

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.

Project Manager:	Mathew (Mat) Eyles	Action Plan start date:	1 January 2024
Enquiries (email):	projects@jobsfrasercoast.com.au	Action Plan end date:	30 June 2025
LGA's impacted:	Fraser Coast		

Initiatives

Challenge identified	Solution focus area	Implemented	RJC solutions		Anticipated impact	Anticipated	Priority	Initiative name
		by (date)	Activities	Complete		outcome		
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.	 □ Workforce participation ○ Local solutions □ Workforce attraction and retention ○ Skilling Qlders now and into the future □ School to work transitions 	01/01/2025	 Collaborate with DoE (RSIP Manager) to understand why some school students do not transition from school to further education or work. 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. Conduct a comparative analysis between local employment opportunities (now and into the future) and local skilling and training opportunities. Identify solutions that would support greater transition of school leavers into further education or employment on the Fraser Coast. Encourage higher participation rates in existing programs, including GISP, S2WT and others. 		 Local employers have an increased pool of skilled locals to employ from. decrease the number of school leavers not pursuing employment or further education In line with local career opportunities, expand the variety of programs offered to provide greater choice/more direct opportunities to local employment/skilling pathways. 	 Greater exposure for job seekers to careers choices Employers have confidence when recruiting locally. Local training providers are engaged with local employers. Better employment outcomes by the use of work experience and industry body networks Greater participation in the employment programs though valued structures and legacy. 	 ☐ Short term ☐ Medium term ⊠ Long term 	Engage to Change Gears
The RJC has identified that there are local opportunities in major projects, investment, and major construction planned over the next ten years. To support, enrolments in VET courses	 Workforce participation Local solutions Workforce attraction and retention 	30/09/2024	 Identify list of major projects over next 5 years? Work with local employers and stakeholders to identify 		 Increase the number of individuals seeking traineeships and 	More people enrolled in TAFE doing trades so that the region can take advantage of	 ☐ Short term ☐ Medium term ☑ Long term 	Spark Your Interest

Regional Jobs Committee – 2024 Action Plan

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

Department of Employment, Small Business and Training



Queensland Government

Challenge identified	Solution focus area	Implemented	RJC solutions		Anticipated impact	Anticipated	
		by (date)	Activities	Complete		outcome	
need to be maintained or increased to build a skilled workforce. In contrast, the completion numbers for 2027 and beyond are very low, as shown in data provided by the Department of Employment, Small Business and Training. Additionally, the lack of trades is restricting growth and productivity.	 Skilling Qlders now and into the future School to work transitions 		 local jobs/occupations in the next five years? 3. Identify training pathways and local offerings to develop skills in these careers/jobs? 4. Collaborate with SAS (ideally local providers first) to organise Trade Tasters, which could either be an open event covering multiple trades or individual sessions focused on specific trades. 5. Work with local employment facilitator, Link and Launch officer and local migration agencies to identify unemployed and/or underemployed individuals to participate. 		 apprenticeships who through exposure and hands on experiences Expand access to TAFE to a wider audience, thereby breaking down community barriers. Encourage individuals to consider their future employment prospects more actively. 	a greater skille community. • Greater understanding trades and the value of trainin	
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 employment were often seen as lucky. However, times have changed. Despite media headlines like 'Fraser Coast Booms but few put their hand up,' as seen on the front page of The Chronicle, many people still perceive there to be few job opportunities. As a result, some individuals have become disengaged from the job market altogether.	 Local solutions Workforce attraction and retention Skilling Qlders now and into the future School to work transitions Workforce participation 	01/01/2025	 Overcome the narrative and perception about the "lack" of local employment, training, and workforce development opportunities in the Fraser Coast Region by delivering regional opportunity and good decision-making sessions to organisations and programs delivering employment training like Skilling Queenslanders for Work contractors, Workforce Australia providers, and community organisations. 		 Improved awareness of regional opportunities among individuals seeking employment or participating in programs as part of Workforce Australia obligations. Empowering the community with better advice to make informed decisions. Fostering a more positive community outlook on the region. 	 Enhanced engagement w individuals see employment leading to imprijob outcomes. Increased num of individuals sharing positiv experiences at the Fraser Coa employment opportunities a economy, then reshaping the community narrative. Greater aware of the diverse range of employment on Fraser Coast. 	
Raising the profile of Jobs Fraser Coast to encourage collaboration and participation in RJC and partner programs.	 Local solutions Workforce attraction and retention Skilling Qlders now and into the future School to work transitions Workforce participation 	30/06/2025	 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 		 Showcase regional opportunities and activities, fostering greater community engagement with JFC digital assets. 	Enhanced participation in programs and improved community awareness of regional employment	

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Challenge identified	Solution focus area	Implemented	RJC solutions		Anticipated impact	Anticipated
Many people are time-constrained and lack networks that facilitate discussions or exploration of opportunities for	□ Workforce participation ∠ Local solutions	by (date)	Activities success stories, present industry insights through videos, promote intergovernmental programs, and maintain a regional calendar of events. 1. Coordinate and host the Fraser Coast Industry and	Complete	 Regional businesses and 	outcome opportunities a industry divers Several thousa individuals from
or exploration of opportunities for employment, education, or personal interests. Additionally, there is a lack of centralised resources available in a user-friendly and easily accessible location where individuals can acquire this knowledge in a friendly and safe environment.	 ☐ Workforce attraction and retention ☐ Skilling Qlders now and into the future ☐ School to work transitions 	~June 2025	Careers Showcase at the Maryborough Showgrounds. 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.		 industries engage with the community during an event focused on education and employment opportunities. Increased employer confidence in recruitment activities Decreased local job vacancies and reduced vacancy timeframes Increased rates of school to work transition/decreased rates of school leavers not pursuing further education or employment Increased rates of school leavers staying in the region for local career opportunities. 	 community and schools attend the 2024 showcase, gai increased expand understand of pathways to employment. The community now more infor about the diverties of 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.	 Workforce participation Local solutions Workforce attraction and retention Skilling Qlders now and into the future School to work transitions 	30/09/2024	 Organise, promote, and conduct an industry forum using major players such as Downer to attract attendance. The forum will concentrate on educating businesses about available support for hiring, training existing staff, and the advantages of apprenticeships and traineeships, with assistance from DESBT. 		 An initial networking and information session for businesses featuring guest presentations from industry leaders, highlighting the benefits of leveraging government resources and 	 An informed regional indust body is actively maximising government incentives, programs, and funding to pror business grow and enhance regional resilie

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Challenge identified	Solution focus area	Implemented by (date)	RJC solutions Activities	C omplete	Anticipated impact	Anticipated outcome
			Activities	Complete	 discussing current government incentives. A longer-term impact of this initial event is the establishment of a Fraser Coast all- industry networking group. 	
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.	 ☑ Workforce participation ☑ Local solutions ☑ Workforce attraction and retention ☑ Skilling Qlders now and into the future ☑ School to work transitions 	30/10/2024	1. 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.		Obtain improved regional data to increase targeted investment in training by advising government and industry bodies on more effective allocation of funds.	 Expansion of training course and investmen opportunities, allowing the unemployed to acquire skills a secure employment. Increased bus participation resulting from improved understanding community involvement and government programs
Digital literacy in WBB is lower than the Queensland and national averages. 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). There is an opportunity to address digital literacy, through a strategic partnership with NBN Co (who would deliver basic digital literacy learning) at MacDonald's Restaurants.	 Workforce participation Local solutions Workforce attraction and retention Skilling Qlders now and into the future School to work transitions 	30/12/2024	 Targeted workshops that deliver learning in basic digital literacy (how to use a PC and/or laptop participants, emails, cyber security etc). Offer accredited training/learning pathways for participants wishing to build on their basic skills and knowledge, and obtain formal qualifications. 		 Increased engagement in skill- building programs for employment. Establish a welcoming and safe learning environment for disengaged cohorts. Foster community unity and overcome the digital divide. 	A better equipper skilled and rest community, prepared to me the demands of modern workfor and education system.

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Challenge identified	Solution focus area	Implemented	RJC solutions		Anticipated impact	impact Anticipated Priority In outcome	Initiative name	
		by (date)	Activities	Complete				
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. 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. Communication challenges are a common issue in their performance plans and a key factor in doctor retention.	Workforce attraction and retention.	18/09/2024	 Jobs Fraser Coast will work with local Toastmaster Clubs to deliver a 4-week communication training trial. Generate a feedback form to capture information from migrant doctors and Hervey Bay Hospital Medical Education Officers. 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. 		 Higher retention of overseas and migrant doctor. Better engagement between Hervey Bay Hospital medical staff and the public. 	The establishment of a corporate Toastmasters club at the Hervey Bay Hospital.	 ☑ Short term ☑ Medium term ☑ Long term 	

