

Mount Isa Regional Jobs Committee – Action Plan 2024-25 (updated 08.05.2025)

| Purpose                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                          |                         |                |
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| This Annual Action Plan outlines local solutions being implemented by the Mount Isa Regional Jobs Committee (RJC). The Mount Isa 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 Mount Isa RJC. |                                                                                                                                                                          |                         |                |
| Project Manager:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Natasha Storey                                                                                                                                                           | Action Plan start date: | 1 January 2024 |
| Enquiries (email):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <a href="mailto:rjinfo@mountisa.qld.gov.au">rjinfo@mountisa.qld.gov.au</a> or <a href="mailto:natasha.storey@mountisa.qld.gov.au">natasha.storey@mountisa.qld.gov.au</a> | Action Plan end date:   | 30 June 2024   |
| LGA's impacted:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Mount Isa Local Government Area (LGA) (including Camooweal)                                                                                                              |                         |                |

Initiatives

| Challenge identified                                                                                                                                                                                                                                                                                                                                                                                       | Solution focus area                                                                                                                                                                                                                                                                                                                                                                     | Implemented by (date)                                     | RJC solutions                                                                               |                                                                                                                                                                                                                        | Anticipated impact                                                                                                                                                                                               | Anticipated outcome                                                                                                                                                                                            | Priority                                       | Initiative name                        |                                                                                                                                                                                                                         |
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| This forum will address the lack of identification of local skilling and workforce challenges across various industries, including Camooweal and First Nations communities. It aims to bring together representatives from industry sectors, workforce stakeholders, government bodies and the community. The goal is to foster engagement, identify challenges and work collaboratively toward addressing | <div><input checked="" type="checkbox"/> Workforce participation</div> <div><input checked="" type="checkbox"/> Local solutions</div> <div><input checked="" type="checkbox"/> School-to-work transition</div> <div><input checked="" type="checkbox"/> Workforce attraction and retention</div> <div><input checked="" type="checkbox"/> Skilling Qlders now and into the future</div> | 31 October 2024                                           | 1. <b>Mount Isa Regional Jobs Committee Local Workforce Community Forum</b>                 |                                                                                                                                                                                                                        | <b>1. Enhanced Workforce Development:</b> Identifying and addressing specific local workforce challenges will lead to more targeted skilling and training initiatives, improving overall workforce capabilities. | <b>1. Actionable Strategies for Workforce Growth:</b> The forum will produce strategies to address skilling gaps, particularly in Camooweal and First Nations communities, improving employment opportunities. | <input checked="" type="checkbox"/> Short term | <b>Local Workforce Community Forum</b> |                                                                                                                                                                                                                         |
|                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                         |                                                           | a. 20240813_ Mount Isa Regional Jobs Committee Local Workforce Community Forum              | <input checked="" type="checkbox"/>                                                                                                                                                                                    |                                                                                                                                                                                                                  |                                                                                                                                                                                                                |                                                |                                        |                                                                                                                                                                                                                         |
|                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                         |                                                           | b. 20241001_Building Futures: Camooweal Community Employment, Education & Training Workshop | <input checked="" type="checkbox"/>                                                                                                                                                                                    |                                                                                                                                                                                                                  |                                                                                                                                                                                                                |                                                |                                        |                                                                                                                                                                                                                         |
|                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                         | 2. <b>Document, distribute and publish Forum Outcomes</b> |                                                                                             | <b>2. Increased Industry and Community Engagement:</b> Bringing together diverse stakeholders will foster greater collaboration, leading to more effective solutions for workforce development across various sectors. |                                                                                                                                                                                                                  |                                                                                                                                                                                                                |                                                |                                        | <b>2. Documented Strategies for Workforce Growth:</b> The forum will produce a summary document outlining the identified skilling gaps and proposed solutions, particularly in Camooweal and First Nations communities. |
|                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                         |                                                           | a. RJC Local Workforce Forum Outcomes                                                       |                                                                                                                                                                                                                        |                                                                                                                                                                                                                  |                                                                                                                                                                                                                |                                                |                                        |                                                                                                                                                                                                                         |
| b. Building Futures: Camooweal Community Employment, Education                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                         |                                                           |                                                                                             |                                                                                                                                                                                                                        |                                                                                                                                                                                                                  |                                                                                                                                                                                                                |                                                |                                        |                                                                                                                                                                                                                         |

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| Approval date | Release date | Version |
|               |              | V02.3   |



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| employers and insufficient pathways for skill development, all of which hinder their successful integration into the workforce.                                                                                                                                                                                                                                                                            |  | delivered by Department of Employment Workplace Relations (DEWR) in partnership with Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts                                                                                                                                                                                                 |                            | workforce, which is essential for local business growth and economic stability.                                                                                                                                                                                                                                                                                                                                                                |                                                | 7. <b>Improved career readiness for young people transitioning from education to the workforce:</b> The event will provide young people with essential information, resources and connections that will equip them for a successful transition into the workforce.                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | connecting job seekers with employers, career opportunities, and tailored support. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Industry Growth and Market Outlook (2025-2026)</b><br>The construction sector is expected to grow by 12% over the next 1-2 years, driven by substantial infrastructure projects and regional development, leading to increased demand for skilled labor. There is a need for workforce participation, local solutions, school-to-work transitions, and strategies for attracting and retaining workers. |  | <div><input checked="" type="checkbox"/> Workforce participation</div> <div><input checked="" type="checkbox"/> Local solutions</div> <div><input checked="" type="checkbox"/> School-to-work transition</div> <div><input checked="" type="checkbox"/> Workforce attraction and retention</div> <div><input checked="" type="checkbox"/> Skilling Qlders now and into the future</div> | 6-8 <sup>th</sup> May 2025 | <div>1. RJC will partner with North West Commerce to lead the jobs expo at the 2025 North West MPX event, focusing on workforce development in the construction sector.<div>a. The expo will address emerging needs in the construction industry by aligning training, employment opportunities and resources with the demand for skilled labour, ensuring the workforce meets the requirements of future infrastructure projects.</div></div> | <div><input checked="" type="checkbox"/></div> | <div>1. The initiative will support the region's economic growth by connecting employers with skilled workers, ensuring that the workforce is ready for upcoming construction and infrastructure projects.</div> <div>2. The expo will facilitate partnerships, map skill requirements and attract strategic investments that will contribute to regional development.</div>                                                     | <div>1. A stronger, more skilled workforce to meet the demands of the growing construction sector, contributing to regional economic growth and long-term sustainability.</div> <div>2. Increased workforce participation, effective school-to-work transitions, and enhanced attraction and retention of skilled workers.</div>                                                                                                                              | <div><input checked="" type="checkbox"/> Short term</div>                          | <b>Lead North West MPX Jobs Expo</b><br><br>North West Commerce will host the 2025 North West MPX, a key conference and expo for the mining and resources sector in Queensland's North West Minerals Province. RJC's involvement in the event will centre on the Jobs Expo, providing a focused platform to address the construction industry's workforce needs. The initiative aims to foster partnerships and support the region's economic growth, ensuring a skilled workforce for upcoming infrastructure projects and long-term benefits for the local economy. |
| Ensuring local stakeholders, including businesses and educational institutions, are actively involved in the co-design of training programs to align workforce skills with current and future industry demands, addressing gaps in upskilling and reskilling efforts                                                                                                                                       |  | <div><input checked="" type="checkbox"/> Workforce participation</div> <div><input checked="" type="checkbox"/> Local solutions</div> <div><input type="checkbox"/> School-to-work transition</div> <div><input checked="" type="checkbox"/> Workforce attraction and retention</div> <div><input checked="" type="checkbox"/> Skilling Qlders now and into the future</div>            | June 2025 (ongoing)        | <div>1. <b>Co-Design of Training Programs</b><div>a. Co-designing training programs with input from community members, local businesses, industry leaders and educational institutions will ensure that the programs are responsive to industry demands and focused on upskilling and reskilling the workforce for both present and future needs.</div></div>                                                                                  | <div><input type="checkbox"/></div>            | <div>1. <b>Relevant and practical training tailored to community needs.</b><div>a. <b>Education &amp; Training Alignment:</b> Tailor educational and training programs to meet the current and future skill demands of local industries.</div><div>b. <b>Upskilling &amp; Reskilling:</b> Focus on continuous learning and development to equip the local workforce with skills relevant to emerging industry needs.</div></div> | <div>1. <b>Improved Training Outcomes:</b> The initiative will create tailored training programs that meet regional industry needs, enhancing job readiness and increasing employment opportunities for local job seekers.</div> <div>2. <b>Enhanced Entrepreneurial Capabilities:</b> By fostering skill development, the initiative will empower community members to pursue entrepreneurship, driving local business growth and economic resilience.</div> | <div><input checked="" type="checkbox"/> Long term</div>                           | <b>Co-Design and Capability Building Initiative</b><br><br>By conducting the Co-Design and Capability Building Initiative, the RJC aims to foster collaboration among local stakeholders. This collaboration will lead to co-design tailored training programs that enhance workforce capability, align with industry needs and promote continuous upskilling for sustainable economic                                                                                                                                                                                |

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| Local workforce skilling needs are not well known or documented. The RJC aims to align workforce skills and industry needs in Mount Isa LGA with local skilling opportunities to reduce unemployment and increasing data literacy in Mount Isa LGA.                              | <div><div><input checked="" type="checkbox"/> Workforce participation</div><div><input checked="" type="checkbox"/> Local solutions</div><div><input checked="" type="checkbox"/> School-to-work transition</div><div><input checked="" type="checkbox"/> Workforce attraction and retention</div><div><input checked="" type="checkbox"/> Skilling Qlders now and into the future</div></div> | 31 October 2024                                         | 1. Research survey subject matter experts (SMEs) and training                                                                                                                                                                                                                                             | <input checked="" type="checkbox"/>                                              | 1. <b>Data Literacy</b> <div>a. Skills developed on survey design researching, analytics, visualisation &amp; storytelling</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1. <b>Data Literacy</b> <div>a. Data training to learn about survey design, researching, analytics, visualisation, storytelling</div>                                                                                                                                                                                                                                                                                                                                                                                                                                      | <div><div><input checked="" type="checkbox"/> Long term</div></div> | <b>Employment Survey &amp; Data Literacy Project</b> <div>RJC aims to build a resilient, skilled, and engaged local workforce to drive long-term economic prosperity. This includes enhancing data literacy among stakeholders to support evidence-based decision-making, ensuring workforce strategies are responsive to real needs and future opportunities in the region.</div> |  |                        |
|                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                | 31 October 2024                                         | 2. Establish Industry Skill Builders Working Group and hold regular meetings to progress initiative.                                                                                                                                                                                                      | <input checked="" type="checkbox"/>                                              | 2. <b>Improved Understanding of Workforce Dynamics:</b> <div>a. Gain detailed insights into the current state of employment, skills gaps, and workforce participation in Mount Isa.</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 2. <b>Comprehensive Employment Report:</b> <div>a. A detailed report highlighting the survey findings, trends, and actionable recommendations.</div>                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                    |  |                        |
|                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                | 31 December 2024                                        | 3. Run two co-design workshops to design initiative and develop project proposal <div>a. 20241002_Industry Skill Builders Working Group</div> <div>b. 20241204_Industry Skill Builders Working Group</div>                                                                                                | <input checked="" type="checkbox"/><br><input checked="" type="checkbox"/>       | b. Identify specific barriers to employment and participation within the community.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 3. <b>Targeted Workforce Strategies:</b> <div>a. Development and implementation of strategies to address identified workforce challenges and opportunities.</div>                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                    |  |                        |
|                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                | 30 June 2025 (ongoing engagement and capacity building) | 4. Capacity & capability building and strengthening for RJC members to design survey, research, analyse results and present results                                                                                                                                                                       | <input type="checkbox"/>                                                         | 3. <b>Enhanced Training and Development Programs:</b> <div>a. Align existing training programs with the actual needs of the local workforce and industries.</div> <div>b. Address skills shortages and improve the quality and relevance of training provided.</div>                                                                                                                                                                                                                                                                                                                                                                                                           | 4. <b>Enhanced Workforce Retention:</b> <div>a. Improved retention rates through better alignment of training, career development, and support programs with workforce needs.</div>                                                                                                                                                                                                                                                                                                                                                                                        |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                    |  |                        |
|                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                | 31 March 2025                                           | 5. Develop tailored employment survey for Mount Isa & Camooweal industry, employers and employees (existing & future workforce).                                                                                                                                                                          | <input type="checkbox"/>                                                         | 4. <b>Informed Decision-Making:</b> <div>a. Provide data-driven insights to inform local government, industry leaders, and community organisations.</div> <div>b. Support the development of targeted workforce policies and programs.</div>                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5. <b>Policy and Funding Advocacy:</b> <div>a. Leverage survey results to advocate for additional funding and support from government and industry stakeholders.</div>                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                    |  |                        |
|                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                | 30 April 2025                                           | 6. Employment survey outcomes to be compiled into a detailed report that can be shared with RJC members, local employers, workforce and skilling stakeholders including Government where required to better advocate for local skilling and workforce development opportunities.                          | <input type="checkbox"/>                                                         | 5. <b>Increased Community Engagement:</b> <div>a. Foster greater community involvement and input into workforce development initiatives.</div> <div>b. Enhance awareness of local support programs and employment opportunities.</div><br>6. <b>Economic Growth and Stability:</b> <div>a. Support the growth of local businesses by ensuring they have access to a skilled and capable workforce.</div> <div>b. Drive economic development and job creation in the region.</div>                                                                                                                                                                                              | 6. <b>Continuous Improvement:</b> <div>a. Establish a framework for ongoing monitoring and evaluation of workforce development initiatives based on survey insights.</div>                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                    |  |                        |
| Acknowledging the Mount Isa LGA Employment Survey & Data Literacy Project will seek to combat the skills knowledge gap in the Mount Isa region. This project will address the follow-on challenge being a lack of demand-supply mapping, skills and workforce development plans. | <div><div><input checked="" type="checkbox"/> Workforce participation</div><div><input checked="" type="checkbox"/> Local solutions</div><div><input type="checkbox"/> School-to-work transition</div><div><input checked="" type="checkbox"/> Workforce attraction and retention</div><div><input checked="" type="checkbox"/> Skilling Qlders now and into the future</div></div>            | 30 June 2025                                            | Using the learnings from the Mount Isa Employment Survey Initiative, the RJC will conduct a:<br><b>1. Situational Analysis:</b> <div>a. Assess current workforce demand and supply across the top 5 industry by job growths</div> <div>b. Evaluate recruitment and retention trends and challenges.</div> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | 1. <b>Accurate Demand-Supply Mapping:</b> <div>a. Accurate mapping of workforce demand and supply in Mount Isa.</div> <div>b. Clear identification of skills shortages and surpluses in various sectors.</div> <div>c. Enhanced ability for businesses and policymakers to make informed decisions based on real-time data.</div><br>2. <b>Enhanced Skills Development:</b> <div>a. Development of training programs specifically tailored to address identified skills gaps.</div> <div>b. Overall improvement in the skill levels of the local workforce.</div> <div>c. Alignment of educational and training institutions with industry needs.</div><br>3. <b>Workforce</b> | 1. <b>Comprehensive Workforce Data Report:</b> <div>a. A detailed report outlining the current state of workforce demand and supply, identifying specific skills gaps, and providing actionable recommendations.</div><br>2. <b>Strategic Training Initiatives:</b> <div>a. Implementation of targeted training programs designed to fill identified skills gaps and meet the specific needs of local industries.</div><br>3. <b>Policy and Funding Support:</b> <div>a. Advocacy for additional funding and support from government and industry stakeholders based</div> | <div><div><input checked="" type="checkbox"/> Long term</div></div> | <b>Employment Survey Insight Initiative</b> <div>Through implementing the Employment Survey Insight Initiative, the RJC aims to create a more efficient, skilled, and adaptable workforce, driving sustainable economic growth and improving job satisfaction and retention in the Mount Isa LGA region.</div>                                                                     |  |                        |

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| The RJC will better support the region to plan and prepare for current, emerging and future workforce needs.                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                     |                          | <div><div>c. Review existing training programs and employment pathways.</div><div>d. Identify gaps in training and employment that hinder meeting workforce demand.</div></div>                                                                                                                                                                                                                                                       | <div><div><input type="checkbox"/></div><div><input type="checkbox"/></div></div>                       | <div><div>a. Creation of more job opportunities aligned with local industry needs.</div><div>b. Better retention of employees through targeted development and support programs.</div><div>c. Enhanced career progression pathways for local workers.</div></div>                                                                                                                                                                                                                                                                                                                                                                                                         | <div><div>on data-driven insights from the demand-supply mapping.</div><div>4. <b>Economic Growth and Stability:</b><div>a. Strengthened local economy through a well-aligned and skilled workforce, leading to increased business productivity and growth.</div></div><div>5. <b>Continuous Improvement Framework:</b><div>a. Establishment of an ongoing framework for monitoring and evaluating workforce development initiatives, ensuring continuous alignment with industry needs and workforce demands.</div></div></div> |                                                                     |                                                                                                                                                                                                                                                                                       |
| The Mount Isa LGA region faces challenges in effectively coordinating employment and recruitment services. With multiple providers offering similar services, there is a lack of awareness and understanding of what each provider offers. This leads to duplication of efforts, inefficient service delivery, and missed opportunities for joint servicing and collaboration. As a result, job seekers and employers do not fully benefit from the available resources, and the region's workforce development potential remains underutilised. | <div><div><input checked="" type="checkbox"/> Workforce participation</div><div><input checked="" type="checkbox"/> Local solutions</div><div><input type="checkbox"/> School-to-work transition</div><div><input checked="" type="checkbox"/> Workforce attraction and retention</div><div><input checked="" type="checkbox"/> Skilling Qlders now and into the future</div></div> | 31 December 2024         | <div><div>1. Establish Workforce Alliance Working Group and hold regular meetings to progress initiative.</div><div>2. Run two co-design workshops to design initiative and develop project proposal</div></div>                                                                                                                                                                                                                      | <div><div><input checked="" type="checkbox"/></div><div><input checked="" type="checkbox"/></div></div> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                     |                                                                                                                                                                                                                                                                                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                     | 30 November 2024         | <div><div>a. 20240918_Workforce Alliance Working Group</div><div>b. 20241113_Workforce Alliance Working Group</div></div>                                                                                                                                                                                                                                                                                                             | <div><div><input checked="" type="checkbox"/></div><div><input checked="" type="checkbox"/></div></div> | <div><div>1. <b>Enhanced Service Coordination:</b><div>a. Improved understanding and coordination among service providers, leading to more efficient and effective service delivery.</div><div>b. Reduction in service duplication and better allocation of resources.</div></div><div>2. <b>Stronger Provider Networks:</b><div>a. Development of stronger networks and partnerships among employment and recruitment service providers.</div><div>b. Increased collaboration on joint initiatives and projects.</div></div></div>                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                     |                                                                                                                                                                                                                                                                                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                     | 30 June 2025 (2x forums) | <div><div>3. Organise regular focus area forums for providers to share information about their services and for the community members to help navigate education, training and employment opportunities.</div><div>4. Organise a service provider forum – Focus Areas <b>Remote &amp; Regional Placement</b><div>a. Focus: Addressing the unique challenges of placing skilled workers in remote and regional areas</div></div></div> | <div><div><input type="checkbox"/></div></div>                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                     |                                                                                                                                                                                                                                                                                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                     | 30 March 2024            | <div><div>a. Focus: Addressing the unique challenges of placing skilled workers in remote and regional areas</div></div>                                                                                                                                                                                                                                                                                                              | <div><div><input type="checkbox"/></div></div>                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                     |                                                                                                                                                                                                                                                                                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                     | 30 June 2025 (ongoing)   | <div><div>5. Developing Partnerships and Joint Services arrangements between providers to streamline service delivery</div></div>                                                                                                                                                                                                                                                                                                     | <div><div><input type="checkbox"/></div></div>                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                     |                                                                                                                                                                                                                                                                                       |
| Mount Isa faces significant challenges in attracting new residents and skilled workers due to limited awareness of the region's diverse career opportunities, lifestyle benefits, and cultural richness. The                                                                                                                                                                                                                                                                                                                                     | <div><div><input checked="" type="checkbox"/> Workforce participation</div><div><input checked="" type="checkbox"/> Local solutions</div><div><input checked="" type="checkbox"/> School-to-work transition</div><div><input checked="" type="checkbox"/> Workforce attraction and retention</div><div><input checked="" type="checkbox"/> Skilling Qlders now</div></div>          | 31 October 2024          | <div><div>1. <b>Establish Experience &amp; Excellence Group</b><div>a. Partner with local government, retail, hospitality and service industries for hands-on training, focusing on customer service and operational excellence.</div><div>b. Hold regular meetings to progress initiative.</div></div></div>                                                                                                                         | <div><div><input checked="" type="checkbox"/></div></div>                                               | <div><div>1. <b>Increased Workforce Participation:</b> Attraction of skilled workers and families, increasing workforce participation across sectors like health, education, retail and tourism.</div><div>2. <b>Enhanced Economic Growth:</b> By bringing in new talent and filling skill gaps, the local economy will experience sustainable growth and diversification.</div><div>3. <b>Improved Brand Perception:</b> Mount Isa will be recognised as a thriving region for career growth, community involvement, and quality of life.</div><div>4. <b>Greater Regional Retention:</b> Residents will feel more connected to the community through career</div></div> | <div><div>1. <b>Career Growth and Job Placements:</b> Increased number of professionals employed across key sectors, contributing to regional development.</div><div>2. <b>Community and Workforce Integration:</b> Stronger bonds between newcomers and the community, fostering a welcoming and supportive work environment.</div><div>3. <b>Sustained Economic Development:</b> Increased population growth, leading to more housing, services, and business</div></div>                                                      | <div><div><input checked="" type="checkbox"/> Long Term</div></div> | <div><div><b>Discover Mount Isa: Your Next Opportunity</b></div><div>By implementing the "Discover Mount Isa: Your Next Opportunity" initiative we aim to create a compelling narrative that showcases the diverse career opportunities, lifestyle benefits, and cultural</div></div> |

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| region's image is often stereotyped as solely focused on mining, and its unique work-life balance and cultural experiences are under-promoted. This lack of visibility hampers economic growth, community development, and the ability to fill critical job vacancies across sectors like healthcare, retail, education, tourism and service industries. Without a compelling narrative and targeted marketing, Mount Isa struggles to compete with other regions in drawing talent and investment. | and into the future                                                                                                                                                |                            | <b>2. Run Two Co-Design Workshops</b>                                                                                                         |   | progression, enhanced living conditions and cultural integration, leading to long-term retention.                                                                                                                                                                                                                                                                 | opportunities, driving the regional economy forward.                                                                                                                                                                                                                                                                                                                                     | appeal of Mount Isa. This will attract new residents, stimulate career growth, and drive economic development in the region. |                                                                                                                                                                                                                                                                                                                                                              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                    | 30 November 2024 & ongoing | a. Host workshops with stakeholders to design the initiative and create a detailed project proposal, ensuring alignment with community needs. | ☒ |                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                    | 30 April 2025              | <b>5. Support MICCs Marketing Campaign</b>                                                                                                    |   |                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                    |                            |                                                                                                                                               |   |                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                    | 31 March 2025              | <b>6. Create a Career Pathway Information Hub</b>                                                                                             |   |                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                              |
| Ex-offenders face limited access to employment, training, and support services, which hinders successful reintegration into the community. This challenge aligns with Closing the Gap initiatives, requiring comprehensive solutions to provide job opportunities, training, and tailored support to reduce re-offending and enhance                                                                                                                                                                | ☒ Workforce participation<br>☒ Local solutions<br>☐ School-to-work transition<br>☐ Workforce attraction and retention<br>☐ Skilling Qlders now and into the future | 31 December 2024           | <b>1. Establish Aboriginal Empowerment Working Group</b>                                                                                      | ☒ | <b>Reduced Re-Offending:</b> Comprehensive support and training for ex-offenders will contribute to smoother transitions back into the community, lowering re-offending rates.<br><br><b>Smoother Employment Transitions:</b> The program will facilitate easier access to job opportunities, helping ex-offenders integrate into the workforce more effectively. | <b>1. Increased Workforce Participation:</b> Ex-offenders will gain the skills and support needed to secure employment, leading to higher workforce participation.<br><br><b>2. Enhanced Community Reintegration:</b> Successful transitions to employment and continuous support will help ex-offenders become contributing members of society, improving social and economic outcomes. | ☒ Long term                                                                                                                  | <b>First Nations Initiatives - Initiative 1: Second Chance Integration</b><br><br>The aim is to improve second chance opportunities securing employment with local industries or by enrolling in education or training to develop skills. These efforts will enhance economic participation and support the long-term development of Indigenous communities. |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                    | 30 November 2024 & ongoing | <b>2. Run two co-design workshops to design initiative and develop project proposal</b>                                                       | ☒ |                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                    |                            | a. 20240925_ Aboriginal Empowerment Working Group                                                                                             | ☒ |                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                    |                            | b. 20241127_ Aboriginal Empowerment Working Group                                                                                             | ☒ |                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                    | 30 November 2024           | <b>3. Research existing and new programs like Community Re-Entry Services Team (CREST), Reconnection, Employment and</b>                      | ☒ |                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                              |

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| community cohesion.                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                        |                                                                       | Learning (REAL) Program, Time to Work (TIME) if currently funded or operated by who                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                        | 31 May 2024                                                           | 4. Develop business case and advocate for program delivery in Mount Isa & Camooweal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <input type="checkbox"/>                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                        | 30 June 2025                                                          | 5. Identify and Engage Local Industry Leaders and Develop Workforce Partnership an Employer Second Chance Employer Program                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <input type="checkbox"/>                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                        |                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                      | <div>1. <b>Economic and Social Stability:</b> Second-chance employment provides individuals with criminal records a path to financial independence, reducing reliance on social services and ensuring stable income.</div> <div>2. <b>Strengthened Workforce and Employer Benefits:</b> Local businesses gain access to a dedicated, diverse workforce, addressing labour shortages and reducing turnover.</div> <div>3. <b>Broader Community and Cultural Change:</b> The program fosters social responsibility and inclusion, shifting public perceptions of individuals with criminal records and encouraging more businesses to participate in second-chance hiring.</div> | <div>1. <b>Increased Economic Stability for Families and Communities:</b> Second-chance employment leads to improved financial independence for individuals, reducing dependency on social services and boosting local economic growth through increased consumer spending.</div> <div>2. <b>Broader Community and Cultural Change:</b> The program fosters a shift in public perception, encouraging businesses to adopt second-chance hiring practices and reducing stigma around hiring individuals with criminal records.</div> <div>3. <b>Strengthened Workforce and Employer Benefits:</b> Local businesses experience improved employee retention, enhanced productivity, and stronger company reputations, contributing to a more loyal and motivated workforce.</div> <div><input checked="" type="checkbox"/> Long term</div> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <div>Enhancing Access to Identification and Improving Birth Registrations</div> <div>Aboriginal and Torres Strait Islander people face significant challenges in accessing identification, impacting their ability to enrol in education, secure employment, and access essential services. In Mount Isa, these issues are compounded by limited access to identification and licensing services, which restricts participation in opportunities</div> | <div><input checked="" type="checkbox"/> Workforce participation</div> <div><input checked="" type="checkbox"/> Local solutions</div> <div><input type="checkbox"/> School-to-work transition</div> <div><input type="checkbox"/> Workforce attraction and retention</div> <div><input type="checkbox"/> Skilling Qlders now and into the future</div> | <div>31 November 2024</div> <div>30 November 2024 &amp; ongoing</div> | <div>1. Research and engage with health and social assistance providers if there has been a previous or new interest in outreach service/liaison officer to support maternity patients complete birth registrations</div> <div>2. Research &amp; Advocate for the National Aboriginal Birth Certificate Programs delivery in Mount Isa</div> <div>3. Run two co-design workshops to design initiative and develop project proposal</div> <div><div>a. 20240925_ Aboriginal Empowerment Working Group</div><div>b. 20241127_ Aboriginal Empowerment Working Group</div></div> | <div><input checked="" type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input checked="" type="checkbox"/></div> <div><input checked="" type="checkbox"/></div> | <div>1. <b>Easier Access to Education, Training, and Employment:</b> Simplified access to identification will enable individuals to enrol in education and training programs, leading to better employment opportunities.</div> <div>2. <b>All Births Registered:</b> Ensuring timely birth registrations will remove barriers to accessing services and opportunities throughout life.</div> <div>3. <b>Increased Economic Participation:</b> Empower individuals with improved access to identification, leading to greater economic involvement.</div>                                                                                                                      | <div>1. <b>Increased Workforce Participation:</b> With easier access to identification, more individuals will participate in the workforce, boosting local employment and economic development.</div> <div>2. <b>Higher Birth Registration and Identification Rates:</b> Streamlined processes will result in more timely birth registrations and improved access to identification, ensuring greater access to essential services.</div> <div><input checked="" type="checkbox"/> Long term</div>                                                                                                                                                                                                                                                                                                                                      | <div>First Nations Initiatives - Initiative 2: Enhancing Access to Identification and Improving Birth Registrations</div> <div>The aim is to remove barriers to accessing identification and ensure all births are registered within required timeframes. This will enable Aboriginal and Torres Strait Islander people to access education, training, employment, and essential services, ultimately increasing workforce participation and supporting long-term economic and social development</div> |

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| critical to economic and social inclusion. Delays or gaps in birth registrations further exacerbate these barriers, creating lifelong obstacles that affect access to programs like the Indigenous Driver Licensing Program and Blue Card Services. Addressing these challenges is essential to supporting economic participation and ensuring equitable access to opportunities for First Nations community members. | <input type="checkbox"/> Workforce participation<br><input type="checkbox"/> Local solutions<br><input checked="" type="checkbox"/> School-to-work transition<br><input checked="" type="checkbox"/> Workforce attraction and retention<br><input checked="" type="checkbox"/> Skilling Qlders now and into the future | 3-5 December 2024 & 22-24 July 2025 | 4. The RJC will support the <b>Muster ID</b> event, delivered by the Department of Justice, First Nations Justice Office. The Muster will provide First Nations community members with the opportunity to obtain identification, access general licensing assistance, and engage with support services from organisations such as the Registry of Birth, Deaths and Marriages, the Queensland Revenue Office, and the Department of Transport and Main Roads. This initiative aims to improve community access to essential services, thereby reducing barriers to workforce participation and social inclusion.<br><br>a. Muster ID delivered by Department of Justice (DoJ) | <input checked="" type="checkbox"/>                                        | 1. <b>Increased Access to Essential Identification and Licensing Services:</b> Providing First Nations community members with access to critical identification and licensing services will enable them to meet the necessary requirements for employment, education, and participation in social services.<br><br>2. <b>Greater Empowerment for Employment and Education Engagement:</b> Access to identification and licensing will empower individuals to engage more fully in the workforce and educational opportunities, reducing barriers to economic and social inclusion.<br><br>3. <b>Improved Participation in Licensing Programs:</b> The event will support greater involvement in licensing programs, helping individuals meet legal requirements and access essential services. | 1. <b>Higher Rates of Identification and Driver Licensing:</b> Increased registration of identification and issuance of driver licenses among First Nations community members will enhance their ability to access services and opportunities.<br><br>2. <b>Enhanced Access to Employment and Education Opportunities:</b> With proper identification, individuals will gain improved access to jobs, training programs, and educational opportunities, contributing to their personal and professional growth.<br><br>3. <b>Greater Awareness of Support Services:</b> The Muster will increase community awareness of services available to First Nations individuals, including licensing programs, helping to reduce barriers to participation in essential social and economic programs. | <input checked="" type="checkbox"/> Short term<br><input type="checkbox"/> Medium term<br><input type="checkbox"/> Long term | <b>Support the Muster ID</b><br><br>The Muster will provide First Nations community members with the opportunity to obtain identification, access general licensing assistance, and engage with support services from organisations such as the Registry of Birth, Deaths and Marriages, the Queensland Revenue Office, and the Department of Transport and Main Roads. This initiative aims to improve community access to essential services, thereby reducing barriers to workforce participation and social inclusion. |
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| Limited access to early childhood education and training for First Nations communities hinders efforts to close the gap in educational outcomes. This challenge affects both workforce development in early childhood education and opportunities for young First Nations children to benefit from quality early learning programs, which are critical for long-term success                                          | <input checked="" type="checkbox"/> Workforce participation<br><input checked="" type="checkbox"/> Local solutions<br><input type="checkbox"/> School-to-work transition<br><input type="checkbox"/> Workforce attraction and retention<br><input checked="" type="checkbox"/> Skilling Qlders now and into the future | 31 December 2024                    | 1. Establish Aboriginal Empowerment Working Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <input checked="" type="checkbox"/>                                        | 1. <b>Improved Early Childhood Outcomes and Workforce Development:</b> Enhanced access to early childhood education will lead to better preparedness for school and future employment in early childhood education roles.<br><br>2. <b>Thriving Children:</b> First Nations children will experience improved social, cognitive, and emotional development, setting them up for long-term success.                                                                                                                                                                                                                                                                                                                                                                                             | 1. <b>Educational Readiness:</b> Children will be better equipped to succeed in primary education, improving their future educational and employment opportunities.<br><br>2. <b>Strengthened Early Years Workforce:</b> Increased access to training will bolster the early childhood workforce, ensuring more qualified professionals to support early childhood education.                                                                                                                                                                                                                                                                                                                                                                                                                 | <input checked="" type="checkbox"/> Short term                                                                               | <b>First Nations Initiatives - Initiative 3: Strengthening Early Education and Workforce Development</b><br><br>The initiative aims to improve access to early childhood education and workforce training for First Nations communities, enhancing educational readiness and supporting the development of a thriving early years workforce to ensure better outcomes for children and their future success.                                                                                                               |
|                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                        | 30 November 2024 & ongoing          | 2. Run two co-design workshops to design initiative and develop project proposal<br><br>a. 20240925_ Aboriginal Empowerment Working Group<br><br>b. 20241127_ Aboriginal Empowerment Working Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <input checked="" type="checkbox"/><br><input checked="" type="checkbox"/> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                        | 31 December 2024                    | 3. Research Early Years training options & Funding options                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <input checked="" type="checkbox"/>                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                        | 30 March 2025                       | 4. Organise Early Years Event to build interest and partnerships with Early Years Network                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <input type="checkbox"/>                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                        | 30 June 2025 (ongoing)              | 5. Build local Indigenous capacity, workforce training for Early Educators                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <input type="checkbox"/>                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Camooweal faces limited employment and tourism options.                                                                                                                                                                                                                                                                                                                                                               | <input checked="" type="checkbox"/> Workforce participation                                                                                                                                                                                                                                                            | 31 October 2024                     | 1. Establish Camooweal Working Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <input checked="" type="checkbox"/>                                        | 1. <b>Increased Training and Job Opportunities:</b> Developing the airstrip into a functional airport will generate new training and employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1. <b>Skilled Workforce Development:</b> Increased training will lead to a more skilled local workforce, improving                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <input checked="" type="checkbox"/> Long term                                                                                | <b>Camooweal Community Development - Initiative 1:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

|                                                                                                                                                                                                        |                                                                             |                            |                                                                                                                                                                                                                                                         |                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| Developing the airstrip into a fully functional airport could significantly boost tourism and create new job opportunities.                                                                            | <input checked="" type="checkbox"/> Local solutions                         | 30 November 2024 & ongoing | 2. Run two co-design workshops to design initiative and develop project proposal                                                                                                                                                                        | <input checked="" type="checkbox"/> | opportunities in aviation, tourism and related industries.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | employability and local business capacity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>Infrastructure and Tourism Development/ Strengthening</b><br><br>Developing the Camooweal Initiative aims to foster community growth in Camooweal through targeted initiatives focusing on infrastructure and tourism development, natural skills enhancement, and youth empowerment, ultimately creating a sustainable and engaged community.                                                                                                                                                                                                               |
|                                                                                                                                                                                                        | <input type="checkbox"/> School-to-work transition                          |                            | a. 20241107_Camooweal Working Group<br>b. 20241205_Camooweal Working Group                                                                                                                                                                              | <input checked="" type="checkbox"/> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                                                                                                                                                                                        | <input type="checkbox"/> Workforce attraction and retention                 | 30 November 2024           | 3. Research airport ownership and maintenance responsibilities & access airports aerodrome safety and emergency planning, facilities and operations                                                                                                     | <input checked="" type="checkbox"/> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                                                                                                                                                                                        | <input checked="" type="checkbox"/> Skilling Qlders now and into the future | 30 March 2024              | 4. Access funding & training programs to develop relevant skills and certifications to maintain airports grounds, manage hazards and install or restore fencing, shades)                                                                                | <input type="checkbox"/>            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Camooweal faces low community skills and involvement, requiring initiatives to enhance natural skills development and encourage greater community participation for sustainable growth and empowerment | <input checked="" type="checkbox"/> Workforce participation                 | 31 December 2024           | 1. Establish Camooweal Working Group                                                                                                                                                                                                                    | <input checked="" type="checkbox"/> | <b>1. Improved Community Skills:</b> By enhancing natural skills development, community members will gain valuable competencies, leading to increased individual and collective capacity.<br><b>2. Greater Community Participation:</b> Initiatives will foster a stronger sense of ownership and involvement in local activities, boosting community engagement and cohesion.<br><b>3. Sustainable Growth and Empowerment:</b> The focus on skill-building and participation will drive long-term sustainability, enabling empowered individuals to contribute to economic and social development.<br><b>4. Improved workforce readiness:</b> Enhanced employment opportunities in the building and construction sectors. | <b>1. Increased Local Skills Utilisation:</b> Community members will actively apply newly developed skills in local projects and industries, contributing to overall economic growth.<br><b>2. Higher Levels of Community Involvement:</b> More residents will participate in local initiatives, events, and decision-making processes, strengthening civic pride and engagement.<br><b>3. Empowerment through Sustainable Initiatives:</b> These initiatives will create a foundation for continuous personal and community growth, supporting a cycle of empowerment and long-term development in Camooweal.<br><b>4. Increased job placement rates:</b> A more skilled, qualified workforce within the industry. | <input type="checkbox"/> Short term<br><input checked="" type="checkbox"/> Medium term<br><input type="checkbox"/> Long term<br><br><b>Camooweal Community Development - Initiative 2: Natural Skills Development and Community Participation</b><br><br>Developing the Camooweal Initiative aims to enhance natural skills development and increase community involvement in Camooweal. implementing targeted initiatives will empower residents, foster local talent, and encourage active participation in community-driven projects for sustainable growth. |
|                                                                                                                                                                                                        | <input checked="" type="checkbox"/> Local solutions                         | 30 November 2024 & ongoing | 2. Run two co-design workshops to design initiative and develop project proposal - <b>Camooweal Skills for Life</b><br>a. 20241107_Camooweal Working Group<br>b. 20241205_Camooweal Working Group                                                       | <input checked="" type="checkbox"/> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                                                                                                                                                                                        | <input type="checkbox"/> School-to-work transition                          | 31 December 2024           | 3. Research community training programs that empower participation and independency like the Indigenous Housing Repairs and Maintenance program (QLD TAFE) & confirm participants numbers and delivery. Advocate for funding and delivery in Camooweal. | <input checked="" type="checkbox"/> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                                                                                                                                                                                        | <input type="checkbox"/> Workforce attraction and retention                 | 30 April 2025              | 4. Deliver building and construction skills training                                                                                                                                                                                                    | <input type="checkbox"/>            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Camooweal lacks youth infrastructure and activities, leading to limited opportunities for young people. This gap impacts youth wellbeing and community cohesion, necessitating the creation of a safe  | <input checked="" type="checkbox"/> Workforce participation                 | 31 October 2024            | 1. Establish Camooweal Working Group                                                                                                                                                                                                                    | <input checked="" type="checkbox"/> | <b>1. Improved Youth Wellbeing:</b> The creation of a safe space will enhance the mental, emotional, and physical health of young people by providing access to activities, mentorship and support.<br><b>2. Strengthened Community Cohesion:</b> This initiative will bring the community together, fostering collaboration and shared responsibility for youth development and well-being.                                                                                                                                                                                                                                                                                                                               | <b>1. Increased Youth Engagement and Empowerment:</b> More young people will actively participate in community programs, skill-building activities, and leadership roles, leading to greater personal growth and empowerment.<br><b>2. Enhanced Infrastructure for Youth:</b> Establishing a safe space will provide essential facilities for youth activities,                                                                                                                                                                                                                                                                                                                                                     | <input type="checkbox"/> Short term<br><input type="checkbox"/> Medium term<br><input checked="" type="checkbox"/> Long term<br><br><b>Camooweal Community Development - Initiative 3: Camooweal Youth Empowerment: Safe Space and Development Initiative</b><br><br>This initiative aims to improve youth                                                                                                                                                                                                                                                      |
|                                                                                                                                                                                                        | <input checked="" type="checkbox"/> Local solutions                         | 30 November 2024 & ongoing | 2. Run two o-design workshops to design initiative and develop project proposal                                                                                                                                                                         | <input checked="" type="checkbox"/> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                                                                                                                                                                                        | <input type="checkbox"/> School-to-work transition                          |                            | a. 20241107_Camooweal Working Group<br>b. 20241205_Camooweal Working Group                                                                                                                                                                              | <input checked="" type="checkbox"/> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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|-------------------------------------------------|---------------------------------------------------------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| space or centre to engage and support the youth | Workforce attraction and retention<br>☑ Skilling Qlders now and into the future | 31 December 2024 | 3. Research existing infrastructure and partners/resources to create safe environments for young people to engage, thrive and upskill. | <input type="checkbox"/> | supporting both empowerment and development.<br><br>3. <b>Long-Term Economic and Social Benefits:</b> Empowered youth will help address social issues and contribute to long-term economic development through skills enhancement and active community involvement. | wellbeing and community cohesion by providing a dedicated safe space or centre for young people, addressing the current lack of infrastructure and activities available to youth in Camooweal. |
|                                                 |                                                                                 | 30 June 2025     | 4. Youth Development and Safe Space for youth engagement, providing opportunities for skill development and social activities.         | <input type="checkbox"/> |                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                |