

# Springfield RJC – Action Plan 2024

## Purpose

This Springfield RJC Annual Action Plan outlines local solutions being implemented by the Springfield Regional Jobs Committee. The Springfield RJC develop and deliver 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 Springfield RJC.

<b>Project Manager:</b>	Liz Conroy	<b>Action Plan start date:</b>	1 January 2024
<b>Enquiries (email):</b>	project@springfieldrjc.org.au	<b>Action Plan end date:</b>	30 June 2025
<b>LGA's impacted:</b>	Ipswich		

## Initiatives

Challenge identified	Solution focus area	Implemented by (date)	RJC solutions		Anticipated impact	Anticipated outcome	Priority	Initiative name
			Activities	Complete				
<b>To develop and maintain an online platform where local employers and job seekers can advertise and search for employment opportunities. The platform is intended to create and promote local jobs for local people, and is a free service.</b>	<input checked="" type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input type="checkbox"/> School-to-work transition <input checked="" type="checkbox"/> Workforce attraction and retention <input type="checkbox"/> Skilling Qlders now and into the future	The project will be ongoing until June 30, 2025	<ol style="list-style-type: none"><li>1. The website layout will be updated by adding rotating images and video backgrounds to desktop and mobile versions.</li><li>2. There will also be updates to the colours and logos, the latest jobs, and the 4 Square sections.</li><li>3. A logo banner and First Nation acknowledgement text will be added.</li><li>4. Additionally, new sections, including a noticeboard, valuable links, and the new AirCV banner, will be added.</li><li>5. An About page copy will be amended, and an Employer, Job Seeker, and Cohort Specific Resource Centre will be added.</li><li>6. A clickable Resource Centre banner will be created for both desktop and mobile versions, and seven supporting web pages will be made, including one for job seekers, one for employers, and five for cohort (all desktop and mobile ready). The Resource Centre will also be added to the top navigation.</li><li>7. Promote Springfield Jobs as a critical vehicle to encourage additional employment</li></ol>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<p>Refresh and add functionality to an easy to use and popular online community service for local businesses to employ local residents</p> <p>Ability to draw monthly analytics on local employment, recruitment and workforce trends including number of local vacancies, applications, location of employment positions and applicant demographics.</p> <p>Intelligent matching of interested talent, solid communities and localisation of jobs, skills, talent, and capital</p> <p>Create a cost-neutral online portal for employers and job seekers to advertise and search for local</p>	<p>Increased number of jobs advertised per employment industry</p> <p>Increased number of job searches and applications.</p> <p>Increase the number of local people being employed in local jobs</p> <p>Ability to identify and track key economic growth areas from monthly analytics</p>	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	Springfield Jobs

Regional Jobs Committee – 2024 Action Plan

Approval date	Release date	Version #
15 July 2024	15 July 2024	V1.0

opportunities and educational development

employment opportunities

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<p><b>Absence of a documented local pipeline for future projects, required jobs, occupations, and the necessary skills and educational needs.</b></p> <p><b>How can we plan for future local employment, and what educational and skills development does the local industry need?</b></p>	<input type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input type="checkbox"/> School-to-work transition <input type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling Qlders now and into the future	December 2024	<ol style="list-style-type: none"> <li>To examine and report on the implications for Springfield's current and future labour market growth</li> <li>Designing survey (includes developing survey questions and forms testing)</li> <li>Assisting with survey marketing and promotion pre-launch</li> <li>Implementing and maintaining survey</li> <li>Cleaning and transforming survey results for analysis</li> <li>Developing MS PowerBI reports for survey results analysis</li> <li>Organising, Co-designing and delivering workshops to examine businesses' capability plans and collaboration avenues and to explore learnings (i.e., survey results and insights)</li> <li>Deliver workshop results</li> <li>Provide strategic advice on future skills needs, helping the Government to prioritise its investment in vocational education and training</li> <li>Offer strategic advice on apprenticeships and traineeships</li> <li>Undertake workforce planning and development initiatives</li> <li>Be a source of quality, reliable data that all stakeholders can use</li> </ol>	<input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<p>Localised data will guide educational and skilling programs for local industries and government.</p> <p>Local workforce stakeholders will have documented evidence of future skills needed to meet industry demands.</p> <p>Businesses will understand expected employment growth and the training and skills required.</p> <p>Future skills needs and potential workforce challenges will be identified.</p>	<p>A labor market analysis for the Springfield area will detail projected infrastructure, occupation, and skilling needs for the next 5 years, up to 2029.</p> <p>Local employers, education providers, industry, and government will have the data to plan for emerging local employment needs.</p> <p>The focus will be on strong engagement and local leadership.</p>	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term	Springfield Workforce Plan 2024-2025



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			Activities	Complete						
Low unemployment in Springfield is resulting in businesses having job vacancies, whilst the multicultural population is underemployed.	<input checked="" type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input type="checkbox"/> School-to-work transition <input checked="" type="checkbox"/> Workforce attraction and retention <input type="checkbox"/> Skilling Qlders now and into the future	August 2024	1. Identify barriers to local employers employing from the CALD population	<input checked="" type="checkbox"/>	Businesses are confident in employing the CALD population	Matching CALD job seekers with local employers	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	Multicultural Jobs Forum		
			2. Liaise with local multicultural agency, Multicultural Affairs Settlement team, Migration Queensland (Skilled Workforce Attraction Office) as appropriate	<input checked="" type="checkbox"/>					The population feels valued, safe and confident in applying for jobs with local businesses	Higher representation from under-utilised CALD in local businesses
			3. Identify barriers migrants face to applying for jobs (resume writing, Springfield Jobs access/profile, local work history, transport)	<input checked="" type="checkbox"/>						
			4. Identify employer challenges, concerns or questions when employing from the CALD population	<input checked="" type="checkbox"/>	Business owners are educated and more open to employing people from a CALD background as they are supported					
			5. Engage and gather intel from local peak agencies	<input checked="" type="checkbox"/>						
			6. Develop, promote and deliver local solution job matching events while breaking down biases for employers	<input type="checkbox"/>						
			7. Develop, promote and deliver local resources for local businesses and employers to understand their local CALD community	<input type="checkbox"/>						
			8. Complete data analysis of local solution (i.e. job vacancies before the project started and six months after the project ended, event attendee numbers and job conversion rates, website visits, etc.)	<input type="checkbox"/>						
			9. Develop written case study and good news story of outcomes							

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Local educators, parents and businesses report that young people are finishing school without educational or employment goals and are subsequently finding it challenging to find meaningful employment	<input checked="" type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input checked="" type="checkbox"/> School-to-work transition <input type="checkbox"/> Workforce attraction and retention <input type="checkbox"/> Skilling Qlders now and into the future	April 2024	1. Identify barriers to local employers employing school leavers aged 17-24 years	<input checked="" type="checkbox"/>	Businesses are confident in employing young school leavers	Young job seekers provided an opportunity to interview with local employers	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term	Launch to Employment
		April 2025	2. Liaise with local Link and Launch agencies and Workforce Australia providers	<input checked="" type="checkbox"/>				
		3. Identify barriers school leavers face to applying for jobs (resume writing, Springfield Jobs)	<input checked="" type="checkbox"/>	Young people feel valued, safe and confident in applying for jobs with local businesses	Higher representation from this under-utilised demographic			

			access/profile, interviewing skills. transport) <input checked="" type="checkbox"/>		in long-term employment
			4. Identify employer challenges, concerns or questions when employing young people <input checked="" type="checkbox"/>		One good news story/example of why/how this solution worked and what we learned
			5. Engage and gather intel from local Link and Launch agencies <input checked="" type="checkbox"/>		
			6. Depending on identified challenges, potential to develop, promote and deliver local solution job matching events while breaking down for employers or other suitable solutions. <input type="checkbox"/>		
			7. Complete data analysis of local solution (i.e. job vacancies before the project started and six months after the project ended, event attendee numbers and job conversion rates, website visits) <input type="checkbox"/>		
			8. Develop written case study and good news story of outcomes <input type="checkbox"/>		

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<p><b>It is essential to address the challenge of ensuring skill and educational development for future job opportunities in rapidly evolving industries:</b></p> <ul style="list-style-type: none"> <li>Healthcare and aged services</li> <li>Science and technology</li> <li>Education</li> <li>Renewable energy</li> </ul> <p><b>Implement activities to meet this challenge will demonstrate how these gaps can be effectively addressed.</b></p>	<input type="checkbox"/> Workforce participation <input type="checkbox"/> Local solutions <input type="checkbox"/> School-to-work transition <input checked="" type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling Qlders now and into the future	June 2025	1. Engage with the regional RSIP Manager to ensure complementarity of activity as it relates to Springfield <input type="checkbox"/>		Implementing this will include:	Enhanced interpersonal, advanced cognitive, and systems skills among the workforce, aligning with future job market demands.	<input type="checkbox"/> Short term <input type="checkbox"/> Medium term <input checked="" type="checkbox"/> Long term	eFuture Jobs
			2. Hold immersion days with the local high schools in partnership with <ul style="list-style-type: none"> <li>Mater Hospital</li> <li>UniSQ</li> <li>Clean Energy Businesses</li> <li>Bio Manufacturing businesses</li> </ul> <input type="checkbox"/>		Enhanced workforce readiness in critical, evolving industries.			
			3. To hold multi-agency events and forums to educate current and potential job seekers on the jobs for the future. <input checked="" type="checkbox"/>		Improved industry adaptability and resilience to disruptive changes.	Businesses and job seekers proactively acquire the necessary skills to meet the future needs of the employment landscape.		
			4. To engage with potential future business on expansion to the Springfield region <input type="checkbox"/>		Strengthened regional economic growth and competitiveness.	Job seekers who engage in upskilling now will be better positioned to meet the expectations of future employers.		
			5. To hold information sessions with guest speakers and create resources to highlight the <input type="checkbox"/>			Springfield students who invest in ongoing education and		

	industries and jobs for the future in the following: <ul style="list-style-type: none"> <li>• Technology and Digital Transformation</li> <li>• Renewable Energy and Sustainability</li> <li>• Healthcare and Aged Care</li> <li>• Creative Industries</li> </ul>	Greater innovation and efficiency within these key sectors.  Sustainable development through a skilled and educated workforce.	training will gain a competitive advantage in the job market.  This will become a legacy resource for RDA Ipswich & West Moreton
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<b>Small businesses face the significant challenge of upskilling employees to understand cybersecurity. They must invest in retraining their workforce through micro-credential courses to ensure they possess the necessary skills to protect against cyber threats.</b>	<input type="checkbox"/> Workforce participation <input checked="" type="checkbox"/> Local solutions <input type="checkbox"/> School-to-work transition <input type="checkbox"/> Workforce attraction and retention <input checked="" type="checkbox"/> Skilling Qlders now and into the future	July 2024	<ol style="list-style-type: none"> <li>1. Identify specific skill deficiencies in the current workforce to tailor training initiatives.</li> <li>2. Collaborating with local universities and educational institutions to bridge these skill gaps.</li> <li>3. Cataloguing available training programs that are relevant for skill development.</li> <li>4. Offering support mechanisms to adapt to evolving workplace requirements.</li> <li>5. Facilitating targeted training programs for new or transitioning employees, focusing on the necessary skills.</li> <li>6. Conducting comprehensive data analysis to evaluate the effectiveness of local training programs.</li> <li>7. Creating detailed case studies and success stories to highlight the positive impacts of these training initiatives.</li> </ol>	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Reduce current and future skills shortages in the region by proactively identifying and addressing the most critical skills gaps.  Businesses are confident in upskilling their current workforce.	Increased protection against cyber threats, improved operational security, and a more decisive competitive edge in the market.  Small and medium-sized enterprises (SMEs) can boost productivity by providing employees with targeted industry-specific skill courses.  From cybersecurity training, employees gain valuable skills, job security, career advancement, improved employability, preparedness against threats, and professional credibility.	<input type="checkbox"/> Short term <input checked="" type="checkbox"/> Medium term <input type="checkbox"/> Long term	Micro-credentials Springfield