

## Fraser Coast RJC – Action Plan 2024

### Purpose

This Jobs Fraser Coast RJC Annual Action Plan outlines local solutions being implemented by the Fraser Coast Regional Jobs Committee. The Fraser Coast RJC develop and deliver local solutions to local skilling and workforce challenges. Whilst delivering the RJC Annual Action Plan the RJC must remain agile and responsive to economic fluctuations and government responses throughout the time period. Progress against RJC Annual Action Plan activities and initiatives is updated quarterly and/or in response to meetings of the Fraser Coast RJC.

<b>Project Manager:</b>	Kirsty Hill	<b>Action Plan start date:</b>	1 January 2024
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<b>LGA's impacted:</b>	Fraser Coast		

### Initiatives

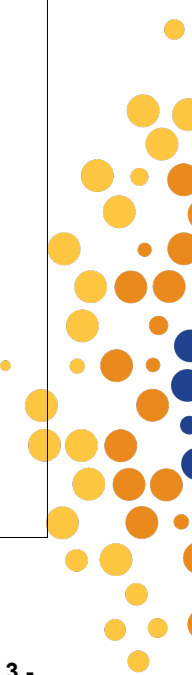
Challenge identified	Solution focus area	Implemented by (date)	RJC solutions		Anticipated impact	Anticipated outcome	Priority	Initiative name
			Activities	Complete				
Department of Education data shows 11% of school leavers in the Fraser Coast area not pursuing employment or further education annually. It's crucial to develop programs that actively engage them and establish pathways to employment. This proactive approach is essential to prevent long-term unemployment, addressing the needs of both industry and the community while supporting economic growth.	<input type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling Qlders now and into the future <input type="checkbox"/> School to work transitions	01/01/2025	<ol style="list-style-type: none"> <li>Collaborate with DoE (RSIP Manager) to understand why some school students do not transition from school to further education or work.</li> <li>work with local industry (employers), Industry bodies like Constructions Skills Queensland and Manufacturing Skills Queensland, and Registered Training Organisations to identify Industry ready training being delivered to youth in the Fraser Coast region.</li> <li>Conduct a comparative analysis between local employment opportunities (now and into the future) and local skilling and training opportunities.</li> <li>Identify solutions that would support greater transition of school leavers into further education or employment on the Fraser Coast.</li> <li>Encourage higher participation rates in existing programs, including GISP, S2WT and others.</li> </ol>	<input type="checkbox"/>          <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Local employers have an increased pool of skilled locals to employ from.</li> <li>decrease the number of school leavers not pursuing employment or further education</li> <li>In line with local career opportunities, expand the variety of programs offered to provide greater choice/more direct opportunities to local employment/skilling pathways.</li> </ul>	<ul style="list-style-type: none"> <li>Greater exposure for job seekers to careers choices</li> <li>Employers have confidence when recruiting locally.</li> <li>Local training providers are engaged with local employers.</li> <li>Better employment outcomes by the use of work experience and industry body networks</li> <li>Greater participation in the employment programs though valued structures and legacy.</li> </ul>	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	<b>Engage to Change Gears</b>
The Fraser Coast has a long history of high unemployment, spanning generations. Previously, the job market was highly competitive, and those fortunate enough to have	<input checked="" type="checkbox"/> Local solutions <input checked="" type="checkbox"/> Workforce attraction and retention	01/01/2025	<ol style="list-style-type: none"> <li>Deliver information to participants at the "Hervey Bay Jobs Ready" Program, to build their understanding of</li> </ol>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> <li>Improved awareness of regional opportunities among individuals</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced engagement with individuals seeking employment</li> </ul>	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term	<b>Good Decision Making</b>

Regional Jobs Committee – 2024 Action Plan

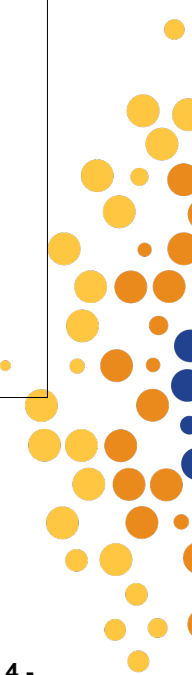
Approval date	Release date	Version #
04/07/2024	04/07/2024	V1.0

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<p>employment were often seen as “lucky”.</p> <p>As a result of generational unemployment there is still an underlying narrative of “there aren’t enough jobs” and some individuals within the Workforce Australia caseload have become disengaged.</p> <p>With significant investment in infrastructure, construction and manufacturing projects in the region, it is a “Jobs Seeker’s market” and a fantastic opportunity to change the hearts and minds of job seekers and unemployed.</p>	<input checked="" type="checkbox"/> Skilling Qlders now and into the future <input type="checkbox"/> School to work transitions <input checked="" type="checkbox"/> Workforce participation		<p>the local employment, training, and workforce development opportunities in the Fraser Coast Region.</p> <p>2. Content delivered about local opportunities will include information about local industry workforce needs (entry level through to skilled) and employer expectations.</p> <p>3. Other information about local programs and resources will also be shared with participants (such as Skilling Queenslanders for Work contractors, Workforce Australia providers, and community organisations.</p>		<p>seeking employment or participating in programs as part of Workforce Australia obligations.</p> <ul style="list-style-type: none"> <li>Empowering the community with better advice to make informed decisions.</li> <li>Fostering a more positive community outlook on the region.</li> </ul>	<p>leading to improved job outcomes.</p> <ul style="list-style-type: none"> <li>Increased number of individuals sharing positive experiences about the Fraser Coast employment opportunities and economy, thereby reshaping the community narrative.</li> <li>Greater awareness of the diverse range of employment on the Fraser Coast.</li> </ul>		
<p>Raising the profile of Jobs Fraser Coast to encourage collaboration and participation in RJC and partner programs.</p>	<input checked="" type="checkbox"/> Local solutions <input type="checkbox"/> Workforce attraction and retention <input type="checkbox"/> Skilling Qlders now and into the future <input type="checkbox"/> School to work transitions <input type="checkbox"/> Workforce participation	30/06/2025	<p>1. Raising the profile of the Fraser Coast Regional Jobs Committee by developing a comprehensive social media strategy and website. This initiative aims to showcase collaborative efforts in programs and projects, share success stories, present industry insights through videos, promote intergovernmental programs, and maintain a regional calendar of events.</p>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Showcase regional opportunities and activities, fostering greater community engagement with JFC digital assets.</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced participation in programs and improved community awareness of regional employment opportunities and industry diversity.</li> </ul>	<input checked="" type="checkbox"/> Short term <input type="checkbox"/> Medium term <input type="checkbox"/> Long term	<b>Jobs Fraser Coast Profile</b>
<p>Fraser Coast Region is experiencing significant investment into a range of major projects, all of which will require a range of occupations to be filled. To ensure that the region continues to grow its own workforce and to support people to secure employment, it’s important that the range and breadth of occupation and study options are promoted.</p> <p>The Fraser Coast Industry and Careers Showcase event is an annual event that promotes the depth and breadth of career and study options within the region.</p>	<input type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input type="checkbox"/> Workforce attraction and retention <input type="checkbox"/> Skilling Qlders now and into the future <input type="checkbox"/> School to work transitions	<p>05/06/2024</p> <p>~June 2025</p>	<p>1. Coordinate and host the Fraser Coast Industry and Careers Showcase at the Maryborough Showgrounds.</p> <p>The event aims to highlight key industries, businesses, educational and training opportunities, as well as the diverse range of careers and jobs available in the Fraser Coast region.</p>	<p>June 2024 <input checked="" type="checkbox"/></p> <p>June 2025 <input type="checkbox"/></p>	<ul style="list-style-type: none"> <li>Regional businesses and industries engage with the community during an event focused on education and employment opportunities.</li> <li>Increased employer confidence in recruitment activities</li> </ul>	<ul style="list-style-type: none"> <li>Several thousand individuals from the community and schools attended the 2024 showcase, gaining increased exposure and understanding of pathways to employment.</li> <li>The community is now more informed about the diverse nature of</li> </ul>	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term	<b>Fraser Coast Industry and Careers Showcase</b>

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It is designed to give students, job seekers and those wishing to move into a different study or career pathway an opportunity to meet with local employers, explore career options, understand what education and training institutions are offered locally and connect them to industry bodies. The event also provides an ideal networking environment for exhibitors.					<ul style="list-style-type: none"> <li>Decreased local job vacancies and reduced vacancy timeframes</li> <li>Increased rates of school to work transition/decreased rates of school leavers not pursuing further education or employment</li> <li>Increased rates of school leavers staying in the region for local career opportunities.</li> </ul>	businesses and industries in the Fraser Coast.		
Industry and businesses often express frustration over their lack of awareness regarding the assistance the government can provide in terms of business support, training, and onboarding new staff. One of the main reasons for this is that many businesses do not attend functions or events where such information is shared.	<input type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input checked="" type="checkbox"/> Workforce attraction and retention <input type="checkbox"/> Skilling Qlders now and into the future <input type="checkbox"/> School to work transitions	30/09/2024	<ol style="list-style-type: none"> <li>Host an industry networking event (on a regular basis), outside of the usual Chambers of Commerce forums etc, specifically for major industry employers in the region (construction, manufacturing, health and community services, education and retail).</li> <li>The event is designed to give attendees high level information about local supply and workforce opportunities related to major projects, information and practical resources to assist with opportunities (for example school-based trainees, education and training options, procurement workshops etc) and a point of connection with industry leaders and government agencies (for example Construction Skills Queensland, Manufacturing Skills Queensland, DESBT etc)</li> </ol>	The first AIN was held 9 October 2024 <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> <li>An initial networking and information session for businesses featuring guest presentations from industry leaders, highlighting the benefits of leveraging government resources and discussing current government incentives.</li> </ul> <p>An initiative to promote and celebrate the impact of building a skilled regional workforce through apprentice and trainee pathways will be launched at the first event. The initiative is called "Proud to Have One" and is a suite of marketing assets that local businesses can use to promote the fact</p>	<ul style="list-style-type: none"> <li>An informed regional industry body is actively maximising government incentives, programs, and funding to promote business growth and enhance regional resilience.</li> <li>A longer-term outcome is the establishment of a regular Fraser Coast all-industry networking group.</li> </ul>	<input checked="" type="checkbox"/> Short term <input type="checkbox"/> Medium term <input type="checkbox"/> Long term	<b>All Industry Network</b>



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					that they are committed to growing their own through the employment of apprentices.			
<p>The RJC has identified challenges in accessing quantitative data to drive specific skills needs in the region. Data plays a crucial role in making informed decisions, especially concerning funding allocation for employment programs, training initiatives, and staff retention efforts in the Fraser Coast region. By leveraging specific data, we can better influence government policies, engage industry bodies, and enhance grant applications, ultimately leading to more favourable outcomes for the Fraser Coast community.</p>	<input checked="" type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input checked="" type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling Queenslanders now and into the future <input type="checkbox"/> School to work transitions	30/04/2025	<ol style="list-style-type: none"> <li>Gather data through surveys to pinpoint the skills needed in various industries and assess the gap between those skills and the available workforce, including the unemployed, underemployed, and individuals seeking career changes. This information will be shared with Industry Bodies such as Manufacturing Skills Queensland, Regional Training Organisations, Department representatives like Regional Manufacturing and Water, and DESBT, enabling them to devise effective strategies to address employment gaps.</li> </ol>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>Obtain improved regional data to increase targeted investment in training by advising government and industry bodies on more effective allocation of funds.</li> </ul>	<ul style="list-style-type: none"> <li>Expansion of training courses and investment opportunities, allowing the unemployed to acquire skills and secure employment.</li> <li>Increased business participation resulting from improved understanding of community involvement and government/non-government programs</li> </ul>	<input checked="" type="checkbox"/> Short term <input type="checkbox"/> Medium term <input type="checkbox"/> Long term	Industry interest data
<p>Digital literacy in WBB is lower than the Queensland and national averages.</p> <p>Workforce Australia and employers report that a barrier to employment is basic digital literacy, and with low digital literacy in the region there is an opportunity to uplift the knowledge and skills of a wide range of people in the region (unemployed, older people, school leavers etc).</p> <p>There is an opportunity to address digital literacy, through a strategic partnership with NBN Co (who would deliver basic digital literacy learning) at McDonald's Restaurants.</p>	<input checked="" type="checkbox"/> Workforce participation <input type="checkbox"/> Local solutions <input type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling Queenslanders now and into the future <input type="checkbox"/> School to work transitions	30/12/2024	<ol style="list-style-type: none"> <li>Targeted workshops that deliver learning in basic digital literacy (how to use a PC and/or laptop participants, emails, cyber security etc).</li> </ol> <p>Offer accredited training/learning pathways for participants wishing to build on their basic skills and knowledge and obtain formal qualifications.</p>	24 <sup>th</sup> Oct 2024 <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Increased engagement in skill-building programs for employment.</li> <li>Establish a welcoming and safe learning environment for disengaged cohorts.</li> <li>Foster community unity and overcome the digital divide.</li> </ul>	<ul style="list-style-type: none"> <li>A better equipped, skilled and resilient community, prepared to meet the demands of the modern workforce and education system.</li> </ul>	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	Earning and Learning in a Digital World



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<p>The Hervey Bay Hospital is facing a significant challenge with communication barriers among its overseas/migrant junior doctors, which has contributed to a loss of talent.</p> <p>Medical Education Officers at the Medical Education Unit, highlighted that out of 58 overseas doctors, around 50% are training to become GPs and wish to practice in Queensland.</p> <p>Communication challenges are a common issue in their performance plans and a key factor in doctor retention.</p>	<input type="checkbox"/> Workforce attraction and retention.	18/09/2024	<ol style="list-style-type: none"> <li>Jobs Fraser Coast will work with local Toastmaster Clubs to deliver a 4-week communication training trial.</li> <li>Generate a feedback form to capture information from migrant doctors and Hervey Bay Hospital Medical Education Officers.</li> <li>If the feedback shows value further programs in interpersonal communication training and the development of a corporate Toastmaster's Club at the Hospital can commence.</li> </ol>	24/10/2024	<ul style="list-style-type: none"> <li>Higher retention of overseas and migrant doctor.</li> <li>Better engagement between Hervey Bay Hospital medical staff and the public.</li> </ul>	<ul style="list-style-type: none"> <li>The establishment of a corporate Toastmasters club at the Hervey Bay Hospital.</li> </ul>	<input checked="" type="checkbox"/> Short term <input type="checkbox"/> Medium term <input type="checkbox"/> Long term	<b>Hervey Bay Hospital Resident Doctor Communication Program</b>

