% of these businesses and provided information on support available to them.

The Department of Employment, Small Business and Training officers also convened or attended 46 business recovery hubs, which attracted 574 attendees in Far North Queensland, and visited 254 businesses to offer assistance in South East Queensland.

Existing Small Business Financial Counsellors and Small Business Wellness Coaches in Northern Queensland and Southern Queensland have been providing support to small businesses affected by these disasters.

Small businesses in eligible local government areas have been able to access:

- extraordinary disaster assistance recovery grants of up to \$50,000
- disaster assistance loans of up to \$250,000
- disaster assistance (essential working capital) loans of up to \$100,000

The Queensland Small Business Commissioner also waived mediation fees for disputes lodged between 25 December 2023 to 13 June 2024 for small businesses located in select LGAs at the time of the South East Queensland floods; and 13 December 2023 to 13 June 2024 for small businesses located in select LGAs at the time of Tropical Cyclone Jasper.

As part of a \$112 million joint state and federal package to support a range of initiatives for recovery, a \$13.4 million Small Business Support Package includes:

- 6.9M for extending the Small Business Support Network with an additional six small business financial counsellors and an additional four small business wellness coaches.

- \$5.5M for the Exceptional Disaster Hardship Assistance Grants package. This provides grants of up to \$20,000 to provide financial assistance to small businesses who have lost income due to protracted isolation due to road access, power, and other services.
- \$1M for the Business Resilience Partnership Program. A new program that addresses local support needs not met through other programs, and delivered in partnership with Councils and Chambers

All of this support is in addition to the ongoing services provided by the Miles Government to our small business communities. These services all contribute to small business growth and resilience and include:

- The existing Small Business Support Network which provides access to free, independent, one-on-one small business wellness coaching and small business financial counsellors, as well as access to professional support services such as legal advice, marketing advice, and professional psychological services via the Small Business Support Services Fund
- Advocacy services of the Office of the Queensland Small Business Commissioner
- Free mentoring for recovery through the Mentoring for Growth program
- Small business capability and innovation grants

The Miles Government's new \$250 million Queensland Small Business Strategy 2024-27 has a strong focus on continuing to build the resilience of the State's small businesses.



## **ESTIMATES QUESTION ON NOTICE**

**No. 9**

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### **QUESTION:**

With reference to the Small Business Strategy, will the Minister provide information on what measures the Miles government will take to support family businesses who are being targeted by cybercrime?

### **ANSWER:**

The vision of the Queensland Small Business Strategy 2024-27 is a thriving, resilient small business sector supporting local jobs and contributing to a strong economy across Queensland.

In the context of an increasingly digital economy, cybersecurity has become crucial for businesses in Australia, especially with the rising prevalence and cost of cybercrime.

Helping small and medium enterprises cope with the complexities of cyber security is vital in keeping our small businesses safe, open and operating. According to the Australian Signals Directorate Cyber Threat Report 2022-23, the average cost per cybercrime is currently \$46,000 for small businesses, \$97,200 for medium businesses with these costs rising annually.

This is why the Miles Government has prioritised this support for small and medium businesses and is implementing the \$15 million Cyber Security Support for Queensland Small to Medium Enterprises (SMEs) initiative.

This comprehensive initiative will provide several proactive and important programs to enhance cyber security resilience for SMEs. These programs are expected to include the Cyber Security Infrastructure Solutions Package, which will provide support and funding for tools such as VPN networks, anti-virus software, multi-factor authentication, and data encryption. Other programs under the initiative include the Cyber Security Awareness and Training Package, which is proposed to offer workshops, webinars, and educational materials; the Cyber Security Self-Assessment Toolkit, which includes tools to evaluate and improve cyber security posture; and Cyber Security Compliance Training to ensure adherence to relevant laws and standards.

The initiative will also complement and provide further support over and above those being provided by the Albanese Government.

To provide further support for small business and their cyber security needs, the Miles Labor Government has also expanded or reinforced the scope of our small business grants programs to include cyber security and crime prevention measures providing immediate assistance for small businesses.

Additionally, our Mentoring for Growth program is also providing further support and advice on cyber security matters to small business and the Business Queensland

website serves as a hub for information on government programs and contemporary business practices, including cyber security.

These measures collectively aim to protect small and family businesses from cyber threats and support their growth in a secure digital environment.

The Miles Government is continuing its commitment to working with experts in the sector and providing support to make it as easy as possible for small businesses to help safeguard their data, operations and finances so that they can continue to be innovative, adapt, grow and succeed.

## ESTIMATES QUESTION ON NOTICE

### No. 10

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#### QUESTION:

Will the Minister provide an update on Free TAFE and the cost of living support provided through the program?

#### ANSWER:

We know that TAFE changes lives and that Free TAFE has been changing thousands of lives since it was introduced.

Free TAFE is jointly funded with the Australian Government and has delivered over 91,300 free training places since 1 January 2023 providing enormous cost of living relief for Queenslanders looking to secure employment or advance in their career in priority industries.

It is pleasing that this initiative has now been extended to 2026, with over 70,000 training places being made available from 2024 through to 2026.

In Queensland, Free TAFE comprises of Fee-Free TAFE, Free Nursing and Free Apprenticeships for under 25s.

Free TAFE allows school leavers and Queenslanders of all ages looking to upskill or change careers to undertake one of 74 priority courses at TAFE Queensland and CQUniversity.

Through Free Nursing, the Government is fully funding 3,500 fee-free places in the Diploma of Nursing in 2024 and an additional 3,000 nursing places in 2025. Through Free Nursing, more than 5,000 future nurses have kicked off their Free Nursing studies since 2023, accessing much needed cost of living relief by saving up to \$25,000 in enrolment fees.

Queenslanders participating in Free TAFE can save thousands of dollars. For example:

- 7430 Queenslanders have commenced a Certificate III in Individual Support, saving up to **\$4365** per student, an investment of up to more than \$32 million
- 5630 Queenslanders have commenced a Certificate IV in Accounting and Bookkeeping, saving up to **\$6500** per student, an investment of up to more than \$36 million

Enrolment in Fee-Free TAFE and Free Nursing can occur regardless of the prospective student's employment status, or the number of qualifications previously completed. This opens the door to study for Queenslanders who may have previously exhausted their subsidised training entitlements however, students can only complete one Free TAFE qualification.

Through Free Apprenticeships, over 82,000 apprentices and trainees have accessed fee-free training since 2018. For Free Apprenticeships for under 25s, there are currently approximately 130 fee-free apprenticeships and traineeships supported through this initiative – a cost saving for eligible apprentices and trainees, or their employers, during their apprenticeship or traineeship. For example, an automotive mechanic apprentice could save up to **\$1700**.

Free Construction Apprenticeships for Over 25s has recently been announced and will support up to 2250 new apprentices in 29 different construction apprenticeships. A plumbing apprentice could save up to **\$2800** over the duration of their apprenticeship.

Whilst Free TAFE is changing lives and provides cost of living support for Queenslanders, it is also providing the skills and workforce required for the Queensland economy to continue to prosper, particularly in relation to the Big Build, the health industry and the energy transition.

## ESTIMATES QUESTION ON NOTICE

### No. 11

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#### QUESTION:

With regard to the Cyber Security Support for Queensland Small to Medium Enterprises initiative, will the Minister detail:

- a. what programs the initiative will fund;
- b. the criteria that will be used to assess eligibility for funding under the initiative;
- c. the measures of effectiveness that will be used to assess effectiveness of programmes delivered under the program; and
- d. any industry or cyber security specialist feedback that was used to develop the initiative.

#### ANSWER:

The new Miles Labor Government is doing what matters for Queensland's small businesses, who should be focussed on serving their customers – not defending their operations from international cyber crime.

As part of our new Small Business Strategy: Powering small business, a tailored solution will be developed to protect small businesses and help them to cope with the complexities of cyber security – importantly, this solution will be free for the sector.

The initiative is expected to fund several proactive and important programs to enhance cyber security resilience for SMEs. These programs are expected to include the Cyber Security Infrastructure Solutions Package, which will provide support and funding for tools such as VPN networks, anti-virus software, multi-factor authentication, and data encryption. Other programs under the initiative include the Cyber Security Awareness and Training Package, which is proposed to offer workshops, webinars, and educational materials; the Cyber Security Self-Assessment Toolkit, which includes tools to evaluate and improve cyber security posture; and Cyber Security Compliance Training to ensure adherence to relevant laws and standards.

Eligibility for funding under this initiative is based on specific criteria. SMEs to be supported must have less than 200 employees and a registered headquarters in Queensland. They must also have an active Australian Business Number (ABN) and be registered for GST. Priority may be given to SMEs that handle significant amounts of client information or highly sensitive data, especially those in industries like healthcare, financial services, law, education, real estate, manufacturing, technology, and IT services.

The effectiveness of the programs under the initiative will be measured using quantitative and qualitative metrics. Quantitative measures include the total number of SMEs engaged, the number of SMEs involved in each core service area, and the measurable improvements in cyber security posture through pre- and post-assessments. Qualitative measures will assess overall satisfaction with the program and SMEs' confidence in mitigating, preventing, or responding to cyber-attacks.

In developing this initiative, the Department of Employment, Small Business and Training (DESBT) engaged with the Cyber Security Unit within the Queensland Government Customer and Digital Group. This collaboration ensured that the programs were informed by expert knowledge and industry best practices.

As the Queensland economy digitises, the Miles Government understands how important it is to support our small businesses in to protect themselves from potential cyber security threats. As such, our commitment to the cyber security of small business owners across Queensland is absolute.

Importantly, we can afford to invest in preparing Queensland small businesses for cyber security threats because of progressive coal royalties, and we're building the capability and capacity of the local sector through our BuyQueensland policy.

## ESTIMATES QUESTION ON NOTICE

### No. 12

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#### QUESTION:

In relation to the conduct of TAFE employees, contractors and students (reported separately), and for the period 01/01/2015 to 30/06/2024, will the Minister advise (reported separately by year and the nature of the alleged unacceptable conduct):

- a. the number of any instances of alleged sexual misconduct;
- b. the number of any instances of alleged misconduct;
- c. the number of any instances of alleged serious misconduct; and
- d. the number of matters referred to the Queensland Police Service, or other external body, for investigation or enforcement.

#### ANSWER:

Since 2015, TAFE Queensland has continued to implement and improve a range of reporting systems that provide centralised and more reliable data capturing in relation to alleged conduct of its staff and students. Importantly, this continual improvement provides TAFE Queensland a holistic overview and contributes to increased numbers being reported.

- Increased instances of alleged academic misconduct from 2019 is attributed to improved plagiarism detection through monitoring services, like *Course Hero* and implementing systems, like *Turnitin*. This increase is also correlated with an increase in the availability and accessibility of AI-powered generative software being used by students across the world.
- The increase of alleged behavioural misconduct from 2023 is attributed to the implementation of mandatory policy inclusions from the Department of Education impacting the TAFE Queensland Senior College. As an example, these included infringements relating to the strengthened use of mobile phone policy.

TAFE Queensland takes any allegation of misconduct seriously however has no recorded instances of alleged misconduct by contractors.

TAFE Queensland has well established complaints management processes that are being continually improved.

<b>Employees</b>	The number of instances of alleged sexual misconduct	The number of instances of alleged misconduct	The number of instances of alleged serious misconduct	The number of matters referred to the Qld Police Service or other external body, for investigation or enforcement
01/01/2015-30/06/2015	1	25	2	1
01/07/2015-30/06/2016	0	46	20	1
01/07/2016-30/06/2017	1	39	7	0
01/07/2017-30/06/2018	0	72	9	0
01/07/2018-30/06/2019	0	76	3	2
01/07/2019-30/06/2020	4	75	10	1
01/07/2020-30/06/2021	2	52	54	0
01/07/2021-30/06/2022	2	48	23	1
01/07/2022-30/06/2023	2	89	41	0
01/07/2023-30/06/2024	4	79	45	0

<b>Students</b>	The number of instances of alleged sexual misconduct	The number of instances of alleged misconduct	The number of instances of alleged serious misconduct	The number of matters referred to the Qld Police Service or other external body, for investigation or enforcement
01/01/2015-30/06/2015	0	43	6	0
01/07/2015-30/06/2016	0	27	23	1
01/07/2016-30/06/2017	0	47	26	0
01/07/2017-30/06/2018	0	81	8	0
01/07/2018-30/06/2019	1	80	13	1
01/07/2019-30/06/2020	1	94	28	2
01/07/2020-30/06/2021	2	277	42	2
01/07/2021-30/06/2022	3	219	54	6
01/07/2022-30/06/2023	7	237	51	9
01/07/2023-30/06/2024	9	389	83	10



## ESTIMATES QUESTION ON NOTICE

### No. 13

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#### QUESTION:

With reference to Skilling Queenslanders for Work for the FY 2023-24, and the State Government's permanent funding commitment for the program, will the Minister advise (reported by round, program, and by age group 15 to 24 years, and 25 years +):

- a. the number of participants who commenced a program;
- b. the number of participants who completed a program;
- c. the cost of each program;
- d. the number of participants who successfully gained employment following participation in a program;
- e. the length of employment tenure that is used to assess if an individual has gained and maintained employment after completion of the program; and
- f. the amount of allocated funding each financial year from 2024-25 to 2027-28 (reported separately by financial year)?

#### ANSWER:

The Miles Labor Government is doing what matters for Queenslanders and there are few greater examples of this than providing another \$80 million in cost-of-living relief by sponsoring thousands of Queenslanders with free qualifications, paid traineeships, and putting them on a path to employment.

I am pleased to provide program performance and outcomes being achieved under the highly successful Skilling Queenslanders for Work (SQW) initiative.

SQW is one of the key participation strategies that forms part of VET investment in Queensland, with an explicit focus on assisting vulnerable Queenslanders that generally face barriers to their participation in training and the labour market.

Funded by progressive coal royalties through this Budget, up to 15,000 vulnerable jobseekers will be given an opportunity with community-based not-for-profit organisations to get on the job training through the Skilling Queenslanders for Work program.

The following table answers a, b and d, as best possible noting it is an incomplete data set. The number of participants from 2023-24 who have been recruited and commenced, have completed and gained employment will continue to increase substantially overtime, as there is a time lag with reporting and while projects must commence in the financial year, they are delivered for 12 months and can have multiple intakes. Employment outcomes under SQW are collected at a point in time when a participant exits a program and is reported as a cumulative figure. There will not be a complete data set of employment outcomes for 2023-24 until all projects approved in the financial year have been delivered and completed. Employment outcomes are measured again 12 months after a participant exits, and reported as an overall percentage.

We know the cost-of-living is putting pressure on Queenslanders - this initiative provides essential support to help people secure ongoing employment to improve their livelihoods.

For many, this will be the first formal qualification they'll have ever gotten, and for some their very first job.

SQW PROGRAM	Funding Round	COMMENCED		COMPLETED		EMPLOYMENT	
		15-24	25+	15-24	25+	15-24	25+
Community Work Skills	First	445	848	212	390	130	224
	Second	262	420	42	46	23	18
Work Skills Traineeships	First	510	338	239	177	114	91
	Second	381	225	62	38	26	11
Get Set for Work	First	396	0	143	0	66	0
	Second	159	0	31	0	18	0
Ready for Work	First	206	363	126	188	93	136
	Second	168	201	84	100	42	63
Youth Skills	First	169	2	52	0	33	0
	Second	32	1	2	0	0	0
Community Foundation Skills	First	72	235	20	92	7	22
	Second	18	51	0	10	0	3
Skill Up	First	27	276	7	111	2	68
	Second	14	165	2	27	1	9
First Start	All Year	290	83	5	5	1	2

### c. the cost of each program;

The below table has the approved funding awarded in each funding round in 2023-24 under each program. This will not be the final cost of each program as all funds will be fully acquitted upon project completion and unspent funds returned to the department.

SQW PROGRAM	Funding Round	Approved Funding
Community Work Skills	First	\$6,039,000
	Second	\$8,144,600
Work Skills Traineeships	First	\$24,770,700
	Second	\$33,843,600
Get Set for Work	First	\$3,120,900
	Second	\$3,636,200
Ready for Work	First	\$900,700
	Second	\$2,023,200
Youth Skills	First	\$1,251,700
	Second	\$1,638,800
Community Foundation Skills	First	\$2,121,300
	Second	\$1,074,400
Skill Up	First	\$1,449,400
	Second	\$1,632,700

First Start	All Year	\$9,515,000
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**e. the length of employment tenure that is used to assess if an individual has gained and maintained employment after completion of the program; and**

Outcome data is collected for all SQW participants upon their completion of a program. Employment outcomes include full-time or part-time employment in a permanent, temporary, casual or self-employed capacity.

The Queensland Government Statistician's Office, Queensland Treasury, conducts statistical services and surveys on behalf of the Department of Employment, Small Business and Training (DESBT).

The annual survey is an attempted census of participants that exited a SQW program within a calendar year. Surveys are conducted approximately 12 months after participants complete a program to determine destination outcomes and are undertaken using a combination of secure web-based survey format and computer assisted telephone interviews.

**f. the amount of allocated funding each financial year from 2024-25 to 2027-28 (reported separately by financial year)?**

SQW has a permanent annual budget of \$80 million. Each financial year, the amount of funding allocated will vary depending on carryover commitments and deferrals. There is also additional funding from the Mental Health Alcohol and Other Drugs Implementation Plan in 2024-25 and 2025-26 and the Queensland Skills Strategy in 2024-25.

In 2024-25, the SQW budget is \$99 million. In 2025-26, the SQW budget is \$96.25 million. In 2026-27, the SQW budget is \$88.854 million. In 2027-28, the SQW budget is \$80 million.

## ESTIMATES QUESTION ON NOTICE

### No. 14

#### QUESTION:

With reference to small business grants, for financial years 2021-22, 2022-23, and 2023-24, will the Minister provide details of each grant program (Business Basics, Business Boost, Business Growth) (reported separately by financial year and program), for 2021-22, 2022-23, 2023-24, including;

- the total number of applicants for each program;
- the total number of successful applicants for each program;
- the amount of funds expended for each round of the programs; and
- details of any measures of effectiveness used to assess success or otherwise of the programs.

#### ANSWER:

Grants provided to Queensland small businesses to support them to grow and thrive have substantially increased in recent years.

Since August 2021, \$39M in grant funding has been committed to almost 6,000 small businesses.

As part of the Queensland Small Business Month in May 2024 and the commencement of the new Queensland Small Business Strategy, a grant round for each program was opened in May or June 2024. These latest grant rounds have a budget of over \$8 million, with applications for these rounds currently under assessment.

#### **a) Total number of applicants for each program:**

	2021-2022	2022-2023	2023-2024	Totals for programs
<i>Grant Program</i>	# App	# App	# App	# App
Business Growth Fund	535	130	148	813
Business Boost	397	1385	1412	3194
Business Basics	3419	5534	597	9550
Total per FY	4,351	7,049	2,157	13,557

**(b) Successful applications per grant program:**

	2021-2022	2022-2023	2023-2024	Totals for programs
<i>Grant Program</i>	<i># App</i>	<i># App</i>	<i># App</i>	<i># App</i>
<b>Business Growth Fund</b>	40	42	28	110
<b>Business Boost</b>	213	166	113	492
<b>Business Basics</b>	3,195	2,201	<i>Under assessment</i>	5,396
<b>Total per FY</b>	<b>3,448</b>	<b>2,409</b>	<b>141</b>	<b>5,998</b>

**(c) Funding expended per grant program round:**

	2021-2022	2022-2023	2023-2024	Totals for programs
<i>Grant Program</i>	<i>\$ Funding</i>	<i>\$ Funding</i>	<i>\$ Funding</i>	<i>\$ Funding</i>
<b>Business Growth Fund</b>	<b>\$1,855,395</b>	<b>\$1,955,039</b>	<b>\$1,178,469</b>	<b>\$4,988,903</b>
Round 3	\$1,855,395	\$0	\$0	\$1,855,395
Round 4	\$0	\$1,955,039	\$0	\$1,955,039
Round 5	\$0	\$0	\$1,178,469	\$1,178,469
Round 6	\$0	\$0	<i>Under assessment</i>	
<b>Business Boost</b>	<b>\$541,280</b>	<b>\$1,659,465</b>	<b>\$1,548,422</b>	<b>\$3,749,166</b>
Round 1	\$541,280	\$1,659,465	\$15,722	\$2,216,467
Round 2	\$0	\$0	\$1,532,700	\$1,532,700
Round 3	\$0	\$0	<i>Under assessment</i>	
<b>Business Basics</b>	<b>\$15,800,250</b>	<b>\$10,555,600</b>	<b>\$265,000</b>	<b>\$26,620,850</b>
Round 1	\$10,065,000	\$0	\$0	\$10,065,000
Round 2	\$5,735,250	\$0	\$0	\$5,735,250
Round 3	\$0	\$5,056,100	\$0	\$5,056,100
Round 4	\$0	\$5,499,500	\$265,000	\$5,764,500
Round 5	\$0	\$0	<i>Under assessment</i>	
<b>Total per FY</b>	<b>\$18,196,925</b>	<b>\$14,170,104</b>	<b>\$2,991,891</b>	<b>\$35,358,919</b>

Note: Table includes total net expenditure. Grants have varying payment cycles either upfront and/or milestone payments.

**(d) measures of effectiveness used to assess success:**

In 2023-24, of grant recipients completing acquittal returns:

- 98.4% report an increase capability as a direct result of participation in small business grant programs;
- 97.9% report a projected increase in either employment, turnover or profitability;
- 99% agreed, with 69% strongly agreeing, that their grant funded project achieved objectives; and
- 99% agreed, with 78% strongly agreeing, that they were satisfied with their interaction with the Department.

## ESTIMATES QUESTION ON NOTICE

### No. 15

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#### QUESTION:

With reference to the Queensland Skills Strategy 2024-2028, including additional funding of \$203.1 million over 2 years allocated as part of the total \$370 million investment, will the Minister provide a full breakdown of the total \$370 million investment reported by financial year for the duration of the strategy?

#### ANSWER:

Under the *Good Jobs. Great Training: Queensland Skills Strategy 2024-2028* the new Miles Labor Government has committed to a \$370 million funding uplift to kickstart the new Skills Strategy, meaning more free and subsidised training for Queenslanders, so we can all benefit from good jobs when costs are high.

The Queensland Skills Strategy is the biggest skills and training reform in almost a decade, funding one million training places for Queenslanders, easing cost-of-living pressures for those who want to train, upskill, reskill, and pursue careers in the state's priority industries.

Through the strategy, the Miles Government's vision is for Queensland to be a 'job-creating economic powerhouse driven by skilled Queenslanders'. The strategy has five focus areas: skills for good jobs; training that has the power to change lives; TAFE for all Queenslanders; a training system backing Queenslanders; and quality and results driven. The strategy identifies five-year commitments for each focus area and sets out 22 initial actions.

Many projects are already underway following the release of the Queensland Skills Strategy in May 2024. These include:

- rolling out an extra 30,000 Free TAFE places over the life of the Queensland Skills Strategy, bringing the total number of Free TAFE places to 70,000;
- an additional \$2.8 million for a new Indigenous Workforce and Skills Development Grant round;
- \$3 million for more Work Skills Traineeships in 2024-25 under the next Skilling Queenslanders for Work funding round, giving long-term unemployed and disadvantaged job seekers employment on community, public works and environmental projects;
- \$3 million for pre-apprenticeships to assist women, Aboriginal and Torres Strait Islander people, people with a disability, and people from a culturally and linguistically diverse background; and
- putting students' voices at the centre of the training system, with over 20,000 students having their say through a new survey.

This is on top of \$101.7 million Big Build investment over four years to maintain TAFE Queensland classrooms, technology, and specialised learning facilities and an additional \$81.2 million in 2024-25 for Free TAFE Nursing to provide training placements announced as part of the 2024-25 Queensland Budget.

The \$370 million investment will fund a number of Queensland Skills Strategy priorities over the coming years, including:

- \$75 million to deliver an additional 30,000 Free TAFE places over three years to 2026, bringing total Free TAFE places available to over 70,000.
- \$203.1 million in additional funding for TAFE Queensland and other public training providers over two years to ensure that TAFE has the capacity to deliver training in communities and for industries right across the state.
- \$35 million over three years from 2023-24 for industry-led skilling solutions to meet priority and emerging skills needs – including in the construction and clean energy industries – aligned with priorities in the National Skills Agreement.
- \$35 million to expand access to subsidised higher-level qualifications to support upskilling and reskilling and transition to higher education.
- \$11.3 million over three years from 2024-25 to enhance industry input on workforce skills needs and the courses we fund through an expanded industry engagement model.
- \$3 million to offer additional Indigenous Workforce and Skills Development Grant projects, bringing the total commitment to the program to \$7 million.
- \$0.14 million for TAFE Queensland to deliver a pilot Aquaculture and AgTech Trade Taster Program in 2024 in regional Queensland.
- \$2 million to deliver innovative and flexible skills solutions under a new micro-credentialing round.
- \$6 million to offer more pre-apprenticeships and Work Skills Traineeships in 2024-25.
- \$10 million to roll out a Rural & Remote TAFE pilot to deliver training face-to-face training for up to 2,000 students in regional Queensland.

The Queensland Skills Strategy is also the state's roadmap to deliver on the National Skills Agreement (NSA). Implementation of the Queensland Skills Strategy will continue to leverage funding available through the NSA.

One such example is the Albanese and Miles Labor Governments jointly investing \$35 million to establish a Health Care and Support TAFE Centre of Excellence at Queensland TAFE's Cairns campus.

The Centre of Excellence will advance partnerships with care providers, universities (including the University of the Sunshine Coast and Griffith University), Jobs and Skills Councils, unions, and Queensland and national Aboriginal and Torres Strait Island health councils.

The Health Care and Support TAFE Centre of Excellence will focus on addressing the significant workforce challenges and skills shortages in the health and care sector to train Queenslanders to work in those jobs. It will provide new and strengthen existing

pathways into higher level qualifications to equip the workforce with the skills needed for increasingly complex care needs of the community.

Rural and regional communities will be a priority of the TCE to address needs of students and health industry in rural and regional communities and opportunities to deliver innovative training pathways to upskill students in priority areas from VET into university qualifications. Critically this will enable delivery of skilled workers, including from priority cohorts, into jobs for high demand health occupations.



Pre-hearing Estimates QoN # 15 - Attachment 1

Commitments	2023-24	2024-25	2025-26	2026-27	2027-28	TOTAL
	\$000					
Additional Free TAFE places over the next three years		25,000	38,000	12,000		75,000
Public Funding - TAFEQ		88,989	97,659			186,648
Other Public Providers		7,728	8,766			16,494
Industry-Led Solutions	5,000	15,000	15,000			35,000
Expand access to higher-level qualifications	4,000	16,000	15,000			35,000
Enhance capacity of the industry engagement mechanism		3,770	3,770	3,770		11,310
Indigenous Workforce and Skills Development Grants	1,000	2,000				3,000
Pilot Aquaculture & AgTech Trade Taster Program	140					140
Micro-credentialing programs		2,000				2,000
SQW work skills traineeship and pre apprenticeships	3,000	3,000				6,000
<b>TOTAL</b>	<b>13,140</b>	<b>163,487</b>	<b>178,195</b>	<b>15,770</b>		<b>370,592</b>

## ESTIMATES QUESTION ON NOTICE

### No. 16

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#### QUESTION:

With reference to the *Queensland Small Business Strategy 2024-2028*, with the State Government's total investment of over \$250 million, will the Minister provide a full breakdown of the \$250 million commitment reported by financial year for the duration of the strategy?

#### ANSWER:

The new *Queensland Small Business Strategy 2024-2027* sets out a **\$250M** Miles Labor Government investment over three years to deliver a range of actions aimed at lowering operating costs, boosting opportunities, building business resilience and capability, and growing diversity in the small business sector.

The Queensland Government's \$250M investment will deliver:

- \$650 electricity rebates for eligible small businesses over the next year, with this support totalling just over \$133 million in state and federal co-investment
- Continued support for small business to reduce their business costs in 2024-25 through delivery of the Queensland Business Energy and Savings Transition program, continuing a program worth around \$35 million.
- Continue a partnership with BCQ to deliver the ecoBiz program in 2024-25 and 2025-26 to help small business save money on energy, water and waste, with the program totalling approximately \$10.35 million.
- \$200,000 a year over the next three years to increase procurement opportunities for small business including through the work of our dedicated Small Business Procurement advisor
- \$37.2M over three years to refresh the small business grants program, including Business Basics, Business Boost and Business Growth Fund
- \$5000 to develop new guidelines to minimise disruption during infrastructure work in 2024-25
- \$750,000 over three years to deliver Queensland Small Business Month to build connections and foster innovation
- \$100,000 to deliver the Regional Place Activation Program in 2024-25, working with local councils to activate spaces to create vibrant and thriving places, encouraging users and visitors to stay longer and enjoy the space
- Continued engagement with the small business community with a total budget of \$90,000 over three years
- \$1 million in 2024-25 to extend grant funding support to help small business to address workforce challenges
- \$2.5M extend the Business Chamber Queensland Workforce Evolve Program for 2024-25 and 2025-26

- A \$15 million cyber security support program to be delivered over the next three financial years
- A pilot engagement and education campaign, aimed at the retail community to support safer retail precincts and support small business owners, with a total of \$275,000 in 2024-25
- \$2.3 million in 2024-25 to deliver one-on-one support for small business focused on mental health and financial security
- Continuation of the Small Business Financial Counsellors program with a total of \$2.8 million in 2024-25
- \$4.3 million over three years to increase support to Queensland First Nations businesses to grow the sector
- Continue to support the Queensland Indigenous Business Network to increase First Nations small business growth to 2026-27, with the program totalling \$3.2M
- \$1.9 million to support the social enterprise sector over the next 2 years.

Additional investments supporting small business referenced in the Strategy include the Miles Labor Government's continued delivery of Free TAFE to provide small business with free access to training and continued delivery of the Back to Work Program.

## ESTIMATES QUESTION ON NOTICE

### No. 17

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#### QUESTION:

With reference to Free Tools for First Years initiative, will the Minister advise how many active first year apprentices have claimed the \$1000 rebate, listed by eligible apprenticeship and the number of recipients who remain enrolled in an apprenticeship?

#### ANSWER:

Free Tools for First Years will provide cost of living relief for eligible apprentices by providing up to \$1,000 in cash-back for first year apprentices enrolled in apprenticeships in the housing construction sector to ensure they have the tools required to start their career.

The composition of claims paid to date by eligible qualification is below. As at 9 July 2024, all recipients of Free Tools for First Years rebate remain enrolled in their qualification.

Qualification Name	Claims Paid	Recipients Remaining Active in Apprenticeship
Certificate III in Air Conditioning and Refrigeration	38	38
Certificate III in Cabinet Making and Timber Technology	11	11
Certificate III in Carpentry	99	99
Certificate III in Construction Waterproofing	1	1
Certificate III in Data and Voice Communications	2	2
Certificate III in Electrical Fitting	5	5
Certificate III in Electronics and Communications	5	5
Certificate III in Electrotechnology Electrician	195	195
Certificate III in Fire Protection Control	1	1
Certificate III in Gas Fitting	1	1
Certificate III in Glass and Glazing	4	4
Certificate III in Landscape Construction	2	2
Certificate III in Plumbing	58	58
Certificate III in Roof Plumbing	3	3
Certificate III in Security Equipment	2	2
Certificate III in Signs and Graphics	1	1
Certificate III in Wall and Ceiling Lining	1	1
Certificate III in Wall and Floor Tiling	5	5
	<b>434</b>	<b>434</b>

By making multinational mining companies pay their fair share, we've been able to provide an historic investment in skills and training, including first-of-its-kind cost-of-living relief like Free Tools for First Years.

## ESTIMATES QUESTION ON NOTICE

No. 18

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### QUESTION:

With regard to delivery of the Dementia Support Skill Set, and for the period 01/01/2015 to 30/06/2024, will the Minister advise (reported separately by year and delivery provider):

- a. The number of Dementia Support Skill Set enrolments in programs delivered by Queensland TAFE (expressed separately by financial year);
- b. The number of Dementia Support Skill Set completions within programs delivered by Queensland TAFE (expressed separately by financial year);
- c. The number of Dementia Support Skill Set enrolments within programs delivered under Queensland Fee Free TAFE arrangements (expressed separately by financial year);
- d. The number of Dementia Support Skill Set completions within programs delivered under Queensland Fee Free TAFE arrangements (expressed separately by financial year);
- e. The number of Dementia Support Skill Set enrolments in programs delivered by Skills Assure Supplier providers (expressed separately by provider and financial year); and
- f. The number of Dementia Support Skill Set completions within programs delivered by Skills Assure Supplier providers (expressed separately by provider and financial year)?

### ANSWER:

The new Miles Labor Government is doing what matters by training one million Queenslanders under the *Good Jobs, Great Training: Queensland Skills Strategy*.

A core pillar of the program is to extend our highly successful Free TAFE program, which is providing much needed cost of living relief to students. Free TAFE changes lives and is setting up Queenslanders for good quality jobs in construction, health and education and clean energy.

Maintaining government investment in the Free TAFE program is crucial to ensure we have enough skilled Queenslanders for the good quality jobs supporting the Energy and Jobs Plan and Big Build.

(c) and (d) – The Department of Employment, Small Business and Training records and reports commencements in Free TAFE courses monthly by calendar year and month of commencement. The number of Free TAFE commencements and completions are therefore reported by calendar year.

The Department collects Nationally Recognised Training data from Registered Training Organisations (RTOs) and reports government-funded data only. This is due to certain RTOs submitting fee for service data to the National Centre for Vocational Education Research (NCVER), making the Queensland data incomplete with reference to Total VET Activity.

The Dementia Support Skill Set was first registered on the national training register on 7 December 2015 and has been revised three times since this date with multiple releases within two of the qualification identifiers. This skill set is targeted towards individuals who hold a qualification at Certificate III level or higher in Community Services, Health or a related field.

At TAFE Queensland, there were 13 government-funded program commencements and 1 statement of attainment in 2021-22; 194 government-funded program commencements and 131 statements of attainment in 2022-23; and 35 program commencements and 73 statement of attainments in 2023-24.

There have been 94 Free TAFE commencements in Dementia support skill sets, 82 in the first tranche (2023) and 12 in the first six months of 2024. Of the 94 commenced, 72 have completed with 70 completing in 2023 and 2 completing in 2024.

There are three Skills Assure Supplier providers that have delivered this course over this timeframe; TAFE Queensland, Traxion Training and Skills Generation. At Skills Assure Supplier providers, there were 13 government-funded program commencements and 1 statement of attainment at TAFE Queensland and 94 government-funded program commencements at Traxion Training in 2021-22; 194 government-funded program commencements and 131 statements of attainment at TAFE Queensland, 147 government-funded program commencements at Traxion Training and 14 government-funded program commencements at Skills Generation in 2022-23; and 35 program commencements and 73 statement of attainments at TAFE Queensland in 2023-24.

## ESTIMATES QUESTION ON NOTICE

### No. 19

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#### QUESTION:

Small businesses are struggling in the current economic climate, with increased energy prices, insurance costs and wages. Will the Minister outline what provision has been made for cost-of-living relief for Queensland small businesses in the 2024/25 budget?

#### ANSWER:

With ongoing economic challenges such as inflation and an uncertain global environment, Queensland businesses are continuing to face pressures.

However, thanks to progressive coal royalties, low unemployment and a record Big Build underway, there is no better place in the country to be a small business owner, operator, or worker than Queensland.

The 2024-25 State Budget includes a range of new cost of living measures that will have significant benefits for small business by lower operating costs and putting more money for discretionary spending in the pockets of Queenslanders.

These measures include:

- \$1000 **electricity rebate** for Queensland households that are small business customers (rising to \$1,372.20 for seniors, pensioners, veterans, and other health care card holders) and \$650 electricity rebate for small businesses;
- \$150M to **reduce public transport fares** to 50 cents per trip;
- \$435M to **reduce vehicle registration** by 20 per cent for commercial and private use;
- **Freeze on fees and charges** including hospital fees, fishing permits, transport and traffic fees (e.g. the cost of a driver's licence) which will leave \$180M in the pockets of Queenslanders across 2024-25;
- **Stamp duty relief for first home-owners** which will support approximately 10,000 buyers each year by increasing the first homeowner concession on transfer duty from \$500,000 to \$700,000, saving Queenslanders \$17,350 on the purchase of a \$700,000 property; and
- \$32.5M to **expand the FairPlay voucher program** to \$40M to help families cover the cost of children's sport through increasing voucher value from \$150 to \$200 and increasing the number of vouchers from 50,000 up to 200,000.
- More **Free TAFE** places creating more opportunities for Queenslanders to train and upskill, secure a good job, and contribute to our diverse and dynamic economy.



## Queensland Small Business Strategy

The Miles Government is continuing to invest in and back small businesses in Queensland through the new **Queensland Small Business Strategy 2024-27**. The new strategy is a \$250 million war chest of support when they need it most, that helps to lower costs and ease national costs of living pressures on small business, including with direct grant support, as well as boosting productivity, and commits new funding for free financial counsellors.

Initiatives to reduce operating costs include:

- continue to lower energy costs through the \$650 energy rebate for eligible small businesses,
- support small businesses to install energy efficient equipment to reduce their future energy costs and usage through the Queensland Business Energy and Savings Transition program,
- deliver, in partnership with Business Chamber Queensland, the ecoBiz program to help small businesses save money on energy, water and waste, and
- access to Free TAFE for small businesses to ensure Queenslanders working in small businesses have the skills they need to succeed and grow.

Other key measures include:

- additional funding for grants to support businesses to implement workforce solutions,
- continuation of our successful small business grants program to support small business to thrive and grow,
- new investment to improve cyber-security and safer retail precincts,
- assistance to help small businesses recover from natural disaster events, including continuing access to financial counselling and wellbeing coaching through the Small Business Support Network,
- expanded access to mentoring and upskilling for Indigenous businesses, and
- the delivery of more support for the social enterprise sector to scale-up and create training and employment opportunities.

In addition, the new Queensland Small Business Strategy has actions to support and enable small businesses to take full advantage of the record investment that is occurring in Queensland under the Big Build, with a dedicated Small Business Procurement Advisor to help small businesses seize procurement opportunities.

## ESTIMATES QUESTION ON NOTICE

### No. 20

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#### QUESTION:

The SDS provides more fee-free training places for apprentices. Construction industry employers are often small, family-run businesses that pay apprentices and provide crucial on-site training, all at a significant cost. To address the significant skill shortages in the construction industry, what support is being provided to the employers that provide placement opportunities for apprentices?

#### ANSWER:

The new Miles Labor Government is doing what matters for Queensland and is committed to supporting small businesses along with recognising the critical role these businesses play in training and developing the workforce.

Queensland's Big Build is the biggest decade of infrastructure delivery in our history, underpinned by a 4-year capital works program. We are building more hospitals and housing, upgrading schools, building better transport and more renewable energy right across the state.

The new *Queensland Small Business Strategy 2024-27* introduces a range of initiatives to alleviate costs to small businesses and encourage the hiring and retention of apprentices. This approach aims to ensure that small businesses can continue to make a significant contribution to a skilled workforce, especially in industries facing skill shortages, such as construction.

To support employers that employ apprentices, the Miles Government has extended the apprentice/trainee rebates for payroll tax until 30 June 2025. This extension ensures that amounts payable by employers to apprentices and trainees during their apprenticeship period remain exempt. Additionally, a 50 per cent rebate is available to employers. This is real support that makes a difference.

Employers who hire apprentices also benefit from WorkCover Queensland premium discounts, providing a positive incentive to invest in apprentice training and development.

The new Miles Labor Government program provides *Free Construction Apprenticeships for All* and supports both apprentices and employers.

We are also providing travel and accommodation allowances for apprentices training regionally to ensure equitable access to training opportunities and alleviate financial burdens for apprentices and trainees who need to travel to complete their training. This also reduces cost for employers in construction sectors.

Through the *Free Tools for First Years* program, the Miles Government is providing up to \$1,000 cash back to eligible first-year construction apprentices. This offers a cost-

effective way to enhance learning, productivity, and skills development while assisting with cost-of-living relief. Employers then benefit from a more capable and proficient workforce, ultimately contributing to the growth and success of their business.

Our User Choice program is providing public funding towards the cost of training and assessment for eligible apprentices and trainees in Queensland. The funding offsets the costs of training and assessment in priority skills areas, including the traditional construction trades delivered by register training organisations.

The Queensland Small Business Strategy supports small businesses, including construction small businesses, with workforce attraction and retention such as:

- additional funding for grants to support businesses to implement workforce solutions,
- extension of the Business Chamber Queensland Workforce Evolve Program to provide employers with access to tailored, fit-for-purpose support to empower them to achieve future-ready, sustainable, and inclusive workforces, and
- continuation of the Back to Work program to provide assistance to small businesses to attract, employ and retain workers facing disadvantage in the labour market.

## **ESTIMATES QUESTION ON NOTICE**

### **Crossbench Member Questions Mr Michael Berkman MP, Member for Maiwar**

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#### **QUESTION:**

In relation to Olympic infrastructure projects, what provision does the Budget make for the employment of certified construction trades workers, broken down by trade?

#### **ANSWER:**

Matters relating to Olympic infrastructure projects fall within the portfolio responsibilities of the Minister for State Development and Infrastructure.

In relation to the number of certified construction trades workers practicing in Queensland, construction licensing is overseen by the Queensland Building and Construction Commission which reports to the Minister for Housing, Local Government and Planning and Minister for Public Works.

More broadly, the Miles Government is focussed on ensuring the availability of a skilled workforce to deliver Queensland's Big Build and that Queenslanders can share in the enormous benefits from this significant capital investment through good secure jobs.

The Miles Labor Government understands the transformative power of education, and the importance of supporting young people into work. That's why our training and apprenticeships system is based on providing free education for apprentices and trainees to support them to gain good, dignified work.

## ESTIMATES QUESTION ON NOTICE

### Crossbench Member Questions Ms Sandy Bolton MP, Member for Noosa

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#### QUESTION:

Referencing the funding for the Small Business Strategy in Budget Paper No. 4, page 51, what allocation has been made to expand the Small Business Commissioner capabilities to encompass business-to-business disputes and compel mediation, identify and work to remove red tape, develop a standard small business property lease, and increase advocacy capacity to address the ongoing challenges being faced by our businesses?

#### ANSWER:

The Queensland Small Business Commissioner (QSBC) has been established as a permanent role, with functions as set out in the *Small Business Commissioner Act 2022* (SBC Act).

The QSBC continues to deliver a range of services related to the functions as set out in the SBC Act, such as advocating about matters affecting small businesses and helping to resolve leasing disputes involving small businesses. The QSBC also provides informal assistance to small businesses about other matters such as business-to-business disputes (e.g. unpaid invoices).

The Queensland Small Business Strategy 2024-2027 builds on the important work being undertaken by the QSBC to advocate on behalf of Queensland's small businesses and enhance the small business operating environment across the state.

The Queensland Small Business Strategy sets out a \$250 million investment and renewed strategic direction to build a thriving, resilient small business sector supporting local jobs and contributing to a strong economy across Queensland.

The Queensland Small Business Strategy delivers 20 key actions over three years to help businesses innovate, adapt, grow and succeed, with a focus on helping to lower business operating costs and ease the impact of national cost of living pressures on small business.

The QSBC will play an important role in supporting the implementation of it.

## **ESTIMATES QUESTION ON NOTICE**

### **Crossbench Member Questions Dr Amy MacMahon MP, Member for South Brisbane**

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#### **QUESTION:**

By profession, how many certified construction trades workers are practising in Queensland and (by certification) how many apprentices and trainees are being subsidised to these professions and at what cost?

#### **ANSWER:**

The Miles Labor Government is proud to provide direct support to apprentices and trainees through free education. Apprentices and trainees are some of the people most in need of support in our training system, and we reject any suggestion we should raise fees on those apprentices and trainees.

In relation to the number of certified construction trades workers practicing in Queensland, construction licensing is overseen by the Queensland Building and Construction Commission which reports to the Minister for Housing, Local Government and Planning and Minister for Public Works.

Apprentices and trainees are not subsidised by profession, but by qualification. As such it is not possible to provide information broken out in the way requested.

The investment in Queenslanders through free apprenticeships and traineeships is \$54,359,500.

**Answers to questions taken on notice at hearing  
– 1 August 2024**

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Estimates Question Taken on Notice  
asked on Thursday, 1 August 2024

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MR B MICKELBERG ASKED MINISTER FOR EMPLOYMENT AND SMALL BUSINESS  
AND MINISTER FOR TRAINING AND SKILLS DEVELOPMENT (HON L MCCALLUM)—

QUESTION:

1. The qualifications third-party providers delivered.
2. Where third-party providers delivered that training.
3. Are the enrolments where the training is delivered by an external third-party provider expressed within the data held by TAFE as a TAFE enrolment or as an external RTO enrolment in such instances?

ANSWER:

The qualifications delivered under third-party provider arrangements that access Queensland Government subsidies include:

Qualification Code	Qualification Name
22460VIC	Diploma of Applied Technologies
AHC32822	Certificate III in Rural Operations
AUR20720	Certificate II in Automotive Vocational Preparation
CHC22015	Certificate II in Community Services
CHC30121	Certificate III in Early Childhood Education and Care
CHC50121	Diploma of Early Childhood Education and Care
CHC62015	Advanced Diploma of Community Sector Management
CPC10120	Certificate I in Construction
CPC30220	Certificate III in Carpentry
CPC30620	Certificate III in Painting and Decorating
CUA51020	Diploma of Screen and Media (Specialist Make-up Services)
FBP20221	Certificate II in Baking
HLT23215, HLT23221	Certificate II in Health Support Services
MARSS00008	Shipboard Safety Skills Set
MEM20413	Certificate II in Engineering Pathways
MEM20422	Certificate II in Engineering Pathways
MEM30505	Certificate III in Engineering - Technical (CAD)
MEM30522	Certificate III in Engineering - Technical
MSF20522	Certificate II in Furniture Making Pathways
MSL20122	Certificate II in Sampling and Measurement
MSL30122	Certificate III in Laboratory Skills
PMA30120	Certificate III in Process Plant Operations
PMA40116	Certificate IV in Process Plant Operations
SHB20121	Certificate II in Retail Cosmetics
SHB20216	Certificate II in Salon Assistant
SIS20321	Certificate II in Sports Coaching
SIS20419	Certificate II in Outdoor Recreation
SIT20322	Certificate II in Hospitality



Qualification Code	Qualification Name
SIT20416	Certificate II in Kitchen Operations
SIT20421	Certificate II in Cookery
UEE22020	Certificate II in Electrotechnology (Career Start)
UET30721	Certificate III in ESI – Power Systems – Rail Traction

The training delivery locations for third-party providers that access Queensland Government subsidies include:

Aspley 4034	Camp Hill 4151	Kippa-Ring 4021	Redcliffe 4020
Auchenflower 4066	Chinchilla 4413	Kirwan 4817	Richlands 4077
Augustine Heights 4300	Clayfield 4011	Manunda 4870	Rosedale 4123
Banyo 4014	Clontarf 4019	Maroochydore 4558	Rockhampton 4700
Blacks Beach 4740	Cooktown 4895	Mitchelton 4053	Rothwell 4022
Bohle 4818	Coopers Plains 4108	Morayfield 4506	Sadliers Crossing 4305
Bokarina 4575	Cooroy 4563	Morningside 4107	Sherwood 4075
Bongaree 4507	Coorparoo 4151	Mossman 4873	Shorncliffe 4017
Boondall 4034	Dakabin 4503	Mountain Creek 4557	South Brisbane 4101
Bowen Hills 4006	Deagon 4017	Mt Gravatt 4122	Springfield 4300
Bracken Ridge 4017	Eagle Farm 4009	Murrumba Downs 4503	Springfield Lakes 4300
Brassall 4305	Everton Hills 4053	Narangba 4504	Sunnybank 4109
Brisbane City 4000	Fortitude Valley 4006	Nerang 4211	Thursday Island 4875
Browns Plains 4118	Frenchville 4701	Newtown 4305	Toowoomba 4350
Bundaberg 4670	Heatley 4814	North Ipswich 4305	Townsville 4812
Bundamba 4304	Highfields 4352	North Lakes 4509	Varsity Lakes 4227
Burleigh 4220	Holland Park 4121	Nundah 4012	Waterford West 4133
Burpengary 4505	Ipswich West 4305	Palm Beach 4221	Woodend 4305
Caboolture 4510	Kedron 4031	Park Ridge 4125	Wulkuraka 4305
Caloundra 4551	Kingston 4114	Redbank Plains 4301	Yeronga 4104

Enrolments where the training is delivered by an external third-party provider is a TAFE Queensland enrolment.

Estimates Question Taken on Notice  
asked on Thursday, 1 August 2024

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MR B MICKELBERG ASKED MINISTER FOR EMPLOYMENT AND SMALL BUSINESS AND  
MINISTER FOR TRAINING AND SKILLS DEVELOPMENT (HON L MCCALLUM)—

QUESTION:

In relation to the Fee Free TAFE initiative for the Certificate III in Accounts Administration and  
the Certificate III in Community Services:

1. Do you have any data in relation to the split between enrolments for full-time and part-time?
2. Do you have data that maybe looks at it year on year?

ANSWER:

TAFE Queensland Free TAFE part-time enrolments:

TAFE Queensland (study mode – part-time)	2022-23	2023-24
Certificate III in Accounts Administration	78%	88%
Certificate III in Community Services	80%	91%