



# Whitsunday Industrial Workforce Development (W.I.W.D)

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(Melco Engineering)



- Galilee Basin ‘taking off’
- People needed to work in the mines, build the roads and other infrastructure and maintain power and water supplies
- Plus, engineers and equipment hire companies and all the other ‘mining support’ companies that feed into the mines

- An estimated 25,000 workers are needed!



- Whitsunday region has a population of 35,000
- Almost double the population.....in a couple of years



- But we have a choice!
- FIFO – no investment in community



- Live and work here – invest in community through buying property, spending money here, kids go to school here
- We can work together to develop the workforce we need



- Whitsunday Industrial Workforce Development (W.I.W.D)
- It's about developing the workforce our region needs



- WIWD's aim:
- Kids come out of schools and colleges equipped and ready to take on the jobs in the region
- A vibrant, attractive region with a diverse, sustainable economy to attract the best, skilled people
- Workers want to stay due to attractive, affordable housing options and first-rate schools, colleges, hospitals and leisure facilities

## W.I.W.D Purpose

*To build a sustainable, skilled, local workforce, capable of meeting the industrial expansion of the Whitsunday Region*



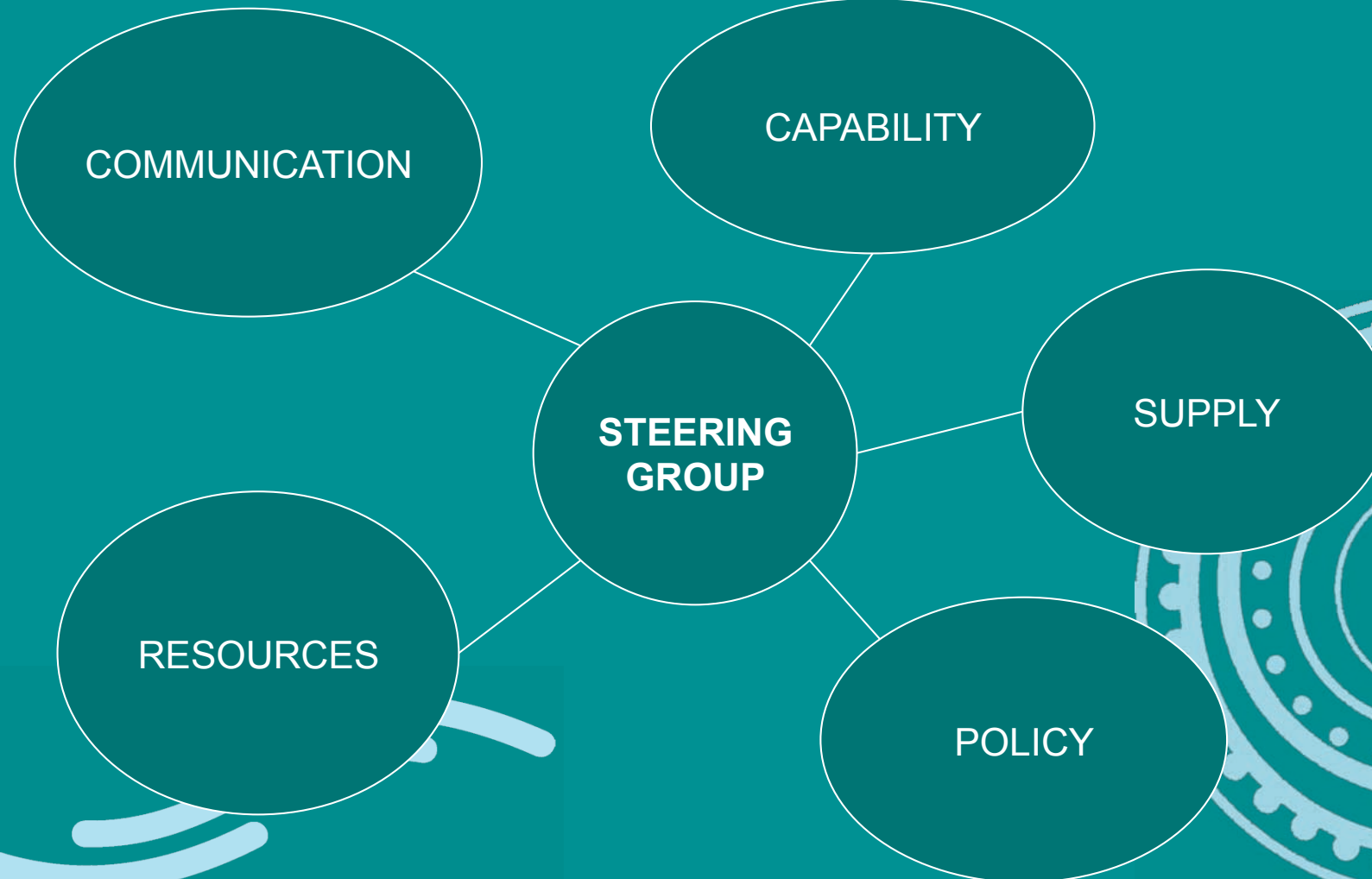
- A Queensland Government initiative
- Skills Queensland: Skills Formation Strategies (SFS)
- SFS = a framework to develop an industry and community network capable of planning and fostering a workforce relevant to its future

- SFS approach:
- Gain understanding of workforce issues and what industry's needs are and collaborate with industry and community bodies to address the issues that impact on the ways in which skilling occurs
- High growth region = attract and retain the most skilled and highly trained workers we can

- WIWD = look after current and future workforce needs for industry in the Whitsundays, through:
- Fitting the skills to the jobs
- Attracting and retaining workers and their families
- Collaborating with industry to identify workforce needs
- Identifying what companies and industry sectors need to fulfil their goals and objectives

- Mining = catalyst for growth
- But much bigger than just the mining companies
- Many companies in the region provide products and services to the mines
- A second 'army' of workers required
- Provide all products and services the mines need right here in the Whitsundays = buoyant economy and regional prosperity

## Five platforms for action:



## Platform 1: Capability

- Do we have the capability to meet demand?
- Objective: To understand future HR demand to meet the level of expansion
- Secondary objective: To create a collaborative framework to influence and reform
- A collaborative framework = effect real change (need everyone to be involved)
- Share knowledge and expertise -together develop solutions to shared problems and challenges
- Identify issues, develop solutions, drive implementation

- Sufficient supply of skilled workers = collaborate with training and education providers
- Need to provide workforce with the right skills and qualifications - and the right numbers of each
- Work against backdrop of research already done on future workforce needs

## Platform 2: Supply

- How to ensure we have sufficient supply of people, with the right skills and qualifications, to meet demand?
- Objective: To create an environment to attract and retain the right people
- Secondary objective: To improve infrastructure and lifestyle

- Collaborate with all levels of government and infrastructure providers
- People want to come and live in the Whitsundays – but how do we keep them here?
- Need attractive, affordable housing options – want people to invest in region (and pay rates!).
- Need first-rate health and education facilities to keep workers and their families in region.

## Platform 3: Resourcing

- Objective: To identify and propagate funding and investment opportunities for the benefit of the region
- Includes money for eg. skilling initiatives, housing initiatives
- But not just about money
- About capacity to undertake initiatives eg. if a solution is identified, can an organisation contribute the human resources to achieve what needs to be done?

## Platform 4: Policy

- Objective: To influence government and industry policy
- Sub-group takes issues to government and/or industry
- Endeavours to facilitate decision-making to achieve WIWD's purpose

## Platform 5: Communication

- Good communication is vital
- Objective: To maintain open channels of communication between all stakeholders to achieve positive outcomes for the group
- Communications plan is being developed
- Keep interested parties and stakeholders up-to-date and informed

- Project manager = Kaylene Ascough
- Funded by Skills Queensland for two years
- Help industry drive this forward - without industry involvement there is no WIWD
- Up to us all to grab this opportunity and really make it work for our region and industries



- Conquest Mining: Identify issues, develop solutions, drive implementation
- Effectuated change for the better
- Scale of initiative will fit the scale of the issue

- Conquest Mining's bus example mirrors exactly the five WIWD platforms
- Supply - Schools help to attract and retain the right people. Improved infrastructure and lifestyle
- Policy - Found out funding was going to be pulled from the school because of lack of enrolments
- Communication - Discussed school's capacity with head teacher and number of potential students available in area
- Capability - Identified they could have 13 more students from the local area, just for the fact of *being able to get to* the school
- Resourcing – Bought a bus to facilitate getting those 13 kids to school, ultimately saving the school
- Result: Workforce development

- How can *you* become involved?
- We are not asking for your money!
- Asking for commitment, knowledge and expertise – share!
- Share time commitment – everyone do something
- All need the same thing – a skilled, local workforce that meets our needs and is sustainable
- Makes sense to all work together
- Won't work without industry representation

- \$ Cost benefit: When compare figures for housing one person in camp accommodation per day and the equivalent cost if that person rented accommodation in Bowen or Airlie Beach
- Not anti camp accommodation - realistic short-term solution for many companies
- WIWD is a long-term solution – about building communities, capable of providing the workforce we need right here

- Bring your issues, needs and wants – and your knowledge and expertise - to the communal table
- Register your details now with Kaylene
- Time poor? – measures such as tele-conferencing will help
- If you are not the right person in your organisation – dob in someone else!
- Help shape the future of this amazing region
- Thank you for your time