

# Gold Coast Regional Jobs Committee

## Annual Action Plan 2025-27

<b>Purpose</b>			
This Annual Action Plan outlines local solutions being implemented by the Gold Coast Regional Jobs Committee (RJC). The Gold 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 Gold Coast RJC.			
<b>Project Manager:</b>	Shane Thomson	<b>Action Plan start date:</b>	January 2026
<b>Enquiries (email):</b>	projects@goldcoastrjc.org.au	<b>Action Plan end date:</b>	September 2027
<b>LGA's impacted</b>	Gold Coast		

## Initiatives

### Initiative 1: INDUSTRY-LED WORKFORCE DEVELOPMENT

<b>Implemented by (date)</b>	<b>Implemented by December 2026</b>
<b>Priority</b>	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term
<b>Challenge/s identified</b>	<ol style="list-style-type: none"><li><b>Rapidly evolving industry skill requirements</b> – Automation, digital tools, and advanced manufacturing create continuous upskilling needs.</li><li><b>Limited flexible training and reskilling pathways</b> – Micro-credentials, short courses, and other adaptable learning options are underdeveloped.</li></ol>

	<p>3. <b>Employer capacity gaps for workforce development</b> – Many SMEs and employers lack time, resources or expertise to upskill their staff internally.</p>
<b>Solutions focus area/s</b>	Build a more responsive, future-ready workforce system that supports productivity, growth and resilience across the region's key industries
	<b>RJC solutions</b>
<b>Activities</b>	
	<p>1. Convene sector-based Industry Advisory Group</p> <p>2. Facilitate industry roundtables and workshops</p> <p>3. Broker connections between employers, training providers and workforce programs</p> <p>4. Design and lead pilot program which is responsive to industry needs.</p>
<b>Anticipated impact/s</b>	<p>1. <b>Stronger industry influence on workforce decisions</b> Employers have a structured, ongoing mechanism to articulate workforce needs, ensuring regional priorities reflect real, current industry demand.</p> <p>2. <b>Improved alignment between skills supply and employer demand</b> Training providers and workforce programs are better informed by industry input, reducing skills mismatch and improving relevance of training delivery.</p> <p>3. <b>More coordinated and efficient workforce responses</b> Brokering connections to existing programs reduces duplication, improves uptake of available supports, and accelerates practical outcomes for employers.</p> <p>4. <b>Enhanced employer engagement and collaboration</b> Regular roundtables and advisory groups build trust, shared understanding, and cross-sector collaboration across industry, training and government.</p> <p>5. <b>Increased responsiveness to emerging workforce issues</b> Early identification of skill shortages and workforce pressures enables timely advocacy and targeted responses.</p> <p>6. <b>Stronger evidence base for advocacy and funding</b> Employer-informed priorities provide credible, defensible evidence to support submissions, policy discussions and funding proposals to government.</p>
<b>Anticipated outcome/s</b>	<p>1. Key Industry Advisory Groups established</p> <p>2. Industry engagement roundtables/workshops facilitated each year</p> <p>3. Number of referrals or connections to existing workforce programs</p> <p>4. Pilot project delivered supporting industry workforce requirements.</p>

## Initiative 2: PLACE-BASED ACCESS TO SKILLS AND EMPLOYMENT

Implemented by (date)	Implemented by February 2027									
Priority	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term									
Challenge/s identified	<ol style="list-style-type: none"> <li><b>Access barriers to training and employment opportunities</b> – Travel, cost, and availability reduce participation.</li> <li><b>Mismatch between training locations and employment hubs</b> – Many programs are delivered in locations not aligned with where jobs are available.</li> <li><b>Fragmented local initiatives</b> – Existing training and workforce programs operate in isolation, limiting visibility and impact.</li> </ol>									
Solutions focus area/s	Identify priority employment precincts and convening local employers, councils, training providers and community stakeholders, it will better align training delivery with where jobs exist.									
<b>RJC solutions</b>										
Activities	<table border="0"> <tr> <td>1. Identify priority employment precincts</td> <td><input type="checkbox"/></td> </tr> <tr> <td>2. Convene local stakeholders in priority precincts</td> <td><input type="checkbox"/></td> </tr> <tr> <td>3. Promote existing training and employment opportunities</td> <td><input type="checkbox"/></td> </tr> <tr> <td>4. Regional information gathering to inform government</td> <td><input type="checkbox"/></td> </tr> </table>		1. Identify priority employment precincts	<input type="checkbox"/>	2. Convene local stakeholders in priority precincts	<input type="checkbox"/>	3. Promote existing training and employment opportunities	<input type="checkbox"/>	4. Regional information gathering to inform government	<input type="checkbox"/>
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Anticipated impact/s	<ol style="list-style-type: none"> <li><b>Improved access to jobs and training where they are needed most</b> Focusing on priority employment precincts aligns workforce activity with the physical locations of job demand, reducing travel and access barriers for job seekers.</li> <li><b>Stronger local coordination and collaboration</b> Convening employers, councils, training providers and community stakeholders improves shared understanding of local workforce needs and reduces fragmented or duplicative activity.</li> <li><b>Better alignment of training delivery with local labour demand</b> Training and employment initiatives are more closely matched to the needs of employers operating within specific precincts.</li> <li><b>Increased visibility and uptake of existing programs</b> Promoting current training and employment opportunities improves awareness among job seekers and employers, maximising the impact of existing investments.</li> </ol>									

	<p>5. <b>More responsive, place-based workforce solutions</b> Local intelligence gathered through precinct forums supports tailored, practical responses to workforce challenges rather than one-size-fits-all approaches.</p> <p>6. <b>Stronger evidence for regional advocacy</b> Precinct-level insights provide clear, location-specific evidence to inform discussions with government and funding bodies.</p>
<b>Anticipated outcome/s</b>	<ol style="list-style-type: none"> <li>1. Priority precincts identified and endorsed by Committee</li> <li>2. At least 2 precinct-based stakeholder forums delivered annually</li> <li>3. Increased visibility of local training and employment initiatives</li> <li>4. Stakeholder feedback indicating improved coordination</li> <li>5. Government and funding bodies informed and provided with precinct insights.</li> </ol>

### Initiative 3: WORKFORCE ADAPTABILITY AND SKILLS PROGRESSION

Implemented by (date)	Implemented by October 2026
<b>Priority</b>	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term
<b>Challenge/s identified</b>	<ol style="list-style-type: none"> <li>1. <b>Rapidly evolving industry skill requirements</b> Automation, digital tools, and advanced manufacturing create continuous upskilling needs.</li> <li>2. <b>Limited flexible training and reskilling pathways</b> Micro-credentials, short courses, and other adaptable learning options are underdeveloped.</li> <li>3. <b>Employer capacity gaps for workforce development</b> Many SMEs and employers lack time, resources or expertise to upskill their staff internally.</li> </ol>
<b>Solutions focus area/s</b>	Strengthen the region's ability to respond to rapidly changing industry skill requirements by embedding flexibility and continuous learning into workforce development.

RJC solutions	
Activities	Has this been completed?
<ol style="list-style-type: none"> <li>1. Facilitate discussions on emerging skills requirements</li> <li>2. Lead, support and co-design flexible training options</li> <li>3. Share best-practice workforce adaptability examples</li> </ol>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<b>Anticipated impact/s</b>	<ol style="list-style-type: none"> <li><b>Improved preparedness for emerging and future skills needs</b> Regular discussions with priority industries support early identification of changing skill requirements driven by technology, digitalisation and industry transformation.</li> <li><b>Greater workforce flexibility and adaptability</b> Promoting and supporting flexible training options enables workers and employers to respond more quickly to evolving skill demands without reliance on lengthy qualification pathways.</li> <li><b>Stronger alignment between training offerings and industry needs</b> Co-design processes improve the relevance and responsiveness of training, reducing skills mismatch and supporting more effective workforce progression.</li> <li><b>Increased employer awareness of skills pathways and options</b> Sharing best-practice examples and information improves employer understanding of available training, reskilling and upskilling pathways.</li> <li><b>Enhanced capacity for continuous skills development</b> Encouraging modular and progressive learning supports ongoing workforce development and career progression.</li> <li><b>More future-ready regional workforce</b> Collectively, these impacts contribute to a workforce that can adapt, progress and remain competitive as industry needs change.</li> </ol>
<b>Anticipated outcome/s</b>	<ol style="list-style-type: none"> <li>1. Emerging skills discussions held with priority industries annually</li> <li>2. Flexible training options identified and promoted</li> <li>3. Employer feedback demonstrated improved awareness of skills pathways</li> </ol>

#### Initiative 4: WORKFORCE PARTICIPATION AND RETENTION

Implemented by (date)	Implemented by June 2027
Priority	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term

	<input checked="" type="checkbox"/> Long term	
<b>Challenge/s identified</b>	<ol style="list-style-type: none"> <li><b>Barriers for underrepresented workforce groups</b> Women, youth, mature-aged workers, CALD residents, First Nations people and Inclusive participants that face access and participation challenges.</li> <li><b>Workforce retention challenges</b> Housing affordability, shift work, childcare, and transport constraints reduce stability.</li> <li><b>Limited employer support for inclusive employment practices</b> Many employers have not implemented strategies to improve retention or broaden participation.</li> </ol>	
<b>Solutions focus area/s</b>	Strengthen labour force engagement by tackling the practical and barriers that limit participation and long-term retention, particularly for underrepresented cohorts.	
<b>RJC solutions</b>		
<b>Activities</b>	<p>1. Convene forums on participation and retention barriers  2. Connect employers with community and support services  3. Highlight community and support services to employers  4. Promote inclusive and flexible employment practices  5. Advocacy to government on regional intelligence</p>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<b>Anticipated impact/s</b>	<ol style="list-style-type: none"> <li><b>Improved understanding of participation and retention barriers</b> Employer and stakeholder forums build shared awareness of practical barriers such as childcare, transport, housing, work design and support needs affecting workforce participation.</li> <li><b>Stronger connections between employers and support services</b> Linking employers with community and workforce support organisations improves access to practical assistance that helps people enter, remain and progress in employment.</li> <li><b>Increased employer capability to support workforce retention</b> Promoting inclusive and flexible employment practices supports employers to adopt approaches that improve retention and reduce workforce churn.</li> <li><b>Greater participation from underrepresented cohorts</b> Better coordination of supports and inclusive practices improves access to employment for priority cohorts and those facing participation barriers.</li> </ol>	

	<p>5. <b>Improved workforce stability and continuity</b> Addressing participation and retention challenges contributes to a more stable, reliable workforce for employers.</p> <p>6. <b>Stronger evidence base for regional advocacy</b> Insights gathered through forums and employer engagement inform targeted advocacy to government on participation and retention policy settings.</p>
<b>Anticipated outcome/s</b>	<ol style="list-style-type: none"> <li>1. Participation and retention forums delivered annually</li> <li>2. Number of employers–support service connections facilitated</li> <li>3. Increased employer engagement in inclusive workforce practices</li> <li>4. Government informed intelligence</li> </ol>

## Initiative 5: REGIONAL WORKFORCE INTELLIGENCE AND COORDINATION

<b>Implemented by (date)</b>	<b>Implemented by June 2026</b>
<b>Priority</b>	<input checked="" type="checkbox"/> Short term - Ongoing <input type="checkbox"/> Medium term <input type="checkbox"/> Long term
<b>Challenge/s identified</b>	<ol style="list-style-type: none"> <li>1. <b>Fragmented workforce intelligence</b> – Lack of consolidated, local up-to-date regional workforce data inhibits timely decision-making.</li> <li>2. <b>Misalignment between training and employment planning</b> – Skills development and workforce strategies are often disconnected from rapidly evolving localised requirements.</li> <li>3. <b>Limited central coordination</b> – Workforce information is dispersed across multiple sources, with no central point where employers, community organisations, and training providers can consistently access current, relevant data or coordinated support.</li> </ol>
<b>Solutions focus area/s</b>	Create a clear, evidence-based foundation for informed workforce planning and decision-making across the region.

RJC solutions		
Activities		Has this been completed?
<ol style="list-style-type: none"> <li>1. Collect and analyse workforce data and insights</li> <li>2. Translate intelligence into actionable advice</li> <li>3. Share insights with employers, training providers and government</li> </ol>		<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<b>Anticipated impact/s</b>		<ol style="list-style-type: none"> <li>1. <b>Improved quality and consistency of regional workforce intelligence</b> Collecting and analysing data through consistent mechanisms provides a clearer, more reliable picture of skills supply, demand, gaps and emerging risks.</li> <li>2. <b>More informed and timely decision-making</b> Translating intelligence into actionable advice supports the Committee and stakeholders to make evidence-based decisions and prioritise responses.</li> <li>3. <b>Stronger alignment between workforce planning and regional workforce needs</b> Sharing insights across employers, training providers and government improves alignment of training delivery, workforce programs and investment with local demand.</li> <li>4. <b>Timely identification of emerging workforce risks and opportunities</b> Ongoing intelligence enables proactive responses rather than reactive interventions.</li> <li>5. <b>Improved coordination across workforce stakeholders</b> A shared evidence base reduces fragmentation and supports more coordinated regional workforce activity.</li> <li>6. <b>More effective advocacy and policy engagement</b> Credible, region-specific intelligence strengthens the RJC's position in discussions with government and funding bodies.</li> </ol>
<b>Anticipated outcome/s</b>		<ol style="list-style-type: none"> <li>1. Workforce intelligence updates leading to increased awareness for employers, government and industry</li> <li>2. Evidence of intelligence informing Committee decisions</li> <li>3. Improved alignment between workforce planning and regional priorities</li> </ol>
	Release date	Version