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TECHNICAL BRIEFING DECK

# QLD 2032 WORKFORCE & TRAINING COMPLIANCE

QPP 2026 Manual for Contractors

## AUDIT FOCUS:

- 10% / 15% Compliance
- Major Projects (> \$100M)
- Regional Skills Gaps

Project Status Overview (Example Audit)

APPRENTICE HOURS

**12.4%**

Target: 10%

TARGET MET ✓

LOCAL WORKFORCE

**68%**

Target: 85% (Zone 1)

AT RISK ⚠

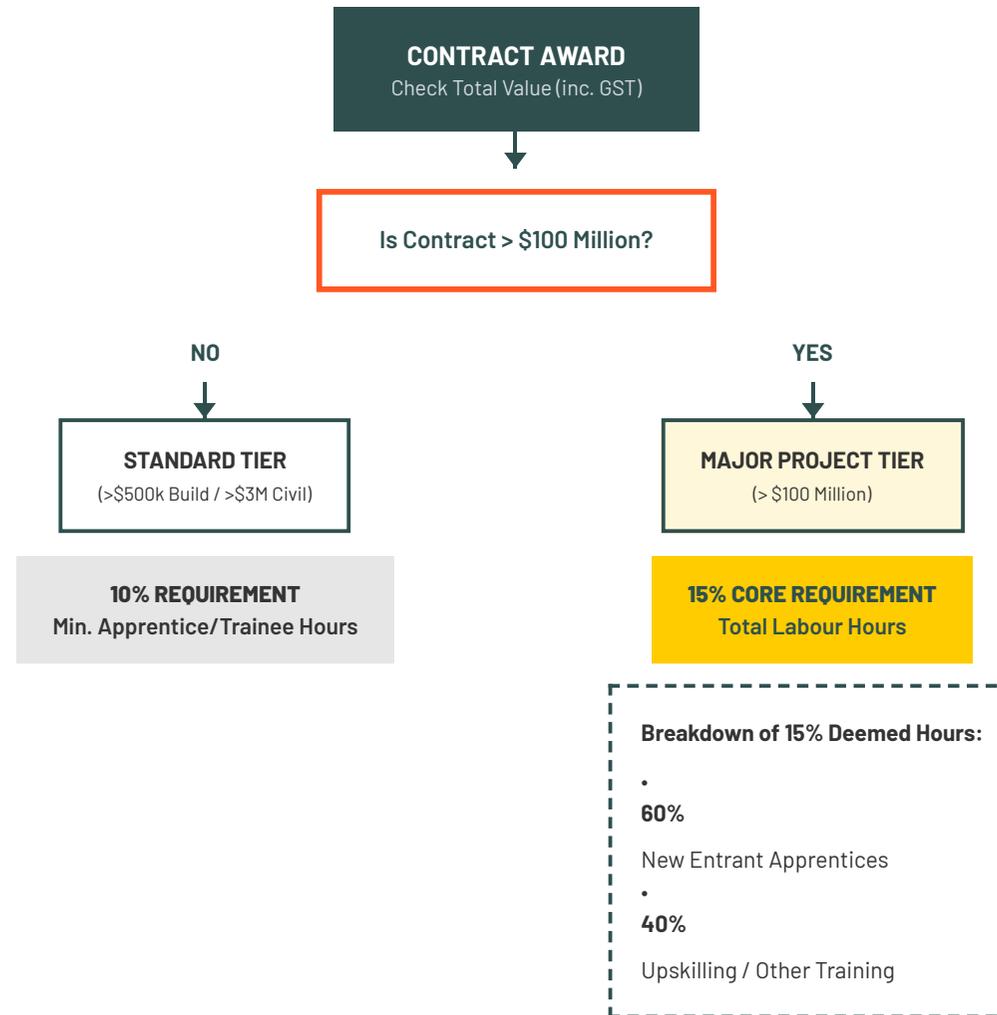
TPAS REPORTING

**LODGED**

Next Due: 15th Monthly

COMPLIANT

**OPP 2026 Alert:** From 1 Jan 2026, training performance is directly linked to the **Ethical Supplier Mandate**. Non-compliance affects pre-qualification for future government tenders.



## Compliance Calculator Inputs

- **Project Type:** Building vs. Civil
- **Contract Sum:** (GST Inclusive)
- **Region:** e.g., Moreton Bay

## Formula (Deemed Hours):

**Contract Sum × % Factor**

Use 0.09% for Building, 0.045% for major civil projects.

## Regional Skills Gap (CSQ Horizon 2032)

Region	Pipeline	Gap Status
Brisbane	\$77B Peak	<b>CRITICAL</b>
Moreton Bay	\$60M Hub	Monitor
Rockhampton	\$61.1M Hub	Monitor
Sunshine Coast	\$80M Hub	<b>High Demand</b>

### Shortfall Alert:

- ▶ Peak Demand: 156,000 workers (2026-27)
- ▶ Est. Gap: 50,000 workers

LOC

## Local Workforce Verification (Zone 1)

Provide proof of residency within 125km radius for 30% weighting advantage.



APP

## Apprentice Hours Audit

Confirm 60% of deemed hours are allocated to *New Entrants*.



SME

## SME & Supply Chain

Validate QLD ABN and headcount < 200 for subcontractor reporting.



IEO

## Indigenous Economic Opportunities

3% of total contract value (Building) allocated to the IEO Plan.



## Policy Shift: Effective 1 January 2026

The Queensland Procurement Policy 2026 moves from "compliance" to "purposeful procurement."

### **Ethical Supplier Mandate:**

Training breaches now result in demerits affecting future eligibility.

### **Value for Queensland:**

Contracts must demonstrate "Enduring Community Value" beyond the build.

### **Unite32 Connection:**

Enforcement across all 17 Olympic venues (\$7.1B Program).

## **ACTION REQUIRED**

### **1. Update TPAS Data**

Ensure all hours are logged before the 2026 transition.

### **2. Audit Subcontractors**

Responsibility cannot be fully delegated.

# NEXT STEPS

"Use the QLD2032 Workforce Dashboard to map the skills gaps in your regional project area."

[QLD2032.COM/WORKFORCE](https://qld2032.com/workforce)

Source Data: CSQ Horizon 2032 | QPP 2026 | Training Policy Guidelines

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