

Community Training Partnerships Program



Redland Shire Skills Stocktake and Training Needs Strategy



This project was undertaken
in association with the
Department of Employment
and Training



Introduction

- Redland Shire is located in south-east Queensland. The Redland Shire Council has implemented a range of innovative solutions to developing our local economy and creating jobs. Our focus is on:
 - retaining and expanding local businesses,
 - attracting new businesses;
 - creating the right conditions for job creation;
 - developing key business sectors; and
 - marketing the Shire as a visitor destination.
- One of Redland Shire Council's key objectives is to promote future investment by the community in the local workforce and provide an environment that facilitates employment opportunities.
- The Council appreciates the opportunity to present an outline of the Redland Shire skills stocktake and training need strategy to the Senate Employment, Workplace Relations and Education Committee's roundtable discussion on current and future skills inquiry. A number of the Strategy's findings compliment the terms of reference for the inquiry.
- Achieving the key objective of developing the local workforce requires a better understanding of the skills that local people have, current and future skills demand in the area, identified skills gaps and the nature of available training. The preparation of the Redland Shire skills stocktake and training need strategy was a key step in achieving this objective.
- The primary outcome from the research, undertaken in preparing the strategy, was the identification of possible opportunities for employment, up-skilling of the local community and economic development of the Shire

Redland Shire Skill Stocktake

- Redland Shire, along with the whole of Queensland, has an increasing population in all age categories, with the aging population problem being more acute than that of Brisbane and Logan. The Shire hosts to a population of 114,486 persons.
- The Redland Shire has a diverse industrial base including food and beverage processing, white goods and specialist manufacturing, horticultural production and processing, professional and general services and tourism.
- Specialised Skill Sets within the Redlands have been identified in horticulture, poultry, education, specialist manufacturing (marine, metal fabrication, food production, environmentally focused businesses), tourism and aged care.

Key Findings of the Employer Survey

- A survey of 200 employers in the Shire was undertaken during the skill stocktake and returned a 64% response rate. The employers who were surveyed provided approximately 17% of the jobs within the Shire.
 - There were some of skill shortages noted in each industry sector of particular note were shortages of Nurses and Age Carers, Butchers, Bakers, Pastry Cooks, Bar and Wait Staff, Boat Building, Process workers and Panel Beaters.
 - More predominant and across all industries were generic or universal skill shortages such as: poor work ethic, computer skills, workplace health and safety, difficult in finding trained people, multi-skilled people, customer service and communication skills, and common sense, initiative and organisation ability.
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Training Needs Strategy Recommendations

A range of recommendations were developed from the findings of the skills stocktake and employer survey process. These include:

- ***An ongoing mechanism, such as a steering committee or network, is required to address training needs strategy implementation issues.***
 - ***Establish an employment and training co-ordination role.***
 - ***The provision of training opportunities in industry sector in the Shire experiencing skill shortages - Health and Community Services, Amenity Horticulture and Tourism and Hospitality***
 - ***Skill young people for the workforce.***
 - ***Train people in generic customer service and communication skills.***
 - ***Specific training programs for those aged 45 years and over.***
 - ***Specific training programs for those aged 15-24 years.***
 - ***Unemployment levels on North Stradbroke Island and the Southern Moreton Bay Islands needs to addressed through the strategy.***
 - ***Learning Centre establishment in remote communities within the Shire.***
 - ***Provision of training for a license qualification in the operation of vehicles and machinery.***
 - ***Establishment of a comprehensive website to link to Federal, State and Local Government, community and private sector employment and training programs (an example is the Lambeth Learning Initiative in the United Kingdom - <http://www.lambethlearning.com/>).***
 - ***Establishment of an e-matching facility to link volunteers to local community organisations.***
 - ***Development of a mechanism which has the flexibility to ensure the Department of Employment and Training, and the TAFE system, respond to specific training opportunities (ie a new employer establishes in the Shire requiring employees with skills that are not available locally).***
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