



An Australian Government Initiative



Regional
Development
Australia



FCCPP

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



What do we do?

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

Participation* Rate

(population in the labour force)

44%

Employment Status**

54% Full –time
38% Part-time
7% work from home

But...there is still

6.7% unemployment
14% youth unemployment

Gender*

Female 53%

Men 47%

Born Overseas*

15%

Median* Income

\$1,114

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)



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
- 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

Everyone's journey is different...

- 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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Fraser Coast

**INDUSTRY
& CAREERS
SHOWCASE**

