

Regional Jobs Committee 2025-27 program – Annual Action Plan

Mount Isa Regional Jobs Committee

Annual Action Plan (updated 19.05.2026)

Purpose			
This Annual Action Plan outlines local solutions being implemented by the Mount Isa Regional Jobs Committee (RJC). The Mount Isa RJC develop and deliver unique local solutions to local skilling and workforce challenges. Whilst delivering the RJC Annual Action Plan the RJC must remain agile and responsive to economic fluctuations and government responses throughout the time period. Progress against RJC Annual Action Plan activities and initiatives is updated quarterly and/or in response to meetings of the Mount Isa RJC.			
Project Manager:	Natasha Storey	Action Plan start date:	1 October 2025
Enquiries (email):	rjcinfo@mountisa.qld.gov.au	Action Plan end date:	30 September 2027
LGA's impacted	Mount Isa Local Government Area (LGA) (including Camooweal)		

Initiatives

Initiative 1: Our Region Our Futures Workforce & Pathways Initiative

Implemented by (date)	30 September 2027
Priority	☒ Short term ☒ Medium term ☐ Long term
Challenge/s identified	• Mount Isa and the North West continue to experience workforce shortages, skills gaps and challenges attracting and retaining workers across multiple industries. • Young people, jobseekers and community members often have limited exposure to local industries, regional jobs, training opportunities and career pathways. • Students and jobseekers from surrounding communities including Camooweal, Doomadgee, Cloncurry and Normanton can face barriers accessing workforce information, employers and training providers. • Limited opportunities exist for coordinated regional industry engagement that connects employers, training providers, schools and communities in one location. • There is an ongoing need to strengthen community awareness of economic participation opportunities, regional workforce pathways and local employment initiatives across the North West.
Solutions focus area/s	• Strengthen workforce attraction, participation and career visibility across the North West region.

	• Improve exposure to local jobs, industries, training and employment pathways for students, jobseekers and community members. • Support school-to-work transitions through industry engagement, workforce exposure and pathway activities. • Strengthen partnerships between industry, training providers, schools, government and community organisations. • Promote regional workforce opportunities, economic participation and place-based workforce solutions through coordinated events and community engagement activities.
RJC solutions	
Activities	Status
1. Deliver the Annual Our Region, Our Futures – RJC Jobs Expo a. Deliver the region’s flagship workforce, careers and industry event showcasing local jobs, career pathways, training opportunities and emerging industries across North West Queensland. Promote all industry sectors while strongly focusing on exposing students, jobseekers and community members to real regional employment opportunities, local employers, training providers and workforce pathways. Engage senior and junior campus students in Mount Isa and support participation from surrounding communities including Camooweal, Doomadgee, Cloncurry and Normanton through coordinated school, community and jobseeker engagement activities that strengthen workforce participation, career visibility and school-to-work transitions	18.08.2026 ☐ 2027 TBC ☐
2. Support Regional Workforce Promotion & Community Engagement Activities a. Participate in and support regional events, expos, school engagement activities and community initiatives to strengthen community awareness of local jobs, workforce pathways, training opportunities, economic participation and regional career opportunities across the North West. Use community events as an important platform to engage directly with students, jobseekers, families and community members while promoting RJC initiatives, regional industries and place-based workforce solutions. Key engagement activities include School engagement activities • Community expos and regional events • Workforce and careers promotion activities across the North West • Mount Isa City Councils 1. Sign On Expo (31.01.2026 & 2027 TBC) 2. Connect North West (07.05.2026 & 2027 TBC)	☐ 2026 ☒ 2027 ☐ 2026 ☒ 2027 ☐
2. Ngukuthati Children & Family Centre Let’s Get Enrolled Expo (15.01.2026 & 2027 TBC)	2026 ☒ 2027 ☐
• Department of Education Under 8s Day (22.05.2026 & 2027 TBC)	2026 ☒ 2027 ☐
3. Mount Isa Community NAIDOC Week activities (10.05.2026 & 2027 TBC)	2026 ☒ 2027 ☐
4. Mithangkaya Nguli YPA Indigenous Corporation North West & Gulf First Nation Summit, Health & Community Services Expo (26-29.08.2026 & 2027 TBC)	2026 ☐ 2027 ☐
3. Support the Muster ID/Yarn Up Initiative a. Support Department of Justice First Nations Justice Office and Department of Women, Aboriginal and Torres Strait Islander Partnerships, and Multiculturalism to support delivery of the Muster ID Initiative, maximise community participation and strengthen awareness of identification, licensing and workforce participation pathways. Align Muster ID activities with broader education, training, licensing and employment opportunities across the region.	11-13.08.2026 ☐ 2027 ☐
Anticipated impact/s	• Increased awareness of local jobs, industries, training opportunities and workforce pathways across North West Queensland.

	- Improved engagement between employers, training providers, schools, jobseekers and community members. - Greater visibility of regional career pathways supporting workforce participation, youth engagement and long-term employment outcomes. - Improved regional collaboration and industry engagement supporting coordinated workforce development activities. - Stronger promotion of RJC initiatives, economic participation opportunities and place-based workforce solutions across community settings.
Anticipated outcome/s	Improved Workforce Participation & Career Visibility More students, jobseekers and community members connected to local employers, industries, training providers and workforce opportunities. Stronger School-to-Work Transitions Improved exposure to career pathways, industries and employment opportunities supporting informed education, training and career decisions. Enhanced Regional Workforce Connections Stronger partnerships between industry, education, government and community organisations supporting coordinated workforce development and attraction outcomes. Improved Regional Engagement & Economic Participation Greater community awareness of workforce opportunities, support services, RJC initiatives and pathways that support long-term economic participation across the North West.

Initiative 2: Strong Data, Strong Decisions

Implemented by (date)	30 September 2026
Priority	☐ Short term ☐ Medium term ☒ Long term
Challenge/s identified	- Workforce and training initiatives are not consistently aligned to regional workforce demand, employer needs or community priorities. - Limited capability exists across organisations in program design, co-design, monitoring, evaluation and adaptation, impacting long-term workforce and community outcomes. - Regional workforce and community data is fragmented and underutilised, limiting evidence-based planning, investment readiness and coordinated responses to workforce challenges. - There is limited understanding of workforce participation barriers, recruitment challenges and jobseeker experiences across Mount Isa, Camooweal and Outer North West communities. - Community members, new residents and service providers can experience difficulties navigating local services, supports and workforce pathways due to disconnected information systems. - Workforce turnover and changing service environments reduce continuity, collaboration and shared learning across sectors and agencies.
Solutions focus area/s	- Strengthen place-based workforce planning through evidence-informed, community-led and industry-responsive approaches. - Improve regional capability in program design, monitoring, evaluation and adaptation (MEA) to support stronger workforce and community outcomes. - Embed co-design approaches with industry, First Nations communities, training providers, government and community stakeholders.

	• Build regional data literacy capability to improve planning, reporting, investment readiness and continuous improvement. • Strengthen regional workforce intelligence, service coordination and community navigation through collaborative data, engagement and information-sharing activities.
RJC solutions	
Activities	Status
1. Deliver the Strong Skilling, Strong Futures Learning & Support Plan a. Invest and partner with Eula Rohan Consulting to deliver capability-building activities focused on program design, co-design, monitoring, evaluation and adaptation (MEA) and evidence-based workforce planning. Finalise program logic, theory of change and supporting evidence aligned to regional workforce priorities.	☐
2. Apply Strong Skilling, Strong Futures Approaches to Workforce & Community Initiatives a. Use capability-building, co-design and program design approaches developed through the Strong Skilling, Strong Futures Learning & Support Plan to support workforce and community initiatives across the region. Partner with North West Queensland Indigenous Catholic Community Services (NWQICCS) to co-develop the First Nations: Second Chance initiative and deliver targeted workforce participation and community capability-building activities.	☐
3. Co-Develop a Regional Community Service Directory & Community Navigation Platform a. Partner with the 54 Reason - Local Level Alliance (LLA), Department of Families, Seniors, Disability Services and Child Safety – Domestic Violence Action Group (DVAG), Department of Education - Mount Isa Education Precinct and Mount Isa City Council to co-design a user-friendly regional community service directory and navigation platform that improves access to local services, workforce supports, training opportunities, cultural activities, family resources and community programs.	☒
4. Deliver the Jobseeker Participation & Recruitment Insights Project a. Invest and partner with Ronan Analytics to deliver the Jobseeker Participation & Recruitment Insights Project to strengthen regional workforce intelligence and better understand workforce participation barriers, recruitment challenges, aspirations and jobseeker experiences across Mount Isa, Camooweal and Outer North West communities. Use findings to support evidence-based workforce planning, targeted workforce participation strategies and future place-based workforce initiatives.	☐
Anticipated impact/s	• More coordinated, industry-aligned and community-informed workforce initiatives responsive to regional workforce and community needs. • Improved regional capability in program design, monitoring, evaluation, adaptation and evidence-based decision making. • Stronger regional workforce intelligence supporting targeted workforce participation strategies and investment readiness. • Improved service coordination, community navigation and access to local services, supports and workforce opportunities. • Increased opportunities for workforce participation, upskilling and community capability-building across the North West region.
Anticipated outcome/s	• Improved Workforce & Training Outcomes Locally informed and co-designed workforce initiatives resulting in stronger engagement, improved job readiness and more effective transitions into employment. • Stronger Regional Workforce Intelligence Enhanced understanding of workforce demand, recruitment barriers and jobseeker participation to support evidence-based planning and investment attraction.

	• Improved Service Coordination & Community Navigation A more connected regional service system with improved referral pathways, clearer information-sharing and stronger community access to services and supports. • Stronger Regional Collaboration Increased collaboration between industry, government, education, First Nations organisations and community stakeholders to support coordinated place-based workforce solutions. • A Future-Ready Regional Workforce System A more adaptive, collaborative and evidence-informed regional workforce ecosystem capable of responding to industry change, emerging opportunities and evolving community needs.
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Initiative 3: Building the Racing Industry

Implemented by (date)	30 September 2025	
Priority	☐ Short term ☐ Medium term ☒ Long term	
Challenge/s identified	• Mount Isa and the broader North West Queensland region are critical to the sustainability of country racing in Queensland; however, acute workforce shortages—particularly jockeys and stable staff—have created a reliance on FIFO workers from South East Queensland, which is not sustainable. • Persistent youth unemployment and limited access to meaningful local training pathways highlight the need for industry-aligned, community-owned employment opportunities. • A lack of structured, culturally safe pathways for First Nations participants limits equitable access to racing careers and long-term workforce development in the region.	
Solutions focus area/s	This initiative will establish a locally led and community-backed pathway into the racing industry through a partnership between Racing Queensland (RQ), its RTO, and the Mount Isa RJC. The focus is on building awareness, capability and confidence by delivering practical immersion activities, culturally respectful engagement, and supported access to nationally recognised training. By co-designing the delivery model with local stakeholders and First Nations communities, the initiative aims to grow a sustainable local workforce, create new employment pathways, and reduce reliance on FIFO labour for country racing operations.	
RJC solutions		
Activities		Status
1. Co-Design Delivery Model with Racing Queensland: Finalise training partners, facilities, project plan, and communications strategy.		☐
2. Secure Funding and In-Kind Support: Leverage partnerships to resource travel, workshop delivery, mentoring and community engagement activities.		☒

3. Launch Immersion & Workshop Series: Deliver hands-on experiences introducing participants to racing industry roles and career pathways.		☐
4. Deliver Accredited Training: Implement the RQ Certificate II in Racing Industry qualification for participants committed to entering the industry.		
Anticipated impact/s	- Increased engagement of local participants—including young people and First Nations community members—through immersion activities and accredited training. - Strengthened partnerships between Racing Queensland, RJC, local services and community groups. - Improved retention, completion and job placement rates for participants transitioning into racing careers. - Growth in locally filled racing workforce roles, reducing dependency on FIFO staffing.	
Anticipated outcome/s	- A sustainable, locally grown workforce supporting the long-term viability of country racing in the North West. - Expanded First Nations participation in racing careers, supported through culturally safe engagement and training pathways. - Increased youth employment, visibility of local careers, and community pride in Mount Isa's racing identity. - Enhanced regional collaboration across industry, education and community sectors, embedding long-term workforce development capacity.	

Initiative 4: Getting Project Ready – Business Capability & Supplier Readiness

Implemented by (date)	30 September 2027
Priority	☐ Short term ☐ Medium term ☒ Long term
Challenge/s identified	- Many Mount Isa and North West businesses face barriers participating in major projects, procurement opportunities and regional supply chains due to limited tender readiness, compliance systems and business capability. - Local businesses can experience challenges understanding procurement pathways, prequalification requirements, supplier panels and government contracting processes. - Tourism, hospitality and emerging industries continue to experience workforce shortages, limited business support and reduced visibility of local training and employment pathways. - There is limited coordination between industry, government, training providers and business support organisations to deliver place-based capability-building and supplier development activities. - First Nations businesses and local suppliers require stronger networking opportunities, industry engagement and visibility of upcoming projects, procurement pipelines and regional investment opportunities.
Solutions focus area/s	- Strengthen business capability, tender readiness and participation in regional procurement and supply chain opportunities. - Support local businesses to build systems, compliance capability and workforce planning practices aligned to industry and government expectations. - Strengthen First Nations business participation, supplier visibility and engagement in regional economic opportunities.

	- Improve collaboration between government, industry, training providers and business support organisations to support regional economic diversification and workforce outcomes. - Increase awareness of local supplier capability, procurement opportunities and regional project pipelines across the North West.
RJC solutions	
Activities	Status
1. Co-Develop the Regional Business Capability Survey Co-develop a regional Business Capability Survey with industry, business support organisations and regional stakeholders to identify business capability gaps, workforce challenges, procurement barriers and regional business support needs to inform future capability-building, supplier readiness and economic development activities across the North West.	☐
2. Deliver the Getting Project Ready – Business Capability & Supplier Development Program Partner with Department of State Development and Infrastructure (DSDI), Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism, TAFE Queensland, Outback at Isa, Industry Capability Network (ICN), Commerce North West, Many Rivers, Indigenous Business Australia (IBA), Marlanda, local businesses and Mount Isa City Council (MICC) to deliver coordinated business capability-building activities focused on tender readiness, procurement pathways, supplier capability, WHS, sustainability, quality systems, workforce planning and business development. Use insights gathered through the Regional Business Capability Survey to inform and tailor capability-building activities aligned to identified business and workforce needs across the region.	☐
3. Co-Develop and the Inter-Agency Collaboration Tool Co-develop and maintain an Inter-Agency Collaboration Tool with industry, government and regional stakeholders to strengthen collaboration, improve referral pathways and support the sharing of regional business, workforce and procurement opportunities in one coordinated place.	☐
4. Deliver Meet-the-Supplier, Industry Engagement & Business Connections Activities Deliver Meet-the-Supplier events, Indigenous Business Month activities, tourism and hospitality capability events, business networking forums and industry engagement activities connecting buyers, suppliers, contractors, tourism operators, training providers and local businesses. Strengthen visibility and opportunities for First Nations businesses while supporting regional supply chain participation, partnerships and procurement opportunities across the North West.	☐
Anticipated impact/s	- Improved business capability, tender readiness and participation in procurement and regional supply chain opportunities. - Increased visibility of local businesses, suppliers and First Nations enterprises across regional projects and industry networks. - Improved tourism, hospitality and business workforce capability through stronger industry engagement and training pathways. - Enhanced collaboration between industry, government, training providers and business support organisations supporting coordinated economic development outcomes. - Stronger regional business confidence, investment readiness and local economic participation.
Anticipated outcome/s	Improved Local Business Participation More Mount Isa and North West businesses participating in procurement opportunities, supplier networks and major regional projects. Stronger Business Capability & Tender Readiness Improved compliance systems, workforce planning capability and understanding of procurement pathways supporting long-term business growth.

	• Enhanced Industry & Supplier Connections Stronger relationships between buyers, suppliers, contractors, tourism operators and support organisations supporting regional economic diversification and collaboration. • Improved Regional Collaboration More coordinated business support, referral pathways and capability-building activities across industry, government and community organisations. • A Stronger Regional Economy Greater local participation in regional investment opportunities supporting workforce growth, economic resilience and long-term community benefit.
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Initiative 5: North West Industry Ready Program

Implemented by (date)	30 September 2026	
Priority	☐ Short term ☐ Medium term ☒ Long term	
Challenge/s identified	• Mount Isa and the North West continue to experience workforce shortages, skills gaps and recruitment challenges across multiple industries including mining, construction, energy, rail, tourism, hospitality and infrastructure. • Many local jobseekers, young people and career changers lack the baseline employability, safety awareness and workforce readiness skills required to transition into employment across regional industries. • Employers report inconsistent induction standards, limited exposure to workplace expectations and reduced access to practical, industry-aligned workforce preparation activities. • Emerging regional projects and economic growth opportunities are increasing demand for skilled, job-ready workers across a range of sectors. • First Nations participation across high-demand industries remains below workforce demand, highlighting the need for culturally safe pathways, targeted engagement and stronger industry partnerships.	
Solutions focus area/s	• Develop a regionally coordinated, industry-led workforce readiness and induction program aligned to regional workforce demand across multiple sectors. • Strengthen collaboration between industry, Registered Training Organisations (RTOs), workforce providers and government agencies to support consistent workforce preparation pathways. • Improve local job readiness, employability skills, safety awareness and workplace capability for young people, jobseekers and career changers. • Support culturally safe workforce pathways and increased First Nations participation across regional industries. • Strengthen regional workforce pipelines to support current and future workforce demand across the North West.	
RJC solutions		
Activities		Status

1. Co-Design the North West Industry Ready Program - Partner with Construction Skills Queensland (CSQ), Energy Skills Queensland (ESQ), Queensland Resources Council (QRC), Mining and Automotive Skills Alliance (AUSMASA), Registered Training Organisations RTOs (TAFE Queensland, Martyr Training Services, Myuma) industry employers, contracting companies and to co-design a cross-sector workforce readiness and induction program aligned to regional workforce demand across mining, energy, rail, construction, infrastructure, tourism, hospitality and other key industries. Develop training packages, micro-credentials, induction modules and practical workforce readiness activities that build transferable employability, safety and workplace skills aligned to employer expectations and industry requirements across the North West. 2. Deliver Industry-Led Workforce Readiness, Training & Pathway Activities - Deliver practical workforce readiness, industry exposure and pathway activities across partner training sites, industry environments and regional facilities through partnerships with industry, workforce providers, training organisations and community stakeholders. Support local jobseekers, young people and First Nations participants to access culturally safe training, pre-employment pathways, employer showcases, hands-on learning experiences and recruitment opportunities linked to regional employment outcomes across multiple industries.	☐ ☐
Anticipated impact/s	- Improved workforce readiness, employability skills and workplace capability for local jobseekers entering regional industries. - Stronger collaboration between industry, training providers and workforce agencies supporting coordinated regional workforce pathways. - Improved alignment between training delivery, induction standards and employer workforce needs across the North West. - Increased visibility of regional career pathways and workforce opportunities linked to emerging economic growth and major projects. - Greater participation of First Nations people, young people and local residents in high-demand regional industries.
Anticipated outcome/s	Improved Regional Workforce Readiness More local residents equipped with industry-aligned employability, induction and workplace readiness skills. Stronger Industry Pathways Improved transitions into employment opportunities across mining, construction, energy, rail, tourism, hospitality and infrastructure sectors. Enhanced First Nations Participation Increased culturally safe pathways and workforce participation opportunities for First Nations jobseekers across regional industries. Improved Employer Engagement & Recruitment Outcomes Stronger collaboration between employers, RTOs and workforce providers supporting coordinated recruitment and workforce development outcomes. A Sustainable Regional Workforce Pipeline A scalable, industry-informed workforce readiness model supporting long-term workforce attraction, participation and economic growth across the North West.

Initiative 6: First Nations Initiative 1: Second Chance Employment

Implemented by (date)	30 September 2025 (overall) First: 30 March 2025 Second: 30 March 2026
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Priority	☐ Short term ☐ Medium term ☒ Long term
Challenge/s identified	• Many First Nations people exiting the justice system face significant barriers to employment, training and long-term workforce participation. • Limited access to culturally safe training, employer support, mentoring and post-release pathways reduces opportunities for successful workforce transitions and economic participation. • Employers and service providers can experience challenges coordinating culturally informed workforce pathways, wraparound supports and reintegration activities. • Without targeted intervention and community-led approaches, individuals remain at greater risk of disengagement, unemployment and ongoing cycles of disadvantage. • There is a need for stronger collaboration between industry, training providers, community organisations and government agencies to support second chance employment pathways across the North West.
Solutions focus area/s	• Support culturally safe, community-led workforce pathways for First Nations people exiting the justice system. • Strengthen workforce participation through coordinated training, mentoring, wraparound supports and industry partnerships. • Improve collaboration between community organisations, employers, Registered Training Organisations (RTOs) and government agencies. • Build employer awareness and culturally informed workforce practices that support inclusive employment opportunities. • Strengthen long-term economic participation and workforce inclusion outcomes aligned to Closing the Gap priorities.
RJC solutions	
Activities	Status
1. Support Development of the DEWR REAL Program Investment Proposal a. Engage with North West Queensland Indigenous Catholic Community Services (NWQICCS) to support the development of a community-led investment proposal under the Department of Employment and Workplace Relations (DEWR) Regional Employment and Learning (REAL) Program focused on Second Chance Employment pathways and workforce participation outcomes for First Nations people.	☒
• Co-Design the Second Chance Pathways Program & Workforce Awareness Package ○ Partner with Eula Rohan Consulting, industry, Registered Training Organisations (RTOs), community organisations and regional stakeholders to co-design a culturally informed Second Chance Pathways Program focused on workforce readiness, mentoring, training, wraparound supports and employment pathways linked to regional workforce demand and community priorities. ○ Co-develop a workforce awareness package to strengthen employer understanding, cultural capability and awareness of second chance employment approaches, workforce participation barriers and culturally safe workplace practices.	☐ ☐
Anticipated impact/s	• Reduced Re-Offending: Strengthened employment pathways and culturally informed wraparound supports assist in stabilising transitions back into community life. • Improved Workforce Confidence: Participants gain skills, qualifications, and confidence to secure and maintain employment. • Employer Readiness: Increased cultural capability and strengthened industry engagement create safer and more supportive workplaces.
Anticipated outcome/s	• Increased Workforce Participation

	First Nations ex-offenders will access jobs, training and stable career pathways, contributing to a more inclusive local economy. • Enhanced Community Reintegration Individuals will experience stronger social, cultural and employment connections, supporting long-term reintegration and wellbeing. • Strengthened Regional Workforce Local industries gain access to a prepared, supported workforce pipeline, reducing labour gaps and improving retention.
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Initiative 7: First Nations Initiative 2: Building Early Years Workforce

Implemented by (date)	30 September 2026	
Priority	☐ Short term ☐ Medium term ☒ Long term	
Challenge/s identified	• Mount Isa and the North West continue to experience shortages of qualified early childhood educators and limited workforce pathways into the early years sector. • With more than 400 births annually across Mount Isa, demand for culturally responsive early years, health, education and family support services continues to grow. • Limited access to culturally safe training, workforce development and supported career pathways impacts Aboriginal and Torres Strait Islander participation within the early childhood workforce. • Early childhood services, schools, health providers and community organisations experience ongoing workforce attraction, retention and capability challenges. • There is limited regional workforce data available to support coordinated planning, investment and workforce development activities across the early years sector. • Strengthening culturally responsive early learning environments and workforce participation is critical to supporting school readiness, family engagement and long-term community wellbeing outcomes.	
Solutions focus area/s	• Strengthen Aboriginal and Torres Strait Islander participation and workforce pathways across the early years sector. • Improve collaboration between health, education, community services, early childhood providers and training organisations. • Increase access to culturally safe training, workforce development and supported learning pathways. • Strengthen regional workforce planning, workforce intelligence and sector collaboration activities. • Support long-term workforce capability and culturally responsive early learning outcomes across the North West.	
RJC solutions		
Activities		Status
1. Conduct an Annual Community Workforce Census a. Undertake an annual early years workforce census to identify workforce gaps, recruitment challenges, training priorities and cultural capability needs across early childhood, health, education and community service sectors. Use findings to support workforce planning, advocacy and targeted investment opportunities.		☐

2. Facilitate the Early Years Pathways & Community Futures Forum a. Deliver a regional pathways and workforce forum bringing together stakeholders across early childhood education, health, education and community services to strengthen workforce pathways, build awareness of careers in the early years sector and promote culturally responsive workforce development across the North West.	☐
3. Build Local Indigenous Workforce Capacity Through Partnerships with Early Childhood Services & RTOs a. Partner with early childhood services, Registered Training Organisations (RTOs), schools, universities and community organisations to strengthen Aboriginal and Torres Strait Islander workforce participation across the early years sector. Support culturally safe training pathways, mentoring, workforce readiness and professional development opportunities aligned to local workforce needs and long-term sector growth.	☐
Anticipated impact/s	• Improved workforce capability and stronger workforce pathways across the early years sector. • Increased Aboriginal and Torres Strait Islander participation within early childhood education, health and community service workforce roles. • Improved collaboration between early childhood providers, health services, training organisations and community stakeholders. • Stronger workforce intelligence supporting evidence-based planning, workforce development and investment opportunities. • Improved culturally responsive early learning environments supporting children, families and community wellbeing outcomes.
Anticipated outcome/s	• Strengthened Early Years Workforce Increased access to training, professional development and supported workforce pathways growing a sustainable and qualified early childhood workforce. • Improved Aboriginal and Torres Strait Islander Workforce Participation More Aboriginal and Torres Strait Islander educators and workforce participants engaged across early childhood, education and community service sectors. • Improved School Readiness & Community Outcomes Children and families benefit from stronger culturally responsive early learning environments supporting long-term education, wellbeing and social outcomes. • Enhanced Regional Collaboration & Workforce Planning Improved coordination between education, health, training and community sectors supporting long-term workforce capability and regional workforce development outcomes.

Initiative 8: Building Futures in Camooweal

Implemented by (date)	30 September 2026
Priority	☐ Short term ☐ Medium term ☒ Long term

Challenge/s identified	Camooweal faces limited access to accredited training, workforce development opportunities and structured employment pathways linked to local projects and community priorities. Small labour pools, workforce shortages and ongoing reliance on external contractors reduce local economic participation and long-term community capability. Many community members possess strong practical and “natural” skills but lack formal qualifications, industry exposure and supported pathways into employment and training. Limited access to coordinated outreach services impacts awareness of workforce pathways, training opportunities, health supports and available community services. Limited coordination between industry, training providers, community organisations and government agencies reduces opportunities for sustainable, place-based workforce and community development.
Solutions focus area/s	Strengthen local workforce participation through community-led, place-based workforce and capability-building initiatives. Deliver accredited on-country training aligned to infrastructure, maintenance, housing and community workforce opportunities. Build practical skills, workforce readiness and supported pathways into training, traineeships and employment for local residents and First Nations community members. Improve community access to workforce, education, health and wellbeing supports through coordinated outreach and service collaboration. Strengthen partnerships between industry, Registered Training Organisations (RTOs), community organisations and government agencies to support long-term workforce and community outcomes.
RJC solutions	
Activities	Status
1. Deliver the Camooweal Workforce, Skills & Community Capability Program a. Partner with Rainbow Gateway, Myuma Group, Mount Isa City Council, Registered Training Organisations (RTOs), industry, government agencies and community organisations to co-design and deliver community-based workforce, training and capability-building activities across Camooweal. Deliver accredited on-country training, practical community projects, job-readiness and employability activities aligned to civil construction, housing maintenance, landscaping, infrastructure and community workforce opportunities, supporting pathways into traineeships, apprenticeships and employment.	☐

2. Deliver the Annual Building Futures – Camooweal Community Expo a. Deliver a coordinated annual outreach event connecting Camooweal residents with workforce, training, education, health and community services. Partner with industry, training providers, government agencies and community organisations to improve access to career pathways, accredited training, health and wellbeing supports, assessments, screenings and local service information while strengthening community engagement and service coordination outcomes.		☐
Anticipated impact/s	- Increased access to accredited training and workforce development opportunities for Camooweal residents, particularly First Nations community members. - Improved workforce readiness, practical capability and employment pathways aligned to local projects and community priorities. - Improved access to workforce, education, health and wellbeing supports through coordinated community outreach and service delivery. - Reduced reliance on external contractors through stronger local workforce participation and community-led capability-building. - Improved coordination between industry, training providers, community organisations and government agencies supporting place-based workforce and community outcomes.	
Anticipated outcome/s	Improved Local Workforce Participation More Camooweal residents engaged in training, workforce readiness activities and employment pathways linked to local projects and infrastructure initiatives. Stronger Community Capability Increased local skills and practical capability supporting housing maintenance, infrastructure projects, council works and community development activities. Improved Community Access & Navigation Improved awareness and access to workforce, education, health and community services through coordinated outreach and community engagement activities. Stronger Place-Based Partnerships Improved collaboration between industry, RTOs, community organisations and government agencies supporting coordinated workforce and community development outcomes. A Sustainable Community Workforce Model A stronger, community-led workforce development approach that builds long-term capability, reduces service gaps and supports future growth opportunities across Camooweal.	

Approved date	Release date	Version
		V1.1