

Gold Coast Regional Jobs Committee

Annual Action Plan 2025-27

Purpose			
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.			
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LGA's impacted	Gold Coast		

The Gold Coast economy is diverse and transitioning from a tourism-dominant base to a broader high-value economy. Key industries and major employment sectors include:

- **Construction** – one of the largest and most consistent employers, reflecting strong residential and commercial development.
- **Manufacturing** – increasingly focused on advanced manufacturing, defence-related capabilities, composites, and precision engineering.
- **Marine Industries** – boatbuilding, maintenance, refit, and marine manufacturing anchored by the Coomera Marine Precinct.
- **Health Care & Social Assistance** – the city's largest employer, driven by an expanding hospital, allied health, and research ecosystem.
- **Health Industries** – a growing specialisation linked to the Gold Coast Health and Knowledge Precinct, including clinical services, research, and supporting health technologies.
- **Tourism & Hospitality** – continued importance to the regional economy, with resilience rebuilding post-pandemic.
- **Education & Training** – driven by TAFE Queensland, universities, and international education.

Key regional economic priorities and growth trends include:

- Transition to a high-skill, high-value economy.
- Growth of advanced manufacturing, marine, and health as strategic sectors supporting long-term employment.
- Building a sustainable construction workforce to support population expansion and major infrastructure delivery.
- Strengthening innovation and digital capability, especially for SMEs.
- Enhancing workforce participation through targeted skilling pathways and place-based employment initiatives.

Role of the Gold Coast RJC: The Gold Coast RJC operates as an industry-led coordinating, advisory and facilitative body. The Gold Coast RJC does not deliver training, provide employment services, or make funding decisions. Its role is to validate employer demand, coordinate pathways, broker connections and provide evidence-based advice to DTET and relevant partners.

Planning Principles:

- Industry-led, employer-authorized input and decision-making
- Jobs and job-readiness outcomes first
- Screened, action-ready engagement (employers, cohorts and pathways)
- Coordination over duplication or siloed activity
- Clear portfolio priorities (Health, Marine, Manufacturing and Construction)
- Flexible activation in response to real-time workforce demand

This Plan is aligned with:

- Queensland Workforce Strategy
- Good Jobs, Great Training
- DTET RJC Service Agreement KPIs
- Gold Coasts Economic Development Framework
- Local industry intelligence and community feedback
- 2025 RJC – Gold Coast Regional Analysis + Skills and Workforce Analysis findings

This Action Plan outlines

1. **Five major initiatives**, each with clear challenges, solutions, quarterly activities, impacts and outcomes.
2. **Four Priority Industries will be activated - Health, Marine, Construction/Trades and Manufacturing.** These will be activated as required via Industry Working Groups, each led by an RJC Committee Member.
3. **Priority Geographical Areas, separate dedicated approaches/responses** will be developed when needed for Coomera, Molendinar, Yatala & Currumbin (Marine & Manufacturing), Coomera, Southport, Robina and Parkwood (Health) and Coomera, Worongary, Pimpama, Yatala and Eagleby (Construction)

Evidence Sources: To support DTET reporting, performance review and audit requirements, evidence relating to the delivery of this Action Plan will be captured, retained and reported using the following sources, as appropriate:

- RJC and Industry Working Group meeting agendas
- Employer confirmations, correspondence and validation provided through RJC facilitated engagement
- Workforce insights summaries, demand mapping outputs and advisory briefs provided to DTET
- Event records, participation data and engagement summaries
- Case studies and Good News Stories developed for completed or high-impact initiatives
- Quarterly Progress Reports, supporting documentation and materials uploaded to SharePoint

Evidence will be retained in line with DTET record-keeping requirements and used to substantiate reported activities, outputs, outcomes and Job Outcomes.

Quarterly Reporting Approach: Progress against this Action Plan will be reported quarterly using the DTET RJC Progress Report template.

Each initiative has been structured to allow clear reporting on:

- activities delivered during the quarter
- measurable outputs and outcome
- emerging regional insights.
- **Case Studies:** Case Studies or Good News Stories will be developed selectively for completed or high-impact initiatives where measurable job outcomes or system improvements have been achieved.

Initiatives

Initiative 1: INDUSTRY-LED WORKFORCE DEVELOPMENT

Purpose	Build a more responsive, future-ready workforce system on the Gold Coast that supports productivity, growth and resilience across the region’s key industries (Marine, Manufacturing, Health & Construction) ensuring workforce development reflects validated employer demand across priority industries and locations on the Gold Coast and Share workforce intelligence and collaboration across partners and industry.	
Implemented by (date)	Implemented by December 2026	
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"> Rapidly evolving industry skill requirements – Automation, digital tools, and advanced manufacturing create continuous upskilling needs. Limited flexible employer-led training and reskilling pathways – Micro-credentials, short courses, and other adaptable learning options are underdeveloped for emerging skills requirements. Employer capacity gaps for workforce development – Many SMEs and employers lack time, resources or expertise to upskill their staff internally and have undocumented skills gaps. 	
Solutions focus area/s	<ol style="list-style-type: none"> Industry Working Groups operating as industry intelligence discussion panels (Marine, Manufacturing, Health & Construction) Employer validation of workforce skills demand across 4 priority sectors (Marine, Manufacturing, Health & Construction) Work with SRTOs, ISJA & DTET on Micro-credentials, short courses, and other adaptable learning options Shared workforce intelligence and training across partners and industry 	
RJC solutions		
Activities	Has this been completed?	
<ol style="list-style-type: none"> Establish and support Industry Working Groups for each priority sector, bringing together employers or individuals with strong industry leadership experience Assess and rank employer workforce needs, constraints, pathway ideas and cohort opportunities to confirm they are actionable within the 2026 program timeframe (12 months) Facilitate targeted industry engagements (such as roundtables, panels and workshops) to test demand, refine pathways and confirm the viability of proposed actions 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

<p>4. Prepare practical, task-oriented delivery plans based on confirmed demand, priority cohorts and local area needs (including North, Central & Southern Gold Coast)</p> <p>5. Provide timely workforce insights and demand intelligence to DTET and stakeholders to support training alignment, pathway development and investment planning</p> <p>6. Evaluate outcomes, emerging demand trends and delivery insights to guide future industry activities and inform planning for 2027</p>	<p style="text-align: right;"><input type="checkbox"/></p> <p style="text-align: right;"><input type="checkbox"/></p> <p style="text-align: right;"><input type="checkbox"/></p>
Anticipated impact/s	<ol style="list-style-type: none"> 1. Stronger industry influence on workforce decisions Employers have a structured, ongoing mechanism to articulate workforce needs, ensuring regional priorities reflect real, current industry demand. 2. Improved alignment between skills supply and employer demand Training providers and workforce programs are better informed by industry input, reducing skills mismatch and improving relevance of training delivery. 3. More coordinated and efficient workforce responses Brokering connections to existing programs reduces duplication, improves uptake of available supports, and accelerates practical outcomes for employers. 4. Enhanced employer engagement and collaboration Regular roundtables and advisory groups build trust, shared understanding, and cross-sector collaboration across industry, training and government. 5. Increased responsiveness to emerging workforce issues Early identification of skill shortages and workforce pressures enables timely advocacy and targeted responses. 6. Stronger evidence base for advocacy and funding Employer-informed priorities provide credible, defensible evidence to support submissions, policy discussions and funding proposals to government.
Anticipated outcome/s	<ol style="list-style-type: none"> 1. Key Industry Advisory Groups established and maintained (Marine, Manufacturing, Health & Construction) 2. Industry engagement roundtables/workshops facilitated each year 3. Number of employers, referrals or connections to existing workforce programs by sector and location 4. Pilot project delivered supporting priority industry workforce requirements. 5. Workforce demand insights documented and shared

Initiative 2: PLACE-BASED ACCESS TO SKILLS AND EMPLOYMENT

Purpose	Improved access to employment and training opportunities through place-based approaches for employers, job seekers & stakeholders.	
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"> Access barriers to training and employment opportunities – Travel, cost, and availability reduce participation. Mismatch between training locations and employment hubs – Many programs are delivered in locations not aligned with where jobs are available. Fragmented local initiatives – Existing training and workforce programs operate in isolation, limiting visibility and impact. 	
Solutions focus area/s	<ul style="list-style-type: none"> Map priority precincts across the Gold Coast (Yatala, Coomera, Southport, Robina & Currumbin) Identify skills and employment needs in Marine, Manufacturing, Health and Construction Align stakeholders with opportunities across the Gold Coast 	
RJC solutions		
Activities		Has this been completed?
<ol style="list-style-type: none"> Identify priority employment and training precincts in priority industries across the Gold Coast Connect local stakeholders into opportunities in priority precincts Promote existing training and employment opportunities Regional information gathering to inform government 		<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Anticipated impact/s	<ol style="list-style-type: none"> Improved access to jobs and training where they are needed most Focusing on priority employment precincts aligns workforce activity with the physical locations of job demand, reducing travel and access barriers for job seekers. Stronger local coordination and collaboration Convening employers, councils, training providers and community stakeholders improves shared understanding of local workforce needs and reduces fragmented or duplicative activity. Better alignment of training delivery with local labour demand Training and employment initiatives are more closely matched to the needs of employers operating within specific precincts. 	

	<p>4. Increased visibility and uptake of existing programs Promoting current training and employment opportunities improves awareness among job seekers and employers, maximising the impact of existing investments.</p> <p>5. More responsive, place-based workforce solutions Local intelligence gathered through precinct forums supports tailored, practical responses to workforce challenges rather than one-size-fits-all approaches.</p> <p>6. Stronger evidence for regional advocacy Precinct-level insights provide clear, location-specific evidence to inform discussions with government and funding bodies.</p>
Anticipated outcome/s	<p>1. Priority precincts identified on the Gold Coast</p> <p>2. Precinct-based stakeholder forums delivered</p> <p>3. Increased visibility of local training and employment initiatives</p> <p>4. Stakeholder feedback indicating improved coordination</p> <p>5. Government and funding bodies informed and provided with precinct insights.</p>

Initiative 3: WORKFORCE ADAPTABILITY AND SKILLS PROGRESSION

Purpose	Enable workforce flexibility and continuous skills development aligned to industry needs.
Implemented by (date)	Implemented by October 2026
Priority	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term
Challenge/s identified	<p>1. Rapidly evolving industry skill requirements Automation, digital tools, and advanced manufacturing create continuous upskilling needs.</p> <p>2. Limited flexible training and reskilling pathways Micro-credentials, short courses, and other adaptable learning options are underdeveloped.</p> <p>3. Employer capacity gaps for workforce development Many SMEs and employers lack time, resources or expertise to upskill their staff internally.</p>
Solutions focus area/s	

	<ul style="list-style-type: none"> • Map current training and employment gaps • Share best practice, intelligence and linkages with products • Advocate for flexible training and funding settings • Support co-design of flexible training approaches
RJC solutions	
Activities	Has this been completed?
<ol style="list-style-type: none"> 1. Facilitate discussions on emerging skills requirements 2. Lead, support the co-design flexible training options 3. Share best-practice workforce adaptability examples 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Anticipated impact/s	<ol style="list-style-type: none"> 1. Improved preparedness for emerging and future skills needs Regular discussions with priority industries support early identification of changing skill requirements driven by technology, digitalisation and industry transformation. 2. Greater workforce flexibility and adaptability Promoting and supporting flexible training options enables workers and employers to respond more quickly to evolving skill demands without reliance on lengthy qualification pathways. 3. Stronger alignment between training offerings and industry needs Co-design processes improve the relevance and responsiveness of training, reducing skills mismatch and supporting more effective workforce progression. 4. Increased employer awareness of skills pathways and options Sharing best-practice examples and information improves employer understanding of available training, reskilling and upskilling pathways. 5. Enhanced capacity for continuous skills development Encouraging modular and progressive learning supports ongoing workforce development and career progression. 6. More future-ready regional workforce Collectively, these impacts contribute to a workforce that can adapt, progress and remain competitive as industry needs change.
Anticipated outcome/s	<ol style="list-style-type: none"> 1. Emerging skills discussions held with priority industries annually 2. Flexible training options identified and promoted 3. Encourage adoption of micro-credentials, short courses & skill sets 4. Employer feedback demonstrated improved awareness of skills pathways

Initiative 4: WORKFORCE PARTICIPATION AND RETENTION

Purpose	Assist employers to identify pathways to attract job seekers and educate employers to better onboard and retain workers including disadvantaged and priority cohorts (First Nations, CaLD, Disabilities, youth, etc) in priority sectors (Marine, Manufacturing, Health and Construction)	
Implemented by (date)	Implemented by June 2027	
Priority	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	
Challenge/s identified	<ol style="list-style-type: none"> Barriers for underrepresented workforce groups Women, youth, mature-aged workers, CALD residents, First Nations people and Inclusive participants that face access and participation challenges. Workforce retention challenges Weak onboarding, retention and induction techniques reduce workplace stability. Limited employer support for inclusive employment practices Many employers have not implemented strategies to improve retention or broaden participation. 	
Solutions focus area/s	<ul style="list-style-type: none"> Connect employers with entry level employment pathways, programs and supply in priority sectors Assist employers with educational tools/providers for improved onboarding, induction & retention practices Actionable regional workforce intelligence captured and shared with DTET through quarterly reporting and strategic insights 	
RJC solutions		
Activities		Has this been completed?
<ol style="list-style-type: none"> Convene forums on participation and retention barriers to educate employers Connect employers with community and support services for entry and re-entry pathways and retention Promote inclusive pathways and flexible employment practices Establish sustainable workforce pipelines in priority industries (Marine, Manufacturing, Health & Construction) Regional employment intelligence for government reporting 		<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Anticipated impact/s	<ol style="list-style-type: none"> Improved understanding of participation and retention barriers Employer and stakeholder forums build shared awareness of practical barriers such as childcare, transport, housing, work design and support needs affecting workforce participation. 	

	<ol style="list-style-type: none"> 2. Stronger connections between employers and support services Linking employers with community and workforce support organisations improves access to practical assistance that helps people enter, remain and progress in employment. 3. Increased employer capability to support workforce retention Promoting inclusive and flexible employment practices supports employers to adopt approaches that improve retention and reduce workforce churn. 4. Greater participation from underrepresented cohorts Better coordination of supports and inclusive practices improves access to employment for priority cohorts and those facing participation barriers. 5. Improved workforce stability and continuity Addressing participation and retention challenges contributes to a more stable, reliable workforce for employers. 6. Stronger evidence base for regional advocacy Insights gathered through forums and employer engagement inform targeted advocacy to government on participation and retention policy settings.
Anticipated outcome/s	<ol style="list-style-type: none"> 1. Participation and retention activities delivered 2. Number of employers support service connections facilitated 3. Increased employer engagement in inclusive workforce practices 4. Government informed intelligence 5. Workforce pipelines established in priority industries (Marine, Manufacturing, Health and Construction)

Initiative 5: GOLD COAST REGIONAL WORKFORCE INTELLIGENCE AND COORDINATION

Purpose	Improve Gold Coast workforce data capture, reporting and governance to support evidence-based decision-making and accountability
Implemented by (date)	Implemented by August 2026
Priority	<input checked="" type="checkbox"/> Short term - Ongoing <input type="checkbox"/> Medium term <input type="checkbox"/> Long term

Challenge/s identified	<ol style="list-style-type: none"> Fragmented workforce intelligence – Lack of consolidated, Gold Coast up-to-date regional workforce, geographical and priority industry (Marine, Manufacturing, Health and Construction) data inhibits timely decision-making. Misalignment between training and employment planning – Skills development and workforce strategies are often disconnected from rapidly evolving Gold Coast cohorts and priority industries requirements. Limited central coordination – 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.
Solutions focus area/s	<ul style="list-style-type: none"> • Create a clear, evidence-based data base for informed workforce planning and decision-making to be shared across the Gold Coast region. • Establish the GC RJC as the recognised regional authority for workforce coordination and employer engagement • Deliver consistent, evidence-based workforce solutions messaging across all channels • Promote priority initiatives, employer opportunities and training pathways through coordinated campaigns
RJC solutions	
Activities	Has this been completed?
<ol style="list-style-type: none"> 1. Collect and analyse workforce data and insights 2. Translate intelligence into actionable advice for employers and stakeholders 3. Share insights with employers, training providers and government 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Anticipated impact/s	<ol style="list-style-type: none"> Improved quality and consistency of regional workforce intelligence Collecting and analysing data through consistent mechanisms provides a clearer, more reliable picture of skills supply, demand, gaps and emerging risks. More informed and timely decision-making Translating intelligence into actionable advice supports the Committee and stakeholders to make evidence-based decisions and prioritise responses. Stronger alignment between workforce planning and regional workforce needs Sharing insights across employers, training providers and government improves alignment of training delivery, workforce programs and investment with local demand.

	<p>4. Timely identification of emerging workforce risks and opportunities Ongoing intelligence enables proactive responses rather than reactive interventions.</p> <p>5. Improved coordination across workforce stakeholders A shared evidence base reduces fragmentation and supports more coordinated regional workforce activity.</p> <p>6. More effective advocacy and policy engagement Credible, region-specific intelligence strengthens the RJC's position in discussions with government and funding bodies.</p>
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Anticipated outcome/s	<ol style="list-style-type: none"> 1. Workforce intelligence updates leading to increased awareness for employers, government and industry 2. Evidence of intelligence informing Committee decisions and DTET reporting, decision-making and investment 3. Quarterly Gold Coast workforce insights reports produced and submitted
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	Release date	Version