

# Sunshine Coast Regional Jobs Committee

## Annual Action Plan

### Purpose

The RJC's will continue to play a vital role in connecting regional communities to workforce and skilling opportunities through region-specific solutions.

Through their efforts, RJC's:

- identify local workforce challenges and link stakeholders with government programs, resources, and events
- address barriers to training, workforce participation and business growth
- develop strategies to resolve skills gaps and emerging workforce issues
- support regional job growth and plan for future employment needs
- foster collaboration among local businesses, industry leaders, government, training providers and schools to align local skills with economic activity.

This Annual Action Plan outlines local solutions being implemented by the Sunshine Coast Regional Jobs Committee (RJC). The Sunshine 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 Sunshine Coast RJC.

<b>Project Manager:</b>	<i>Tracey Coobula</i>	<b>Action Plan start date:</b>	<i>1<sup>st</sup> March 2026</i>
<b>Enquiries (email):</b>	<i>projects@scrjc.com.au</i>	<b>Action Plan end date:</b>	<i>30<sup>th</sup> September 2027</i>
<b>LGA's impacted</b>	Sunshine Coast (with support into Noosa and Moreton Bay)		

# Initiatives

## Initiative 1: Industry Consultation to Underpin Action Plan

### Focus: Engagement

<b>Implemented by (date)</b>	<b>December 2025 to April 2026</b>	<b>Priority</b>	<input checked="" type="checkbox"/> Short term <input type="checkbox"/> Medium term <input type="checkbox"/> Long term
<b>RJC Priority Areas Covered</b>	<input checked="" type="checkbox"/> Identify local workforce challenges and link stakeholders with government programs, resources, and events <input checked="" type="checkbox"/> Address barriers to training, workforce participation and business growth <input checked="" type="checkbox"/> Develop strategies to resolve skills gaps and emerging workforce issues <input checked="" type="checkbox"/> Support regional job growth and plan for future employment needs <input checked="" type="checkbox"/> Foster collaboration among local businesses, industry leaders, government, training providers and schools to align local skills with economic activity		
<b>Challenge/s identified</b> <b>What is the current state?</b>	<p>The Sunshine Coast economy is anchored by health, construction and service industries, with Health Care and Social Assistance employing 19% of the workforce and projected to remain the largest and fastest-growing sector through 2027–28. Retail and construction remain key employers, while growth continues across professional services, education and hospitality. The region is also diversifying into advanced manufacturing and emerging knowledge industries, supported by innovation and digital capability, signalling a shift toward higher-value, innovation-led growth.</p> <p>Based on this outlook, the Sunshine Coast Regional Jobs Committee identified four priority sectors for workforce support across 2026 and 2027: Health Care and Social Assistance, Construction, Education and Training, and Manufacturing.</p> <p>To inform this Action Plan, 285 stakeholders across industry, government and education were consulted through five regional sessions and two LGAs (Sunshine Coast and Noosa). Insights on workforce barriers, skills gaps, training challenges and solutions have directly shaped the priorities and actions, ensuring alignment with local workforce needs and targeted skilling outcomes.</p>		
<b>Solutions focus area/s</b> <b>What is the future state?</b>	<p>Consultation with industry and community delivers a clear, evidence-based understanding of regional skills gaps, workforce challenges and their root causes, enabling more targeted and effective responses for our RJC to action. It produces a prioritised pipeline of practical, industry-led solutions and strengthens alignment between employers, education providers and training pathways, resulting in more relevant programs and work-ready graduates. Insights into barriers to participation support the design of inclusive strategies that unlock underutilised labour pools and improve attraction and retention.</p>		

RJC solutions

Activities / Actions	Status
<p>1. Lead four Industry Skills Forums to gather feedback from Sunshine Coast leaders on current skilling and workforce issues. Each forum will be a breakfast event 7:30am to 9:30am held in various locations across the region. Forums will be held from February 4<sup>th</sup> to 12<sup>th</sup> and will activate key industry groups to assist delivery of each session. The forums will aim for a minimum of 30 local leaders engaged with event and include a mix of industry data presentations, individual survey responses and group roundtable discussions to draw out responses.</p> <p>2. Develop a press release to announce RJC contract and promote the skills forums + deliver four industry skills reports post forums based off the rich data collected at each event. The press release will help community and media awareness of the program and registrations, and the reports will serve as foundational guidelines for how RJC delivers solutions to each industry and their agreed needs.</p> <p>3. Collaborate with Noosa Council to deliver a Workforce Roundtable breakfast event 7:00am – 9:00am for 20 invited school principals and industry leads. The roundtable will cover economic forecasts, school pathway mapping, work experience support, hospitality site tour and pipeline roundtable discussions. This aims to identify unique challenges and opportunities for the Noosa LGA while aligning actions that are similar across the Sunshine coast LGA.</p>	<p><input checked="" type="checkbox"/> Completed</p> <p><input checked="" type="checkbox"/> Completed</p> <p><input checked="" type="checkbox"/> Completed</p>
<p><b>Anticipated impact/s</b> What does success look like?</p>	<p>This engagement process will build stronger collaboration and shared ownership across industry, government and education, while providing robust evidence to influence policy, funding and investment decisions. Ultimately, this approach leads to a focused, measurable action plan with defined priorities and outcomes, increasing confidence across the workforce ecosystem and supporting sustainable, long-term regional growth.</p> <p>The forums are also the ideal vehicle drive community exposure to the programs contract extension and objectivities while also solidifying industry partnerships early in the contract to align activity and boost commitment to identified actions. Confirmed local industry partners engaged for these forums include:</p> <ul style="list-style-type: none"> <li>• <b>Health:</b> Sunshine Coast Hospital &amp; Health Service, Sunshine Coast Health Institute, Rangepcare, Allied Health Taskforce</li> <li>• <b>Education:</b> TAFE Queensland, Education Queensland, University of the Sunshine Coast, The Industry School</li> <li>• <b>Construction:</b> Construction Skills Queensland, HIA, BuildSkills Australia, Master Builders Australia</li> <li>• <b>Manufacturing:</b> Manufacturing Excellence Forum, Sunshine Coast Manufacturing Hub, Manufacturing Skills Queensland</li> </ul>
<p><b>Anticipated outcome/s</b> What are the metrics / measurements?</p>	<ul style="list-style-type: none"> <li>• 30 minimum registrations at each event (exceeded: Health 42   Education 34   Construction 73   Manufacturing 116)</li> <li>• Diverse representation at each forum (confirmed: attendee stats collected each forum)</li> <li>• Positive local media coverage of the forums (confirmed: ABC radio, WIN News, Seven Sunshine Coast)</li> <li>• 3 key sector partners secured for each forum delivery and solution development (confirmed)</li> <li>• Action Plan based on industry-driven activities</li> </ul>

Initiative 2: **Grow Your Own (Pipeline Development)**

Focus: **Attraction**

<b>Implemented by (date)</b>	<b>May 2026 to June 2027</b>	<b>Priority</b>	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term
<b>RJC Priority Areas Covered</b>	<input checked="" type="checkbox"/> Identify local workforce challenges and link stakeholders with government programs, resources, and events <input checked="" type="checkbox"/> Address barriers to training, workforce participation and business growth <input type="checkbox"/> Develop strategies to resolve skills gaps and emerging workforce issues <input type="checkbox"/> Support regional job growth and plan for future employment needs <input checked="" type="checkbox"/> Foster collaboration among local businesses, industry leaders, government, training providers and schools to align local skills with economic activity		
<b>Challenge/s identified</b> <b>What is the current state?</b>	<p>Throughout our regional industry forums, workforce attraction challenges came up strongly and were primarily driven by limited visibility and connection to the local talent pipeline, alongside rapid population growth outpacing awareness of the region’s evolving economic profile. Despite diversification into high-value and emerging industries, there remains a persistent perception among students and parents that career opportunities are largely confined to tourism, retail and construction, with many believing they must leave the region to access broader career pathways.</p> <p>Across all priority sectors—Health, Education, Construction and Manufacturing—industry consistently highlighted low awareness, outdated perceptions and negative stigma as key barriers to attracting talent. There is strong demand for improved, coordinated career education that better reflects modern roles, pathways and local employment opportunities. Parents were identified as significant influencers whose perceptions can limit career choices, while teachers require targeted professional development to stay informed of current industry needs and regional opportunities.</p>		
<b>Solutions focus area/s</b> <b>What is the future state?</b>	<p>The ideal future state is a coordinated, region-wide ecosystem where students, parents and educators have clear, consistent access to up-to-date information on local career opportunities, pathways and emerging industries. Regional growth data is actively translated into engaging, accessible career education, showcasing high-value sectors and the diverse businesses operating within them. Students are exposed early to real employers and pathways, enabling informed subject selection and career decisions, while parents and teachers are equipped with current insights to confidently guide and support these choices.</p> <p>The solution is the establishment of an integrated “Future Careers” model that builds on the 2025 program, combining industry-led showcase events for students, targeted parent education sessions and professional development opportunities for teachers. The RJC will lead the aggregation and promotion of both local and state workforce and growth data and align it with the Council REDS. This approach creates sustained, meaningful connections between industry and education, improves awareness and perception of local careers, and strengthens the pipeline of talent into priority sectors aligned to regional economic growth.</p>		

RJC solutions

Activities / Actions	Status
<p>1. Sponsor and display at DTET’s “Pathways for Mob” First Nations Careers Expo in Moreton Bay for 250+ high school students, connecting them to local job and pathway options, held in March 2026 &amp; 2027. RJC to sponsor the First Nation student speakers and RDAMBSC to sponsor the <i>Welcome to Country</i>. Also promote RJC by having a stand at the expo to promote State Govt program support and inform students of local workforce opportunities.</p>	<p><input type="checkbox"/> Completed</p>
<p>2. As part of the ‘Future Careers Series’ in March 2027, host a professional development dinner for x 110 teachers and industry leads (based off the success of the 2025 event), to share regional growth data, keynotes on changing career landscapes and panels with industry re: opportunities in region. Targeted at Principals, Heads of Year and ILOs from our 43 senior schools across Sunshine Coast &amp; Noosa. Teachers will be surveyed pre + post event to ensure increased awareness of regional workforce/pathway options and workforce resources.</p>	<p><input type="checkbox"/> Completed</p>
<p>3. Also part of the ‘Future Careers Series’ we will hold a “Sunshine Coast Future Careers &amp; Skills Showcase” for Year 10 Sunshine Coast &amp; Noosa students from our 43 senior schools, to be held at UniSC Sports stadium, in March 2027. Aiming to build on the event from 2025 with 2,500 students, 50 business and 12 pathway providers and employment services. This is not a careers expo but an industry showcase that is aligned to the high value industries of Sunshine Coast Council, with hand-on trade and employment testers, VR &amp; simulators and a lego attributes activity to assess what skills students have that align to each industry.</p>	<p><input type="checkbox"/> Completed</p>
<p>4. The final part of our ‘Future Careers Series’ will be the RJC leading four parent face-to-face information sessions on the growth of the region and educate on modern industry career pathways. Each evening session will feature growth stats, education on industries and careers of the future and what is on offer for our region with pathways and businesses. We will be aiming to reach 250 parents to build on what we did through the webinar series in 2025.</p>	<p><input type="checkbox"/> Completed</p>
<p>5. Outside of the ‘Future Careers Series’ we will support industry groups to deliver teacher PD sessions throughout the year for site tours, trade testers and industry connection events around Aged Care   Allied Health   STEM, Robotics, Mechatronics and Engineering   Water Industry   Construction and Manufacturing. Planning with industry groups like CSQ, MSQ, Unity Water, Sunshine Coast Health and Rangecare will lead to a calendar of activities we can promote through schools &amp; our connection to CDC Buses means we can increase teacher participation number with free transport.</p>	<p><input type="checkbox"/> Completed</p>
<p>6. Working with eight Moreton Bay high schools and the Collaborate Moreton Bay Chambers of Commerce, establish their first ‘Future Careers’ showcase in the region to bring attention to the businesses and careers in Moreton Bay for year 10 students. Following the format of the Sunshine Coast events with hand-on trade and employment tasters and pathway options to reach 1000 students.</p>	<p><input type="checkbox"/> Completed</p>
<p>7. Partner with Study Sunshine Coast to run free Barista and First Aid courses for TAFE, UniSC and Senior School students to help them find part-time work in critical hospitality, aged care and health care roles while continuing study. Continuing from 2025’s successful programs.</p>	<p><input type="checkbox"/> Completed</p>

<p><b>Anticipated impact/s</b> What does success look like?</p>	<p>If delivered well, we will see a measurable shift in awareness, perception and behaviour across students, parents and educators, resulting in a stronger, locally connected talent pipeline. Students would demonstrate increased understanding of the breadth of regional career opportunities, clearer knowledge of pathways, and greater confidence and intent to pursue careers locally. Parents would show improved awareness of modern industries and reduced bias or outdated perceptions, becoming more supportive of diverse career choices within the region. Teachers would be better informed and equipped to guide students with current, locally relevant career advice.</p> <p>At a program level, success would include stronger partnerships between industry and education, increased visibility of local employers, and more aligned pathways into priority sectors. Over time, this would translate into higher participation in relevant training and apprenticeships, improved attraction and retention of talent, and a reduction in skills shortages—supporting a more sustainable, future-ready regional workforce.</p> <p>There would also be a significant decrease in Next Step data for year 12 finishers seeking work or not in the labour force, training or education for end of 2026 after our first Future Careers events to Year 10 students occurred in March 2025. (At end 2025 this cohort was 260 (8.3%) finishers not in work or training, in 2024 it was 8.4%). We would then again measure at the end of 2029 for this new event series in 2027.</p>
<p><b>Anticipated outcome/s</b> What are the metrics / measurements?</p>	<ul style="list-style-type: none"> <li>• 2,500+ students from 30 senior schools attending Future Careers &amp; Skills Showcase with 50+ selected industry showcased</li> <li>• 250+ First Nations high school students attending Pathways for Mob career expo + RJC displaying to build awareness each year</li> <li>• 250+ parents attending information sessions in the Future Careers &amp; Skills Showcase</li> <li>• 200+ teachers attending the industry PD sessions over the year and the Future Careers Series</li> <li>• Students, teachers and parents all surveyed pre and post ‘Future Careers Events’ to assess “% increase in regional workforce awareness”, “% shift in intention to stay in-region or understand opportunities for careers in region”</li> <li>• Survey to industry participants after the ‘Future Careers Series’ to look at engagement numbers in trade testers, information sessions, apprenticeship/trainee enrolments and job placements</li> <li>• Two-year review of Next Step data on student numbers at finishing that shows a decrease in those identifying as looking for employment or not in labour force, education or training. 2025 it was 260 students and 8.3% of responders.</li> <li>• Minimum four teacher PD events supported with industry partners: CSQ, Sunshine Coast Manufacturing Hub, Sunshine Coast Health with over 90% satisfaction rating</li> <li>• 1,000+ students from eight senior schools attending first Moreton bay ‘Future Careers’ showcase with surveying pre and post to measure increased awareness of career options</li> <li>• 50+ students supported in free First Aid courses and 25+ students supported in free Barista courses with minimum 25% of them finding local work right after attending course.</li> </ul>

**Initiative 3: Build Inside Up (Business Uplift)**

**Focus: Retention**

Implemented by (date)	May 2026 to September 2027	Priority	<input checked="" type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term
RJC Priority Areas Covered	<input checked="" type="checkbox"/> Identify local workforce challenges and link stakeholders with government programs, resources, and events <input checked="" type="checkbox"/> Address barriers to training, workforce participation and business growth <input checked="" type="checkbox"/> Develop strategies to resolve skills gaps and emerging workforce issues <input checked="" type="checkbox"/> Support regional job growth and plan for future employment needs <input checked="" type="checkbox"/> Foster collaboration among local businesses, industry leaders, government, training providers and schools to align local skills with economic activity		
Challenge/s identified What is the current state?	<p>Workforce retention emerged as a critical priority across all industry forums, with a strong focus on building and sustaining local talent. Industry highlighted the need for greater investment in internal capability development, including structured upskilling, leadership development and clear career progression pathways to support long-term retention. Sector-specific gaps were also identified, including financial and business literacy in Construction and leadership capability in Manufacturing.</p> <p>Across all sectors, there was consistent emphasis on the importance of wellbeing and core employability skills—such as communication, resilience, work ethic and conflict resolution—particularly within Education settings. Improving internal mobility and career pathway planning was also seen as essential, especially to better engage and retain underutilised cohorts, including migrants. Additionally, industry called for stronger education and awareness of vocational pathways, highlighting the long-term earning potential of apprenticeships and traineeships as a key lever to improve retention and encourage sustained participation in priority industries.</p>		
Solutions focus area/s What is the future state?	<p>RJC can add the most value by helping businesses to retain and grow their workforce through programs offering strong internal capability, clear career pathways and a focus on employee wellbeing. With the aim to actively invest in upskilling, leadership development and internal mobility, this will enable workers to transition across roles and progress their careers locally. Targeted, industry-led programs support this shift, including partnerships with organisations such as CSQ, BuildSkills Australia, Master Builders and HIA to deliver retention initiatives in Construction focused on financial literacy, business acumen and career transition pathways. In Manufacturing, collaboration with MEF, the Sunshine Coast Manufacturing Hub and MSQ to strengthen leadership capability and business performance through tailored programs and health checks.</p> <p>Across all sectors, providing access to free or low-cost wellbeing, culture and mental health programs and microcredentials will support a more resilient and engaged workforce, there are great free resources currently through TAFE Qld and UniSC that we can use as a base. Together, these solutions create a more sustainable workforce ecosystem, improving retention, strengthening business capability and supporting long-term regional growth.</p>		
<b>RJC solutions</b>			
<b>Activities / Actions</b>			<b>Status</b>

<p>1. Create a localised support response for any workers that caught up in business collapse / Voluntary Administration. This was not requested from the industry forums but from a real case in November/December 2025 when luxury caravan manufacturer ZoneRV went into Voluntary Administration impacting 250 manufacturing and admin right before Christmas. Our RJC worked with local industry groups and Council to support the State Govt. support package being put together, by leading the local support service and job search support for impacted talent and hosting it on the scrjc.com.au website. We now have a template of work and procedures to help retain workers when collapses like this happen.</p> <p>2. Deliver a course on internal mobility mapping for SMEs to design structured, personalised roadmaps for professional growth of their staff, addressing skill development and succession planning. These were all key gaps businesses instructed us at the forums, were hindering their retention rates and hindering business growth. The course will aim to work with 30+ local businesses with impact surveys post event</p> <p>3. Work with DTET and industry bodies to create collateral and a campaign to current apprentices and trainees to promote the long-term advantages of trade qualifications especially compared to those in tertiary study who enter the workforce in debt. Industry requested help in minimising attrition rates for apprentices and trainees that are struggling with low pay rates and disillusioned by the lure of the mining industry. By providing case studies on successful trade trajectories and projected certified wages it is hoped to keep workers engaged.</p> <p>4. Working with local industry groups CSQ, HIA, Master Builders and BuildSkills Australia, develop a ‘Transitioning off the Tools’ roadmap. The industry forums showed us the biggest reason for leaving the industry was physical injury or burnout, so rather than lose those skills and IP, look at how to better promote options to transition off the tools but stay engaged in construction to support the massive infrastructure projects coming to the region. This will also connect in with the DTET “Next Gen” campaign for trainers and assessors.</p> <p>5. Lastly, a key retention focus industry requested was on courses and microcredentials based on wellbeing, culture and mental health to support staff and keep them happy, engaged with good work/life balance. There are great resources already available through TAFE Qld and UniSC but businesses are unsure where to find them and what are the most useful/impactful. The RJC can alleviate this issue by creating a repository of these resources, vetting the best content and sourcing where gaps, so businesses can find it all in one location on our website</p>	<p><input checked="" type="checkbox"/> Completed</p> <p><input type="checkbox"/> Completed</p> <p><input type="checkbox"/> Completed</p> <p><input type="checkbox"/> Completed</p> <p><input type="checkbox"/> Completed</p>
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<p><b>Anticipated impact/s</b> <b>What does success look like?</b></p>	<p>These RJC actions will deliver a more resilient, locally responsive workforce system aligned to State priorities, strengthening retention and reducing attrition across key industries. A scalable regional response model will support workers impacted by business closures, complementing State Government interventions and enabling faster redeployment of talent. SME capability will be lifted through internal mobility and career pathway programs, improving retention, succession planning and business growth. Targeted campaigns for apprentices and trainees will increase awareness of long-term career and earning potential, supporting higher completion and retention rates. In Construction, clear “transitioning off the tools” pathways will retain experienced workers and preserve critical skills for major projects. Access to curated wellbeing and mental health resources will further support workforce engagement. Collectively, success will be reflected in stronger retention outcomes, improved business capability and a sustainable pipeline of skilled workers for our local businesses.</p>
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<b>Anticipated outcome/s</b> <b>What are the metrics / measurements?</b>	<ul style="list-style-type: none"> <li>Template and guidelines created for how RJC can provide local support for cases of Voluntary Administration to boost State Govt packages – can be used and shared with other regions</li> <li>Minimum 30 businesses undertaking career mobility course and providing impact surveys after on effectiveness of retention within their business with positive impacts seen</li> <li>Campaign to reach 50+ apprentice and trainees re: long term wage outcomes and survey response over 85% see value in sticking at their training</li> <li>Develop a roadmap that the construction industry is happy to promote and activate to encourage workers to transition off the tools but stay in Construction. Gather three case studies to show the benefits of local businesses retaining staff through this focus</li> <li>Complete a repository on the scrjc.com.au website &amp; promote to all local businesses with 50+ businesses engaging with the site</li> </ul>
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## Initiative 4: **Key Partnerships & Advocacy**

### Focus: **Harmonisation**

<b>Implemented by (date)</b>	<b>November 2025 to September 2027</b>	<b>Priority</b>	<input checked="" type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term
<b>RJC Priority Areas Covered</b>	<input checked="" type="checkbox"/> Identify local workforce challenges and link stakeholders with government programs, resources, and events <input checked="" type="checkbox"/> Address barriers to training, workforce participation and business growth <input checked="" type="checkbox"/> Develop strategies to resolve skills gaps and emerging workforce issues <input checked="" type="checkbox"/> Support regional job growth and plan for future employment needs <input checked="" type="checkbox"/> Foster collaboration among local businesses, industry leaders, government, training providers and schools to align local skills with economic activity		
<b>Challenge/s identified</b> <b>What is the current state?</b>	<p>Industry consultation highlighted that Regional Jobs Committees are well positioned to act as connectors across government, industry and the community, holding a high level of trust through action-oriented and place-based problem solving. When asked about partnership challenges, stakeholders identified a need for stronger coordination and clearer navigation of existing programs, funding, data and resources to avoid duplication and maximise impact. There is also an expectation for RJC's to play a more active advocacy role on broader structural challenges, including housing, transport and workforce participation barriers.</p> <p>At an operational level, businesses require greater support to navigate regulatory changes such as Child Safeguarding requirements, alongside improved access to timely, localised data to inform decision-making. Consistent communication and visibility—through digital channels and active participation in regional forums—was also seen as critical. A key systemic challenge remains the lack of clarity and alignment between</p>		

	vocational and tertiary pathways, making it difficult for students, jobseekers and career changers to understand and access local career options.	
<b>Solutions focus area/s</b> <b>What is the future state?</b>	<p>Industry are looking for a highly coordinated, place-based ecosystem where our RJC acts as a central connector between industry, government and the community, enabling streamlined access to programs, funding, data and support services. Through regular industry roundtables and ongoing engagement, workforce challenges are identified early and translated into targeted, evidence-based solutions. Case studies and local insights are actively leveraged to advocate for State and Federal policy, funding and infrastructure priorities, ensuring regional needs are clearly represented.</p> <p>Clear, aligned and easily navigable pathways between vocational and tertiary education are established, supported by practical pathway mapping tools that help students, career changers and migrants understand and access local opportunities. Targeted support for migrants and underutilised cohorts enables better workforce participation and integration into priority industries. Coordinated communication channels, including a centralised digital platform, provide timely access to resources, data and opportunities. Together, these solutions create a more connected, informed and responsive workforce system that maximises existing investment, reduces duplication and strengthens long-term regional outcomes.</p>	
<b>RJC solutions</b>		
<b>Activities / Actions</b>	<b>Status</b>	
<p>1. Promote funding and grant opportunities to all industries and specifically assess training gaps that could suit the Local Skills Solution fund. Currently we have two areas identified to develop applications: 1. Manufacturing through the Manufacturing Excellence Forum to develop CAD skills and develop a bridging course into Cert III and Cert IV engineering courses particularly to those looking to upskill (11,000 locally employed) and 2. Assist Sunshine Coast Health and TAFE Qld in developing a fit-for-purpose course on Cert II security but for a hospital environment (suited for mental health and deescalation rather than bouncer type protocols). RJC to assist applications of both.</p> <p>2. Work with the Australian Computer Society (ACS) as the Industry Skills and Job Advisor (IJSJA) and the Industry Workforce Advisor (IWA) for our emerging Information and Communication Technology, Business and Financial Services sector. Deliver an Industry Advisors Roundtable between August and October 2026 to inform DTET of the specific challenges and opportunities within our region. Our RJC will coordinate local industry groups and businesses leaders to attend and work with ACS on solutions uncovered through the roundtable.</p> <p>3. As an advocacy piece, speak to 20 local businesses across key industries about their housing and transport challenges that are impacting attracting and retaining staff, and create a minimum 10 case studies re: workforce impacts that we can feed into all three tiers of government for support with the support of RDAMBSC and Sunshine Coast Business Council.</p> <p>4. Promote and amplify the work currently being undertaken by UniSC and TAFE Qld regarding pathway harmonisation activities and support a campaign to reach new talent and those looking to retrain/upskill with clearer pathway options and short course offerings now available in region and ensure industry and connected to this critical piece of work.</p>	<p style="text-align: right;"><input type="checkbox"/> Completed</p> <p style="text-align: right;"><input type="checkbox"/> Completed</p> <p style="text-align: right;"><input type="checkbox"/> Completed</p> <p style="text-align: right;"><input type="checkbox"/> Completed</p>	

	<p>5. Support and amplify the work currently being undertaken to support migrants into our local workforce. Connect industry with DQW participants and sit on panels to promote workforce skills for the region, continue support of the Employer Peer Network for businesses supporting migrant workers and sponsor the Migrant Jobs Expo in May 2026. RJC continues to play an active role in all these programs</p> <p>6. Through our connection to Regional Development Australia Moreton Bay &amp; Sunshine Coast, promote our Charter of Agreement regarding the new Child Safeguarding Legislation, ensure all Committee Members are aware of the requirements and source at least 10 local leaders and businesses to participate in the free webinar conducted by Paradigm (IFYS) in June 2026.</p> <p>7. Building on the work currently underway in Noosa LGA, start developing a school pathways mapping project that covers the Sunshine Coast LGA and assesses which schools covers specific pathways options and where we have gaps in building a pipeline of talent into critical jobs and careers. This doesn't currently exist to map State, Catholic and Independent senior schools and has already been a game-changer for the Noosa LGA in pathway planning.</p> <p>8. Support Study Sunshine Coast and Sunshine Coast Council in driving job seekers and local businesses to the free resource: Sunshine Coast Jobs Hub and Student Jobs Hub established since 2023. Review bi-monthly stats and monitor industry vacancies to see where support is needed for vacancies not moving fast and look at ways to drive applications.</p>	<p><input type="checkbox"/> Completed</p> <p><input type="checkbox"/> Completed</p> <p><input type="checkbox"/> Completed</p> <p><input type="checkbox"/> Completed</p>
<p><b>Anticipated impact/s</b> What does success look like?</p>	<p>Delivery of these key partnership actions will create a more connected, responsive and evidence-driven workforce ecosystem that strengthens both participation and productivity across the region. Success will be reflected in increased access to and uptake of targeted training through successful funding applications, stronger industry engagement via high-participation roundtables, and the development of robust, place-based advocacy supported by case studies on housing and transport impacts. Improved awareness and alignment of vocational and tertiary pathways will make it easier for students and career changers to navigate local opportunities, while targeted migrant engagement activities will enhance workforce participation and inclusion. Greater industry capability and compliance will be supported through Child Safeguarding initiatives, and a comprehensive school pathway mapping project will strengthen the future talent pipeline. Ongoing promotion and monitoring of the Jobs Hub will further support job matching outcomes. Collectively, these outcomes will drive stronger collaboration, reduced duplication, improved talent attraction and retention, and a more sustainable workforce aligned to regional and State priorities.</p>	
<p><b>Anticipated outcome/s</b> What are the metrics / measurements?</p>	<ul style="list-style-type: none"> <li>• Minimum two applications assessed for matching criteria for the Local Skilling Solutions fund with DTET and at least once per month other funding options are promoted across our RJC digital channels</li> <li>• 30+ registrations secured for IISA roundtable for ICT, Business and Finance sectors and RJC to coordinate the event with Sunshine Coast Council and Sunshine Coast Tech Industry Alliance</li> <li>• 10 case studies developed for housing and transport advocacy and delivered to all three tiers of government</li> <li>• Promotion of TAFE Qld and UniSC harmonisation activities sent to 40+ senior schools in region and 50+ businesses to promote attraction and upskilling options</li> </ul>	

	<ul style="list-style-type: none"> <li>• RJC to participate in eight migrant activities supporting workforce participation from panels, industry talks and expos through the DQW program, Sunshine Coast Employer Peer Network or the Migrant Jobs Expo. Support three case studies on migrant job placements from these programs and activities</li> <li>• Minimum 10+ committee members or local business leaders joining the Paradigm webinar around new Child Safety Legislation and ensure RJC creates a youth advisory board to lead actions for any events involving youth including our Future Careers series of events</li> <li>• Start the school pathway mapping process and complete the first 15 Sunshine Coast LGA schools to add to the 8 Noosa LGA schools also being mapped through Noosa Council.</li> <li>• Bi-monthly Jobs Hub reviews for vacancies and job seekers and report provided to Committee Members to assess if action required to support slow moving positions or job seekers not finding work. Liaise with Workforce Australia on solutions and connections to employment support services</li> </ul>
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**Initiative 5: Business Uplift**

**Focus: Productivity**

<b>Implemented by (date)</b>	<b>June 2026 to August 2027</b>	<b>Priority</b>	<input checked="" type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term
<b>RJC Priority Areas Covered</b>	<input checked="" type="checkbox"/> Identify local workforce challenges and link stakeholders with government programs, resources, and events <input checked="" type="checkbox"/> Address barriers to training, workforce participation and business growth <input checked="" type="checkbox"/> Develop strategies to resolve skills gaps and emerging workforce issues <input checked="" type="checkbox"/> Support regional job growth and plan for future employment needs <input checked="" type="checkbox"/> Foster collaboration among local businesses, industry leaders, government, training providers and schools to align local skills with economic activity		
<b>Challenge/s identified</b> <b>What is the current state?</b>	<p>Industry consultation identified a consistent and cross-sector gap in business capability impacting productivity and growth. Employers highlighted low levels of digital literacy and limited understanding of how to effectively adopt and apply AI as key barriers to improving efficiency and competitiveness. There is also a lack of access to practical business health checks and structured leadership development, particularly for existing staff transitioning into management roles. These capability gaps are compounded by fragmented access to relevant training and resources, with businesses unsure where to find trusted, high-quality support. Collectively, this is constraining productivity uplift across the region and limiting the ability of businesses to fully leverage innovation, technology and workforce potential to drive sustainable growth.</p>		

<b>Solutions focus area/s</b> <b>What is the future state?</b>	<p>The focus of our RJC is to implement a coordinated business capability uplift program that equips employers with the skills, tools and confidence to improve productivity and competitiveness. This includes delivering practical, industry-relevant AI and digital capability courses to support adoption and application, alongside tailored business health checks to identify gaps and growth opportunities. Structured leadership development programs will build the capability of current and emerging leaders, strengthening team performance and retention. These initiatives will be supported by a centralised, curated content repository providing easy access to trusted resources, tools and training. Together, these focus areas will enable businesses to better leverage technology, strengthen leadership capability and drive sustained productivity and growth across the region.</p>	
<b>RJC solutions</b>		
<b>Activities / Actions</b>	<b>Status</b>	
<ol style="list-style-type: none"> <li>1. Partner with Sunshine Coast Council and Sunshine Coast Industry Tech Alliance to deliver an AI workshop for SMEs: “Building AI Capability in SMEs”. Featured as part of the Council’s “innovation @ Altitude’ series in June 2026, it will connect 25+ business with a hands-on workshop to start utilising AI tools to automate time heavy admin, marketing or sales processes to help businesses transition staff into more impactful tasks and increase business productivity</li> <li>2. Work with Queensland Govt Small Business Concierge and industry groups to review current business health check resources and support services, and create a workbook that the RJC can promote to all businesses for self-assessment and actionable recommendations for growth and risk mitigation</li> <li>3. Develop a leadership mentoring course for SMEs that are looking to scale and need to upskill current talent with management skills. Aim to reach 30+ businesses and conduct an impact survey afterwards on effectiveness and usefulness of new skills within the business.</li> <li>4. Similar to the culture and wellbeing repository we are aiming to create, also ensure we have a home on our website for resources and content based on leadership, business health checks and digital literacy/AI so we can point businesses to one location to course intel</li> </ol>	<input type="checkbox"/> Completed  <input type="checkbox"/> Completed  <input type="checkbox"/> Completed  <input type="checkbox"/> Completed	
<b>Anticipated impact/s</b> <b>What does success look like?</b>	<p>Delivery of these initiatives will drive measurable uplift in business capability, productivity and competitiveness across the region. Success will be reflected in SMEs actively adopting AI and digital tools to reduce administrative burden, enabling staff to focus on higher-value work and generating tangible cost and time efficiencies. Improved access to practical business health check resources will support more informed decision-making, risk mitigation and growth planning, while targeted leadership development will strengthen management capability, team performance and retention. The creation of a centralised, accessible content repository will further streamline access to trusted resources, reducing fragmentation and supporting ongoing capability building. Collectively, these outcomes will result in more resilient, innovative and productive businesses, better equipped to scale, adapt to change and contribute to sustainable regional economic growth.</p>	
<b>Anticipated outcome/s</b>	<ul style="list-style-type: none"> <li>• 25+ business attending our ‘Building AI Capability in SMEs’ workshop and an estimate cost-savings tally taken based on the automation outcomes provided in the course</li> </ul>	

**What are the metrics / measurements?**

- Workbook created to bring together key business health check resources so local businesses can undertake self-assessments and link to help. Minimum 20 businesses using the workbook.
- 30 businesses engaged in our Leadership for SMEs course and impact surveys taken post event to assess outcomes for the SMEs
- Online repository created on the RJC website to house content on business health, AI, leadership and productivity with page views monitored and promoted to ensure engagement by industries

Approved date	Release date	Version

TEMPLATE