

Fraser Coast Regional Jobs Committee Annual Action Plan

Purpose			
This Annual Action Plan outlines local solutions being implemented by the Fraser Coast Regional Jobs Committee (RJC). The Fraser Coast RJC develop and deliver unique 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:	<i>Kirsty Hill</i>	Action Plan start date:	<i>01.11.2025</i>
Enquiries (email):	<i>projects@jobsfrasercoast.com.au</i>	Action Plan end date:	<i>30.05.2025</i>
LGA's impacted	Fraser Coast		

Initiatives

Initiative 1: Industry and Community RJC Launch

Implemented by (date)	27/02/2026
Priority	<input checked="" type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term
Challenge/s identified	<ul style="list-style-type: none"> • Lack of public and industry awareness of Jobs Fraser Coast • Ongoing workforce shortages in the region • Higher than state levels of unemployment in the region

Solutions focus area/s	Workforce Solutions in Construction, Manufacturing and Health Care. A focus on Apprenticeships for the region.	
RJC solutions		
Activities		Status
<p>To kick off the contract, we'll invite local employers and regional partners to an Industry and Community Workforce Breakfast. Together, we'll explore local opportunities and barriers, and capture insights in a report to shape and refine our place-based action plan and then we'll reconnect with attendees in six months to review progress and ensure we're on track.</p> <p>It's a chance to connect, collaborate, and set the stage for a successful journey ahead and ensure our workforce initiatives are aligned with industry and community needs</p>		Completed
Anticipated impact/s	Create a community connection with stakeholders and support networks to collaborate with to support the growth of workforce in the regions.	
Anticipated outcome/s	Creating a forward thinking and strengthened local network.	

Initiative 2: Fast Track Careers in Community Services

Implemented by (date)	30/12/2025
Priority	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term
Challenge/s identified	<ul style="list-style-type: none"> • Difficulty for Community service providers to recruit quality staff • Job seekers lack of awareness of roles in the Community Service sector
Solutions focus area/s	Community Service providers and employers

RJC solutions	
Activities	Has this been completed?
Working with Assistance Industry Resourcing and the Local Jobs Coordinator to run 2 x 4 hour opening speed interviews for careers in the community services industry. One in Maryborough and one in Hervey Bay	Yes <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Anticipated impact/s	Assistance to community services to recruit more staff and for RTO's to increase numbers of students studying community services
Anticipated outcome/s	Feedback of at least 12 new jobs created from the combined events.

Initiative 3: Land your first Job

Implemented by (date)	May 2026
Priority	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term
Challenge/s identified	<ul style="list-style-type: none"> Lack of awareness for job seekers on job seeking, interview skills and resume writing
Solutions focus area/s	Develop new resources and collateral to support employers and job seekers
RJC solutions	
Activities	Status

1 1. Land your first job is a step-by-step guide to support job seekers land their first job! Originally developed by the Redlands RJC, this generic job seeker resource will be refreshed and rebranded, with their permission, to better suit the needs of our own Regional Jobs Committee.	In Progress
Anticipated impact/s	A handy reference card to had out at career events, pop ups and expos
Anticipated outcome/s	Links back to our website with in depth job seeking advice.

Initiative 4: Proud to have one (PINK):

Implemented by (date)	20/03/2026
Priority	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term
Challenge/s identified	<ul style="list-style-type: none"> Lack of, or lower numbers females in non- traditional trade roles in construction, manufacturing
Solutions focus area/s	<p>The "Proud to Have One Pink" initiative aims to celebrate and promote local businesses in the Fraser Coast region that employ female apprentices and trainees.</p> <p>Please note that the Proud to Have One campaign will specifically target traditional trade roles where women have historically been underrepresented.</p> <p>(Launch in Feb, Tradie Sundowners 21st May, 31st July, 18th September)</p>
RJC solutions	

Activities	Status
1.Lauch of Proud to Have One – Pink in March for International Women’s Day 2.Sponsorship of a hole at the Master Builders Golf Day to promote Proud to Have One Pink 3.Continued Pop ups at Master Builders, Plumbers and Electrician’s Networking events, trade days and Bunnings BBQ’s	Launch at the Master Builder’s Golf Day on 20 th March 2026 was a success.
Anticipated impact/s	Recognition of Employers of Females in non-traditional trades. Encouraging more females into non traditional roles and awareness of roles for females in these non-traditional areas of employment.
Anticipated outcome/s	An increase in employers and the region looking for, supporting and employing businesses that employ females in non traditional roles. Over 170 people from the building industry attended the Master Builders Golf Day.

Initiative 5: Proud to have one

Implemented by (date)	27/02/2026
Priority	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term
Challenge/s identified	<ul style="list-style-type: none"> Increasing awareness to the local community of businesses that proudly employ apprentices and trainees in the region.
Solutions focus area/s	<ol style="list-style-type: none"> The "Proud to Have One" initiative aims to celebrate and promote local businesses in the Fraser Coast region that employ apprentices and trainees.

RJC solutions

Activities	Status
Launched at the Jobs Fraser Coast launch in February, the Proud to Have One Campaign will continue with pop ups at trade and industry events, as well at our All-Industry Networking Sessions.	In Progress
Anticipated impact/s	Recognition of Employers of apprentices and trainees in the Fraser Coast. Encouraging more people into apprenticeships and encouraging more employment of apprentices and trainees.
Anticipated outcome/s	Increase in the number of Apprentices signed up in the region and connecting the public to supporting employers in the region.

Initiative 6: Fraser Coast Jobs hub

Implemented by (date)	01/12/2025
Priority	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term
Challenge/s identified	<ul style="list-style-type: none"> A local Job search platform that is free for employers to advertise for locals and for locals to search for roles within the area
Solutions focus area/s	<ol style="list-style-type: none"> Support Fraser Coast Regional Council's efforts to improve its regional jobs board, which currently hosts only local job vacancies. Our contribution would include: Key RJC information, including events and initiatives, RJC resources etc Local trade register – closely linked to our Proud to Have One Campaign..
RJC solutions	
Activities	Status

Continued support and work with stakeholders to contribute to the platform. Continued exposure at all of our events to the public.		In Progress
Anticipated impact/s	Local jobs register that is free for employers to advertise for staff	
Anticipated outcome/s	An increase in uptake of the platform locally, assessed by traffic numbers to the site and development of further resources to support employers and jobs seekers.	

Initiative 7: Spark Your Interest!

Implemented by (date)	01/07/2026	
Priority	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term	
Challenge/s identified	<ul style="list-style-type: none"> Lack of awareness for job seekers, on roles in construction, manufacturing and health care. 	
Solutions focus area/s	Spark Your Interest is an intensive program designed to give applicants a taste of what working in a specific industry or sector is like. This format has been successfully delivered in Bundaberg and we're looking forward to rolling it out across the Fraser Coast.	
RJC solutions		
Activities	Status	
From practical training to site visits with employers who are looking for applicants, Spark Your Interest gives jobseekers everything they need to get started on the path of their new career!	In Progress	
Anticipated impact/s	Increase in workforce recruitment and training locally and powerful networks created with employers, industry bodies and job support networks including schools and RTO's.	

Anticipated outcome/s	Local increase in networks and awareness of roles and participants for an increase in workforce numbers and training contracts on the Fraser Coast.
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Initiative 8: All Industry Networking Events

Implemented by (date)	12/03/2026	
Priority	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	
Challenge/s identified	<ul style="list-style-type: none"> Lack of networking for new and existing employers in the region, particularly regarding the Queensland Train Manufacturing Project (QTMP) 	
Solutions focus area/s	All Industry Networking Event: “An opportunity to prepare your business for the future”	
RJC solutions		
Activities	Status	
<p>Our All-Industry Networking events are an informal and purposeful way to prepare businesses for the future.</p> <p>The event goes beyond networking, offering attendees:</p> <ul style="list-style-type: none"> an opportunity to learn practical information related to workforce development and retention strategies Relevant information about current and future supply opportunities available locally Connect with government services and programs An opportunity to foster collaboration amongst peers 	<p>The first event was held on the 12/03/2026.</p>	
Anticipated impact/s	<p>An opportunity to learn practical information related to workforce development and retention strategies, relevant information about current and future supply opportunities available locally.</p> <p>Attendees are able to connect with government services and programs with an opportunity to foster collaboration amongst peers</p>	
Anticipated outcome/s	<p>All industry sectors, but with a specific focus on information and resources related to the following sectors:</p> <ul style="list-style-type: none"> Construction 	

	<ul style="list-style-type: none"> • Manufacturing • Health and Community Services (Aged Care and Disability Services) • Retail • Tourism • Childcare • Education
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Initiative 9: Digital Literacy Courses – 2 per contract.

Implemented by (date)	05/05/2026	
Priority	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	
Challenge/s identified	<ul style="list-style-type: none"> • No matter how old you are, it's important to have the skills to confidently navigate, communicate, share and be safe online. • Earning and Learning in a Digital World is a FREE three-part program that will offer one-on-one guidance and workshops offering real-world skills to improve your digital device use and online working knowledge. 	
Solutions focus area/s	<ul style="list-style-type: none"> • Designed to upskill participants in areas such as online job searching, digital communication, employer required skills and skills to enable to learning online. • Classes have been co-designed with our industry partners and delivered to participants over a three-week period. 	
RJC solutions		
Activities		Status
Skills Gaps: Basic digital literacy on a PC or laptop, including emails, Microsoft Office, cyber security, resumes and job seeking skills		In Progress
Anticipated impact/s	All sectors require employees to possess a degree of digital literacy. (2 x Courses for 2026, 05/05/2026 and TBA Sept or October)	
Anticipated outcome/s	Target Cohorts: <ul style="list-style-type: none"> • Women returning to work • Mature aged job seekers • Migrants 	

	<ul style="list-style-type: none"> • People with a disability <p>Skills Gaps: Basic digital literacy on a PC or laptop, including emails, Microsoft Office, cyber security, resumes and job seeking skills</p>
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Initiative 10: “Say G’day” an Aussie Language Course

Implemented by (date)	30/10/2026	
Priority	<input checked="" type="checkbox"/> Short term <input type="checkbox"/> Medium term <input type="checkbox"/> Long term	
Challenge/s identified	<p>Working in a new country can be daunting, especially if English isn’t your first language. This initiative is here to help migrant workers understand the quirks of Aussie lingo and communication styles, making the workplace feel more welcoming and inclusive.</p> <p>Inspired by feedback from the local hospital and health services, this initiative responds to a real challenge: migrant doctors facing difficulties in communicating with Australian patients. It aims to foster clearer, more culturally attuned interactions in healthcare settings.</p> <ul style="list-style-type: none"> • Delivered in partnership with Toastmaster volunteers, we look forward to expanding this program to all industry sectors where migrants are employed. 	
Solutions focus area/s	<p>Migrants (working in professional occupations)</p> <p>Skills Gaps:</p> <ul style="list-style-type: none"> • Effective communication • Personal resilience <p>Australian culture references and slang in the workplace</p>	
RJC solutions		
Activities	Status	
Skills Gaps: Australian language, meanings, tone of delivery and slang in the workplace. Public speaking.	In Planning	
Anticipated impact/s	Increased engagement in workplaces for migrants and families locally to increase workplace retention and harmony	
Anticipated outcome/s	<p>Skills Gaps:</p> <ul style="list-style-type: none"> • Effective communication • Personal resilience <p>Australian culture</p>	

Initiative 11: The Fraser Coast Industry and Careers Showcase

Implemented by (date)	18/06/2026	
Priority	<input checked="" type="checkbox"/> Short term <input type="checkbox"/> Medium term <input type="checkbox"/> Long term	
Challenge/s identified	Fraser Coast Industry and Careers Showcase <ul style="list-style-type: none"> Your future starts here – find the career that fits at the Fraser Coast’s top careers event! 	
Solutions focus area/s	<p>The Fraser Coast Industry & Careers Showcase is the ultimate one-stop shop for anyone looking to kickstart, change, or grow their career. This is our flagship event and it continues to grow every year.</p> <p>Whether you're a student exploring pathways, a jobseeker hunting for the right fit, or simply curious about what's out there – this is your chance to connect with real opportunities and inspiring industry leaders.</p> <p>With 90+ exhibitors and thousands walking through the Maryborough Showground's gates, Showcase is where futures are imagined, connections are made, and careers begin. It's the region's most exciting expo, and it's only getting bigger.</p>	
RJC solutions		
Activities		Status
All students from the Fraser Coast and some surrounding areas are provided free travel to the event. Students and the general public will be immersed in careers and pathways from over 80 exhibitors, with live interviews and real time job outcomes'.		Planned 18/06/206
Anticipated impact/s	Being the biggest and best Careers Showcase in the region with continued support from all of the schools in the region to bring all stakeholders together for a huge day of opportunities and education.	
Anticipated outcome/s	Future pathways Real time jobs Immersion in different industries.	

Approved date	Release date	Version
01/10/2025	01/10/2025	2