



**Local Jobs  
Program**

# Local Jobs Plan

## Gold Coast Queensland

October 2020

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*The Department of Education, Skills and Employment acknowledges the traditional custodians of the Yugambah and Bundjalung language nations where we live, work and travel through. We pay our respects to their people, culture and their Elders past, present and emerging.*

## Preface

The Local Jobs Program focuses on skilling, re-skilling, upskilling and employment pathways to assist people to move back into jobs as the economy recovers from the impact of COVID-19. Recognising the importance of local knowledge in getting people back into jobs quickly, the Australian Government's Local Jobs Program will:

- put in place local Employment Facilitators
- create Local Jobs and Skills Taskforces
- provide Local Recovery Funds to support small scale projects, in 25 employment regions across Australia.

The Local Jobs Program brings together expertise, resources and access to funding to focus on training and employment pathways for people at the local level in each region. The program is part of supporting Australia's economic recovery from the COVID-19 pandemic.

This plan identifies the key priorities for the Gold Coast Employment Region with a focus on **creating employment opportunities**, meeting local **employer demands** and **better skilling** local job seekers. The plan identifies the direction, strategies and actions of the interim Employment Facilitator.

This plan will be reviewed when the Employment Facilitator and the Gold Coast Local Jobs and Skills **Taskforce** is in place, and as priorities change (or every six months).

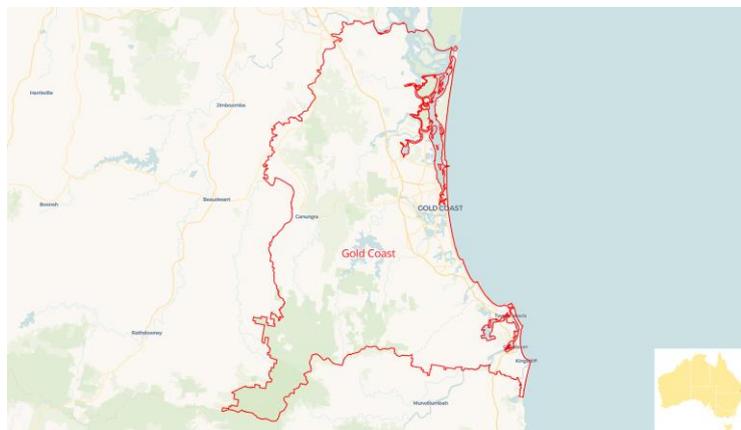
## Local Jobs Program Key Priorities: Gold Coast Employment Region

1. Connect with employers to ensure greater take-up of government employment services, including funding and programs that support recruitment
2. Promote the uptake of apprenticeships and traineeships to meet projected growth industries and skills shortage areas and connect young people to these opportunities
3. Approach employers that have diversity targets to identify supported training and employment pathways for disadvantaged cohorts including women, youth, Indigenous Australians and mature age
4. Utilise existing plans, programs and strategies to skill and up-skill job seekers for employment opportunities. For example the Australian Government's Modern Manufacturing Strategy and Naval Shipbuilding Plan, Boosting the Local Care Workforce Program and Queensland Government's Super Yacht Strategy.

A full description of these key priorities, the strategies to address these and a list of key stakeholders can be found at Attachment A.

# Gold Coast Employment Region

The Gold Coast Employment Region (ER) is located south of the Queensland State Capital of Brisbane. Including the Gold Coast Local Government Area, the ER crosses the New South Wales border to include a small area of the Tweed Shire Council Local Government Area.



With its sunny subtropical climate, surfing beaches, canal and waterway systems combined with the high-rise dominated skyline, nightlife and rainforest hinterland, the Gold Coast area is one of Australia's major tourist destinations for both domestic and international travellers.

The New South Wales area of the Gold Coast ER includes the border-town city of Tweed Heads and Banora Points, Chinderah, Fingal, the Tweed Coast villages of Kingscliff and Casuarina. With relaxing beachside villages and riverside towns, this southern end of the Gold Coast ER also offers tourists relaxing and unique experiences as a holiday destination.

## The Gold Coast region and key impacts of COVID-19 on employment<sup>1</sup>

Four years post the 2016 Census, the Gold Coast region has recorded weak employment growth which has impacted negatively on both the number and type of job opportunities available. ABS Labour Force Survey regional estimates also show that labour market conditions have deteriorated in the Gold Coast region since March 2020, when Australia recorded its 100<sup>th</sup> case of COVID-19. This is not surprising, given the region's economic reliance on tourism, with accommodation and food services hit hard by COVID-19.

The below table identifies the number of employed people (aged 15+) declined by 10,300 between March 2020 and August 2020. While this provides some insight into the number of people who lost jobs in the region, it does not reflect the full extent of the impact of COVID-19 over the period. For example, many of those counted as employed may have been underemployed, working shorter hours or fewer hours than they would like.

The COVID-19 pandemic has resulted in large declines in employment and subsequent rise in unemployment in the Gold Coast, rising to 8.0 per cent in August 2020, up by 4.0 per cent since March 2020. Comparatively, both Australia (6.8 per cent) and Queensland (7.5 per cent) recorded lower unemployment for the same period.

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<sup>1</sup>Throughout this labour market update, unless otherwise stated, data are for the SA4 of Gold Coast which is a good proxy for the Gold Coast Employment Region. Data are the latest available at the time of writing. Regional monthly ABS Labour Force Survey estimates are highly volatile and should be viewed with extreme caution.

## Selected ABS Labour Force Survey indicators, August 2020

	Employment			Unemployment			Unemployment rate		Participation rate	
	Aug-20	Change since Mar-20		Aug-20	Change since Mar-20		Aug-20	Change since Mar-20	Aug-20	Change since Mar-20
	('000)	('000)	(%)	('000)	('000)	(%)	(%)	(% pts)	(%)	(% pts)
Gold Coast	319.3	-10.3	-3.1	27.8	13.9	99.8	8.0	4.0	64.8	0.2
Queensland	2447.9	-115.1	-4.5	197.5	44.3	28.9	7.5	1.8	63.6	-2.0
Australia	12,583.4	-413.6	-3.2	921.8	206.0	28.8	6.8	1.6	64.8	-1.1

Source: Data for the Gold Coast region are from ABS, Labour Force, Australia, Detailed, August 2020, original estimates. Data for Queensland and Australia are from ABS, Labour Force, Australia, August 2020, seasonally adjusted estimates.

Considerable labour market disparity exists within the Gold Coast ER. Latest available *Small Area Labour Markets* data show that, in the March quarter 2020 (latest available data), the unemployment rate in the Gold Coast region ranged from just 1.7 per cent in Terranora – North Tumblegum, to 13.1 per cent in Labrador.<sup>2</sup>

## ABS weekly payroll data<sup>3</sup>

Single Touch Payroll data from the ABS, which provides near-real time insights into the labour market, also provides evidence of the pandemic's impact on the Gold Coast ER. Gold Coast data shows the region has experienced a large fall in payroll jobs in the period 14 March to 5 September 2020 of 5.0 per cent, compared with the Queensland decline of 2.9 per cent.

The data also highlights the earlier impact of the pandemic upon this region. In the period 14 March to 18 April 2020, payroll jobs fell by 10.8 percentage points compared with a decrease of 8.6 percentage points across Queensland.

## JobKeeper payment scheme

ATO data for the JobKeeper payment scheme also highlights the significant impact of COVID-19 on businesses across the Gold Coast ER. There were over 35,000 business registered to participate in the JobKeeper program in June 2020.<sup>4</sup>

This likely means that many people employed in the area are receiving JobKeeper payments, and while currently being counted as employed, are working zero hours. Of note, in the table below, it is assumed that postcodes with the higher number of businesses registered across the ER are located where there is significant industry representation of accommodation and food services businesses (postcodes 4217, 4218, 4220).

While the JobKeeper payment scheme will continue until 28 March 2021, the Local Skills and Jobs Taskforce will review the data in their deliberations and will develop strategies to support those workers entering the labour market as a result of the cessation of the scheme.

<sup>2</sup> Data for SA2s are sourced from the National Skills Commission, *Small Area Labour Markets*, March quarter 2020, smoothed estimates. Labour market data at the regional level can display significant variability and should be viewed with caution.

<sup>3</sup> Source: ABS, Weekly Payroll Jobs and Wages, Week ending 19 September 2020.

<sup>4</sup> ATO, JobKeeper postcode data, current as at 1 September 2020. Note: this data will not reflect businesses which operate in the Gold Coast ER and have a primary address in another Employment Region.

Location	Postcode	June Application Count-JobKeeper
Tweed Heads, Tweed Heads West	2485	574
Banaora Point, Bilambil, Bilambil Heights, Bungalora, Carool, Cobaki, Cobaki Lakes, Duroby, Gengarrie, Piggabeen, Terranora, Tweed Heads South, Upper Duroby	2486	1,109
Casaurina, Chinderah, Cudgen, Duranbah, Fingal Head, Kings Forest, Kingscliff, Stotts Creek	2487	840
Alberton, Cedar Creek, Luscombe, Stapylton, Steiglitz, Woongoolba, Yatala	4207	1,892
Gilberton, Jacobs Well, Kingsholme, Norwell, Ormeau, Ormeau Hills	4208	828
Coomera, Pimpama, Upper Coomera, Willow Vale	4209	1,855
Guanaba, Maudsland, Oxenford, Wongawallan	4210	880
Advancetown, Carrarra, Clagiraba, Gaven, Gilston, Highland Park, Lower Beechmont, Mount Nathan, Natural Bridge, Nerang, Numinbah Valley, Pacific Pines	4211	2,672
Helensvale, Hope Island	4212	1,730
Austinville, Bonogin, Mudgeeraba, Neranwood, Springbrook, Tallai, Worongary	4213	1,561
Arundel, Ashmore, Molendinar, Parkwood	4214	2,347
Labrador, Southport	4215	2,612
Biggera Waters, Coombabah, Hollywell, Paradise Point, Runaway Bay, South Stradbroke Island,	4216	1,725
Benowa, Bundall, Main Beach, Surfers Paradise,	4217	3,127
Broadbeach, Broadbeach Waters, Mermaid Beach, Mermaid Waters,	4218	2,258
West Burleigh	4219	28
Burleigh Heads, Burleigh Waters, Miami	4220	2,495
Elanora, Palm Beach	4221	1,449
Currumbin, Currumbin Waters, Currumbin Valley	4223	923
Tugun	4224	365
Bilinga, Coolangatta	4225	535
Clear Island Waters, Merrimac, Robina	4226	1,779
Reedy Creek, Varsity Lakes	4227	1,168
Tallebudgera, Tallebudgera Valley	4228	343
Gold Coast Mail Centre	9726	6
Benobble, Biddaddaba, Bloomfleet, Boyland, Canungra, Ferny Glen, Flying Fox, Illinbah, Lamington National Park, O'reillys, Sarabah, Witheren, Wonglepong	4275	193

**Total JobKeeper Applications Gold Coast ER (June 2020)**

**35,294**

Source ATO

### Employment Services caseload characteristics

jobactive: jobactive is the Australian Government's way to get more Australians into work. It connects job seekers with employers and as a result of the impact of COVID-19, the numbers of people registered with jobactive in the Gold Coast ER has risen dramatically. Jobactive caseload numbers increased by 179 per cent, significantly higher than both Queensland (113 per cent) and Australia (97 per cent). In actual numbers, in March 2020 jobactive caseload numbers for employment services was 18,660 increasing to 52,036 on 30 September 2020.

Transition to Work: Transition to Work is an employment service to support young people aged 15-24 on their journey to employment. The service provides intensive, pre-employment support to improve the work-readiness of young people and help them into work (including apprenticeships

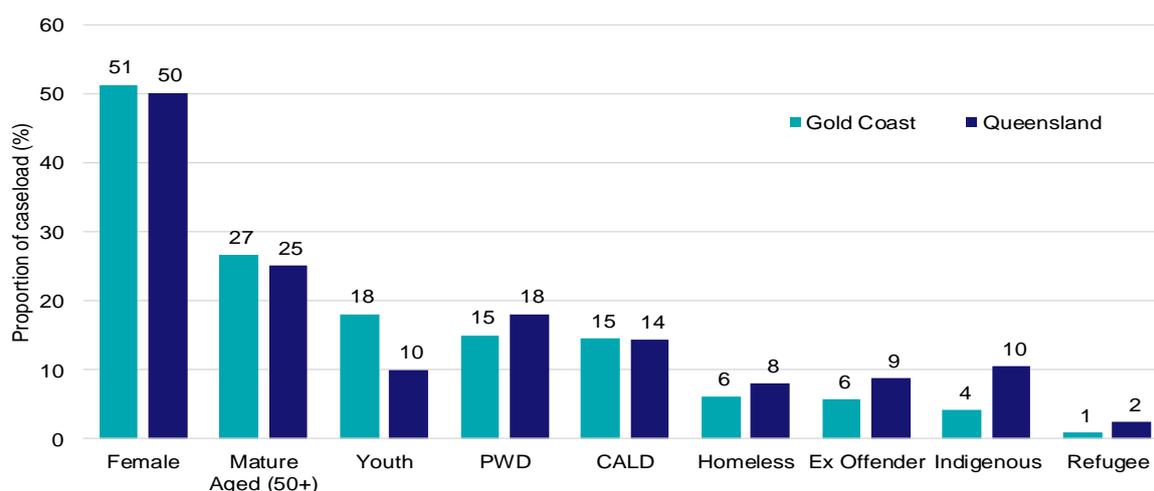
and traineeships) or education. Caseload numbers for Transition to Work providers more than doubled, increasing from 565 registered young people in March 2020, to 1,279 registered 30 September 2020.

The significant increase in caseload numbers for both jobactive and Transition to Work demonstrates to a certain degree the impact of COVID-19 on employment across the Gold Coast ER. What the caseload number does not include is other employment programs, for example Disability Employment Services, ParentsNext, or those that ceased employment, but did not register with Department of Human Services for JobSeeker payment.

Cohorts: The below table provides an insight into the impact of the pandemic on individual cohorts comparatively to Queensland.

The data clearly shows that women, mature age (aged 50+), and Culturally and Linguistically Diverse (CALD) cohorts are represented slightly higher in the Gold Coast ER than in the broader Queensland caseload make-up. However, Gold Coast youth (aged 15 – 24) are over represented (8 percent higher) in caseload numbers. The Local Jobs Plan must focus on strategies that prepare young people to be competitive in the labour market through training and employment pathways.<sup>5</sup>

### Employment services caseload for selected cohorts (September 2020)



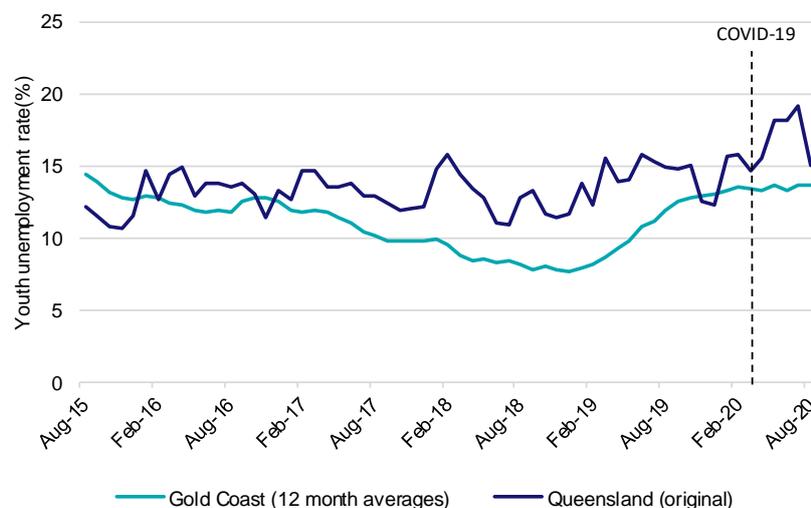
### Youth unemployment

Young people are the most disadvantaged in labour markets often due to lack of work experience and skills to meet employer needs. COVID-19 has had a significant impact nationally on young people aged 15-24 in terms of employment, and youth unemployment in the ER has risen to 13.6 per cent (August 2020), slightly lower than the Queensland average of 15 per cent, however an increase of 0.3 percentage points since March 2020. Young people will be competing for vacancies with more skilled workers with recent work experience. This Local Jobs Plan will focus on pathways to employment for young people that prepare young people for work, include wrap-around support,

<sup>5</sup> Source: Department of Education, Skills and Employment, administrative data, September 2020

provide work experience to trial different industries and facilitate access to suitable opportunities with relevant skilling.

### Youth unemployment (5 years to August 2020)



Source: ABS, Labour Force, Australia, Detailed, August 2020

## Gold Coast Local Jobs Council

The Gold Coast employment service providers are well positioned to respond to the needs of employers and job opportunities as they arise. Facilitated by the Queensland Government Department of Employment Small Business and Training, with the support of the Australian Government Department of Education Skills and Employment, and the Queensland Government Department of Aboriginal and Torres Strait Islander Partnerships, is the Gold Coast Local Jobs Council (Jobs Council). The Jobs Council works within a Memorandum of Understanding and to a Statement of Principles of how employment services will respond to the recruitment needs of employers in the Gold Coast ER. Group members include representation from all jobactive and Transition to Work providers. The Jobs Council will be integral to the success of the outcomes of the Local Jobs Plan and will prepare job seeker through direct employment and skilling and up-skilling pathways leading to jobs. The Employment Facilitator will work alongside the Jobs Council to ensure collaboration, maximising of resources and communication is paramount.

## COVID-19 impact on Gold Coast business

In May 2020 Regional Development Australia Gold Coast undertook a survey of 200 Gold Coast businesses to ascertain the impact of COVID-19 on the business. Excerpt from the Director of Regional Development Gold Coast Executive Summary follows:

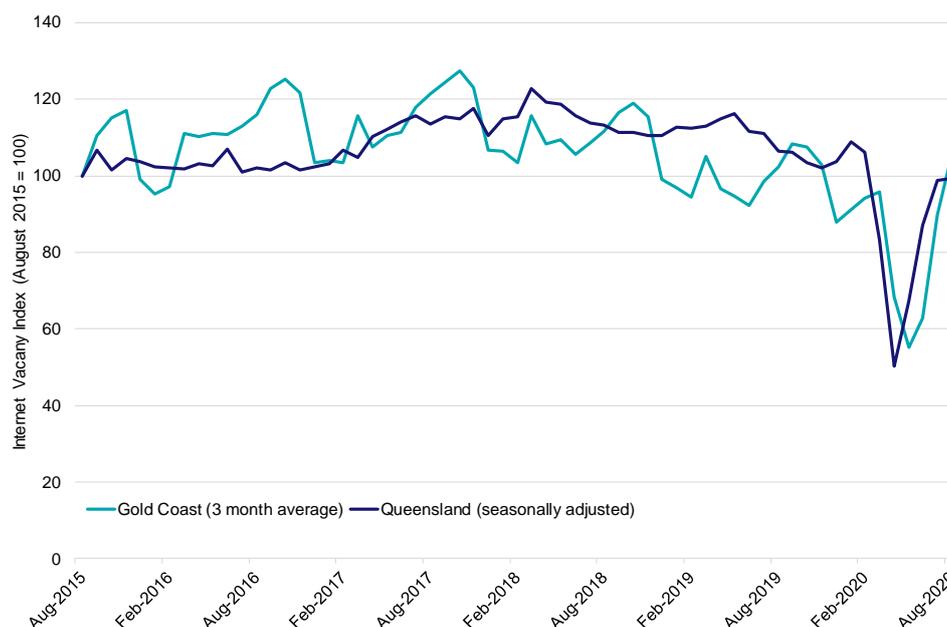
*“The impacts on businesses due to the necessity of lockdown, social isolation and government restrictions have impacted negatively on businesses, community organisations and manufacturers. The unprecedented environment meant that businesses and industries had to pivot and respond to the changing environment in order to make their businesses more efficient, productive and sustainable into the future. Tourism is a major economic driver for the Gold Coast, so the impact of the closure of the Queensland borders, cessation of international flights and the government regulations had an immediate impact on the region.”<sup>6</sup>*

<sup>6</sup> Source: <https://rdagoldcoast.org.au/images/documents/RDA-COVID-Survey-Results.pdf>

## Vacancies and job advertisements

The level of vacancies in the Internet Vacancy Index Gold Coast region declined by 42 per cent over the two months to May 2020, before increasing again to August 2020 (up by 91 per cent from the lowest point). Given this increase, vacancies in the region are 12 per cent above pre-COVID levels (February 2020). This is encouraging for recovery of the Gold Coast ER economy, however given the number of job seekers actively looking for work, there will be greater competition for these positions. This Jobs Plan will ensure that local employer recruitment needs are understood, that training will meet the skills required for the roles, and that pathways are developed for job seekers to be competitive in the labour market.

### Online job advertisement time series (five years to August 2020)



Source: National Skills Commission, Internet Vacancy Index, August 2020. Data for Gold Coast is a three-month moving average, and data for Queensland is seasonally adjusted; both have been indexed to August 2015. Note the Gold Coast region is the best fit from the regions available from the contributing job boards and does not precisely correspond to the Gold Coast Employment Region.

The below table identifies the top 10 advertised occupations for August 2020. As retail store reopen, the need for workers is high, this will continue as we see all stores begin general trading as more people come to the Gold Coast ER as domestic travel increases.

### Top 10 advertised occupations (August 2020)

ANZSCO Occupation
Sales Assistants (General)
General Clerks
Registered Nurses
Other Miscellaneous Labourers
Receptionists
Aged and Disabled Carers
Accountants
Advertising and Sales Managers
Waiters
Chefs

Source: National Skills Commission, Internet Vacancy Index, August 2020. Raw data are used for analysis. Note: the Gold Coast region is the best fit from the regions available from the contributing job boards and does not precisely correspond to the Gold Coast Employment Region.

### Emerging opportunities

Although Gold Coast businesses have been heavily impacted by the pandemic, and there is a significant number of businesses registered for the JobKeeper scheme, as domestic tourism opens and other international markets commence trading, there is evidence of opportunity and growth. Just over 3000 vacancies were advertised for the Gold Coast (ALL) on Seek on Monday 12 October 2020, including seasonal opportunities with local theme parks and Christmas retail trade positions.<sup>7</sup>

In August 2020, the City Heart Taskforce<sup>8</sup> convened a think tank of over 100 leading business minds to begin the task of reengineering the pathway to jobs of the future. The think tank was designed to reimagine the future and develop targeted outcomes with a key focus on jobs, skills and industry in the changed economic conditions. The Reimagine Gold Coast Insights Report August 2020, provides some key themes on jobs, skills and industry<sup>9</sup>. This Local Skills and Jobs Taskforce will consider the insights outlined in the report and ensure that the Local Jobs Plan reflects intelligence gathered from this important event.

Significant investment and consultation is also progressing with Gold Coast businesses by both the Australian Government and Queensland Government to prepare businesses for emerging industries.

Some projects and emerging opportunities include: M1 upgrade; upgrade to The Spit; extension of the Light Rail; build, upgrades and extensions to health services; Inland Rail; continued upgrades to the Pacific Highway; Naval Shipbuilding Strategy; Queensland Government Super Yachts Strategy; Modern Manufacturing Strategy; medical and health services.

Skill shortages occur typically in growth periods when skilled workers are already employed and industry cannot find the labour it needs. The Department of Education Skills and Employment collates a report of skills shortages and, as outlined in the previous table, registered nurses, accountants and chefs appear on the Occupational Skills Shortage list for the nation. These skilled occupations require significant lead time for training and often are a four year commitment to

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<sup>7</sup> [www.seek.com.au/GoldCoast\(all\)](http://www.seek.com.au/GoldCoast(all))

<sup>8</sup> <https://www.goldcoast.qld.gov.au/documents/bf/tor-heart-of-city-advisory.pdf>

<sup>9</sup> <https://rdagoldcoast.org.au/images/documents/Reimagine-Gold-Coast-2020-Insights-Report.pdf>

become fully qualified. This Jobs Plan will focus on these skill shortage areas, including the University level qualifications and apprenticeships required to target skilled occupations.

With the opportunities presenting in the resource sector in areas across Queensland, particularly in the Galilee Basin, opportunities will present directly and within the supply chain employers servicing the mining sector for both professional and skilled workers. This Jobs Plan will include strategies to skill job seeker for jobs as they arise, including relocation assistance if required.

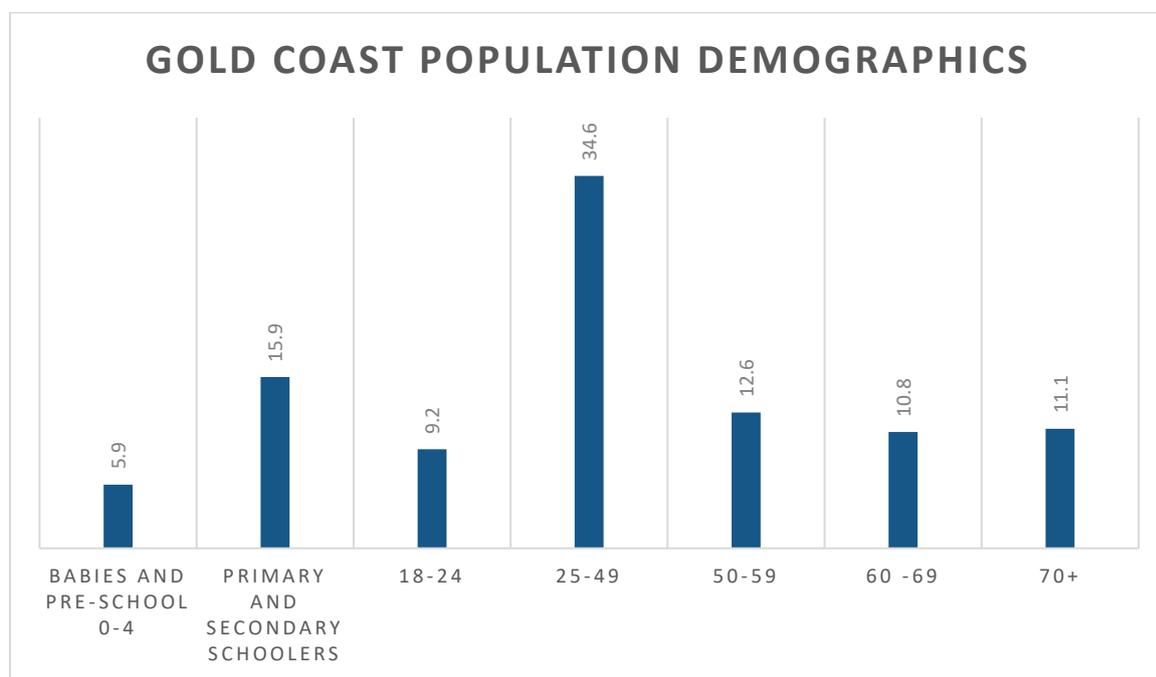
## Population profile

In June 2019, the Gold Coast City had an Estimated Resident Population of 620,518 people,<sup>10</sup> showing population growth of 8.86 per cent over the three year period from the 2016 ABS Census. There are 15,675 more females than males living in the Gold Coast region, which is also reflected in the employment services caseload with 51 per cent female participants.

The Gold Coast lifestyle attracts migrants to the City with over 46 per cent of the Gold Coast population born overseas, with people commonly coming from New Zealand, England, China, South Africa and Japan to make the Gold Coast their home.

The age structure of regions provides key insights into the current, and future, demand for services such as Health and Community Care, including aged care and childcare services. This provides critical intelligence to the workforce needs within these service areas. The below table provides data from the 2016 Census of Population and Housing.

With more than 30 per cent of the population over the age of 50 at the time of the census, it can be confidently assumed that the need for aged services will continue to grow in the Gold Coast and the demand for a skilled workforce will be high.<sup>11</sup>



Source: Australian Bureau of Statistics, Census of Population and Housing, Gold Coast City 2016.

<sup>10</sup> ABS, Estimated Resident Population, City of Gold Coast, 30 June 2019

<sup>11</sup> ABS, Census of Population and Housing, City of Gold Coast, 2016.

*The following section will draw data for Gold Coast – Tweed (Tweed Heads Part) Urban Centres and Localities 2016 Census. The data will include the Tweed Coast villages of Bogangar, Cabarita Beach, Hastings Point and Pottsville.*

The Estimated Resident Population (EPR) of the Tweed Shire is 97,001, the population growing by 1.02 per cent from the previous year.<sup>12</sup>

Population for Gold Coast – Tweed Heads (Tweed Heads Part) is 59,776, with females representing 52.3 per cent.

Insights into population demographics for this area also provide projection of current and future service needs. With 48.6 per cent of the population aged 50+ there is currently, and will be a future need for, robust health services including hospitals and aged care services.

Children aged 0-14 years made up 15.6 per cent of the population deducing a need for childcare and outside school hours care services. This Local Jobs Plan will include strategies to meet the current and future workforce needs.

In Gold Coast - Tweed Heads (Tweed Heads Part, Urban Centres and Localities), 76.0 per cent of people were born in Australia. The next most common countries of birth were England 5.3 per cent, New Zealand 3.1 per cent, Scotland 0.7 per cent, Philippines 0.6 per cent and Germany 0.5 per cent.

## **Persons with a disability**

The 2016 Census identifies that 27,500 Gold Coast residents (4.9 per cent) have a profound or severe disability, needing assistance in one or more of the three core activity areas of self-care, mobility and communication.

The rollout of the National Disability Insurance Scheme (NDIS) provides user choice options for people living with a disability and the increased funding under the NDIS requires significant growth in the number of workers to support people with a disability. A new range of skills and abilities is required of workers to meet the new demand, needs and expectation of persons with a disability.

To meet the workforce demand under the NDIS, it is predicted that the current disability services workforce will need to double. It is estimated there will be an additional 15,900 to 19,400 workers required in the field.<sup>13</sup>

Engagement with industry is crucial to ensure a suitable workforce supply, with the right skills, is built to sustain the required workforce into the future. Strategies will need to be developed to engage with industry and skill job seeker to meet industry demand.

## **Aboriginal and Torres Strait Islander Peoples**

The Gold Coast ER encompasses two Aboriginal language speaking nations, the Yugambeh people of the Gold Coast City area and the Bundjalung people of the Southern Gold Coast and Northern New South Wales area. To this day families of the Yugambeh and Bundjalung language nations continue to practise culture, customs and teachings on Country.

According to the Australian Bureau of Statistics (ABS) 2016 Census of Population and Housing Aboriginal and Torres Strait Islander residents represented 1.7 per cent (9,283 persons) of the Gold Coast City's total population and 4.4 per cent (2,613 persons) of the Gold Coast – Tweed (Tweed

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<sup>12</sup> Source: <https://profile.id.com.au/tweed/population-estimate>

<sup>13</sup> Source: <https://www.business.qld.gov.au/industries/service-industries-professionals/service-industries/community-services/ndis/workforce-development>

Heads Part) Urban Centres and Localities, showing a larger population of Aboriginal and Torres Strait Islander people residing in the southern area of the ER.

First Nations people can be at higher risk in any public health emergency.<sup>14</sup> Many communities were locked down during the pandemic to minimise the spread within this vulnerable cohort. While the employment services caseload data shows a smaller representation of this cohort than the greater Queensland caseload, the Queensland Government Department of Aboriginal and Torres Strait Islander Partnerships advises that a large portion of the population has returned to the safety of their community across Australia. Whilst there is no data to support this advice, the Local Jobs and Skills Taskforce will act upon local information and intelligence to develop strategies to support training and employment pathways for this cohort.

## **Skills and Education**

Training will be a play a key role in preparing local job seekers for current and future employment opportunities. Some job seekers will need to consider career changes and re-skill, to ensure they have the skills required as industry evolves to respond to the post COVID-19 needs of the domestic and international markets.

Registered Training Organisations (RTOs) will play a key role in the provision of skill sets, qualification and training pathways to respond to employer needs. Working alongside employers, the Employment Facilitator, Local Jobs and Skills Taskforce and Local Jobs Council, RTOs will assist in the co-design of pathways and activities that lead to jobs.

Levels of participation in education and the labour market are frequently cited indicators of the wellbeing of young people. Research suggests that young people who are not fully engaged in education or work (or a combination of both) are at greater risk of unemployment, cycles of low pay and employment insecurity in the longer term. Participation in education and training and engaging in work are also considered important aspects of developing individual capability and building a socially inclusive society.<sup>15</sup>

By ensuring that the training pathways match the skills that employers require, job seeker will be placed into jobs more quickly and employers needs will be met.

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<sup>14</sup> Source: <https://www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert/advice-for-people-at-risk-of-coronavirus-covid-19>

<sup>15</sup> Source: Australian Bureau of Statistics - [www.abs.gov.au](http://www.abs.gov.au)

# Attachment A: Key Priorities for the Gold Coast Employment Region

***Priority One: Connect with employers to ensure greater take-up of Government employment services, including funding and programs that support recruitment.***

**Engagement with employers shows they are unaware of programs, services and funding to support the recruitment of workers. Confusion also exists on how to package all funding and supports to suit their business needs.**

Strategies - short and long term?	Stakeholders
<p>In partnership with all levels of government develop industry specific information sessions focused on business growth, workforce planning, tailored recruitment and programs and funding to support new workers</p> <p>Trial job seeker and employer connection events in growing and emerging industries, followed by tailored assistance to develop on boarding pathways</p> <p>Filter employment opportunities through the Labour Market Council to ensure employers have access to employment services and suitable applicants</p> <p>Work with registered training organisations to ensure training meetings employer needs and funding is sourced to support the development of job seeker skills Where possible assist in facilitating connection with employers recruiting to redundant workers</p>	<p>Employers Local Jobs and Skills Taskforce Employment Facilitator Regional Development Australia AusIndustry State Government Local Government Boosting the Local Care Workforce program Registered Training Organisations</p>

***Priority Two: Promote the uptake of apprenticeships and traineeships to meet projected growth industries and skills shortage areas and connect young people to these opportunities***

<b>Strategies - short and long term?</b>	<b>Stakeholders</b>
<p>Host connection events with Apprenticeship Providers, Group Training Organisation and job seekers to orient Participants to different industries, understand the apprenticeship system and connect to opportunities</p> <p>Disseminate information to employers on the benefits and funding associated with hiring apprentices or trainees</p> <p>Develop innovative pathways to skill shortage areas, including trial workshops, try a trade days or work experience to encourage the take-up of apprenticeships in skills shortage areas</p>	<p>Employers</p> <p>Local Jobs and Skills Taskforce</p> <p>Employment Facilitator</p> <p>Regional Development Australia</p> <p>AusIndustry</p> <p>State Government</p> <p>Local Government</p> <p>Boosting the Local Care Workforce program</p> <p>Registered Training Organisations</p> <p>Group Training Organisations</p> <p>Australian Apprenticeship Support Network providers</p>

***Priority Three: Approach employers that have diversity targets to identify supported training and employment pathways for disadvantaged cohorts including women, youth, Indigenous Australians and mature age***

**Many employers have diversity and inclusion targets and /or Reconciliation Action Workforce Plans, however struggle to attract suitable applicants.**

<b>Strategies - short and long term?</b>	<b>Stakeholders</b>
<p>Co-design with employers pathways that include training, wrap-around supports, cultural awareness to attract vulnerable job seekers to employment opportunities and ensure sustainable pathways</p> <p>Host employer engagement events that promote diversity and inclusion as recruitment options</p> <p>Develop pathways for female job seekers into non-traditional roles by accessing recruitment for major projects</p> <p>Build on existing workforce pathways to diversify the target cohort including opportunities in Health Services</p>	<p>Employers</p> <p>Local Jobs and Skills Taskforce</p> <p>Employment Facilitator</p> <p>Regional Development Australia</p> <p>AusIndustry</p> <p>State Government</p> <p>Local Government</p> <p>Boosting the Local Care Workforce program</p> <p>Registered Training Organisations</p> <p>Community Support Organisations</p>

***Priority Four: Utilise existing plans, programs and strategies to skill and upskill job seekers for employment opportunities. For example the Australian Government’s Modern Manufacturing Strategy and Naval Shipbuilding Plan, Boosting the Local Care Workforce Program and Queensland Government’s Super Yacht Strategy.***

<b>Strategies - short and long term?</b>	<b>Stakeholders</b>
<p>Identify existing and new opportunities as they are announced and connect with key stakeholder to commence the conversation and drive the workforce needs</p> <p>Participation in regional working groups to hear of opportunities early and drive the employment narrative</p> <p>Connect with employers in related industries, both Tier 1 and supply chain to ensure job seekers have the right skills needed to take advantage of employment opportunities and pathways are developed to support employer needs</p>	<p>Local Jobs and Skills Taskforce            Employment Facilitator            Regional Development Australia Gold Coast            AusIndustry            State Government            Local Government            Boosting the Local Care Workforce program            Registered Training Organisations</p>