



> Action Plan 2025-2027

The Springfield Regional Jobs Committee is proudly funded and supported by the Queensland Government

› Workforce Action Plan 2026 - 2027

Purpose

This Action Plan builds on the proven success of the Springfield Regional Jobs Committee (SRJC) as a place-based workforce intermediary delivering strong industry engagement, practical pathways and measurable outcomes within the Springfield region.

With the expansion of the SRJC's remit into new geographic areas, this plan sets out a deliberate and structured approach to scaling what has worked well, while responding to the distinct workforce and industries across the expanded footprint.

Strategic Objectives

1. **Leverage the established success and credibility of the SRJC** to support expansion into new geographic areas.
2. **Increase awareness, trust and participation** in SRJC activities across the expanded region.
3. **Embed grass-roots workforce intelligence** from employers to influence educators and communities into planning and delivery.
4. **Strengthen industry-led, future-focused workforce planning** aligned to a 5–10 year horizon.
5. **Translate insights into coordinated action**, delivering high-impact initiatives aligned with Queensland Government priorities.

> Action Plan Overview

Phase 1: Awareness, Reach and Engagement

Timeframe:

Q1 2026

Key Challenge

As a newly formed Committee with an expanded regional remit, the SRJC must intentionally build awareness, trust and influence to connect meaningfully with industry and communities and ensure workforce initiatives are informed by strong, grass-roots intelligence.

Actions

- Map relevant industry, employer and cohort stakeholders, including:
 - Level of awareness of SRJC
 - Level of interest and engagement
 - Level of influence within their sector or community
- Develop clear engagement collateral outlining:
 - The role and purpose of SRJC
 - Current strategic priorities
- Plan and deliver targeted stakeholder engagement activities to identify industry gaps.
- Establish SRJC Working Groups aligned to priority workforce areas.
- Extend the geographic reach and visibility of the Springfield Jobs Website Portal.

Expected Outcomes

- Improved awareness of the SRJC across all parts of the region.
- Formal mechanisms established for grass-roots input and ongoing engagement.
- Stronger foundations for evidence-based workforce planning.

> Action Plan Overview

Phase 2: Workforce Intelligence and Future-State Planning

Timeframe:

Q2-3 2026

Key Challenge

Building on the SRJC's strong Springfield-based workforce intelligence, the expansion into a broader geographic remit requires existing insights to be refreshed, expanded and re-tested to ensure they remain relevant and support a comprehensive, future-focused regional approach.

Actions

- Each Working Group to gather and analyse workforce intelligence, including:
 - Existing workforce profile and skills availability
 - Existing education, training and skills development initiatives
 - Future workforce needs over a 5–10 year horizon
 - Current and emerging workforce pain points
- Engagement methods may include industry forums, targeted surveys, focus groups and roundtables.
- Working Groups to report findings, analysis and recommendations to the SRJC.

Expected Outcomes

- Robust, industry-led workforce intelligence collected across priority sectors.
- Clear identification of gaps, opportunities and future risks.
- A strong evidence base to inform regional strategy and state policy.

> Action Plan Overview

Phase 3: Strategic Prioritisation and Action Planning

Timeframe:

Q3 2026

Key Challenge

Workforce initiatives must be informed by clear, industry-led workforce needs to ensure actions are targeted, evidence-based and deliver maximum regional impact.

Actions

- Consolidate and synthesise insights and recommendations from all Working Groups.
- Identify workforce initiatives to address key challenges and opportunities.
- Prioritise initiatives based on:
 - Impact and value to the region
 - Alignment with Queensland Government priorities
 - Feasibility and speed of implementation
- Develop a detailed Action Plan covering Q4 2026 – Q4 2027.
- Implement priority quick wins.
- Provide consolidated insights and opportunities to DTET to inform policy development.

Expected Outcomes

- A clearly prioritised, evidence-based regional workforce agenda.
- Strong alignment between local workforce needs and state policy settings.
- Increased confidence that initiatives are grounded in grass-roots intelligence.

> Action Plan Overview

Phase 4: Delivery, Monitoring and Refinement

Timeframe:

Q4 2026 – Q4 2027

Key Challenge

Ensuring strategic insights translate into measurable outcomes and sustained impact.

Actions

- Deliver the agreed Action Plan, focusing on high-impact initiatives.
- Use Working Groups as implementation partners to:
 - Monitor progress and impact
 - Test effectiveness of initiatives
 - Adjust actions in response to emerging insights
- Maintain regular reporting and feedback loops with DTET.

Expected Outcomes

- Delivery of workforce initiatives aligned to regional and state priorities.
- Improved workforce participation, skills alignment and employer engagement.
- Continuous improvement through monitoring, evaluation and policy feedback.

Conclusion

This Action Plan provides a structured, staged approach for the SRJC to strengthen its role as a key regional workforce intermediary. By embedding grass-roots intelligence, deepening industry engagement and aligning closely with Queensland Government priorities, the SRJC will support more effective workforce planning, improved participation outcomes and stronger regional economic resilience.