



# Grant Program Guidelines

Skilled Migration Talent and Industry Connection Program

## 1 The Program

### 1.1 Background and Objectives

The **Skilled Migration Talent and Industry Connection Program** (the Program) seeks to support the skilled migrant cohort, including current skilled migration visa holders, recent migrants and prospective skilled migrants, to enter and be fully utilised in priority industry sectors experiencing workforce shortages in South Australia.

The Program will enable partnerships with Partner Organisations to unlock the potential of the skilled migrant cohort in the South Australian workforce and assist in addressing workforce shortages in priority industries in South Australia. The Program will provide grants to Partner Organisations to directly assist in reducing employment barriers for the skilled migrant cohort in South Australia through specific projects or programs, industry and employer engagement, and other tailored events or sessions. The Program will consider proposals targeting talent connection for other similar cohorts on a case by case basis. The objectives of the Program are to:

- Reduce employment barriers preventing skilled migration visa holders from entering or being fully utilised in priority industry sectors in South Australia (SA).
- Provide skilled migration visa holders with the industry specific and general career readiness knowledge and skills needed to be competitive in the labour market in SA.
- Provide opportunities for the skilled migrant cohort to interact with potential employers.
- Provide SA industry and employers with access to the talent they need to run their operations and grow.
- Unlock the full potential of skilled migration in the local workforce and to assist in addressing underutilisation and workforce shortages in priority industry sectors in South Australia.

### 1.2 Grant Amount(s)

The **Department of State Development** (the Department) will provide grant funding from \$10,000 up to \$200,000 (GST exclusive) to successful applicants. Other funding amounts will be considered on a case-by-case basis. The Department will run a number of rounds of the applications. Funding co-contributions by the applicant will be viewed favourably.

#### **Not-for-Profit Sector Indexation**

Applicants who qualify as a 'not-for-profit entity' (as set out in [Premier and Cabinet Circular PC 044 - South Australia Funding Policy for not for profit sector](#)) must ensure their request for funding in their application is inclusive of indexation as required by the [Department of Treasury and Finance](#).

### 1.3 Key Dates

Grant Rounds addressing priority industry sectors will be open from August 2024. Funding will only be awarded for initiatives that can be delivered and completed by 30 June 2026.

## 2 Eligibility Criteria

### 2.1 Eligible Applicants

**Applicants must be organisations that:**

- have an active Australian Business Number (ABN);
- have been in operation for at least 12 months in South Australia; and
- be financially viable.

**Applicants can be:**

- Industry/business associations or peak bodies
- Training or education providers (suitably qualified to deliver the specific training/course proposed)
- Local government (councils) in South Australia
- Regional Development Australia (RDA) organisations
- Not-for-profit and for-profit employment support organisations on a case-by-case basis
- Employers

### 2.2 Eligible Initiatives

The initiative must be undertaken in South Australia and the Applicant must demonstrate that the initiative aligns with the South Australian Economic Statement.

The funding may be used in collaborations between local government, industry associations, employers and specialist businesses, or to fund a third-party provider to deliver the proposed initiative.

Under this Program, eligible initiatives may include, but are not limited to:

- Priority industry sector specific approaches;
- Structured career readiness training programs (one-off or a series);
- Industry exposure programs (simulated work environments, workplace visits or work placements);
- Industry networking events (one-off or a series);
- Mentoring or coaching programs (one-to-one or one-to-group);
- Information sessions or programs targeted to employers (one off, or a series); or
- Regional or cohort specific approaches.

Activities that bring skilled migrants together with business and industry to break down barriers and enhance mutual understanding of needs, expectations and opportunities are a priority for funding.

### 2.3 Eligible expenditure

The funding can only be used for eligible expenditure the recipient incurs on agreed activities, which may include:

- Salaries and consumables
- Hire of facilities
- Fees to professionals/experts to deliver activities under the proposed initiative

- Fit for purpose training or course delivery fees/costs (only the proportion of fees/costs which are not government subsidised can be covered by the funding)
- Personal Protective Equipment (PPE) for participants involved in industry exposure programs
- Costs associated with the development and production of resources essential to the delivery of the initiatives
- Promotional activities and business engagement
- Other costs outlined in the proposal document as approved by the Department.

## 2.4 Ineligible activity or expenditure

The grant funding cannot be applied to costs incurred for any of the following:

- The purchase of capital equipment
- Alcohol
- Professional membership fees for peak bodies or industry associations
- Participant salaries and insurance for any industry exposure programs, including work placements (these costs must be covered by the Applicant or the participating employer(s))
- Any government subsidised fee/cost amount for training or course delivery
- Core business operations and administration costs or business-as-usual activities
- Program or project administration for the proposed initiative
- Retrospective funding of costs already incurred
- Any activities not directly and wholly related to the delivery of the proposed initiative.

## 3 Assessment Criteria

The application form may ask questions that directly relate to the assessment criteria outlined below. Each assessment criteria must be addressed. The application form will have word limits for all responses.

### Alignment with the [South Australian Economic Statement](#)

Applicants may be asked to demonstrate this by describing how the project/program will:

- Deliver outcomes that will engage participants to grow the workforce in South Australia;
- Support the State's strategic objectives and missions as outlined in the South Australian Economic Statement; and
- Benefit priority industry sector(s) in South Australia, including engineering, construction and ICT sectors. Initiatives for other priority sectors may be considered on a case-by-case basis.

### Project/program strategy and expected outcomes for program participants and proponents

Applicants may be asked to provide a description of:

- How the initiative will prepare participants to enter or be fully utilised in priority industry sector(s) in South Australia
- Details of the target group including
  - The employment barrier(s) experienced by the target group,
  - How the initiative will address the barrier(s)

- The industry specific and/or career readiness knowledge and skills that will be gained by the target group
- How the initiative will engage with local employers, industry bodies/associations or other organisations to connect the target group with industry.
- How the initiative will engage participants to assist in addressing workforce shortages in a priority industry sector(s) in South Australia.

### **Demonstrable capability to deliver the project/program**

Applicants may be asked to provide details of:

- Prior experience in delivering a project/program of a similar nature;
- Current and proposed staff members that will deliver the project/program;
- Governance arrangements in place to oversee the delivery of the proposed project/program; and
- Financial viability and ability to co-contribute towards the costs of the program.

### **Risk management**

Applicants may be asked to describe:

- The key risks associated with the successful delivery of the proposed project/program outcomes and impact and how the identified risks will be managed and mitigated.

### **Performance measurement**

Applicants will be asked to describe:

- The intended outcomes of the proposed initiative/s
- How achievement against the outcomes will be measured.

### **Additional Application Information**

Applicants may be asked to describe:

- A summary of the proposed initiative, including:
  - Workplace, Health and Safety (WHS) and induction procedures for participants and where required, any participant insurance and salaries paid to participants (i.e. for work placements). If salaries are paid for work placements, include information on how they will be funded.
  - Any employer participation fee paid to the Applicant.
  - Any government subsidies available for courses or training being delivered, including the subsidy amount available per participant and subsidy eligibility requirements.
- Demand for the initiative.
- Value for money including co-contributions by the Applicant or their partners.
- Promotion and communications plan and materials for the proposed initiative.

The assessment panel may also consider other aspects of the application it regards as relevant when assessing applications and may request additional information if required to undertake the assessment.

## 4 Application Process

Applicants are invited to apply using the online application form available at the Department's website.

### Applications will not be considered where:

- Retrospective funding is sought;
- Other funding sources are deemed better suited (e.g. funding under existing programs or services in the nominated region and/or for the nominated industry sector);
- The applicant has already received a grant from the Government of South Australia for the same activity;
- The application does not demonstrably contribute to achieving the Program Objectives; or
- The application is for an initiative that duplicates an existing initiative or service without demonstrated demand for increased capacity.

### 4.1 Assessment Team

Applications will be assessed by a panel made up of representatives from the Department. Applications will be assessed against the Assessment Criteria as outlined in the Grant Program Guidelines.

All members of the assessment team will be requested to sign conflict-of-interest declarations prior to beginning the assessment process.

### 4.2 Decisions

The decision to approve funding for proposals is at the sole discretion of the Department. The Department reserves the right to offer funding at a different level than that sought. Information received in connection with an application may be used and communicated outside the Government of South Australia for due diligence, monitoring, reporting and evaluation purposes.

### 4.3 Notification of outcome

All applicants will be notified in writing of the outcome of their applications. Applicants will be required to keep the outcome of the decision confidential unless approved otherwise by the Department and/or an announcement is made by the Minister and/or the Department.

Feedback on the application outcome may be sought by the Applicant from the Department.

### 4.4 Funding Agreements and Reporting

Successful applicants will be required to execute a grant agreement or deed as determined by the Government of South Australia that stipulates the obligations of the applicant and the conditions under which the grant is awarded. Successful applicants will be advised of the process regarding funding agreements, payment of invoices and submission of acquittals, when notified of the grant outcome.

No approval of an application, nor any notification to an applicant that their application is successful, nor any invitation to negotiate will be effective to constitute a contract or to create any legitimate expectation until the agreement is executed by both parties.

The funding agreement will set out the requirements of an acquittal report to be provided to the Department.

The applicant will be required to repay the funding where there's breach of the agreement, or where an application form or acquittal report is found to be false or misleading.

## 5 Additional information

### Freedom of information

Applicants should be aware that all documents in the possession of the Government of South Australia, including those about this grant opportunity, are subject to the [Freedom of Information Act 1991 \(SA\) \(FOI Act\)](#). Information submitted in applications and all related correspondence, attachments and other documents may be made publicly available under the FOI Act.

The FOI Act gives members of the public a legally enforceable right to access documents – subject to certain exemptions – held by South Australian Government Agencies, local government authorities, statutory and regulatory bodies and South Australian Universities.

### Privacy and Information Policy

The Department complies with the Government of South Australia's Information Privacy Principles Instruction. The Department collects information (including personal information) as reasonably necessary for the purposes and functions of:

- Administering our grants and funding programs;
- Keeping you informed about the program, relevant upcoming events, grant funding initiatives and outcomes, our services, special events or client feedback surveys, as well as our activities in general; and
- Improving our websites and other services.
- The collection and use of information extends to use of such information by the Minister for the purposes as outlined above.

Any information contained in or relating to an application, including information identified by an applicant as confidential information for the purposes of applying for funding under this Program, may be disclosed by the Department to, or used by the Department:

- To its employees, advisers or third parties in order to manage the Program (including but not limited to, for the purposes of evaluating and assessing the application);
- For the purpose of verifying other funding income for your proposal – Department may provide information to other agencies nominated in your application;
- For due diligence, monitoring, reporting and audit purposes.
- Within the Government of South Australia where this serves the legitimate interest of the Department;
- In response to a request by a House or Committee of the Parliament of the Commonwealth of Australia or South Australia;
- For training, systems testing and process improvement, including compiling statistics and reports;
- If an application is successful, for promotion of project activities and outcomes;
- Where information is authorised or required by law to be disclosed; and
- Where the information is already in the public domain.

It is the intent of the Government of South Australia to be transparent with regards to financial assistance provided to industry. The Government intends to publicly disclose details of all financial instance provided by the Government for this Program (which will include, but is not limited to, the

name of the successful applicant, details of the initiative and related activities, and amount of grant funding).

**Disclaimer**

No responsibility for any loss or damage caused by reliance on any of the information or advice provided by or on behalf of the state of South Australia, or for any loss or damage arising from acts or omissions made, is accepted by the state of South Australia, their officers, servants, or agents.

**Variation**

The Department reserves the right to amend these Guidelines and application terms as required.

## 6 Enquiries

For further information about this opportunity, please contact:

Email: [migration.engagement@sa.gov.au](mailto:migration.engagement@sa.gov.au).

**Complaints and Feedback**

The Department values your feedback and complaints and aim to provide the best possible service. Your contributions will help us to improve our services. Complaints can be raised:

Online: Feedback form at <https://statedevelopment.sa.gov.au/department/contact-the-department/feedback>

By email: [DSD.Feedback@sa.gov.au](mailto:DSD.Feedback@sa.gov.au)

By post: Customer Engagement Team, GPO Box 320, Adelaide, South Australia 5001