





FRASER COAST CAREER PATHWAYS PROGRAM

Fraser Coast Regional Jobs Committee (RJC)

Sotera Trevaskis | Kirsty Hill | Michelle Hay

Who are we?

 Formed in 2018 (known back then as the Fraser Coast Regional Advisory Group)

• Acknowledged as the state's first RJC

 Proudly supported and funded by the Department of Employment, Small Business and Training (DESBT)

 Regional Development Australia Wide Bay Burnett (RDA WBB) is host organisation of Jobs Fraser Coast, Jobs Bundaberg and Fraser Coast Career Pathways Program











Our RJC Members

- Represented by the region's industry, business and community leaders
- Members volunteer their time and share their knowledge and expertise
- Expertly led by Chair, Michelle Hay
- Governance and oversight of Jobs Fraser Coast and Fraser Coast Career Pathways Program.



















Our Team

Mat Eyles

Project Officer – Jobs Fraser Coast

Kirsty Hill

Project Officer – Fraser Coast Career Pathways

Tim Sayre Project Officer – Jobs Bundaberg















RJCs provide an opportunity for local stakeholders to **work together** to **align regional skills** and **workforce development** with **local industry** and **employer needs**.

- Identify and address local workforce issues
- Identify under utilised cohorts in the labour market
- Support students transition from school and into work or further study
- Identify barriers to training and workforce participation
- Drive job growth and help region's plan for their future
- Provide connections between stakeholders and back to Government.



Our Region's Story Begins With....

High levels of disadvantage, characterized by:

- High unemployment (and youth unemployment)
 - Lower average incomes
 - Low educational attainment
 - Low skilled occupations
 - Single parent families

"Older, Sicker, Poorer"



But, our region's story is slowly changing.....

Local jobs growth continues to be driven by:

- Strong public and private regional investment
- Pipeline of major projects
- Changing nature of work
- Tourism revival
- Regional migration (domestic)
- Accessible learning (virtual study, fee free TAFE)



Fraser Coast's Workforce Profile

Median Age*

51

Education (resident workers)*

18.2% University qualified 10.8% Advanced Diploma or Diploma 34.8% Trade qualified (Certificate III) 33.7% no qualification

Gender*

Female 53%

Men 47%

Born Overseas*

Participation* Rate

(population in the labour force)

44%

Median* Income

\$1,114

Employment Status**

54% Full –time

38% Part-time

7% work from home

But...there is still 6.7% unemployment 14% youth unemployment





Sources: *https://economy.id.com.au/rda-wide-bay-burnett (2021) **Labour_Market Dashboard Wide Bay and Sunshine Coast.pdf (jobsandskills.gov.au) as at 24 April 2024

Employment by Industry (2022/23) & change since (2017/18)



3.8% growth

Retail trade	Construction
11.1%	9.8%
-1.2% growth	.5% growth

Manufacturing Education & Public Administration & Training Safety 5.6% 9.8% 6.7% -.6% growth -.3% growth .1% growth

Is strong growth in healthcare, aged care and NDIS industry likely to continue? Will continued growth and investment, will the next big mover and shaker be in construction?



Strong employment growth is likely, in healthcare and construction as a result of these drivers:

- Increased population (particularly an ageing one)
- Health status (older, sicker and more complex)
- Retiring workers
- Workforce mobility (people moving into the region)
- Continued infrastructure investment in the region (Bundaberg Hospital, Hervey Bay Hospital modular wards, Kingaroy Health Hub, other aged care facilities)
- Continued private and public investment in the region (21 story hotel, health projects, road projects, Main Street precinct, QTMP,)



Our challenges

Generational unemployment + barriers to securing and retaining employment
Skills shortages and qualifications lag (& low educational attainment isn't helping)
Workforce mobility (qualified & experience workers are leaving the region)
Under-employment and the gig economy

 Other wicked problems: recruitment fatigue, housing availability, uncertainty of doing business, certainty of increasing cost of doing business.

Our Opportunities

School leaver market

MERCE

• Upskilling to improve career mobility

 VET and tertiary education is more accessible (virtual study modes, regional university hubs)

• Skilled migration (possibly)

Strong public and private investment pipeline

 Continued support in region, by governments through infrastructure, major projects, business support, tax relief (some)

• Strong spirit of regional collaboration



Our local initiatives & solutions

- Fraser Coast Industry and Careers Showcase
- Partnering with local organisations (Hervey Bay Jobs Ready Program, LIFT, Workforce Australia etc)
- Delivering financial literacy and regional opportunities workshops
- Digital literacy workshops
- Specific career pathways development allied health sector, manufacturing, construction
- Working closely with project proponents and other local organisations
- Fraser Coast Career Pathways





- We support students to take the next step from school into a career or further study.
- We give students real-world insights into career pathways in the manufacturing, construction, engineering & health sectors.
- We coordinate work experience opportunities and help students to enrol in school-based traineeships & apprenticeships.
- We help students become work ready through career planning, resume writing and interview skills.

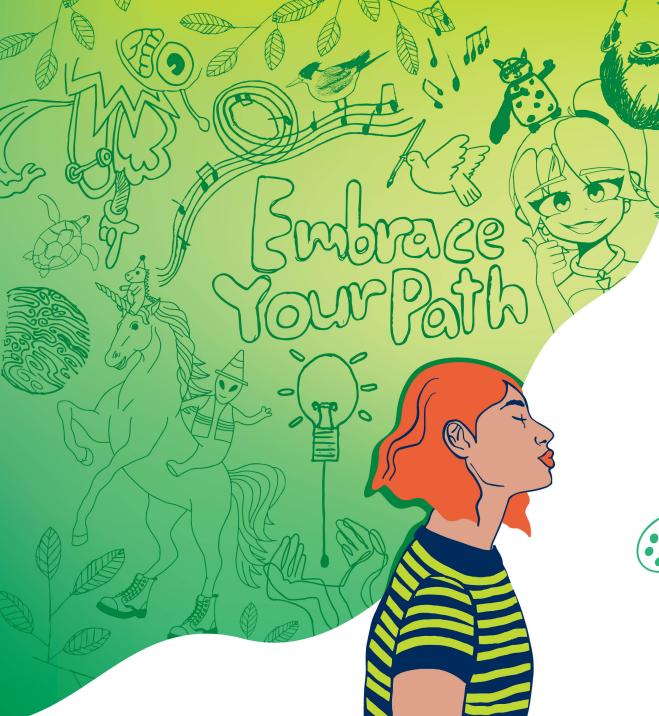








The **FCCPP** brand identity was co-designed by Fraser Coast students grades 7-12.





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