



# Building Better Regions Fund Round Five – Employment Outcomes

*This document provides guidance on what to consider when answering the ‘jobs generated’ questions in the online application form on the [business.gov.au](https://business.gov.au) portal.*

When addressing employment impacts, you will be asked to provide estimates of the number of jobs your project will create. For the purposes of the Building Better Regions Fund, we define:

- *direct* jobs created as employment impacts of the project itself. For example, new administrative or construction jobs generated during the process of creating, improving or extending community infrastructure or a community service and maintaining that infrastructure or service for ongoing use.
- *indirect* jobs created as employment that is expected to be generated in the community or in organisations because they are affected by, benefit from or support or service the funded project. For example, new transport, trades, retail or food services jobs generated as a result of the project.

Job numbers are expressed in terms of fulltime equivalent (FTE) jobs. A FTE job is not a head count. It refers to the number of hours of work undertaken compared to that typically undertaken by a full time employee.

- for example, if a full-time worker works 40 hours per week, a person working 20 hours per week is 0.5 FTE for that week.

When preparing your response, please consider the following:

- **the employment impacts reported should be for new/additional jobs created by the project**

Note, that if the jobs generated are to be filled by shifting existing employees onto the project regardless of whether they are working in your organisation or in other organisations that are benefitting from, or are affected by the project, you cannot report additional (or ‘net’) job numbers. This is because there is no overall employment gain being generated.

The combination of direct and indirect additional job impacts gives the total ‘net’ employment impact of the project in the area affected.

- **information about employment impacts should include some estimation of the expected duration of the employment**

For example, ‘it is anticipated that 5 direct FTE jobs will be generated for a period of 6 months during the project period’ or ‘3 FTE indirect ongoing jobs will be generated following the project period’. Background considerations to these time estimates:

- for infrastructure or community investment projects it is expected that some direct job impacts may only be felt during the active construction or development phase, and so should be reported as time-specific (e.g. for six-months)
- it is to be expected that some indirect jobs generated by the project may not be time constrained (e.g. ongoing)

additional retail or food services jobs generated by the ongoing presence and community use of funded new infrastructure or community amenity).

You will be required to provide some evidence to support job impact claims, for example a statement substantiating the basis of your job estimates.

For projects requesting grants over \$1 million, please provide a supporting cost-benefit analysis.

### **Contact us**

For more information, visit [www.business.gov.au](http://www.business.gov.au) or call 13 28 46.