

Springfield Regional Jobs Committee

MEETING MINUTES



1. Date and Time:

18th February 2025 | 8.00am – 9.30am

Venue:

Springfield City Group, Springfield Tower, 145 Sinnathamby Blvd, Springfield Central

Chairperson:

Rees Banks, Chief Executive Officer, Regional Development Australia Ipswich & West Moreton Inc

Dr Richard Eden – Executive General Manager, Education and Smart City, Springfield City Group

Sarah Prest – Principal Economic Development Officer, Department of State Development, Infrastructure and Planning

Neil Coupland – President, Greater Springfield Chamber of Commerce

Rouz Fard– Associate Director, Industry & Community Partnerships, Office of the Pro Vice-Chancellor, Uni SQ

Tom Rowe– Executive Director, Education and Training, TAFE Queensland South West

Jo Andrews – Head Of Department - Career Education & Pathways, Springfield Central State High School

Dan Heenan - Economic Development Manager, Office of the General Manager - Ipswich City Council

Glen Watson – Regional Director Department of Trade, Employment and Training

Paul Clarkson, Senior Manager, Strategic Workforce Planning & Insight, Mater


Jeril Thomas – Regional Manager, Multicultural Australia


Alfio Balsamo – Dean of College WestEC CEO

Sarah-Jane Gourley – Manager, Regional School Industry Partnerships Program, Department of Education

Secretariat:

Liz Conroy – Project Manager



1. Welcome and Open				
Item	Agenda & Discussion	Agreed Action	Action Officer	Required By
1.1	Welcome and Apologies <ul style="list-style-type: none"> The meeting was opened 8.09am, Tuesday 18th February, 2025 by Rees Banks Acknowledgement of Country Attendance and apologies 	Apologies <ul style="list-style-type: none"> Neil Coupland Kylie Newey Paul Clarkson 	Rees banks	
1.2	Declaration: Conflict of Interest <ul style="list-style-type: none"> Nil 		-	
1.3	Committee Member Terms of Reference and Update <ul style="list-style-type: none"> Update of Terms of Reference to all Committee Members 	 Springfield RJC Terms of Reference 21	Rees Banks	

2. Standing Agenda				
Item	Agenda & Discussion	Agreed Action	Action Officer	Required By
2.0	Confirmation of previous minutes <ul style="list-style-type: none"> The minutes from the previous meeting held were accepted as a true and accurate. 	 Minutes SRJC Committee Meeting D	Rees Banks	All agreed
2.1	Update from the Chair <ul style="list-style-type: none"> The CEOs of RDA, who auspice a RJC Committee, participated in a Zoom meeting with staff from the Minister's office, including Minister Bates and Minister Last. The Ministers sought feedback on the RJC projects. The discussion was productive; however, there was no indication of project renewal. A follow-up meeting is expected in a month's time. This was a place-based project aimed to align educational programs with the needs of the local job market, fostering a more skilled workforce that can meet the demands of growing industries in the region. Student numbers and participation at both Springfield TAFE and Uni SQ increased. 		Rees Banks	

2. Standing Agenda				
Item	Agenda & Discussion	Agreed Action	Action Officer	Required By
2.2	<ul style="list-style-type: none"> The geographical size of Springfield RJC is smaller than all other projects, however population is similar. The uniqueness of the Springfield Zoning Act 1997 allows for more accurate population growth estimates. Committee will wait for the new strategy from the new government to align. However, we aim to review the Committee's actions and objectives to articulate a clear, common goal and purpose moving forward. <p>Project Manager</p> <p>We wanted to open discussion today with a deeper dive into the 2024 NextStep data. Looking holistically the data is favourable however if broken down to 10 people around the table, 4 out of 10 are at university, 1 out of the 10 are undertaking vocational training, 1 out of the 10 is an apprentice or trainee, 1 is working full time, often with no formal qualification and may need a qualification in the future to remain relevant in the labour market, 2 are in part-time, casual work and 1 is doing nothing at all.</p> <p>Do we see this as a concern and what could the Committee do to improve?</p> <p>Committee Feedback:</p> <ul style="list-style-type: none"> Committee focus: The SRJC is not just focused on school leavers but wider employment and training. Psychology of casual work: Current data overlooks societal shifts—young people increasingly prefer casual work to full-time roles, emphasising living in the moment rather than career-focused lifestyles. Regional job suitability: Many skilled jobs in the region are not appropriate for school leavers. Data improvement: There are data limitations currently that could be alleviated by conducting more frequent or extended studies, such as Year 13, 14, and 15 cohorts for deeper insights. 		Liz Conroy	

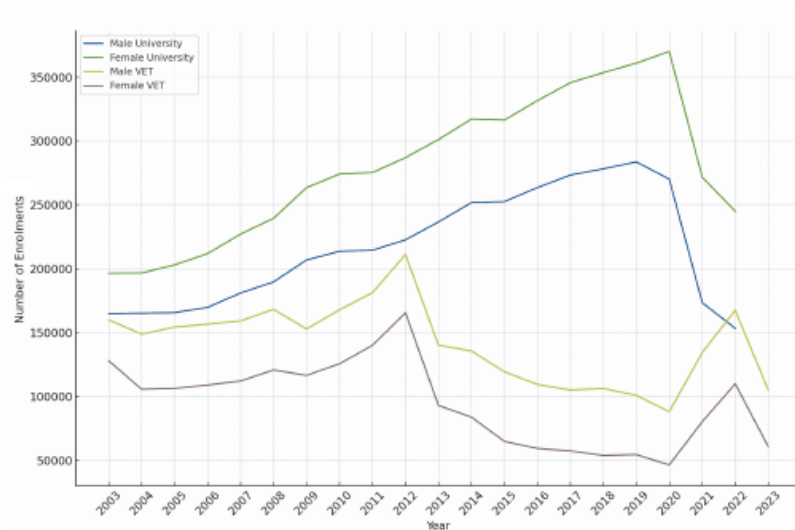
2. Standing Agenda				
Item	Agenda & Discussion	Agreed Action	Action Officer	Required By
	<p>Actions for SRJC to consider:</p> <ul style="list-style-type: none"> • Apprenticeship and traineeship uptake: Encourage and support participation in apprenticeships and traineeships. • Industry access: Provide exposure to and improve access to industry opportunities. • Government priorities alignment: Reflect government priorities such as youth justice and welfare-to-work initiatives. • Community education: Promote awareness of non-traditional TAFE and university pathways and options. • Parent education: Inform multicultural parents about available opportunities for their children to alleviate intergenerational conflict. • Cultural awareness training: Deliver training for school and industry staff to enhance cultural understanding. • Demographic research: Analyse and report on the casualisation of young people, focusing on vulnerabilities like layoffs during downturns and limited career and financial growth. 			

3.0				
Item	Agenda & Discussion	Agreed Action	Action Officer	Required By
3.1	<p>Communication/ Strategy update</p> <p>Springfield Jobs website portal (July 2024 – January 2025)</p> <ul style="list-style-type: none"> ○ 517 - Jobs Advertised ○ 91 - Employers ○ 4,942 - Registered Job Seekers ○ 42,450 - Jobs Viewed ○ 211,667 - Page views ○ 2,116 - Jobs applied 		Liz Conroy	

	<p>Springfield RJC Community E-Newsletter (July 2024 – January 2025)</p> <ul style="list-style-type: none"> ○ 2 - Campaigns ○ 4,085 - Emails ○ 41 % - Open Rate <p>Springfield RJC Website (July 2024 – January 2025)</p> <ul style="list-style-type: none"> ○ 7,300 Views <p>Springfield RJC Facebook (July 2024 – January 2025)</p> <ul style="list-style-type: none"> ○ 98 - Posts ○ 510,208 - Reaches ○ 7,137 - Followers <p>Springfield Jobs Portal – Job Numbers by Industry</p>  <p>Springfield RJC Jobs by Industry January 2025</p>			
3.2	<p>Update from Committee Members</p> <p>Rees Banks</p> <ul style="list-style-type: none"> • Vocational education numbers have not been the same since the change in policy and downturn in 2012. 2022 was the closest they have been in a decade.  <p>DRAFT Net Migration and Higher Education</p>	Request for QLD only numbers		

University and VET enrolments by Gender (2003-2023)

Exploring gender trends in higher education and vocational training.



Net Migration and Higher Education Analysis 1

- Cost of living pressures are affecting people's ability to take the time to study.

Tom Rowe – TAFE

- There are a multitude of factors on why people are not studying
- Cert III is no longer an entry into the job market, for many it is a Bachelor
- Cost of living is a factor – in fact in Toowoomba they have needed to cut Dip Nursing from three days to 1 day per week.
- Midnight last night fee-free TAFE numbers were exhausted for the period.

Jo Andrews – Springfield Central State High School

- As a school very happy with programs (job clubs/industry engagement) that have been put in place.
- Year 11 Parent Night last night

	<ul style="list-style-type: none"> • Individual school results very pleasing <p>Alfio Balsamo – WestEC</p> <ul style="list-style-type: none"> • Discrepancies identified in their school data, working on contacting all past students themselves. Looking for data 12 to 18 months instead on what is currently done. • Transport is the number one hurdle to employment. • Finding kids have not eaten for the day and the number of independent students are growing which also reflect society changes and cost of living. • They are also seeing high dropout rates of apprentices which is short-term thinking on \$\$ <p>Sarah-Jane Gourley – DoE</p> <ul style="list-style-type: none"> • NextStep is a vehicle that the department can get a reflection of what is happening and currently the best measure. • It is a choice to complete for students. • RISP and SRJC working together to present a family community night (Parent and Pathways) to educate parents on pathway opportunities for students. <p>Rouz Fard – UniSQ</p> <ul style="list-style-type: none"> • 2023 Employment White Paper says 9 out of 10 jobs of 2030 will require post school qual with 5 being vocational and 4 being university degree qualification. • If 4 out of 10 are not engaged will not only be a skills shortage but stagnant economic growth. • Last two open days have seen a significant increase in numbers attending the Springfield campus open days. • However there has been a decline in enrolments overall; multiple factors but people are putting skilling on the back burner. Cost of living means full-time employment has been preferred rather than the continuation of education. <p>Jeril Thomas – Multicultural Australia</p> <ul style="list-style-type: none"> • Community leaders are concerned regarding engagement of youth. • Ipswich MA Network is talking with the Committee to work out what the cultural priorities are so that they can work out what support can be offered. • MA Health Network – there is a lack of place-based support services. 			
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	<ul style="list-style-type: none"> Disengagement = crime <p>Richard Eden – Springfield City Group</p> <ul style="list-style-type: none"> Met with Minister Bates, highlights housing crisis and the skills crisis of the next 5 years. Population will increase to 90,000 in less than 10 years Need a dramatic increase in full-time and part-time employment. 11,000 people live and work here 14,000 live here and leave for work 20,000 live elsewhere and come here for work every day. Challenge is what are those 14,000 people doing for work, the opportunity is what of those can be built here? <p>Naomi George – Ipswich City Council</p> <ul style="list-style-type: none"> Businesses highlight the barriers and hurdles to engage an apprentice. Chambers have been approached by Minister Steve Minikin for feedback on red tape <p>Glen Watson – Department of Trade, Employment and Training</p> <ul style="list-style-type: none"> Attainment rate has improved significantly Attainment of VET qualification is not the problem, the problem is in the transition <p>Sarah Prest – Department of State Development, Infrastructure and Planning</p> <ul style="list-style-type: none"> Under 30 is a life to work balance – only want to work 4 day week Covid changed the view of many people but particularly young people. 			
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4. Close and Next Meeting				
Item	Agenda & Discussion	Agreed Action	Action Officer	Required By
	<p>Meeting Close</p> <ul style="list-style-type: none"> The meeting was closed by R Banks at 9.31am Next meeting to be held on Tuesday 1st April 2025 		Liz Conroy	

Attachments	
Attachment #	Description
1	No attachments required as attachments are embedded in meeting minutes above.

Version Control			
Version	Edited by	Date	Comments
1.0	Liz Conroy	19/02/2025	

Minute Authorisation:

Rees Banks

Chief Executive Officer

Regional Development Australia Ipswich and West Moreto

