Skills to Scale Guidelines

Welcome! We're excited to have you exploring **Skills to Scale**. This document is here to guide you through everything you need to know about submitting an **Expression of Interest (EOI).**

ABOUT Skills to Scale

Skills to Scale is a key deliverable in the Queensland Government's Science and Innovation Strategy: ***Ideas into impact. From discovery to delivery***. We want more Queensland innovation and research to translate into commercial success, and more innovative businesses to access the investment, talent, supply chains, and markets they need to start, stay, and thrive in Queensland.

Skills to Scale supports this vision by delivering targeted scale-up support to help high-growth businesses strengthen investment readiness and expand into new markets.

This exciting program will equip participants with:

- Tailored support to refine their business capabilities.
- Support to increase their investment readiness
- Support to develop effective scaleup strategies and create new high value jobs.
- Opportunities to make global connections.

Skills to Scale OBJECTIVES

Skills to Scale aims to:

Attract and retain more innovative businesses in Queensland.

Accelerate business growth, propelling innovative businesses to a national and global stage.

Increase the value of capital invested in Queensland and innovative enterprises.

Create high-value knowledge economy jobs.

Boost ecosystem participation of priority cohorts.

Skills to Scale DELIVERY PARTNER

Deloitte has been engaged by The Department of the Environment, Tourism, Science and Innovation (the Department) for the delivery of **Skills to Scale**. Deloitte is the largest professional services provider globally. With a strong Queensland presence, Deloitte has over 100 partners and 1,400 team members, with deep industry specialisation and innovation experience in the Queensland private market across small, medium and scaling enterprises. Deloitte brings a team of entrepreneurs, facilitators, subject matter experts and global networks to **Skills to Scale**.

WHAT WILL PARTICIPANTS RECEIVE?

The successful founders (and/or key strategic-decision-makers) of the high-potential scaleups selected from the EOIs will be invited to participate in-person at an intensive three-day **Intensive** Lab. The Intensive Lab will be an exciting, interactive and collaborative event featuring guest speakers, expert sessions, insights, opportunities to network and strategies for scaling. This will focus on refining business capabilities, developing scaleup strategies, and making global connections.

In addition to the Intensive Lab, the full **Skills to Scale** program includes:

- Specialist 'deep dive' mentoring
- Access to Australian and international trade and investment connections
- Acceleration lab, culminating in a Business showcase and Graduation event

Skills to Scale will also provide participants with access to key insights and membership of the **Scale** Network, including perpetual access to the group's social network platform and ongoing priority support by the Department into the future.

KEY DATES

EOIs Open: 25 November 2026

EOIs Close: 11 January 2027 at 2:00 pm (AEST)

Intensive Lab: 11 to 12 February 2027 *(mandatory)*

Acceleration Lab: 26 to 27 May 2027 (*strongly recommended*)

ELIGIBILITY CRITERIA

To be eligible for **Skills to Scale**, businesses must be Queensland registered and headquartered with a valid ABN, and meet at least **four of the five criteria below:**

1. Driven by innovative product(s) and/or service(s).

2. Have a well-established market for their innovative product(s) and/or service(s).

3. Be in an advanced growth or early scaleup phase and have, or be developing, a scaleup strategy.

4. Have generated revenue of between $3 million and $50 million in the previous or current financial year.

5. Achieved average three-year *growth rate of more than 20% per annum revenue or job numbers (*Refer to DEFINITIONS – Business Size).

SELECTION CRITERIA

EOIs must demonstrate:

1. Innovative Products/Services - The product(s) or service(s) delivered is clearly innovative and unique in its approach to identified market needs and have impacted/will significantly impact industry and provide a major benefit to the target market and community (potentially including health, environmental, social, economic or risk mitigation benefits).

2. Market Establishment –The business has a well-established market presence for its product(s) or service(s). – It understands its primary customer demographics and their evolution over the business's lifecycle. – It has the capacity and capability to quickly scale the product or service to meet future industry/market demand. – The business understands its main competitors and its competitive advantages, and it can build the strategies required to address challenges faced in scaling up.

3. Growth Phase - The business is in an advanced growth or early scaleup phase. – It has in place or is developing a scaleup strategy that defines its business goals for the next three years and how it plans to achieve them.

4. Revenue Generation and Growth Metrics* - Total revenue in the previous or current financial year is between $3 million and $50 million. - An average three-year growth rate for either revenue or jobs exceeds 20% per annum. (*Refer to DEFINITIONS – Business Size).

APPLICATION PROCESS

Skills to Scale has a three-stage process:

1. **Stage 1 – Expression of Interest (EOI)**

Submit your EOI online. All EOIs will undergo a due diligence process.

2. **Stage 2 – Shortlisting**

Meritorious EOIs will proceed to final selection. Top-ranking EOIs may be invited for a short interview if further information is required.

3. **Stage 3 – Selection**

The highest ranking EOIs will be offered cohort participation. Participants will enter a legally binding agreement within 10 business days of offer.

Note: Consideration will be given by the Queensland Government to businesses that are from underrepresented cohorts, including EOIs from female-founded, regional, and First Nations businesses.

UNSUCCESSFUL EOIs

If unsuccessful, you will be notified quickly, allowing you to explore any other support available.

PROMOTION OF SUPPORTED PARTICIPANTS

Get ready to promote your business actively! You will be expected to provide information and attend media/promotion events if requested. Queensland Government support will be acknowledged in relevant published material, media releases, and public statements.

PRIVACY

The Department collects personal information to assess your EOI and support your participation in the program. This information will be shared with Deloitte to assess applications and to support delivery of the program.

The personal information provided may be provided to other relevant Queensland Government departments and Ministers, to publicly announce or publish and promote the successful applicants and outcomes of the program. This may include your name and the name of your organisation, project details and progress.

Your data will be handled according to the Information Privacy Act 2009 and the Right to Information Act 2009. For more details, visit: Queensland Government Privacy Policy.

FURTHER INFORMATION

- Web: Skills to Scale
- Email: ScienceandInnovation@detsi.qld.gov.au

DEFINITIONS

For the purposes of the **Skills to Scale** Program, the following definitions apply:

- **Advanced Grow Phase:** Means the business has grown organically to reach significant sales and possibly market domination in its currently targeted market(s).
- **Business Size:** Revenue and number of employees is inclusive of the combined total for the business expressing interest and any business that it is related to, including a parent, subsidiary or sister business or a business with a majority of the directors/shareholders in common.
- **Early Scaleup Phase:** Means the business is employing its successful business growth model to now exponentially grow revenue from sales of existing product(s) and service(s) into new markets, including rapid international expansion.
- **Full-Time Equivalent (FTE):** The average total number of hours worked for all employees divided by the hours worked by a full-time employee. Please include yourself if you work in the business but do not include contractors who work for another business.
- **Headquartered in Queensland**: The business:
    - Operates within Queensland (evidenced by the majority of key personnel being based in Queensland).
    - Has an Australian Business Register (ABR) Australian Business Number (ABN) profile listing the 'Main Business Location' as Queensland.
- **Innovation-driven enterprise**: The business emphasises innovation as a key driver of growth, competitive advantage, and value creation, focusing on developing and commercialising new product(s) or service(s) to achieve strategic objectives. The Queensland business owns or has perpetual, irrevocable rights to the intellectual property of the innovation driving the business.
- **Regional business**: The Queensland based business is headquartered outside of South-East Queensland or the significant majority of its business operations and employees are located in a region outside South-East Queensland (note – South- East Queensland includes the regions of Gold Coast, Brisbane, Moreton Bay, Sunshine Coast and Ipswich).
- **Female-founded**: A business that is at least 50% owned by a female founder(s).
- **First Nations owned**: A business that is at least 50% owned by an Aboriginal and/or a Torres Strait Islander person(s).
- **Scaleup**: The business is in scaleup phase, expanding market penetration and dominance in existing or new markets, including international trade.