

CAIRNS RJC Action Plan 2024

Purpose

This Action Plan outlines local solutions being implemented by the Cairns Regional Jobs Committee (RJC), in response to local workforce and skilling challenges. The Cairns RJC is a group of local workforce and skilling leaders, who drive local solutions to local skills and workforce challenges. Whilst delivering the Action Plan the RJC must remain agile and responsive to economic fluctuations and government responses throughout the time period.

Progress against Action Plan objectives is updated quarterly and/or in response to meetings of the RJC, whichever is sooner.

Project Manager:	Janelle Yarwood	Action Plan start date:	1 January 2024
Enquiries (email):	Projects@ Cairnschamber.com.au	Action Plan end date:	30 June 2025
LGA's impacted:	Cairns LGA		

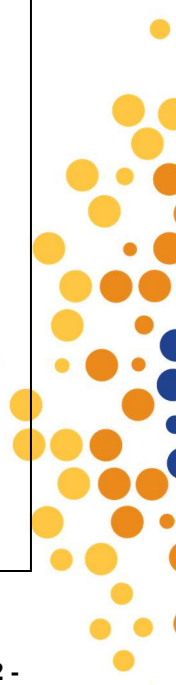
Activities and outcomes

Challenge identified	Solution focus area	Implemented by (date)	RJC solutions		Anticipated impact	Anticipated outcome	Priority	Project name
			Activities	Complete				
Low unemployment is resulting in business' having job vacancies, whilst certain cohorts in the community are largely unemployed.	<input checked="" type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input type="checkbox"/> School-to-work transition <input checked="" type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling Queenslanders now and into the future	August 2024	1. Round table discussion with employers to identify and address barriers to local employers employing from underrepresented population. Run focus group sessions with SME, key industry representatives and advisors to identify employer challenges, concerns or questions when employing from these groups. 2. Identify barriers to applying for jobs (eg: resume writing, SEEK access/profile, local work history, work hours, transport issues, prejudice, and lack of cultural understanding etc) 3. Liaise with the Department of Employment and Workplace Relations and local multicultural, disabilities, first nations, mature age agencies to address barriers and identify pathways to successful employment. 4. Facilitate sessions with providers (e.g.: Centacare, Link & Launch, Worklink, Maxima etc) and potential employees to build job readiness (resume writing, interview skills, clothing, accessing assistance with equipment, licencing, digital literacy etc) 5. Connect local SMEs to Industry Workforce Advisors.	<input type="checkbox"/> <input checked="" type="checkbox"/>	Businesses are more confident in employing from underrepresented populations. Underrepresented cohorts feel supported and confident in applying for jobs with local businesses. Employers embrace diversity to build thriving, local businesses who are inclusive and sustainable. Skills shortages are alleviated and people in the community are gainfully employed, feel a part of the wider community and feel a sense of belonging and contribution.	Lower numbers of job vacancies. Higher representation from under-utilised cohorts in local businesses. One good news story/example of why/how this solution worked, what we learned.	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	Take Another Look

Regional Jobs Committee – 2024 Action Plan

Approval date	Release date	Version #

			<p>6. Collaborate to develop, promote and deliver local solutions, breaking down bias, cultural awareness training, work experience to onboard and etc.)</p> <p>7. Develop written case study and good news story of outcomes</p>	<input type="checkbox"/> <input type="checkbox"/>				
<p>Emerging industries will require technical skills that are not yet held by anyone in the region. Current school students (future workforce) are receiving training for jobs that may not be a local priority/employing sector in future.</p>	<input type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input checked="" type="checkbox"/> School-to-work transition <input type="checkbox"/> Workforce attraction and retention <input type="checkbox"/> Skilling Queenslanders now and into the future	<p>August 2024</p>	<p>1. Contact RSIP and DoE and meet to discuss concept.</p> <p>2. Round table discussion with industry skills & workforce advisors, GISP Project managers, VET, RTO and educators, to discuss who they are, what they do and what's available to tap into.</p> <p>3. Hold a "Meeting of the Minds" Job & Skills Forum to explore the education ecosystem in an effort to remove 'silo' thinking and work more productively together for the common goal of improved skills and career outcomes for our future workforce.</p> <p>4. Provide a platform to reimagine (from a place-based perspective), effective pathway opportunities.</p> <p>5. Establish subcommittees to address blockages to establish clear pathways for jobs of the future.</p>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<p>School reps, RSIP Manager, DoE representatives, VET reps, higher education reps, workforce & skills advisors and government industry representative bodies: Max 20, work together to establish effective pathways to connect students with jobs of the future & fill skills shortages.</p>	<p>Sustainable workforce</p> <p>Improved education and employment outcomes for school leavers</p> <p>One good news story/example of why/how this solution worked, what we learned.</p>	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	<p>Partnering for future success</p>
<p>Inform Educators of emerging industries and possible jobs for their students now and in the future.</p>	<input type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input checked="" type="checkbox"/> School-to-work transition <input type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling Queenslanders now and into the future	<p>September 2024</p>	<p>1. Contact RSIP and DoE and meet to discuss concept.</p> <p>2. Work with local industry to identify emerging jobs and related skills</p> <p>3. Engage with peak agencies and/or ISA's and IWA's to identify entry pathways and entry roles</p> <p>4. Promote pathways and roles locally, including to schools, job network providers and local employment facilitators.</p> <p>5. Develop understanding of local skilling pathways into emerging industries, and identify barriers.</p> <p>6. Develop solutions to local barriers, ensuring future working and existing available local workforce (i.e. unemployed) are able to train/skill in local career pathways.</p>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<p>Employers have confidence in local employment market, and ability to recruit for job vacancies in emerging industries.</p> <p>Emerging and available workforce is aware of available local career opportunities.</p>	<p>Local industry sectors who will generate (or have generated) jobs of the future are better connected to the future workforce.</p> <p>Improved skills and employment outcomes for school leavers</p> <p>The creation of a skilled labour market for the future of a sustainable Queensland workforce</p> <p>Increased awareness of industries, job and career pathways.</p>	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	<p>Reimagine and redefine future employment.</p>



			<ul style="list-style-type: none"> 7. Work with RSIP manager to ensure teachers and guidance officers/advisors have the knowledge to promote local career opportunities. 8. Generate media to inform parents, students and community stakeholders and increase awareness. 					
<i>Attract & Retaining Skilled Employees by changing workplace culture, practices and protocols.</i>	<input type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input type="checkbox"/> School-to-work transition <input checked="" type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling <i>Queenslanders now and into the future</i>	<i>November 2024</i>	<ul style="list-style-type: none"> 1. <i>Design and implement practical workshops targeted at SME focusing on attraction and retention and becoming an 'employer of choice'.</i> 2. <i>Refresh RJC website to maintain relevance and act as a one stop shop for tools and resources.</i> 3. <i>Showcase good news stories from employers who have diversified their workforce and changed practices to become an employer of choice (video and written case studies)</i> 	<input checked="" type="checkbox"/> Local Business community Industry <input type="checkbox"/> A toolkit of resources is available to employers, supporting retention of staff and reduction in costs associated with recruitment, saving business' money (may be reinvested in training staff).	<i>Sustainable workforce</i> <i>Reduction in staff turnover</i> <i>Increase capacity of SME to attract and retain workforce drawing on best practise activities and using a range of communication pathways to have a broad reach.</i>	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term	Recruit, Retain & Reinvigorate!	
<i>Students, Parents, Schools & community stakeholders are not adequately aware of emerging and progressive Industries in the region and the employment opportunities they can provide locally.</i>	<input checked="" type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input checked="" type="checkbox"/> School-to-work transition <input checked="" type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling <i>Queenslanders now and into the future</i>	<i>December 2024</i>	<ul style="list-style-type: none"> 1. <i>Collaborate with industry to host Immersive Career Open days to showcase jobs from key priority industries (Maritime, Aviation, Health & Construction).</i> 2. <i>Increased promotion of RJC activities and good news stories, through media and events, to raise awareness.</i> 3. <i>Communication of industry opportunities within the broader community to aspiring employees via good news stories</i> 4. <i>Website promotion and updates, media releases on industry successes, student and employee wins, and career opportunities in the region.</i> 	<input checked="" type="checkbox"/> Employers, Community, Industry, Local Jobs Taskforce, Agencies supporting employment & skilling collaborate for one cause. <input checked="" type="checkbox"/> Increased interest in Marine, Aviation, Health and Construction industries and the opportunities.	<i>School leavers engage in higher education, school tech or alternative pathways to employment in the region.</i> <i>School leavers and career changers link to industry, see the career and lifestyle possibilities and stay in the region to fill jobs in desired industries.</i> <i>Industries have less skill shortages and more sustainable workforces</i>	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	Inspire, nurture, and grow our own.	
<i>SME and Industry attracting quality employees and becoming industries of choice</i>	<input type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input type="checkbox"/> School-to-work transition	<i>May 2024</i>	<ul style="list-style-type: none"> 1. <i>Facilitate a masterclass / workshop on Marketing for SME to help position them as an employer of choice and attract employees and upskill themselves and their staff in the attraction and retention of</i> 	<input checked="" type="checkbox"/> SME understand the importance of positioning themselves as an Employer of Choice and how to achieve it.	<i>Businesses become more attractive to potential workers while attracting and retaining customers, build their businesses and position themselves more</i>	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term	Do it RIGHT for the RIGHT results	



<input checked="" type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling Queenslanders now and into the future	<i>customers and new employees (EVP)</i>	<i>prominently as an Employer of Choice.</i> <i>Recruit right and then market themselves as a preferred employer/industry</i>
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