



Central Queensland Workforce Development Initiatives

Regional Engagement Project

Prepared by
Jenny Descovich
Heather Norris

June 2012

This report was produced on behalf of
Regional Development Australia Mackay Whitsunday Inc and
Regional Development Australia Fitzroy and Central West Inc
and was funded by the Queensland Government.



General Disclaimer: While every care has been taken in preparing this publication, the Regional Development Australia and the State of Queensland accepts no responsibility for decisions or actions taken as a result of any data, information, statement or advice, expressed or implied, contained within. To the best of our knowledge, the content was correct at the time of publishing. Any references to legislation are not an interpretation of the law. They are to be used as a guide only. The information in this publication is general and does not take into account individual circumstances or situations. Where appropriate, independent legal advice should be sought.

Research for this project was completed prior to the Queensland Election in March 2012 therefore references and hyperlinks relate to government structures prior to the election. They have not been altered to reflect recent changes in Government agencies as it will be some time before these changes are finalised and web sites amended. It is envisaged that these links will be redirected to new sites as they are established.

Maps and other research material provided by the Queensland Government display the relevant department names and logos at the time they were produced and shall remain in that format which is appropriate for the timestamp displayed on that material.

Table of Contents

EXECUTIVE SUMMARY	4
INTRODUCTION	7
Project Area	7
Timeframe	7
Objectives	7
Deliverables	7
Related Projects	8
Region Overview	8
METHODS	9
RESULTS	10
Workforce Demand across Industry Sectors	10
LGA Gaps and Opportunities	16
Focus Areas	18
KEY FINDINGS	19
Regional Workforce Strategy	19
Collaborative Approach	19
Review initiatives and programs	20
Maximising Retention in the workforce	20
School to Industry Pathways	20
Dual Sector Tertiary Education	20
PROJECT ASSESSMENT	22
Assessment against Objectives	22
Assessment of Deliverables	22
RECOMMENDATIONS	23
Workforce Collaboration Forum June 2012	23
REFERENCE SOURCES	24
ABBREVIATIONS	26
ACKNOWLEDGEMENTS	27
APPENDIX A: RESOURCE SECTOR PROFILE	28
APPENDIX B: LOCAL GOVERNMENT AREA PROFILES	68
APPENDIX C: APPRENTICESHIP AND TRAINEESHIP DATA BY LOCAL GOVERNMENT AREA	129
APPENDIX D: INDUSTRY SKILLS COUNCILS AND INDUSTRY SKILLS BODIES	154
APPENDIX E: CONSULTATION	166
APPENDIX F: SCHOOL TO INDUSTRY PATHWAYS AND PROGRAMS	169
APPENDIX G: REGIONAL DEMOGRAPHICS	172

Executive Summary

The Queensland Government engaged RDA to undertake Regional Engagement for their proposed Central Queensland Resource Catchment Workforce Development Strategy (CQRCWDS). This report details the regional engagement process and the appendices detail the information collated from regional stakeholders on proposed developments across the region, the workforce implications where known and current workforce development initiatives.

Project Objectives

- To ensure that regional stakeholders have a mechanism for input into the CQRCWDS;
- To catalogue current and proposed workforce development initiatives in the region across all industry sectors;
- To develop the regional story on future workforce requirements across all industry sectors by reviewing major projects and current and projected skills shortages; and
- Ensure the regional story is reflected in the Queensland Government's CQRCWDS.

Workforce Demand across Industry Sectors

The Central Queensland Region has four major sectors to its economy being:

- Resources
- Construction
- Agriculture
- Tourism

Whilst different sectors predominate in various parts of the region (such as tourism in the Whitsundays), the regional economy is based on the overall performance of these sectors. It is important to ensure that developments in one sector (such as resources) do not adversely impact the ability for other sectors to continue to contribute to the regional economy. Maintaining a balance across the entire region is critical to the future performance of the regional economy as sectors experience fluctuations in performance primarily due to external factors.

Increased workforce demands are predicted for the Resource and Construction sectors; potentially further impacting workforce shortages in other sectors. The resource sector predicts a potential demand for an additional 17,000 workforce in the Bowen Basin with an anticipated 4,200 resident within the resource communities of the Bowen Basin¹.

Construction Skills Queensland estimates that 60% of total major construction projects investment will occur in the Central Queensland area. It is estimated that a peak construction workforce of 30,200 persons will be required by 2014/15, and it seems likely that Central Queensland will account for a significant portion of this anticipated workforce peak².

The agricultural sector is responding by developing career pathways as well as training and development strategies to support those pathways. They are seeking to raise the profile of the agriculture industry as a highly skilled industry. This includes programs to support recognition of prior learning and the mapping of industry programs and products to nationally recognised competency standards and qualifications.

¹ Queensland Resource Sector State Growth Outlook Study, Deloitte Access Economics for Queensland Resources Council, Nov 2011.

² 2012 Major Projects Report, Queensland Major Contractors Association

Both the agriculture and tourism sectors are impacted by competition for labour with other sectors, exacerbated by the resources boom. Other factors impacting workforce availability are seasonality issues, distance and lack of suitable affordable accommodation.

Industry sectors that support the population such as health services, retail and professional services are similarly impacted and should be considered in any future studies.

The projected scale of developments in the resources and construction sectors will necessitate a percentage of Fly-in/Fly-out workforce. The region needs to consider mechanisms to maximise the percentage of residential workforce to meet the future demand including:

- retention of regional youth through tertiary education to employment;
- upskilling programs for current residents to meet future skills shortages;
- attraction and retention of transient workforce to residency through provision of affordable housing, infrastructure and services that reinforce the liveability of the region.

Key Findings from Regional Engagement

There is a lack of communication and cohesion between regional organisations in workforce planning and development. Increased outcomes could potentially be achieved by sharing experiences including what works for this region.

The lack of detailed data on future demand at the occupation level makes it difficult to develop specific programs around identified skills shortages. Regional groups can identify priority occupations that meet demand in multiple industry sectors.

Regional stakeholders could benefit from the development of a regional workforce strategy, bringing together the more specific workforce and skills development components with the need to attract and retain resident skilled workforce. This strategy should be inclusive of all sectors of the broader regional economy, developing skill sets that are applicable across multiple industry sectors. This will support the ongoing diversification of the regional economy and build resilience in the workforce to fluctuations in individual sectors. The strategy should include service sectors that support the growing population including health, retail and professional services.

There should be an independent evaluation of workforce development programs over the past five years to build a regional knowledge base of what works and what doesn't. This will enable regional organisations to tailor programs to match potential demand with the capacity and capability of the local workforce.

The region should aim to maximise retention in the workforce by matching people's skills, aptitude and attitude to the work environment. Previous initiatives such as the Coal and Gas Jobs Expos held in 2011 can raise unrealistic expectations of higher paid work within the resources sector. This can result in negative attitudes towards the region when these expectations are not met.

School to Industry pathways match our emerging workforce with the future demand for skills to improve the retention of youth in the region. The proposed dual sector approach to tertiary education by the CQUniversity and Central Queensland Institute of TAFE should also increase the retention of tertiary students and allow the institutions to respond more quickly to the changing demands for graduates in the professional and trades occupations.

Regional Workforce Planning

This project has given the region the opportunity to consider the benefits of a Workforce Development Strategy that was proposed by the Queensland Government (CQRCWDS). A project of this type can only be successful as a true partnership between government, industry and training

providers, with industry freely providing their best available information on future workforce demand. There will always be problems in trying to capture this information due to:

- confidentiality of data between industry competitors;
- volatility of the resources sector influenced by global markets;
- lack of detail at the occupation level to support workforce planning.

The region needs a clear strategy across all industry sectors with the flexibility to respond to growth phases in any industry sector. The region will only supply a proportion of the workforce in high growth phases in sectors such as resources and construction; the remainder provided via a transient workforce. The aim should be to maintain the core skilled workforce required to keep all the industry sectors viable in competitive workforce markets. State and Federal governments may have different and hopefully complementary strategies to ensure that workforce shortages do not impact economic growth.

Recommendations

A number of recommendations have been made (page 23) as suggestions for organisations to consider in their future planning with no expectation that these will be addressed.

- Development of a Workforce Development Strategy for Central Queensland (Qld Govt);
- Development of a Regional Workforce Strategy specific to the needs of the region;
- Increased collaboration and communication between regional workforce practitioners;
- Evaluation of previous workforce development initiatives for continuous improvement; and
- Assessment of the role school to industry pathways play in workforce development.

Introduction

The proposed Central Queensland Resource Catchment Workforce Development Strategy (CQRCWDS) project was initiated by RDA Mackay Whitsunday and the Queensland Government to explore a way to address the projected skills shortages in the resources sector in Central Queensland.

Queensland Government RDA funding was used to undertake Regional Engagement for this project, providing the conduit between the regional stakeholders and the Queensland government project. Central Queensland Institute of TAFE (CQIT) was engaged to provide project resources for the Regional Engagement Project.

This report is a starting point in regional workforce planning and development.

Project Area

The area of study for this project (project area) includes the local government areas of:

- Banana Shire Council
- Barcaldine Regional Council
- Central Highlands Regional Council
- Gladstone Regional Council
- Isaac Regional Council
- Mackay Regional Council
- Rockhampton Regional Council
- Whitsunday Regional Council
- Woorabinda Aboriginal Shire Council

Timeframe

A condition of funding for the Regional Engagement Project was completion by June 30th 2012. When the Regional Engagement project was approved in December 2011, indications were that the CQRCWDS would be proceeding in a similar timeframe allowing for a two way communication between the two projects.

Objectives

- To ensure that regional stakeholders have a mechanism for input into the Queensland Government CQRCWDS;
- To catalogue current and proposed workforce development initiatives in the region across all industry sectors;
- To develop the regional story on future workforce requirements across all industry sectors by reviewing major projects and current and projected skills shortages; and
- Ensure the regional story is reflected in the Queensland Government's CQRCWDS.

Deliverables

A comprehensive report on workforce requirements in the region under the following chapters:

- Profile of the resources sector developments including Coal, Gas (CSG/LNG) and Port Developments

- Profile by LGA including basic demographics, major industries, projects, summary workforce development initiatives, organisations/groups and associated publications.
- Detailed workforce development initiatives by LGA including apprenticeships, traineeships (including school based) by occupations and other initiatives by regional organisations.
- Summary tables of industry skills organisations and workforce requirements by project (where known).

Related Projects

Work for Queensland initiative of the previous Queensland Government to develop strategies to meet the labour and skills needs of industry including the Mining and Gas Jobs Expos and the Resources Skills and Employment Plan³.

Central Queensland Resource Catchment Workforce Development Strategy (CQRCWDS). This was the proposed parent project under the previous Queensland Government to include input from key government and industry groups including Queensland Resources Council, Skills Queensland and the Co-ordinator General. This project has not proceeded at time of writing.

Cross Regional Response to Resource Sector Growth project proposed as a joint project between RDA Mackay Whitsunday, RDA Fitzroy and Central West and RDA Wide Bay Burnett in collaboration with Local Government Authorities and key regional stakeholders. This is a federally funded action research project which will investigate the cumulative effects of the rapid growth in the resource sector.

Note: Estimates of potential workforce requirements by Local Government Area were an anticipated output from the CQRCWDS to feed into the Cross Regional Response Project.

Region Overview

The Central Queensland region is a key agricultural, resources and industry hub of Queensland's economy. Over the next 20 years, the resident population is expected to grow by about 328,942 of which a significant proportion will occur in the major service hubs of Rockhampton, Gladstone and Mackay. With one of the fastest-growing economies in the state, the region continues to benefit from unprecedented resources growth and strong agriculture, retail and tourism sectors.

The region consists of five distinct coastal districts of Gladstone, Rockhampton, Mackay, Airlie Beach and Bowen and western areas of Bowen Basin, Galilee Basin and Central Highlands with the major town of Emerald, and rural townships in the far west, and south in the Callide Valley.

As at 30 June 2011, the estimated resident population of the region was 409,960 persons, 9 per cent of the state's population. The population increased by 6,802 persons between 30 June 2010 and 2011.

The largest increase in population occurred in Mackay Regional Council Local Government Area, up by 2,230 persons in the year to 30 June 2011, accounting for 33 per cent of all growth in the region closely followed by Gladstone with growth of 2,003 (29 per cent).

The total value of agricultural production in the Central Queensland Region in 2005–06 was \$1,810.9 million, 20.8 per cent of the total value of agricultural production in Queensland. Crops accounted for \$770.2 million or 42.5 per cent of the regions total value of agricultural production, livestock slaughtering's accounted for \$1,018.6 million (56.2 per cent) and livestock products were valued at \$22.1 million (1.2 per cent of the total).

³ Work for Queensland Resources Skills and Employment Plan, Skills Queensland 2012

Methods

The data and information contained in this document has been the result of desk top research and stakeholder engagement. Desktop research explored formal data sources of current and proposed projects including:

- Queensland Government Major Projects (EIS)
- Queensland Resources Council
- Construction Skills Queensland
- Regional development register or equivalent documents
- Central Queensland Coal Projects (Queensland Government Mines and Energy)

Stakeholder engagement was undertaken with face-to-face meetings wherever possible in Mackay, Rockhampton, Gladstone and Emerald and Bowen with others contacted via email and telephone to validate the desktop research and to gain local input into workforce development issues and initiatives.

A full consultation list is provided in Appendix E. Organisations consulted included

- Regional Development Australia Mackay Whitsunday and Fitzroy and Central West
- Queensland Government officers (then DEEDI) in Mackay, Rockhampton and Gladstone offices;
- Training Queensland;
- Regional Economic Development Organisations in Mackay, Whitsunday, Central Highlands, Rockhampton, Gladstone and Central West;
- Regional Organisation of Councils (ROC) in MIW, Central Queensland and Central West;
- Industry Clusters (MAIN, GEA);
- Agricultural growers groups (Canegrowers, Bowen & Gumlu District Growers Association);
- North Queensland Bulk Ports;
- Australian Industry Skills Council; and
- Queensland Industry Skills Bodies.

Draft Appendices detailing projects and workforce initiatives were sent to stakeholders for confirmation prior to analysis and preparation of the final report.

Statistical Source

Statistics quoted throughout this document are from the Office of Economic and Statistical Research (OESR), Regional Profiles⁴ generated in January 2012 and May 2012. Where statistics are from another source this will be identified via footnotes.

⁴ <http://statistics.oesr.qld.gov.au/qld-regional-profiles>

Results

Workforce Demand across Industry Sectors

The Central Queensland Region has four major sectors to its economy being:

- Resources
- Construction
- Agriculture
- Tourism

Whilst different sectors take predominance in various parts of the region (such as tourism in the Whitsundays), the regional economy is based on the overall performance of these sectors. It is important to ensure that developments in one sector (such as resources) do not adversely impact the ability for other sectors to continue to contribute to the regional economy. Maintaining a balance across the entire region is critical to the future performance of the regional economy as sectors experience fluctuations in performance caused by largely external factors.

Industry sectors that support the population such as health services, retail and professional services are similarly impacted and should be considered in any future studies.

This document has been produced to provide a profile of the workforce in the Central Queensland region including indications of the current and proposed developments in the various sectors. This will provide regional stakeholders with a comprehensive overview of developments across all sectors to enable them to make informed decisions of future workforce development initiatives.

Whilst there is insufficient detailed data of future workforce demand by occupation to enable a detailed analysis of future workforce requirements across the sectors, this section will identify key documents attempting to predict future workforce demands and the key initiatives to address those demands.

Resource Sector

Queensland Resources Council Growth Outlook Profile

The Queensland Resources Council states that:

All available evidence points to the Queensland resources sector being on the cusp of unprecedented expansion. Capital expenditure on resource projects in Queensland in 2011 is expected to be almost double that achieved at any point prior to the Global Financial Crisis. There is mounting evidence that the supply side of the economy, particularly labour, water and electricity, has the potential to either slow the growth of the sector or prevent it from reaching its full potential⁵.

This was the rationale behind production of the growth outlook report to provide a consistent point in time assessment of the demand for labour, water and electricity that will result from the planned expansion of the sector.

⁵ Queensland Resource Sector State Growth Outlook Study, Deloitte Access Economics for Queensland Resources Council, Nov 2011.

Key growth indicators in the report include:

Note: table numbers are those in the original document to enable easy cross reference with that document.

Table 2: Existing and Proposed Coal Export Port Expansion (Mtpa)

	Current Capacity ⁶	Additional proposed capacity by 2020	Total
Abbot Point	25	255	280
Gladstone	78	1507	228
Brisbane	10	10	20
Hay Point	1298	1309	259
Total	242	545	787

Table 9: Estimated Bowen basin residential and non residential mix 2020 (mine employees and contractors)

	Non-resident ('000s)	Resident ('000s)	Total ('000s)
2010	7.3 (29%)	17.7 (71%)	25.0 (100%)
Additional	12.7	4.2	17.4
Total 2020	20.0 (48%)	21.9 (52%)	42.4 (100%)

Source: OESR, QRC survey results, QRC

This anticipates that of the additional 17,400 workforce needed in Central Queensland, only 4,200 (24%) will be resident in the Bowen Basin.

Data Limitations

Whilst undertaking desktop research and consultation it became evident that there is a scarcity of data on workforce requirements by occupation. Some reports such as the QRC Growth Outlook Report look at potential demand by occupation across the state, but cannot provide any regional breakdown of this data. It is therefore impossible to undertake any analysis to see whether current enrolments in apprenticeships and traineeships are likely to address projected demand at the local government level.

Appendix C provides details of current Apprenticeships and Traineeships by broad occupations by local government areas to assist regional organisations to develop specific workforce development initiatives in conjunction with local industry.

Regional Initiatives

The **Whitsunday Industrial Workforce Development** (WIWD) initiative has been established as a vehicle to ensure the Whitsunday Region has enough suitably qualified workers to meet the demand that will come from the ongoing industrial expansion in the area. WIWD's purpose is *to build a sustainable skilled, local workforce, capable of meeting the industrial expansion of the Whitsunday Region.*

<http://www.enterprisewhitsundays.com.au/whitsunday-industrial-workforce-development/>

⁶ Current capacity takes rail constraints into account

⁷ Refers to a number of proposed expansions including Wiggins Island

⁸ Refers to Hay Point Coal Terminal and Dalrymple Bay Coal Terminal

⁹ Refers to expansion at Hay Point Coal Terminal and Dudgeon Point

Central Highlands Development Corporation is undertaking a Regional Workforce Response Strategy looking both at potential workforce other influencing factors such as accommodation and infrastructure. <http://www.chdc.com.au/>

Construction

Construction Skills Queensland

Construction Skills Queensland and Queensland Major Contractors Association (QMCA) have urged Queensland's construction industry to start preparing for a rapid increase in skills demand, following key findings in the 2012 Major Projects report¹⁰.

The report predicts major engineering construction projects, exceeding \$100 million in value, to double in growth from a forecast of \$10.7 billion in work undertaken in 2011/12 to just under \$20 billion per annum in 2013/14 and 2014/15. On a broader level, engineering construction activity is expected to exceed \$100 billion per annum in 2013/2014.

Construction Skills Queensland identified that *"The Central Queensland region encompasses two well-known 'hotspots' of major project activity in Queensland. Gladstone represents the endpoint of Coal Seam Gas-Liquid Natural Gas (CSG-LNG) transmission, processing and export. Meanwhile, the Bowen Basin contains significant resource expansion projects, accompanied by supply chain support in the form of rail lines, power infrastructure and ports development. Consequently, Construction Skills Queensland estimates that this project area comprises approximately 60% of total major construction projects investment (current and planned) in Queensland. The Queensland Major Contractors Association 2012 Major Projects Report estimates that Queensland major projects investment will translate to a peak construction workforce of 30,200 persons by 2014/15. Given the geographic distribution of work, it seems likely that the Central Queensland region will account for a significant portion of this anticipated workforce peak"*¹¹.

The prevailing regional demand for skilled workers is evidence of the need for strong skilling practices and the continuing supply of skilled tradespeople in order to meet future demand¹².

Local Government Impacts

Traditionally local councils employed civil construction workers for their road construction and maintenance schedules. It is now becoming increasingly difficult for councils to attract and retain staff in these roles due to highly competitive wages within the resources sector.

¹⁰ 2012 Major Projects Report, BIS Shrapnel for Queensland Major Contractors Association and Construction Skills Queensland.

¹¹ 2012 Major Projects Report, BIS Shrapnel for Queensland Major Contractors Association and Construction Skills Queensland

¹² Changing Conditions Statistical Dashboard January 2012", Construction Skills Queensland

Agriculture

A shortage of skilled workers in the agricultural industries in Queensland has been identified by several government and industry bodies. However, it is acknowledged that accurate figures have not been available as to the number of workers required and the skills which they need to possess.

Broadacre Agriculture (Livestock, Grains, Cotton)

Agforce conducted the Skills and Labour Needs Review survey¹³ from September to December 2011. This study identified the need for a significant number of multi skilled full time employees, increased use of casual and part time employees and the increased use of contractors.

Competition from the mining and CSG industries was seen as an important issue in Local Government Areas exposed to a high level of activity from these industries and it is likely that the availability of sufficiently skilled staff had been exacerbated by these industries.

The study estimated that the additional labour requirements over the next 2 years will be 5,845 full time employees and 17,431 part time or casual employees. The total number of people employed in broadacre agriculture in Queensland is 42,621, an increase of 30.4 per cent since 2007-2008.

Key skills identified include:

- Business management
- Financial management
- Land management
- Rural safety
- Succession planning
- Computer use
- Chemical/nutrient application
- Workplace health & safety
- Heavy machinery/tractor operation
- Animal safety and husbandry

The affordability and availability of suitably skilled staff are the greatest challenges impacting the immediate labour needs of the broadacre agricultural industries in Queensland.

Sugar

Canegrowers has highlighted a range of qualifications and skills necessary to meet industry demand. They include:

- Business management
- Financial management
- Risk Assessment
- Succession planning
- Workplace health & safety
- Chemical/nutrient application
- Chemical use/ safe handling of chemicals
- Land management
- Human resource management

¹³ Skills and Labour Needs Review Analysis, Agforce, March 2012

- Heavy machinery/tractor operation (including GPS)
- Haulout driver skills

Currently CANEGROWERS state wide is proposing a workforce development plan to meet projected demand, focusing on career pathways and training and development strategies to support these pathways. Future plans are to support this workforce development plan with mechanisms such as Recognition of Prior Learning and the mapping of industry programs and products to nationally recognised competency standards and qualifications.

Mackay Canegrowers is currently involved in embedding sugar cane Best Management Practice principles into their well-established Recognition of Prior Learning program to award local cane farmers their Diploma in Agriculture. Canegrowers is also addressing some of the other identified skills development needs with training conducted as part of the Rural Recovery 2012 program.

Horticulture

A recent report produced by the Queensland Government has identified some generic training priorities for the horticulture industry¹⁴.

In the vegetable industry there is a real need for training in

- staff management, including supervision,
- conflict resolution,
- negotiation
- change management
- supply chain
- marketing skills.

The horticulture 2020 Workforce Development working group has focused on a skills passport strategy, engagement with schools, improved business and labour management and strategies that examine improved labour access as critical over the next year. The group also sees the potential to implement these strategies on a place/regional basis to ensure industry owns the initiatives and drives demand.

Regional Initiatives

Bowen Gumlu Growers Association is working on a trainee development scheme in conjunction with regional agencies and service providers. This activity has been driven, in part, by the impending loss of skilled permanent workers to the construction and mining sectors. The program is supported by the Queensland Department of Employment, Economic Development and Innovation through its Agribusiness Skills and Extension Strategy.

Regional agencies and providers have responded well to the process and steps have been taken to establish an industry/schools program with Bowen State High School to promote the production horticulture supply chain as a viable career.

These activities are seen as the first steps in embedding a higher level of awareness of the long-term employment opportunities the local production horticulture sector provides.

¹⁴ Industry Skills and Workforce Development Interim Report, DEEDI, 2011

Tourism

A summary of the tourism and hospitality industry's Industry Skills Report is available on Skills Queensland web site

http://www.skills.qld.gov.au/Functions/Industry-engagement/industry_skills_bodies/Queensland_Tourism_Industry_Council.aspx

Information in this report reinforces the main issues that the industry in the region has highlighted:

- Labour and skills shortages are particularly acute in regional Queensland, where competition for labour is high and staff retention is difficult.
- Exacerbated by the resources boom, seasonality issues, distance and a lack of suitable affordable accommodation.

Strategies will continue to be rolled out to support implementation in Queensland of Service Skills Australia's Tourism and Hospitality Workforce Development Plan under the four themes of Attract, Retail, Develop and Plan. This means continued input by regional tourism and economic development bodies through the Queensland Tourism Industry Council and Service Skills Australia will be required to ensure the needs of this region and the diversity of its tourism sector are being considered and met.

Business Tourism

Housing of workforce proximate to mine sites in work camps is in fact a form of business tourism. The important role that tourism has to play in accommodating this transient workforce should be recognised within the region, supporting the need for considerable tourism skills development strategies in resource rich regions even though "traditional" tourism may be in a downturn phase.

Business tourism is a growing sector of the tourist industry that warrants specific consideration of its workforce needs.

Regional Initiatives

Tourism Whitsundays has conducted a very successful customer service program called *Smile Whitsundays*. Key outcomes are:

- Visitors are cared for to an outstanding level in the Whitsundays.
- The Whitsundays values its visitors and will go beyond the call of duty to attract them and offer an unforgettable experience.
- Backpackers are highly catered for and cared for in the Whitsundays.
- All Whitsundays accommodation is highly recommended with outstanding levels of service and features.
- All organisations offer the highest quality professionalism and customer service.
- Locals are treated equally as well as visitors, and they are proud of their town being a leader in customer service.

LGA Gaps and Opportunities

Banana Shire Council

Banana Shire Council's close proximity to Gladstone and the Southern Bowen Basin means there is strong competition for the labour force between industries. This coupled with a lower than state average unemployment rate of 3% makes it a highly competitive environment for the labour force.

It is recommended ongoing support is given to the Banana Engineering Skills Training Centre as it greatly enhances opportunities for local training targeted at the specific needs of the resources and energy industries located in the Biloela region.

Barcaldine Regional Council

With the developments in the Galilee Basin there will be increased demand for local workforce to service the resources industry. Some initial estimates of Personnel Accommodation show 10% of Pre-Construction workforce and 4% of Operations workforce to reside In Town with 1% deemed to be local resident population (Appendix A Page 44). Whilst this seems a small percentage, given the low population base, this could result in an increase in population of centres such as Alpha over a very short time period. This will compete with existing agricultural industries and other population service industries resulting in increased demand for basic services such as childcare, education and retail).

Whilst it is anticipated that much of the actual construction and operational workforce in the resources sector in this region will be transient workforce, this still requires increased support services in the region with opportunities for local businesses.

Central Highlands Regional Council

Central Highlands has very low unemployment at present so there is no available workforce to meet future demands. It will be impacted by developments in the Bowen and Galilee Basins, as well as workforce demands to meet the growing population. In addition to resources projects, there are major retail and government services projects in the region. Increased workforce demand will further impact existing rural industries as well as retail and other service sectors that are already experiencing severe staff shortages.

Consideration should be given to looking at successful programs in nearby regions experiencing similar shortages such as the Retail Connect and Hidden Workforce programs. Central Highlands Development Corporation is undertaking a Workforce Response Strategy that should provide some insight into potential demand and strategies to address that demand.

Gladstone Regional Council

Whilst the Gladstone region and its workforce are familiar with the development of major industrial infrastructure, the impending number of large infrastructure projects, and the timing of their development, will place unprecedented demands on available skilled, and unskilled, labour. Therefore consideration should be given to the proposed programs outlined in Appendix B: Gladstone Workforce Development Strategy's recommended programs.

QGC Strengthening Local Workforces Program

QGC Pty Ltd and BUSY At Work have formed a partnership to attract apprentices and trainees to businesses in regional Queensland outside the coal seam gas industry. BUSY At Work will match employers in Western Downs, North Burnett, Banana and Gladstone local government areas with apprentices and trainees.

The program aims to help 200 individuals start an apprenticeship or traineeship over the next three years to support local skills development for non-CSG industries including health, administration, retail, hospitality, construction, childcare and automotive services.

For more information visit websites www.qgc.com.au or www.busyatwork.com.au (Sourced: The Gladstone Observer 1st March 2012)

This project could be a good model for other local government areas with similar pressures such as Mackay, Isaac, Whitsunday and Central Highlands.

Isaac Regional Council

Isaac Regional Council attracts young families to the region because of the employment opportunities in the mining industry, driving a high demand for services particularly in the townships of Dysart, Glenden, Middlemount and Moranbah which have grown as dormitory towns for the coal industry workforces.

The low unemployment in these townships coupled with highly competitive wages has seen attraction and retention of staff to the service industries struggling to the point where small businesses have closed and residents of these outlying townships need to access Mackay as their nearest point for services.

Mackay Whitsunday REDC is undertaking Hidden Workforce programs in Moranbah to try to identify additional workforce to meet these shortfalls.

Mackay, Isaac and Whitsunday Region

Mackay Whitsunday Regional Economic Development Corporation (REDC) has successfully established "Retail Connect" which is an independent body made up of employers and key decision makers in the Mackay region's retail sector. One of the key objectives of this group has been to develop practical strategies for attraction and retention of skills retail workers. This has been very successful with the introduction of Hidden Workforce Strategy to maximise the region's workforce through increasing adoption of employment arrangements attractive to the 'hidden workforce'. The hidden workforce is defined as regional residents able to work who are not in the labour force but that also do not identify as underemployed.

This definition includes:

- Mothers
- Retired persons
- Indigenous persons
- Disabled persons
- Students
- Stay at home partners of employees in small communities
- Injured workers
- Migrants
- Tourists

Rockhampton Regional Council

Rockhampton has a higher level of unemployment than other centres impacted by growth in the resources sector. There is the potential to train unemployed persons to undertake roles in the hospitality and services areas supporting the resources sector. Regional programs should look for opportunities to encourage unemployed persons to participate in workforce development initiatives that maximise longer term retention in the workforce.

Whitsunday Regional Council

Whitsunday is an interesting area with a variety of diverse workforce issues. On the one hand the tourism industry is in downturn whilst the resources sector and associated infrastructure such as ports and rail are in rapid growth phases. On the positive side, the relatively high unemployment in the region (6.1% December 2011) provides opportunities for programs to attract unemployed persons into the workforce. As mentioned in the key findings, it is important that these programs have retention in the workforce as an objective and looks to match people skills, aptitude and attitude to the most appropriate workplace. This will not always be the place of highest demand, but placing previously unemployed persons in other industry areas may free up individuals with matching skills, aptitude and attitude to take the next step into some of the more arduous workplaces.

Focus Areas

It was anticipated that information on focus areas such as aged care, disability services etc would be provided by the government project through Skills Queensland as a major project partner. Skills Queensland contract these industry organisations to assist in driving workforce development, skills reform and training investment in Queensland. Only those groups currently active within the region were approached as part of this project but were not in a position to provide any detailed data to this project. Key groups pertinent to the project include:

- Construction Skills Queensland
- Department of Agriculture, Fisheries and Forestry
- Energy Skills Queensland
- Health & Community Services Workforce Council
- Kinetic Group
- Manufacturing Skills Queensland
- Queensland Tourism Industry Council
- National Retail Association

Key Findings

Competition for skilled labour throughout the entire region is evident and is set to become further impacted with the commencement of major projects. The ability to develop detailed workforce development strategies at a regional level is hampered by the availability of quality data on future workforce demand, particularly at the occupation level.

Regional Workforce Strategy

It is recommended that regional organisations take a largely longer term strategic approach to workforce development. This should be inclusive of the four sectors of the broader regional economy, developing skill sets that are applicable across multiple industry sectors to support the ongoing diversification of the regional economy, rather than being too specific for individual sectors.

Regional centres such as Mackay and Emerald were well placed to gear up for mining support services due to their existing engineering bases supporting agriculture industries (sugar, grain, cotton) which are all machinery intensive. Initiatives such as the Regional Agriculture and Mining Industry Training Package (RAMIT) from Queensland Minerals and Engineering Academy support this strategy.

Tourism also has strong linkages with the resources sector with projected workforce demands signalling increased use of transient workforce which require accommodation near the workplace whilst rostered on. This has a large requirement for hospitality services that can be developed to service this current need but potentially available to service the tourism sector in the future.

Recommendation: Development of a regional workforce strategy that is resilient to fluctuations in demand in industry sectors by targeting skills sets required across multiple industry sectors.

Collaborative Approach

There is a need to develop a collaborative approach to workforce development initiatives and research activities across the region by the various Federal and State Government agencies and regional development groups. There are a significant number of reports and workforce development initiatives undertaken in the region (detailed in Appendix B) many of which appear to have been done in isolation from one another.

Establishing a network of representatives from each agency would assist in:

- Ongoing identification of existing reports and research activities being undertaken
- Cross referral of services
- Promoting a strategic approach when allocating funding to the various programs at the regional/local level.

RDAMW has received funding from DEEWR to conduct a Pilot Regional Workforce Coordinators Forum in late June 2012 in Mackay. This would enable the findings from this study to be presented to the group for review and to determine whether there is value in ongoing communication and collaboration. The outcome from the forum will be used to develop subsequent forums during 2012 in Rockhampton, Gladstone and Bowen if required.

Recommendation: That a regional collaborative network be established to improve communication between organisations and to develop a regional strategy for workforce development.

Review initiatives and programs

Local industry and community representatives have expressed disillusionment in the number of research and project activities being undertaken and would like to see tangible results and outcomes from these activities. The organisations funding the programs would be the appropriate group to initiate and manage the review process.

Recommendation: That Queensland and Australian Government agencies develop a combined evaluation process for programs funded by their organisations and make the lessons learnt available to all regional stakeholders.

Maximising Retention in the workforce

Often there is a direct focus on getting unemployed directly into higher skilled areas such as the resources sector where there is an identified demand. Work conditions in these areas can be very demanding and this may not be the best transition from unemployment to the workforce. Programs may be better targeting some of the support areas such as hospitality that also have severe shortages as an introduction to the workforce and a potential pathway to the resources sector. These would include service industries in major centres such as Mackay, Rockhampton, Gladstone, Bowen and Emerald and hospitality services throughout the region.

Regional strategies should focus on maximising the retention in the workforce rather than just entry into the workforce, matching people's skills, aptitude and attitude to the work environment.

A study conducted by the University of Queensland¹⁵ found that annual turnover across seven FIFO sites as at June 2002 ranged from 10 to 28 percent with the average being 21 per cent. It does not make sense to target unemployed persons to enter into these workforce areas with known retention issues. It is far better to target their re-entry into the workforce in areas of known high retention due to high levels of job satisfaction and favourable work environment.

School to Industry Pathways

School to industry pathways are a mechanism to match our emerging regional workforce with the skills demand to improve the retention of youth in the region. Ongoing support and possible expansion of school to industry pathways (detailed in Appendix B) should be considered.

Whilst attracting additional workforce to the region is a worthwhile target, so is increased retention of the 15-24 age bracket that traditionally leaves regional centres seeking educational opportunities in larger cities. Improving and expanding these pathways will provide school leavers with opportunities to further their careers and obtain quality education within the regional centres.

Recommendation: Assessment of the role the various school to industry pathways play in overall workforce development. Assessment of impediments to achieving desired outcomes from these programs.

Dual Sector Tertiary Education

There is currently a proposal before the Queensland Government for a merger between Central Queensland Institute of TAFE and CQUniversity Australia. This would enable the combined organisation to respond to the challenges of providing a suitably skilled workforce to meet future demand.

Associated with this is the need for a dual sector approach to tertiary education, with easy pathways between professional and trade streams to encourage students to pursue the path most suited to their

¹⁵ Workforce Turnover in FIFO Mining Operations in Australia: An Exploratory Study, University of Queensland

skills and aptitude. This should increase the retention of tertiary students, and allow tertiary institutions to respond more quickly to the changing demands for graduates in the professional and trades occupations.

Recommendation: Appropriate support for this initiative is provided by Government.

Project Assessment

Assessment against Objectives

1: To ensure that regional stakeholders have a mechanism for input into the Queensland Government CQRCWDS

- This report including appendices will be made publicly available on the RDAMW and RDAFCW websites for consideration in any future projects.

2: To catalogue current and proposed workforce development initiatives in the region across all industry sectors

- Appendix B provides a comprehensive list of workforce development initiatives by local government area as ascertained from stakeholder consultation.

3: To develop the regional story on future workforce requirements across all industry sectors by reviewing major projects and current and projected skills shortages

- This report provides information on future workforce requirements across all industry sectors to the extent that it is currently available in the public arena or from regional stakeholders. Most data is provided at the state or resource basin level rather than down to local government area.
- Workforce demand data is generally not available at the occupation level therefore projected skills shortages cannot be ascertained.

4: Ensure the regional story is reflected in the Queensland Government CQRCWDS

- The parent project has not proceeded, however all data will be made publicly available for consideration in any future projects.

Assessment of Deliverables

The major deliverables of this project are profiles of projects impacting workforce demand in the region and workforce development initiatives being undertaken by regional organisations.

Deliverable	Section of the report
Profile of the resources sector developments including Coal, Gas (CSG/LNG) and Port and Rail Developments	Appendix A
Profile by LGA including basic demographics, major industries, projects, summary workforce development initiatives, organisations/groups and associated publications	Appendix B
Detailed workforce development initiatives by LGA including apprenticeships, traineeships (including school based) by occupations and other initiatives by regional organisations	Appendix B Appendix C
Summary tables of industry skills organisations, and workforce requirements by project (where known)	Appendix D

Recommendations

Category	Recommendation	Responsibility
Workforce Development Strategy for the Central Queensland Region	Must be a true partnership between government and industry to provide reliable data on workforce demand to 2020 for the Central Queensland Region to support development of a workforce development strategy.	Queensland Government Resources Sector Major Infrastructure Providers Construction Industry
Regional Workforce Strategy	Regional stakeholders use the information in this report to develop a regional strategy for workforce development that is resilient to fluctuations in demand in industry sectors and provides a strategic approach to regional workforce planning.	Regional Workforce Coordinators Industry Training Groups and Skills Councils
Collaboration and Communication	Establish a regional collaborative network to improve communication. This group could drive the development of the regional workforce strategy.	RDA will host initial forum in June 2012 looking for stakeholder mechanisms to maintain collaboration
Evaluation of workforce development initiatives	That funding bodies collaborate to conduct an independent evaluation of the various workforce development initiatives in the region as part of continuous improvement	Queensland Government, DEEWR
School to Industry Pathways	Assessment of the role the various schools to industry pathways play in overall workforce development. This will include an assessment of impediments to achieving desired outcomes from these programs including adequate resourcing and industry support for school based programs.	Queensland Government Construction Skills Queensland Skills Queensland Industry Groups

Workforce Collaboration Forum June 2012

RDAMW held a forum in Mackay 26th June 2012 to explore issues facing workforce development in the Mackay Isaac Whitsunday region. The twenty four attendees at the forum clearly identified the need for increased communication and collaboration between workforce practitioners, particularly with state and federal workforce organisations.

The forum generally found this report a useful research tool with some suggestions to improve its value. They were keen to identify mechanisms to maintain the currency of information in a web based environment. The forum supported many of the recommendations in this report. There was general consensus on the need to develop a regional workforce development strategy to address the range of issues identified at the forum.

A report on the forum will be provided to DEEWR who provided the funding for the forum.

The forum can be used as a model to conduct similar forums in other parts of the Central Queensland Region.

Reference Sources

Web links current as at 15 May 2012

Government Agencies

Local Government	
Banana Shire Council	http://www.banana.qld.gov.au/
Barcaldine Regional Council	http://www.barcaldinerc.qld.gov.au/
Central Highlands Regional Council	http://www.centralhighlands.qld.gov.au/web/guest
Gladstone Regional Council	http://www.gladstone.qld.gov.au/web/guest
Isaac Regional Council	http://www.isaac.qld.gov.au/
Mackay Regional Council	http://www.mackay.qld.gov.au/
Rockhampton Regional Council	http://www.rockhamptonregion.qld.gov.au/Home
Whitsunday Regional Council	http://www.whitsunday.qld.gov.au/web/guest
Woorabinda Aboriginal Shire Council	http://www.woorabinda.qld.gov.au/

Queensland Government

Office of Economic and Statistical Research	http://statistics.oesr.qld.gov.au/qld-regional-profiles
Department of Education and Training(Training Division)	http://training.qld.gov.au/
Department of Employment, Economic Development and Innovation	http://www.deedi.qld.gov.au/ http://www.employment.qld.gov.au/jobseekers/projects/current/CQ.htm
Skills Queensland	http://www.skills.qld.gov.au/
Department of State Development, Infrastructure and Planning	http://www.deedi.qld.gov.au/cg/coordinator-general-projects.html

Federal Government

Department of Education, Employment and Workplace Relations	http://www.deewr.gov.au/lmip/default.aspx?LMIP/LFR/QLD/MackayFitzroyCentralWest_LFR_Industry_Total
---	---

Industry Groups

Queensland Resource Council	https://www.qrc.org.au/default.asp
AgForce	http://www.agforceqld.org.au/
Canegrowers Mackay	http://mackaycanegrowers.com.au/

Regional Organisations

Barcaldine Regional Council Remote Area Planning & Development (RAPAD)	http://www.rapad.com.au/web/guest
Central Highlands Regional Council Central Highlands Development Corporation	http://www.chdc.com.au/
Gladstone Regional Council Gladstone Industry Leadership Group (GILG) Gladstone Engineering Alliance (GEA) Gladstone Economic and Industry Development Board	http://gilg.com.au/ http://www.gladstoneregion.info/business-centre/about-gapdl/ http://www.gladstoneindustry.org.au/
Isaac Regional Council Mackay Whitsunday Regional Economic Development Corporation (REDC) Localised groups: Moranbah Traders Association Clermont Community and Business Group Dysart Action Group Glenden Progress Association Nebo Advisory Group Bowen Basin Community Engagement Network	http://www.mwredc.org.au/index.php/what-we-do.html
Mackay Regional Council Mackay Whitsunday Regional Economic Development Corporation (REDC) Mackay Area Industry Network (MAIN)	http://www.mwredc.org.au/index.php/what-we-do.html http://www.main.org.au/
Rockhampton Regional Council Capricorn Enterprise	http://www.capricornenterprise.com.au/
Whitsunday Regional Council Enterprise Whitsunday Mackay Whitsunday Regional Economic Development Corporation (REDC) Bowen Collinsville Enterprise Bowen Gumlu District Growers Association	http://www.enterprisewhitsundays.com.au/ http://www.mwredc.org.au/index.php/what-we-do.html

Abbreviations

ABARE:	Australian Bureau of Agricultural and Resource Economics
ABS:	Australian Bureau of Statistics
CHDC:	Central Highlands Development Corporation
CQIT:	Central Queensland Institute of TAFE
CQRCWDS	Central Queensland Resource Catchment Workforce Development Strategy
CQU:	Central Queensland University
CSG:	Coal Seam Gas (Coal bed methane)
CSQ:	Construction Skills Queensland
DEEDI:	Department of Employment, economic Development and Innovation
DEEWR:	Department of Education Employment and Workplace Relations
DET:	Department of Education and Training
ESQ:	Energy Skills Queensland
GAPDL:	Gladstone Area Promotion and Development Ltd
GEA:	Gladstone Engineering Alliance
GEIDB:	Gladstone Economic and Industry Development Board
GILG:	Gladstone Industry Leadership Group
GMAI:	Gladstone Multicultural Association Incorporated
GREDS:	Gladstone Region Economic Development Strategy
GWDS:	Gladstone Workforce Development Strategy
LNG:	Liquefied Natural Gas
LPR:	Labour Participation Rate
MAIN:	Mackay Area Industry Network
MSQ:	Manufacturing Skills Queensland
OESR:	Office of Economic and Statistical Research
QMEA	Queensland Minerals & Energy Academy
QRC:	Queensland Resources Council
RAPAD	Remote Area Planning & Development Board
RDA:	Regional Development Australia
REDC:	Mackay Whitsunday Regional Economic Development Corporation
TTCIS:	Trade Training Centres in Schools
TTC:	Trade Training Centres
VET	Vocational Education and Training

Acknowledgements

We would like to acknowledge the assistance of the following organisations in the development of this report, as well as those listed in the Appendix E.

DEEDI - Employment Division, Economic Development Division

Industry Capability Network

Mackay Area Industry Network

Remote Area Planning & Development Board

Bowen Gumlu Growers Association Inc

Gladstone Engineering Alliance

Canegrowers Mackay

Isaac Regional Council

Energy Skills Queensland

Construction Skills Queensland

Kinectic Group

Enterprise Whitsundays

Gladstone Area Promotion and Development Ltd

Gladstone Engineering Alliance

Gladstone Economic and Industry Development Board

Gladstone Industry Leadership Group

Central Queensland Institute of TAFE

Department Education & Training

Mackay Whitsunday Regional Economic Development Corporation

Capricorn Enterprise

DEEWR

Central Highlands Development Corporation

Bowen Collinsville Enterprise

Arrow Energy

Regional Development Australia Mackay Whitsunday Isaac

Regional Development Australia Rockhampton Gladstone Central Highlands

Skills Queensland

Appendix A: Resource Sector Profile

Disclaimer

Research for this project was completed prior to the Queensland Election in March 2012 therefore references and hyperlinks relate to government structures prior to the election. They have not been altered to reflect recent changes in Government agencies as it will be some time before these changes are finalised and web sites amended. It is envisaged that these links will be redirected to new sites as they are established.

Maps and other research material provided by the Queensland Government display the relevant department names and logos at the time they were produced and shall remain in that format which is appropriate for the timestamp displayed on that material.

Statistics quoted throughout this document are from the Office of Economic and Statistical Research, Queensland Government in regional profiles generated in January 2012. Where statistics are from another source this will be identified via footnotes.

TABLE OF CONTENTS

APPENDIX A: RESOURCE SECTOR PROFILE	28
Resource Sector in Central Queensland	30
Introduction	30
Major Projects in the Resource Sector	31
Coal Mine & Coal Projects	31
Coal Seam Gas / Liquefied Natural Gas Projects	49
Ports	58
Other Mining Related Projects:	63

Resource Sector in Central Queensland

Introduction

Queensland is in line for more than \$140 billion worth of new resource projects over the next decade, according to a Deloitte Access Economics study¹⁶.

For labour, electricity and water markets the projected impact of this growth is dramatic. If all the projects identified go ahead (i.e. the 'full growth' scenario), the sector will require an additional 40,000 workers, over 5,000 MW of electricity and almost 200,000 ML of water.

Almost without exception proposed investments in resource extraction in Queensland are now accompanied by proposals to invest in supporting infrastructure such as ports, rail and pipelines. Project proponents have shown that they are willing to invest to provide solutions to potential limitations to their growth imposed by existing supply chains. However, there are other key inputs into their production process that are not as amenable to individual investment solutions, notably **water**, **electricity** and most critically **labour**.

High demand occupations identified by National Resource Sector employment taskforce respondents:

- | | | |
|---|--|--|
| <ul style="list-style-type: none">• Engineering (mechanical, petroleum, electrical and civil)• Petroleum geologists | <ul style="list-style-type: none">• Mechanical, electrical, fitting and fabrication trades workers• Civil and electrical graduate engineers | <ul style="list-style-type: none">• Construction (welders, riggers, technicians, dogging, steel fixing, concreting crews, carpenters, crane operators) |
| <ul style="list-style-type: none">• Geophysicists• Rig engineers• Commercial (gas contracts) Managers | <ul style="list-style-type: none">• Geotechnical and technical support• Geoscientists• Specialist drilling | <ul style="list-style-type: none">• Camp services (cleaners, chefs, cooks, kitchen hands, refrigeration mechanics, maintenance, recreational officers, laundry) |
| <ul style="list-style-type: none">• Estimators• Schedulers• Laboratory analysts• OH & S specialists• Production managers• Environmental scientists• Electrical fitter/instrumentation• Diesel fitter/mechanics• Welders | <ul style="list-style-type: none">• Mobile and fixed plant operators• Insulators and cladders• Surveyors• Earthmoving plant operators• Bridge and road constructors• Pipe layers• Management• Leaders and supervisors• Pipe Fitter | <ul style="list-style-type: none">• Safety and environment personnel• Marine personnel• Medical Services• Security• Warehousing• Administration• Trainers• Boilermakers• LNG Operators |

¹⁶ Queensland Resource Sector State Growth Outlook Study, Deloitte Access Economics for Queensland Resources Council, Nov 2011.

Major Projects in the Resource Sector

Coal Mine & Coal Projects

Central Queensland is a world-rank producer and exporter of black coal and a major centre for mineral processing. The region hosts the coal-bearing Bowen and Galilee basins.

CENTRAL QUEENSLAND COAL DEVELOPMENT PROJECTS							
Project	Company	Status	Proposed Start-Up	Est. Cap Exp	Employment	Mining Tenure	New capacity (Total)
Middlemount open-cut	Macarthur Coal / Gloucester Coal	New project, under construction	2011	See Stage 2 (below)	300 (con), 110 (op)	ML granted	1.4 Mt coking and PCI (Stage 1)
Newlands Northern underground	NCA JV (Xstrata Coal Ltd 55%)	Extension, under construction	2011	US\$150m	100 (con)	ML granted	7.5 Mt thermal
Oaky Creek open-cut (Stage 1)	Xstrata Coal Ltd	Re-development, FS underway	2012?	US\$90m	80 e (op)	ML granted	1 Mt coking
Baralaba open-cut	Cockatoo Coal Ltd	Expansion, pre-FS underway	2012?	na	na	ML appn	0.75 Mt PCI & thermal
Isaac Plains open-cut	Aquila / Vale Australia	Expansion, under construction	2012	\$118m	100 (con), 40 (op)	ML appn	2.8 Mt coking, thermal and PCI
Jax open-cut	QCoal Ltd	New project, FS underway	2012	na	150 (op)	ML appn	1.8 Mt (ROM) coking
Curragh open-cut	Wesfarmers Ltd	Expansion, under construction #	2012	\$286m	300 (con), 90 (op)	ML granted	Up to 8.5 Mt coking
Ensham Central B&P underground	Ensham Resources	New project, under construction	2012	\$166m	80 (con), 160 (op)	ML granted	1.7 Mt thermal
Middlemount open-cut	Macarthur Coal / Gloucester Coal	Expansion, EIS and FS in progress	2012	\$500m	400 (op)	ML appn	4 Mt coking and PCI (Stage 2)
Burton open-cut	Peabody Energy Ltd	Expansion, under construction	2012	\$250m e	200 e (con)	ML granted	4 Mt coking
Codrilla open-cut	Macarthur Coal Ltd	New project, EIS & FS in progress	2013	\$250m	170 (con), 240 (op)	ML appn	3.2 Mt PCI
Kestrel underground	Rio Tinto Ltd	Expansion, under construction	2013	US\$2000m	300 (con), existing (op)	ML granted	5.7 Mt hard coking
Foxleigh open-cut	Anglo American Metallurgical Coal Ltd	Extension, EIS and FS in progress	2013	na	90 (op)	ML appn	3.2 Mt PCI
Daunia open-cut	BHP Billiton Mitsubishi Alliance	New project, under construction	2013	\$1600m	1000 (con), 400 (op)	ML granted	4.5 Mt coking and PCI
Millennium open-cut	Peabody Energy Ltd	Expansion, EIS completed	2013	\$276m	50 (con), 160 (op)	ML appn	3.6 Mt coking & PCI
Drake open-cut	QCoal Ltd	New project, EIS & FS underway	2013	\$350m e	350 (con), 250 (op)	ML appn	6 Mt coking and thermal
Source: ABARES May 2011 and DEEDI-Mines, Rockhampton October 2011							

CENTRAL QUEENSLAND COAL DEVELOPMENT PROJECTS continued

Project	Company	Status	Proposed Start-Up	Est. Cap Exp	Employment	Mining Tenure	New capacity (Total)
Elliensfield underground	Vale Australia Ltd	New project, EIS in progress	2013	\$800m	460 (con), 340 (op)	ML appln	4.7 Mt coking and thermal
Olive Downs North open-cut	Macarthur Coal Ltd	New project, On-hold	2013	\$20m	100 (con), 80 (op)	ML granted	1 Mt coking and PCI
Dingo West open-cut	Bandanna Energy Ltd	New project, FS completed #	2013	\$134m	220 (con), 110 (op)	ML appln	1 Mt PCI and thermal
Grosvenor underground	Anglo American Metallurgical Coal Ltd	New project, EIS completed	2013	\$1300m	500 (con), 485 (op)	ML appln	5 Mt hard coking (Stage 1)
Washpool open-cut	Aquila Resources Ltd	New project, DFS completed, EIS in progress #	2013	\$368m	310 (con), 370 (op)	ML appln	2.6 Mt coking & PCI
Minyango underground	Guangdong Rising (Aust.) Ltd	New project, EIS & FS underway #	2013	\$750m	500 (con), 450 (op)	ML appln	Up to 7.5 Mt coking & thermal
Broadmeadow underground	BHP Billiton Mitsubishi Alliance	Expansion, under construction	2013	US\$900m	650 (con); existing (op)	ML granted	4.8 Mt coking
Dysart East open-cut and underground	Bengal Coal Ltd	New project, pre-FS underway	2013?	\$450m	300 e (op)	MDL appln	4 Mtpa (ROM) coking
Collinsville open-cut	Xstrata Coal Ltd	Expansion, pre-FS underway	2013	na	na	ML granted	6 Mt coking & thermal
Yarrabee open-cut	Yancoal Aust. Ltd	Expansion, waiting for rail and port allocations #	2013	\$150m e	100 (op)	ML appln	2.8 Mt PCI
Eaglefield (Denham) open-cut	Peabody Energy Ltd	Expansion, EIS in progress	2013	\$1400m	650 (con), 700 (op)	ML granted	Up to 6.8 Mt hard coking
Springsure Creek underground	Bandanna Energy Ltd	New project, EIS underway, FS completed #	2013?	\$1130m	300 (con), 330 (op)	EPC 891	11 Mt thermal (ROM)
Lake Vermont open-cut	Lake Vermont Resources Ltd	Expansion, under construction	2013	\$200m	350 (con), 150 (op)	ML granted	8 Mt coking

Source: ABARES May 2011 and DEED-Mines, Rockhampton October 2011

e= unofficial estimate, ROM= run of mine, FS= Feasibility Study, B&P= Bord and Pillar, UG= underground, ML= Mining Lease, appln= application, # secured tonnage allocation for WICT Stage 1.

Users of the information recorded on this publication accept all responsibility and risk associated with the use of the information. The Department of Employment, Economic Development and Innovation makes no representations or warranties in relation to the information and, to the extent permitted by law, exclude or limit all warranties relating to correctness, accuracy, reliability, completeness or currency and all liability for any direct, indirect and consequential costs, losses and expenses incurred in any way in connection with any use of or reliance on the information.



Department of Employment, Economic Development and Innovation

CENTRAL QUEENSLAND COAL DEVELOPMENT PROJECTS continued

Project	Company	Status	Proposed Start-Up	Est. Cap Exp	Employment	Mining Tenure	New capacity (Total)
Eagle Downs underground	Aquila Resources / Vale Australia	New project, EIS & FS completed	2015	\$1254m	500 (con), 410 (op)	ML granted	4.6 Mt hard coking (Stage 1)
Monlo open-cut	Macarthur Coal / Burnett Coal	New project, FS in progress	2015?	\$80m e	200 e (op)	ML appin	1 Mt thermal (Stage 1)
Moorvale B&P underground	Macarthur Coal Ltd	Expansion, pre-FS underway	2015?	\$180m e	80 e (con), 160 e (op)	ML granted	1 Mt coking and PCI
Talwood underground	Aquila Resources Ltd	New project, Scoping Study completed	2015?	na	350 e (op)	EPC 985	3.6 Mt coking & thermal
Arcturus open-cut and underground	Bandanna Energy Ltd	New project, EIS underway, FS completed	2015?	\$235m	240 (con), 200 (op)	EPC 1221	5 Mt thermal
South Gaillee open-cut and UG	Bandanna Energy Ltd	New project, EIS and FS in progress	2015	\$4150m	2000 (con), 1280 (op)	ML appin	13.6 Mt thermal
Kevin's Corner open-cut and UG	GVKPIL	New project, EIS & BFS in progress	2015?	\$6600m	2500 (con), 2000 (op)	ML appin	30 Mt thermal
Curragh South (MDL 162) open-cut	Macarthur Coal Ltd	New project, pre-FS underway	2015?	na	400 e (op)	MDL granted	6 Mtpa (ROM) coking
Willunga open-cut	Macarthur Coal	New project, pre-FS underway	2015?	\$250m e	na	EPC 721	3 Mt PCI and thermal
Togara North underground	Xstrata Coal Ltd	New project, pre-FS underway	2015?	\$800m e	450 e (op)	ML appin	6 Mtpa thermal
Yamala underground	Northern Energy Ltd	New project, on-hold	2017?	\$350m e	200 e (op)	MDL appin	2 Mt thermal & PCI
Eastern Creek open-cut	NCA JV (Xstrata Coal Ltd 55%)	Extension, EIS & pre-FS underway	2016	na	100 e (op)	ML appin	Extend mine life 27 yrs
Belvedere underground	Aquila Resources/Vale	New project, EIS in progress	2016	\$2800m	600 (con), 500 (op)	ML appin	Up to 7 Mt hard coking
Winchester South open-cut	Rio Tinto Ltd	New project, pre-FS to start: Q2 2012	2016?	na	400 e (op)	MDL granted	4 Mt coking & thermal
Saraji East open-cut	BHP Billiton Mitsubishi Alliance	New project, EIS process, On hold	2016?	\$1000m	1000 (con), 300 (op)	ML appin	5 Mt hard coking
Moranbah South underground	Anglo Amer. Met Coal / Exxaro Australia	New project, pre-FS underway	2017	\$1300m	1200 (con), 650 (op)	MDL granted	Up to 4.5 Mt coking

Source: ABARES May 2011 and DEEDI-Mines, Rockhampton October 2011

CENTRAL QUEENSLAND COAL DEVELOPMENT PROJECTS continued

Project	Company	Status	Proposed Start-Up	Est. Cap Exp	Employment	Mining Tenure	New capacity (Total)
Styx open-cut	Waratah Coal / Queensland Nickel	New project, pre-FS underway	2013?	na	140 e (con), 110 e (op)	EPC 1029	1 Mt PCI & thermal
Baralaba North and South open-cut	Cockatoo Coal Ltd	New project, FS underway #	2014	\$300m e	300 (op)	ML appin	3.5 Mt PCI and thermal
Byerwen open-cut	QCoal Ltd	New project, EIS & FS underway	2014	\$1500m	500 (con), 1000 (op)	ML appin	10 Mt hard coking and thermal
Rollleston open-cut	Xstrata Coal Ltd	Expansion, FS and EIS underway #	2014	\$US450m	250 (con), 200 (op)	ML appin	Up to 20 Mt thermal (ROM)
Peak Downs open-cut	BHP Billiton Mitsubishi Alliance	Expansion, EIS commenced	2014	\$4000m	350 (op)	ML appin	11 Mt hard coking
Caval Ridge open-cut	BHP Billiton Mitsubishi Alliance	New project, EIS completed	2014		2000 (con), 500 (op)	ML appin	5.5 Mt hard coking
Jellinbah East (Mackenzie North) open-cut	Jellinbah Group	Extension, pre-feasibility underway	2014	\$50-100m	100 (con); existing (op)	ML appin	2 Mt PCI & thermal
Theresa underground	Linc Energy Ltd	New project, EIS in progress	2014?	na	500 (con) 380 (op)	ML appin	6.4 Mt coking & thermal
Goonyella open-cut	BHP Billiton Mitsubishi Alliance	Expansion, EIS in progress	2014?	\$1000m +	1200 (con), 750 (op)	ML appin	Up to 25 Mt hard coking
Tad's Corner (Alpha) open-cut	GVKPIU/ Hancock Coal Ltd	New project, BFS completed, EIS in progress	2014	\$3400m	1535 (con), 1200 (op)	ML appin	30 Mt thermal
China First (Galilee Coal) open-cut and underground	Waratah Coal Ltd	New project, EIS in progress	2014?	\$4000m	2500 (con), 1900 (op)	ML appin	40 Mt thermal
Orion Downs open-cut and UG	Endocoal Ltd	New project, BFS underway	2014	\$100m	200 e (op)	ML appin	2.5 Mt thermal
Carmichael open-cut & UG	Adani Mining Ltd	New project, EIS commenced	2014?	\$4100m	1500 (con), 3000 (op)	ML appin	Up to 60 Mt thermal
New Lenton open-cut	New Hope Corp. Ltd	New project, pre-FS completed	2014	\$400m e	400 e (op)	ML appin	3.5 Mt coking & thermal
Sarum open-cut and UG	Xstrata Coal Ltd	New project, EIS & pre-FS underway	2014	\$700m	400 e (con), 300 e (op)	ML appin	5 Mt coking and thermal

Source: ABARES May 2011 and DEEDI-Mines, Rockhampton October 2011

The Bowen Basin has 47 operating coal mines that produce all of Queensland's high-grade coking coal, and much of the export-traded thermal coal. These mines produced 180 million tonnes of saleable coal in 2009-10, representing 87 per cent of the state's total output, and directly employ around 29 550 full-time equivalent (FTE) positions (as at 30 June 2011).



Significant Projects currently going through Environmental Impact Study process:

Belvedere Coal Project	EIS Active	Aquila Resources website
Description	Underground longwall coal mining operation on a 13 000 ha mining lease	
Proponent	Belvedere Joint Venture (comprising Vale Australia Pty and Aquila Resources Ltd)	
Location/s	7 km north east of Moura, in Bowen Basin, central Queensland. Map .	
Local Government/s	Banana Shire Council	
Investment	\$2 billion	
Key features	<ul style="list-style-type: none"> underground longwall coal mine with an initial yield of 1 to 2 million tonnes per annum (mtpa), rising to 10 mtpa 4 km rail spur to connect the mine to the Moura-to-Gladstone rail line 	
Expected Commencement	2014	
Expected Completion	2016	
Jobs:		
Construction	600	
Operational	500	
Related Projects	The coal seams in question have a high gas content. Belvedere Joint Venture intends to commercially extract the gas, at the same time making the seams safe to mine.	

Byerwen Coal Project	EIS Active
Description	New integrated open-cut and underground coal mine with a yield of up to 10 mtpa.
Proponent	Byerwen Coal Pty Ltd (joint venture between QCoal Pty Ltd and JFE Steel)
Location/s	Northern Bowen Basin, 20 km west of Glenden and 140 km west of Mackay. Map (PDF 240 KB)
Local Government/s	Isaac Regional Council Whitsunday Regional Council
Investment	\$1.5 billion
Key features	<ul style="list-style-type: none"> integrated open-cut and underground coal mine mine infrastructure rail loop, load-out and connection to the existing Newlands Rail Line water supply pipeline from Burdekin River augmented power supply
Expected Commencement	2012
Expected Completion	2013
Jobs:	
Construction	350 – 500
Operational	1000

Caval Ridge Mine (part of the BMA Bowen Basin Coal Growth Project)		Coordinator-General gas recommended project proceed subject to conditions and recommendations.
Description	Open-cut coal mine with a yield of 5.5 mtpa, and associated infrastructure	
Proponent	BHP Billiton Mitsubishi Alliance (BMA) Coal Operations . BMA is the manager and agent on behalf of the Central Queensland Coal Associates Joint Venture, a 50:50 partnership between BHP Billiton Ltd and Mitsubishi Development Pty Ltd.	
Location/s	Northern boundary: 6 km south of Moranbah. Mine entrance: 17 km south of Moranbah and about 170 km south west of Mackay. Map	
Local Government/s	Isaac Regional Council	
Investment	\$4 billion	
Key features	<ul style="list-style-type: none"> • open-cut mine • coal handling preparation plant 	
Expected Commencement	2011	
Expected Completion	2013	
Jobs:		
Construction	2000	
Operational	500	
Related Projects	Buffel Park accommodation villages for construction & operational villages.	

Goonyella Riverside Mine (part of the BMA Bowen Basin Coal Growth Project)		EIS Active
Description	Expansion of an existing open-cut and underground coal mine from 16 million tonnes per annum (mtpa) to 24 mtpa.	
Proponent	BHP Billiton Mitsubishi Alliance (BMA) Coal Operations . BMA is the manager and agent on behalf of the Central Queensland Coal Associates Joint Venture between BHP Billiton Ltd and Mitsubishi Development Pty Ltd.	
Location/s	6 km south-west of Moranbah and 160 km south-west of Mackay. Map .	
Local Government/s	Isaac Regional Council	
Investment	Not available	
Key features	<ul style="list-style-type: none"> • open-cut mine • underground mine • new and upgraded coal handling and processing facilities. 	
Expected Commencement	Not available	
Expected Completion	Not available	
Jobs:		
Construction	900	
Operational	700	

Moranbah Airport (part of the BMA Bowen Basin Coal Growth project)		EIS Active
Description	New airport, to replace the existing Moranbah airport.	
Proponent	BHP Billiton Mitsubishi Alliance (BMA) Coal Operations . BMA is the manager and agent on behalf of the Central Queensland Coal Associates Joint Venture between BHP Billiton Ltd and Mitsubishi Development Pty Ltd.	
Location/s	Moranbah (specific location to be advised).	
Local Government/s	Isaac Regional Council	
Investment	Not specified	
Key features	<ul style="list-style-type: none"> • runway • passenger terminal • aircraft hanger • fuel storage • other ancillary infrastructure 	
Expected Commencement	Not available	
Expected Completion	Not available	
Jobs:	Not specified	
Construction		
Operational		

Goonyella to Abbot Point Rail Project		EIS Active
Description	A dedicated rail line to transport up to 60 million tonnes per annum of coal. The line will service a number of potential new and expanded coal mines.	
Proponent	BHP Billiton MetCoal Holdings Pty Ltd, a member of the BHP Billiton Group .	
Location/s	The line would run from the Goonyella Riverside Mine in the Bowen Basin, approximately 24 kilometres north-west of Moranbah, to the Port of Abbot Point, near Bowen. Map	
Local Government/s	Isaac Regional Council Whitsunday Regional Council	
Investment	\$2 billion	
Key features	<ul style="list-style-type: none"> • 60-metre-wide rail corridor, 250-290 km in length • balloon loops at Goonyella Riverside Mine and Port of Abbot Point • associated infrastructure, including but not limited to additional balloon loops, passing loops, bridges and culverts. 	
Expected Commencement	2015	
Expected Completion	2016	
Jobs:		
Construction	2000	
Operational	500	

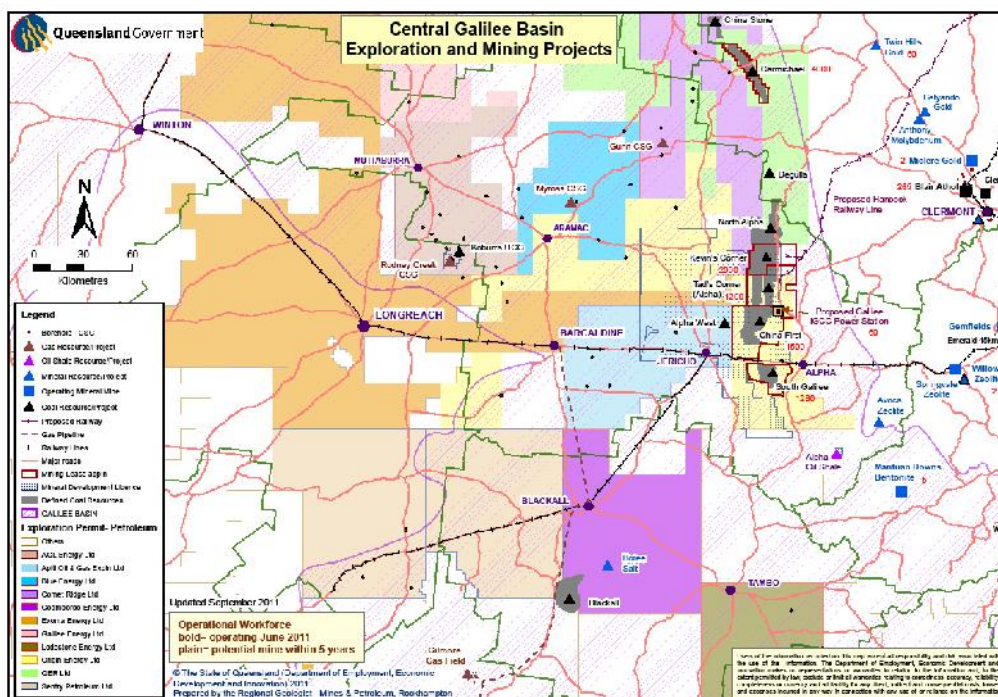
Galilee Basin

The Galilee Basin is gaining significant focus for Queensland in terms of the region's abundant coal resource, which holds substantial employment, economic development and growth opportunities for the regional and state economy. Located 450km west of Rockhampton, it is the last remaining major coal province to be developed in Queensland.

In May 2010, several coal mining projects were declared by Hancock Coal Pty Ltd, Waratah Coal Pty Ltd, AMCI Group and Bandanna Energy to be established and potentially inject billions of dollars into the Galilee Basin.

The proposed mining projects are to be located around Alpha, a small town of approximately 350 residents located in Barcaldine Regional Council (BRC), between Emerald and Barcaldine. As a result of the potential mining activities, local employment is set to grow significantly, with a substantial number of people being employed on a permanent basis to both operate the mine and provide support jobs, such as suppliers and contractors. This job growth will attract people to move to the region requiring long term sustainable planning.

To assess the future growth needs of the region, the Department of Employment, Economic Development and Innovation (DEEDI), BRC, Central Western Queensland Remote Area Planning and Development Board and Central Highlands Development Corporation funded an independent study to provide economic and social information on the Galilee Basin.



Significant Projects currently going through Environmental Impact Study process:

Carmichael Coal Mine and Railway		EIS Active
Description	Open-cut and underground coal mine with a yield of 60 million tonnes per annum (from 2022); and railway line.	
Proponent	Adani Mining Pty Ltd, a wholly owned subsidiary of India's Adani Group .	
Location/s	Mine: Galilee Basin, 160 km north west of Clermont Railway line: from the mine to Moranbah, where it will join the existing Goonyella rail system, which connects to the Port of Hay Point, 30 km south of Mackay. Map	
Local Government/s	Isaac Regional Council (mine) Mackay Regional Council (railway line)	
Investment	Mine: \$4.1 billion Railway line: \$6.8 billion	
Key features	<ul style="list-style-type: none"> • open-cut and underground coal mine • railway line 	
Expected Commencement	2012	
Expected Completion	2014	
Jobs:		
Construction	5000 (Mine) 2000 (Railway line)	
Operational	4000 (Mine) 120 (Railway line)	

Galilee Basin Power Station		EIS Active
Description	A 900-megawatt (MW) coal-fired power station incorporating clean-coal low-emission technology and carbon capture and storage.	
Proponent	Galilee Power (a subsidiary of Waratah Coal Pty Ltd).	
Location/s	30 km north west of Alpha, in central Queensland. Map	
Local Government/s	Barcaldine Regional Council	
Investment	\$1.25 billion (excluding geosequestration costs)	
Key features	<ul style="list-style-type: none"> • power station (2 x 450 MW modules, with construction of the second dependent on demand) • geosequestration of CO₂ in western Galilee Basin 	
Expected Commencement	Not specified	
Expected Completion	2017	
Jobs:		
Construction	1000	
Operational	60	

Alpha Coal Project	EIS Active
Description	Open-cut coal mine with an initial export capacity of 30 mtpa, supported by new rail and port infrastructure.
Proponent	Hancock Coal Pty Ltd , Hancock Alpha West Pty Ltd and Hancock Coal Infrastructure Pty Ltd (joint proponents)
Location/s	Mine: Galilee Basin, 40 km north-west of Alpha, central Queensland Rail corridor: from the mine site to the Port of Abbot Point Port: Abbot Point (25 km north of Bowen) Map
Local Government/s	Barcaldine Regional Council (mine) Barcaldine, Isaac and Whitsunday Regional Councils (rail corridor to Abbot Point) Whitsunday Regional Council (Port of Abbot Point)
Investment	\$7 billion
Key features	<ul style="list-style-type: none"> • 30 mtpa open-cut coal mine • 495 km railway • new port facility at Abbot Point • water and electricity
Expected Commencement	2011
Expected Completion	2014
Jobs:	
Construction	3820 Proposed Start/Finish 2011 - 2014
Operational	2650

Kevin's Corner	EIS Active
Description	Combined open-cut and underground coal mine with an ultimate capacity of 30 million tonnes per annum.
Proponent	Hancock Galilee Pty Ltd (a subsidiary of Hancock Prospecting Pty Ltd).
Location/s	Galilee Basin, 360 km south west of Mackay. Map
Local Government/s	Barcaldine Regional Council
Investment	\$6.6 billion
Key features	<ul style="list-style-type: none"> • open-cut and underground coal mine • coal preparation plant • rail load out facility • rail spur
Expected Commencement	2011
Expected Completion	2013
Jobs:	
Construction	Up to 2500
Operational	2000

Galilee Coal (Northern Export Facility Project also known as China First Coal Project)		EIS Active
Description	Open-cut and underground coal mines (with a total yield of 40 million tonnes per annum and capacity for future expansion); railway line; and port facility.	
Proponent	Waratah Coal Pty Ltd	
Location/s	Mine: Galilee Basin, near Alpha, about 450 km west of Rockhampton Railway line: from mines to the Abbot Point State Development Area (APSDA) near Bowen Port facility: at Port of Abbot Point Map	
Local Government/s	Barcaldine Regional Council (mines and rail) Isaac Regional Council (rail) Whitsunday Regional Council (rail and port)	
Investment	\$7.63 billion	
Key features	<ul style="list-style-type: none"> • 4 x underground mines • 2 x open-cut coal mines • 468 km standard-gauge railway line • coal stockyard and transfer infrastructure (within the APSDA) • ship berths (within the proposed Multi Cargo Facility at the Port of Abbot Point) 	
Expected Commencement	2012	
Expected Completion	2014	
Jobs:		
Construction	6000	
Operational	1500	

South Galilee Coal Mine		EIS Active South Galilee Coal Project website.
Description	15-20 mtpa open-cut and underground coal-mining operation.	
Proponent	Joint venture between AMCI (Alpha) Pty Ltd (a subsidiary of the AMCI Group) and Alpha Coal Pty Ltd (a subsidiary of Bandanna Energy Ltd)	
Location/s	Galilee Basin, immediately southwest of Alpha and 160 km west of Emerald. Map .	
Local Government/s	Barcaldine Regional Council	
Investment	\$1.5 billion (excluding associated port and rail costs)	
Key features	<ul style="list-style-type: none"> • coal handling and preparation plant • water pipeline • electricity transmission lines • accommodation facilities 	
Expected Commencement	2012	
Expected Completion	2014	
Jobs:		
Construction	2000	
Operational	750	

Summary of key statistics for Galilee Basin Developments¹⁷

Name of coal project	China First	Alpha	Kevin's Corner	South Galilee
Owner	Waratah Coal	Hancock Coal	Hancock Coal	AMCI/Bandanna Energy
Location of mine	38 km NW Alpha	57 km N of Alpha	76 km N of Alpha	15km SW Alpha
Location of camp (s) MLs, MDLs, EPCs	Adjoining mining lease near NE corner EPCs 1040 & 1079	Probably SE corner of MLA 70426	Probably SE corner of MLA 70425	EPC 1049, EPC 1180
Approximate employment				
<i>Pre-construction: FTEs/p.a.</i>	N/A	60	60	20
<i>Construction FTEs or peak</i>	6,000			
Mine	2,500 (3years)	1,060 (peak)	1,200 (peak)	
Rail	1,000 (3years)	1,700 (peak)	1,700 (peak)	
Port Terminal	2,500 (1.5 years)	250 (peak)	250 (peak)	
<i>Operations FTEs</i>				
Mine	1,500	1,500	1,500	750
Rail	60	115	115	N/A
Port Terminal	150	60	60	N/A
First Coal	2013	2014	2014	Too early
Year when full capacity reached	2015/16	2017	2016/18	N/A
Personnel Transport:				
<i>Pre-construction</i>	Unknown			
FIFO		90%	90%	
DIDO		10%	10%	
Local				

¹⁷ Galilee Basin Economic and Social Impact Study Report, Economic Associates August 2010 prepared for the Queensland Government.

Name of coal project	China First	Alpha	Kevin's Corner	South Galilee
<i>Construction</i>				
FIFO		90%	90%	
DIDO		10%	10%	
Local				
<i>Operations</i>				
FIFO		90%	90%	
DIDO		10%	10%	
Local				
Personnel accommodation:				
<i>Pre-construction</i>				
Camp	Unknown	90%	90%	
In town	Unknown	10%	10%	
Resident	Unknown			
<i>Construction</i>				
Camp	Unknown	90%	97%	
In town	Unknown	9%	2%	
Resident	Unknown	1%	1%	
<i>Operations</i>				
Camp	Unknown	95%	97%	
In town	Unknown	4%	2%	
Resident	Unknown	1%	1%	

Name of coal project	China First	Alpha	Kevin's Corner	South Galilee
Airstrip (s) for FIFO	Airstrip adjacent to mine or Alpha Airfield	Private or Alpha airfield	Private or Alpha airfield	Alpha airfield
Type of aircraft for FIFO	Unknown at this stage	Dash 8 (56 or 76 seat) or possible F100 (100 seat)	Dash 8 (56 or 76 seat) or possible F100 (100 seat)	N/A
FIFO originating from:				
Cairns				
Townsville		Possible	Possible	
Mackay	Yes	Likely	Likely	
Rockhampton	Yes	Possible	Possible	
Brisbane	Yes	Yes	Yes	
Emerald		Possible	Possible	
Other		Possible	Possible	

Workforce Development Initiatives

Suthop Pty Ltd

Project	Funded by	Type	Grant Amount	Participants	Project Dates	Project Description
Bowen Basin Indigenous Mining Contractors – First Enterprise (Mackay)	DEEWR	Indigenous Employment Program	Not Provided	1	Start: 02/04/2011 Finish: 30/06/2013	Two years' employment of an Economic and Enterprise Development Manager and Liaison officer to maximize opportunities for Indigenous Australians and Indigenous Australian business to take part in the resource sector boom in the Bowen Basin.

KINETIC (formerly MISC)

Kinetic provides the following workforce development initiatives:

WELL Program

The workplace English Language Literacy (WELL) resource can be used by trainers, in conjunction with the Resources and Infrastructure Industry (RII) Training package

Apprenticeship Framework

A framework assisting the resources sector in planning for the development of trade-qualified staff, including information and resources for the entire lifecycle of an apprenticeship.

Supervisions Framework

A framework upon which the recruitment, training and coaching of Supervisors can be built in order for organisations to effectively grow their future Supervisors.

Training Simulation

The Skills Centre supports the training and development initiatives of resource organisations by integrating learning technologies, including simulation and eLearning

Industry Pathway Programs

The Industry Pathway Programs initiative was established to encourage partner RTOs to develop pathway programs which provide quality training aligned to specific industry requirements and, importantly, lead to real jobs in the sector.

Drill Down

The Skills Centre has recently launched “Drill Down” this is a one day course covering key modules such as expectations and reality; working life and daily routine; family, relationships and lifestyle; and standing out from the crowd. The program has been designed to address latest research figures which estimate the industry’s 17% attrition rate is costing more than \$140 million in losses per year. Of those leaving the industry each year, a staggering 18.% of them only commenced their employment in the sector in the last 12 months. This shows that whilst the sector has great appeal for new entrants, the realities of lifestyle and work environment mean that appeal may be short lived.

www.drilldownmining.com.au

Skills DMC

Skills DMC provides the services of Workforce Planning and Training and Analysis to assist and meet enterprise skills development requirements. Skills DMC is also about to launch a Cairns based Fly in fly out project.

Queensland Minerals and Energy Academy (QMEA)

Minerals and Energy **Gateway Schools Project** addresses the growing demand for a skilled workforce in the Queensland minerals and energy sector by developing career pathways for secondary school students to enter the industry. The QMEA has been successful in establishing strong industry partnerships, engaging with schools and industry to facilitate numerous student and teacher activities throughout Queensland. Participating schools in Central Queensland are Biloela SHS, Blackwater SHS, Dysart SHS, Emerald SHS, and Moranbah SHS.

Associated Organisations / Groups

Kinetic (formerly MISC)

Website

www.kineticgroup.org.au

Phone

Ph (07) 3872 8500

Email

info@kineticgroup.org.au

The Kinetic Group is the leader in workforce planning and development solutions for the resources sector. They provide workforce analysis and strategic advice to national and international clients such as resources organisations, industry bodies, training institutions and government agencies.

Skills DMC National Industry Skills Council

Website

www.skillsdmc.com.au

Phone

Ph (02) 9299 3014

Email

skillsdmc@skillsdmc.com.au

Skills DMC is a not-for-profit organisation with the primary role of facilitate the education and training needs of the stakeholders operation in the following industry sectors:

- Coal Mining
- Civil Infrastructure
- Quarrying (Extractive)
- Drilling
- Metalliferous Mining

Associated Publications

Kinetic

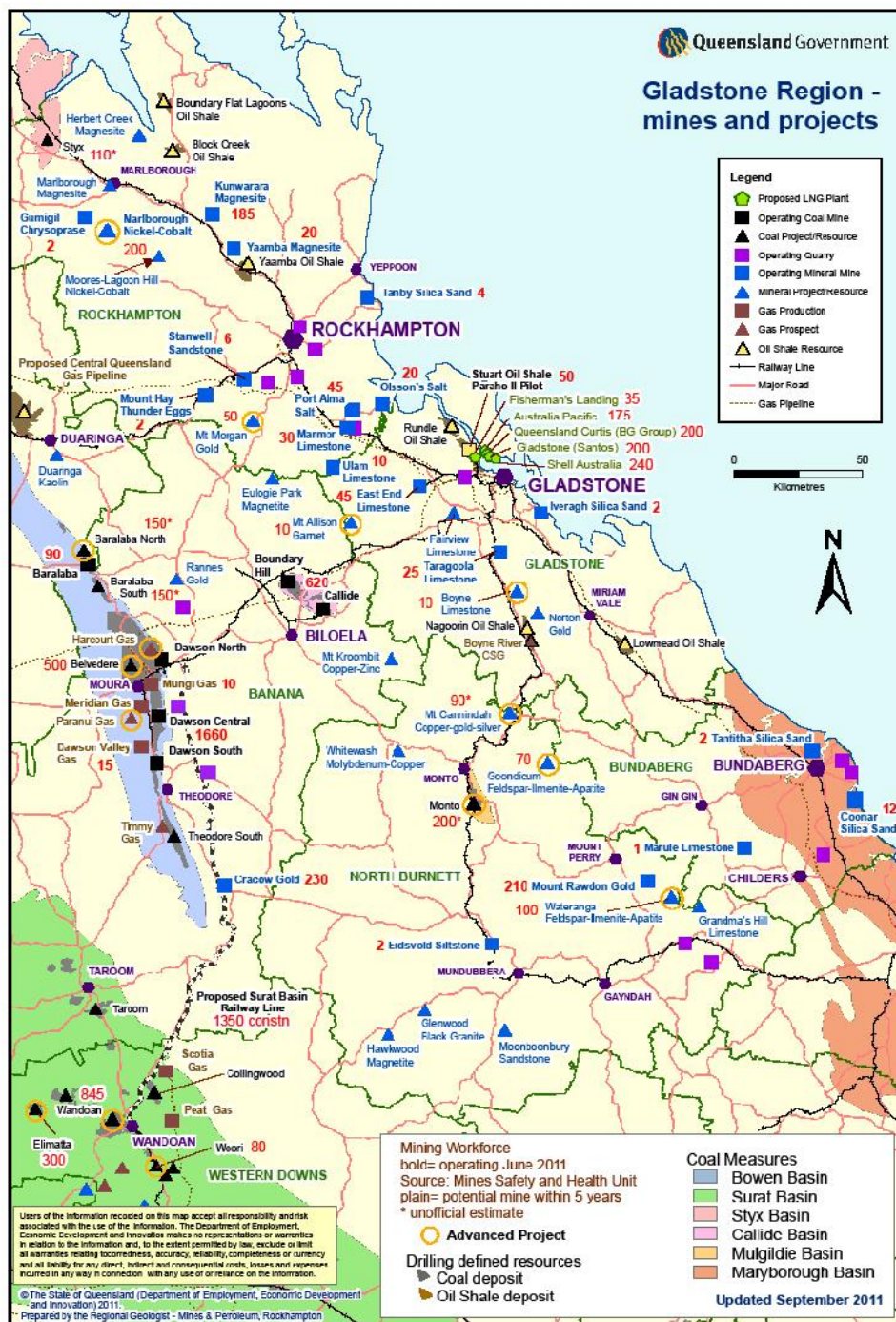
- The Heartbeat Project quantified the skills situation, and assists organisations with workforce planning by aggregating data across the industry
- The Mining Industry Skills Strategy was developed in consultation with the mining industry and highlights the current skills situation and the critical priorities for the coming years.
- Automation Skills Formation Strategy
- 457 Visas Resource Training Fund
- The Mining Industry Skills Centre has launched a new industry training fund derived from the Queensland Government's Strategic Investment Fund.

- “Industry Skills and Workforce Development Report” by Mining Industry Skills Centre September 2011

Other

- “Skills DMC Environmental Scan” This scan is produced every year for the Department of Education, Employment and Workplace Relations. The scan reflects on the substantial changes to the world economic climate and the subsequent impact on the skills pool.
- Queensland Resource Council “Queensland Resource Sector State Growth Outlook Study” November 2011.

Coal Seam Gas / Liquefied Natural Gas Projects



Overview

The Queensland CSG/LNG Industry has four major projects that have the potential to offer as many as 18,000 direct and indirect jobs – including over 4,300 in the Darling Downs – South West Region alone.

The CSG/LNG Industry is from the regional economies of Mackay-Fitzroy-Central West and the Darling Downs-South looking to employ skills and labour predominately West, Central towns to

CSG development are Roma, Dalby and Chincilla, Moranbah and most likely Emerald as well as Gladstone for LNG development. The greatest demand for labour and skills will be concentrated in the upstream industry (Coal Seam Gas) in Surat and Bowen Basins

All of the following occupations or primary feeder streams to occupations in demand by the CSG/LNG Industry are experiencing critical skill shortages:

- Chemical Engineers
- Mechanical Engineers
- Petroleum Engineers
- Electrical Engineers
- Civil Engineers
- Engineering Managers
- Geologists
- Production Managers (Mining)
- Civil Engineering Associates
- Electrical Engineering Associates
- Mechanical Engineering Associates
- General Electricians
- Electricians (Special Class)
- Fitters
- Drillers

Projects

Significant Projects currently going through Environmental Impact Study process:

Arrow Energy LNG Plant (formerly Shell Australia LNG Project)		Arrow Energy LNG Plant website
Description	Planned development of a liquefied natural gas (LNG) project on Curtis Island, off Gladstone. The proposed plant will be supplied with coal seam gas (CSG) from Arrow's reserves located in the Surat and Bowen Basins.	
Proponent	Arrow Energy Pty Ltd	
Location/s	Proposed LNG plant on Curtis Island, off Gladstone. A high pressure gas pipeline from the Gladstone mainland to Curtis Island.	
Local Government/s	Gladstone Regional Council	
Investment	Not specified	
Key features	<ul style="list-style-type: none"> • LNG processing plant including an initial two trains with the capacity to move to four trains. • Other infrastructure at the LNG plant site will include a 110 m high flare stack, power generators, administrative buildings and workshops. • 2000 man workers camp • Materials offloading facility, marine facility and LNG carrier facilities. • A high pressure gas pipeline • Dredging of the seabed in Port Curtis 	
Expected Commencement	Scheduled for 2014	
Expected Completion	2017	
Jobs:		
Construction	3000 (peak workforce)	
Operational	200 to 300	
Related Projects	Arrow Bowen Pipeline Arrow Bowen Gas Project	

Additional Project Information

The project is also supported by a dredging program off Port Curtis being managed by the Gladstone Ports Corporation to extend shipping lanes to berth pockets and develop swings basins for LNG carriers to load and manoeuvre. The western basin dredging project by the port is subject to a separate EIS approval.

The arrow LNG plant will produce up to 18 million tonnes per annum (mtpa) of LNG, and includes the phased construction of up to four trains or processing plants on its Curtis Island site. Stage 1 includes the construction of two trains of around 4mtpa of LNG each on the arrow site behind boatshed point.

Arrow Bowen Pipeline Arrow Bowen Pipeline (ABP) website	
Description	The ABP will connect Arrow's coal seam gas (CSG) fields in the Bowen Basin with the planned Arrow LNG Plant on Curtis Island, off Gladstone.
Proponent	Arrow Energy Pty Ltd
Location/s	The ABP mainline runs approximately 477km. It starts 18km northwest of Glenden and ends approximately 22km west of Gladstone where it will meet the proposed Arrow Surat Pipeline at the Gladstone Gas Hub.
Local Government/s	Gladstone Regional Council Isaac Regional Council Rockhampton Regional Council Whitsunday Regional Council
Investment	Not specified
Key features	<ul style="list-style-type: none"> • Arrow Bowen Pipeline mainline • The Elphinstone Lateral, Saraji Lateral and Dysart Lateral • Above ground facilities include main line valves, scraper stations, cathodic protection systems and the proposed Gladstone Gas Hub.
Expected Commencement	Scheduled for April 2016
Expected Completion	2017
Jobs:	
Construction	693
Operational	15
Related Projects	Arrow LNG Plant Arrow Bowen Gas Project

Additional Project Information

Arrow lodged the draft EIS for the Arrow Bowen Pipeline in December 2011. This was approved by the State Government for public release in March 2012, and is now available for review and comment.

- [Click here to view the Initial Advice Statement](#)
- [Click here to view the Arrow Bowen Pipeline EIS](#)

The construction of the ABP is separate to Arrow's exploration activities in the Bowen Basin.

Arrow Bowen Gas Project	Arrow Bowen Gas Project
Description	The Arrow Bowen Gas Project (BGP) is proposed the expansion of the current Moranbah Gas Project in the Bowen Basin Region. Arrow plans to increase coal seam gas (CSG) production in the region to supply the planned Arrow LNG Plant on Curtis Island, off Gladstone.
Proponent	Arrow Energy Pty Ltd
Location/s	Bowen Basin
Local Government/s	Isaac Regional Council Central Highlands Council
Investment	Not specified
Key features	Not specified
Expected Commencement	Not specified
Expected Completion	Not specified
Jobs:	
Construction	Not specified
Operational	Not specified
Related Projects	Arrow LNG Plant Arrow Bowen Pipeline

Additional Project Information

- Arrow's Bowen Gas Project EIS is yet to commence but public input will form an important part of the EIS.
- The Moranbah Gas Project (MGP), located in the Bowen Basin region, is already one of the largest operating coal seam gas (CSG) projects in Australia.
- The CSG produced in the Bowen Basin will be transported to the proposed Arrow LNG Plant through the Arrow Bowen Pipeline.

Significant projects commenced:

Australia Pacific LNG Project

Australia Pacific LNG is a 50:50 coal seam gas (CSG) to LNG joint venture between Origin and ConocoPhillips. Laird Point on Curtis Island at Gladstone is the site for Australia Pacific LNG's proposed Liquefied Natural Gas (LNG) plant.

Results from a detailed independent analysis of the economic benefits of the project by KPMG Econtech highlights that an average of 10,300 jobs would be created during the 10-year construction period of the project, reaching a peak of 18,600 direct and indirect jobs nationally during the four peak years of construction (2012 to 2015). Of the 18,600 jobs created on average during the 4-year peak construction period, 13,200 jobs will be in the Queensland regions of Mackay-Fitzroy-Central west and Darling Downs-West.

[Media Release from Origin Energy - 18 August 2009](#)

Australia Pacific LNG Project Page www.aplng.com.au

Origin Energy Careers Page <http://origintogether.com/?gclid=CN-poMH5768CFQdKpgodGB2FVw>

ConocoPhillips Careers Page
http://www.conocophillips.com/EN/careers/cop_careers/Pages/index.aspx

McConnell Dowell Careers Page <http://www.macdowcareers.com.au/>

Gladstone Liquefied Natural Gas Project (GLNG)

Santos and PETRONAS' multi-billion dollar Gladstone Liquefied Natural Gas (GLNG) project will be the world's first project to process coal seam gas into liquefied natural gas as a cleaner energy source. It involves:

- Exploration and production of CSG in the Surat and Bowen Basin gas fields
- Construction and operation of a 435 kilometre gas pipeline from the gas fields to Gladstone
- Construction and operation of a gas liquefaction and export facility on Curtis Island and associated infrastructure.

It is anticipated that up to 6,000 new jobs will be created for the construction and operation of the GLNG project. This should stimulate further business development and employment opportunities in the Gladstone and Roma regions through increased demand for goods and services.

Gladstone LNG Project Careers Page <http://www.glng.com.au/Content.aspx?p=66>

Santos Careers Page <http://www.santos.com/careers-at-santos.aspx>

PETRONAS Careers Page http://www.petronas.com.my/our_people/career_opportunities.aspx

FLOUR Careers Page <http://www.fluor.com/australia/careers/Pages/default.aspx>

Queensland Curtis LNG

Queensland Curtis LNG is a priority project of QGC - A BG Group business, to develop Queensland coal seam gas for Australian and international markets. Key elements of the proposed project involve:

- An expansion of QGC's exploration and gas production operations in the Surat Basin, in southern Queensland,
- A 380km underground pipeline to Gladstone on the central Queensland coast, and
- A liquefaction plant on Curtis Island, near Gladstone, with initial production capacity of 7.4 million tonnes of LNG a year.

Across its various components, the Queensland Curtis LNG Project will provide about 3,000-4,000 construction jobs and 800 permanent positions.

Queensland Curtis LNG Project Careers Page <http://www.qgc.com.au/>

BG Group Careers Page <http://www.bg-group.com/Careers/Pages/WorkWithUs.aspx>

Bechtel Careers Page <http://www.bechtel.com/australia>

Indicative employment numbers¹⁸

Extract from the CSG/LNG Workforce Planning Report 2009

<http://www.energyskillsqld.com.au/workforce-planning/workforce-planning-for-the-csg-lng-industry>

These numbers are indicative only and are provided for the purposes of future skills planning for critical core and primary contracting staff for the CSG/LNG Industry of Queensland for projects with known active Initial Advice Statement.

Occupational Groups by Skills and Activities	Scenario A "Slow Economic Growth" 14/15 Mtpa (4 Trains)			Scenario B "Moderate Economic Growth" 22/23 Mtpa (6 Trains)			Scenario C "Rapid Economic Growth" 29.30 Mtpa (8 Trains)		
	2010	2015	2020	2010	2015	2020	2010	2015	2020
ENGINEERING (Professional and Para-professional Skills)	205	340	373	341	580	630	374	715	756
SCIENCE (Professional and Para-professional skills)	73	68	75	109	103	113	124	133	149
VOCATIONAL OCCUPATION (Technical Skills)	831	2134	2645	1248	3197	3964	1328	3584	4854
Drilling	476	990	990	715	1484	1484	741	1820	1953
Electrotechnology (Electrical)	35	146	232	53	218	347	61	253	447
Filed Construction ¹⁹	24	44	44	36	66	66	43	88	88
Mechanical (Diesel Fitting)	75	201	274	113	301	410	128	309	482
Process Plant Operations	190	682	1017	285	1022	1525	312	999	1724
Water Management (Operations)	29	71	88	43	106	132	43	115	160
VOCATIONAL OCCUPATION (Non Technical Skills)	205	378	453	306	567	680	198	677	857
Occupational Health & Safety	38	84	104	56	126	153	68	154	190
Cultural Heritage	67	85	80	100	127	100	82	169	162
Admin/Logistics/Transport/ Warehouse	100	209	269	150	314	404	148	354	505
UNSKILLED LABOUR	67	134	147	100	200	222	115	253	284
Other	0	31	58	0	47	86	0	31	90
Compliance and Shutdown Teams	0	31	58	0	47	86	0	31	91
TOTAL DEMAND	1381	3085	3752	2104	4694	5695	2239	5393	6991

¹⁸ CSG/LNG Workforce Planning Report, CSG/LNG Skills Taskforce September 2009.

¹⁹ Associate Professional Engineering Skills base also contained in this grouping of professions under Field Construction Activities.

Workforce Development Initiatives

Energy Skills Queensland (ESQ) Gladstone Workforce Skilling Strategy to assist 210 unemployed people get jobs in the Coal Seam Gas/Liquefied Natural Gas (CSG/LNG) industry. The project involves partnerships with Job Service Australia providers, Gladstone Engineering Alliance, GAGAL Apprentices and Trainees, community organisations, the Gladstone Chambers of Commerce and local industries. Other significant contributions will come from the Gladstone Ports Corporation (Future Directions Indigenous Liaison Group) and Nhulundu Health Services.
<http://www.energyskillsqld.com.au/workforce-development/gwss>

Minerals and Energy **Gateway Schools Project** addresses the growing demand for a skilled workforce in the Queensland minerals and energy sector by developing career pathways for secondary school students to enter the industry. The QMEA has been successful in establishing strong industry partnerships, engaging with schools and industry to facilitate numerous student and teacher activities throughout Queensland. Participating schools in Central Queensland are Biloela SHS, Blackwater SHS, Dysart SHS, Emerald SHS, and Moranbah SHS.

Associated Organisations / Groups

- Energy Skills Queensland – Gladstone representative Julie Strudwick
jstrudwick@energyskillsqld.com.au
- Construction Skills Queensland
- Gladstone Engineering Alliance
- Gladstone Ports Corporation
- GAGAL Apprenticeships & Traineeships

Associated Publications

Construction Skills Queensland CSG/LNG Industry Construction Workforce Plan
<http://www.csq.org.au/downloads>

Energy Skills Queensland have the following supporting publications available on
<http://www.energyskillsqld.com.au/workforce-planning/workforce-planning-for-the-csg-lng-industry>

- CSG-LNG Workforce Planning Flyer
- Gladstone Industry Presentation: Workforce Planning for the Qld CSG/LNG Industry
- Part A – CSG-LNG Workforce Planning Report
- Part B – CSG-LNG Addendum of Labour Market Supply Analysis
- Part C – CSG-LNG Workforce & Competency Development Strategy Plan

Ports

Significant Projects currently going through Environmental Impact Study process:

Fitzroy Terminal Project (Port Alma)	
Description	Coal export facility with an initial capacity of 10 million tonnes per annum (Stage 1) and a future capacity of 22 mtpa (Stage 2).
Proponent	Fitzroy Terminal Project Pty Ltd
Location/s	Adjacent to Port Alma, 50 km south-east of Rockhampton and 40 km north-west of Gladstone. Map
Local Government/s	Gladstone Regional Council Rockhampton Regional Council
Investment	
Key features	<ul style="list-style-type: none"> • rail spur connecting to the North Coast Line • coal stockpiles • enclosed three-kilometre-long conveyor • barge loading terminal • covered barges (10,000 dead weight tonnage) • floating transhipper • associated infrastructure
Expected Commencement	2012
Expected Completion	2015
Jobs:	
Construction	380 Stage 1 250 Stage 2
Operational	150 Stage 1 45 Stage 2

Balaclava Island Coal Export Terminal (BICET)	
Description	Coal export facility
Proponent	Xstrata Coal Queensland
Location/s	Balaclava Island, 40 km north of Gladstone. (Includes a rail spur from the existing North Coast railway line, just north of the township of Raglan, to coal stockpiles near the island.). Map
Local Government/s	Gladstone Regional Council Rockhampton Regional Council
Investment	
Key features	<ul style="list-style-type: none"> • rail spur from North Coast Line • overland conveyors (to transport coal from the stockpiles to a shiploader on the island) • shiploading facility with a capacity of up to 35 million tonnes per annum
Expected Commencement	2012
Expected Completion	2014
Jobs:	
Construction	
Operational	

Dudgeon Point Coal Terminals Project	
Description	Development of two new coal export terminals with a combined capacity of up to 180 million tonnes per annum; and associated infrastructure.
Proponent	North Queensland Bulk Ports Corporation Ltd
Location/s	Dudgeon Point, in the Port of Hay Point, 25 km south of Mackay. Map
Local Government/s	Mackay Regional Council
Investment	\$10-12 billion
Key features	<ul style="list-style-type: none"> • two new coal export terminals • six rail loops and train unloading facilities • rail connection to Goonyella rail system • offshore wharf facilities for up to eight ship berths • dredging of approximately 11-15 million m3 to create berth pockets and a departure apron for ships • expanded tug facilities
Expected Commencement	2013
Expected Completion	2015 - 2016
Jobs:	
Construction	5000
Operational	800

Port of Hay Point

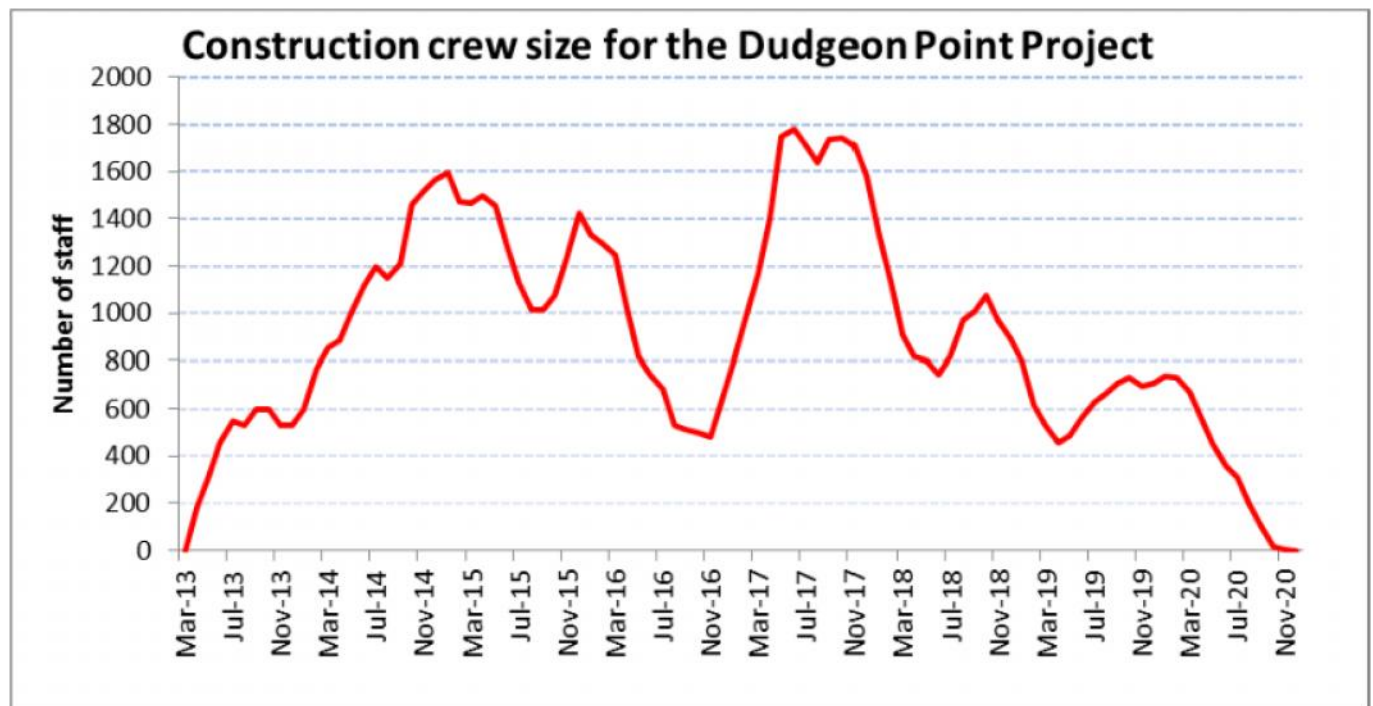
Note: Port of Hay Point includes the Hay Point Coal Terminal, Dalrymple Bay Coal Terminal and the proposed Dudgeon Point Terminal

The following is extracted from the “Port of Hay Point Preliminary Ten Year Master Plan” April 2012

<http://www.nqbp.com.au/publications/PortofHayPointPreliminaryTenYearMasterPlan.PDF>

Based upon the Hay Point Master Plan and the projected growth of the coal terminal capacity requirement expressed by both proponents, a construction schedule depicting key construction milestones and activities for the site was developed. The construction schedule identified a staged construction schedule spanning between 2013 and 2021.

The construction schedule was also used to estimate the construction and operational workforce requirements for the Dudgeon Point project. The projected construction workforce requirements vary considerably between April 2013 and November 2020 peaking at 1,800 between May and November 2017 as highlighted in the figure below:

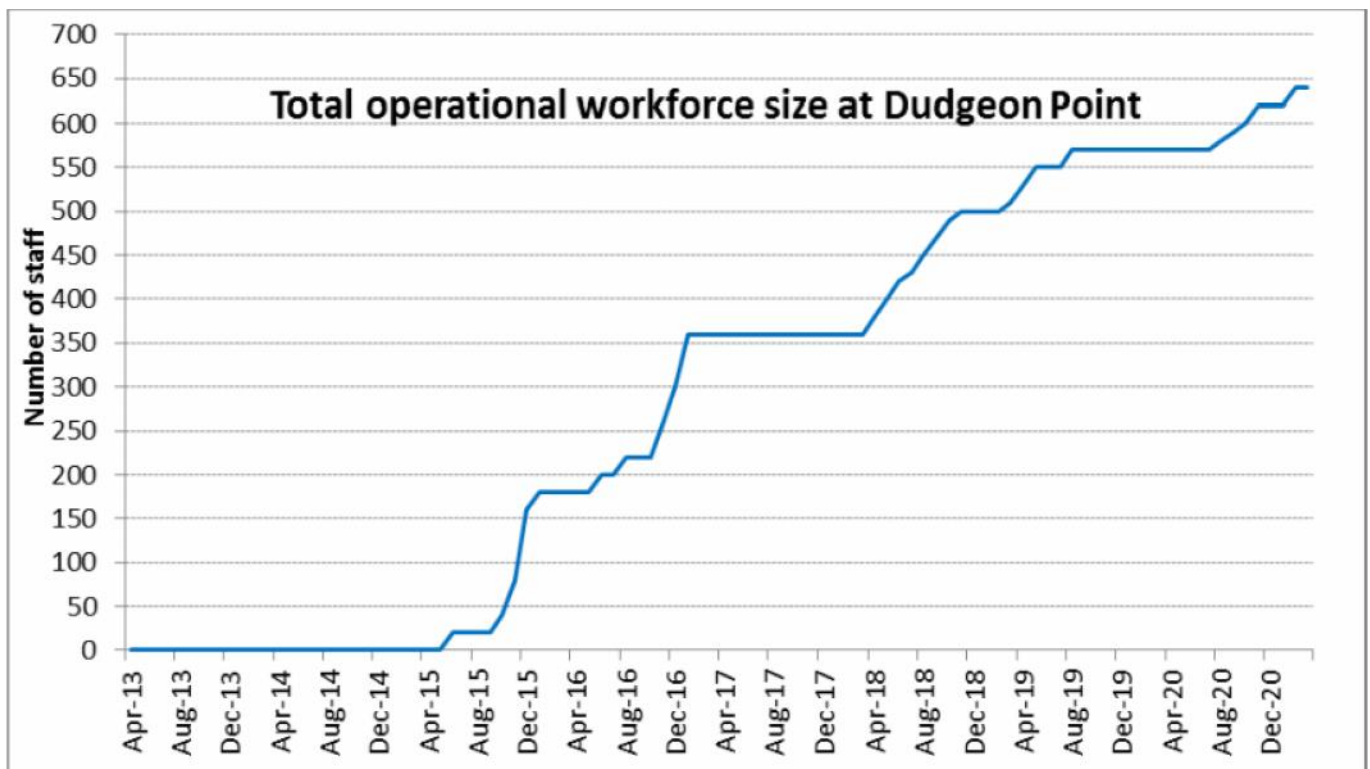


A review of existing coal port terminal operations indicate that both 12 hour (2 shifts 24hr) and 8 hour (3 shifts per 24 hour) are employed for operational staff seven days a week, while maintenance crews typically work an early 8 hour morning shift Monday to Friday. Rostering of shifts will impact the number of operational staff on site at any particular point in time, and also impact the total permanent workforce size for the Dudgeon Point site.

For the purposes of estimating the operational workforce requirement, it was assumed that a small number of operational staff would commence duties coinciding with *no-load* commissioning activities as follows:

- Initial engagement of 20 operational staff in June 2015, increasing between October 2015 and
- January 2016 to 180 operational permanent staff for AMPL (Stage 1)
- Initial engagement of 20 operational staff in June 2016, increasing between November 2016 and January 2017 to 180 operational permanent staff for DPPM (Stage 1)

For each Proponent, it is projected that the total operational workforce would increase to 250 for Stage 2 (60 Mtpa), and 320 staff for Stage 3 (90 Mtpa) capacity. When fully developed and operationally (after completion of Stage 3 development in 2020/21), a combined total permanent operational workforce of approximately 640 will be engaged at the Dudgeon Point site as highlighted below.



Current Projects:

Wiggins Island Coal Export Terminal (WICET)

WICET project currently under construction is a new coal export terminal at Golding Point, to the west of the existing RG Tanna Coal Terminal in Gladstone Harbour. The **\$2,000m** project comprises of the following main components:

- a rail receivals dump station designed to handle 7600tph
- a 2.2km long overland conveyor
- stockyard area of 1.9 million tonnes of coal
- materials handling and sampling systems feeding the 2km long jetty conveyor
- single berth with a travelling ship loader to fill ships at 8250tph
- channels and wharf to accept a range of vessels from 40,000dwt to 220,000dwt
- 132kV substation, access roads, workshops, administration offices and amenities

Gladstone Ports Corporation:

(Various stages of implementation)

- RG Tanna Coal Terminal Projects \$118.627m
- RG Tanna Dust Suppression \$3.124m
- Port Services Projects \$54.055m
- Tug Facility Projects \$45m
- Property Projects \$37.851m

Proposed Projects

Abbot Point Coal Terminal

The coal terminal is located approximately 40km north of Bowen. The Port of Abbot point currently has one export Terminal (T1), and two that are being developed by BHP (T2) AND Hancock (T3).

Government had expected to approve an expansion from the currently approved three terminals to seven, but a spike in interest from some of the country's biggest mining companies will now take the total number of proposed terminals to nine.

These developments could be worth investment of \$9 billion and deliver tens of thousands of jobs. The expansion would make Abbot Point the largest coal port in the world.

The expansion is in addition to the Multi-Cargo Facility, which will provide a sheltered harbour capable of accommodating up to 12 Capesize berth to facilitate future exports from the Port.

Other Mining Related Projects:

Gas, Water and Power

Project	Estimated Value	Workforce	Timeframe
Arrow Bowen Gas pipeline (600 km)	\$1b	650 construction	EIS in progress
4x Surat-Gladstone Gas pipelines (450 km)		500-1000 construction	in progress
Connors River Dam and water pipeline	\$790m	620 construction	EIS approved

Rail

Project	Estimated Value	Workforce	Timeframe
Northern Missing Link (69 km)	\$1.1bn	800construction	completed Dec11
WICT Rail Blackwater system duplication	\$900m	800 construction	in progress
Moura Link & Aldoga Rail Yard expansion	\$500m	350 construction	commence 2012
Blackwater rail power upgrade	\$140m	1000construction	In progress

Central Queensland Integrated Rail Project²⁰

QR Limited proposed to develop the Central Queensland Integrated Rail Project (CQIRP), which has been declared a 'significant project' by the Coordinator-General. The project components to be assessed include:

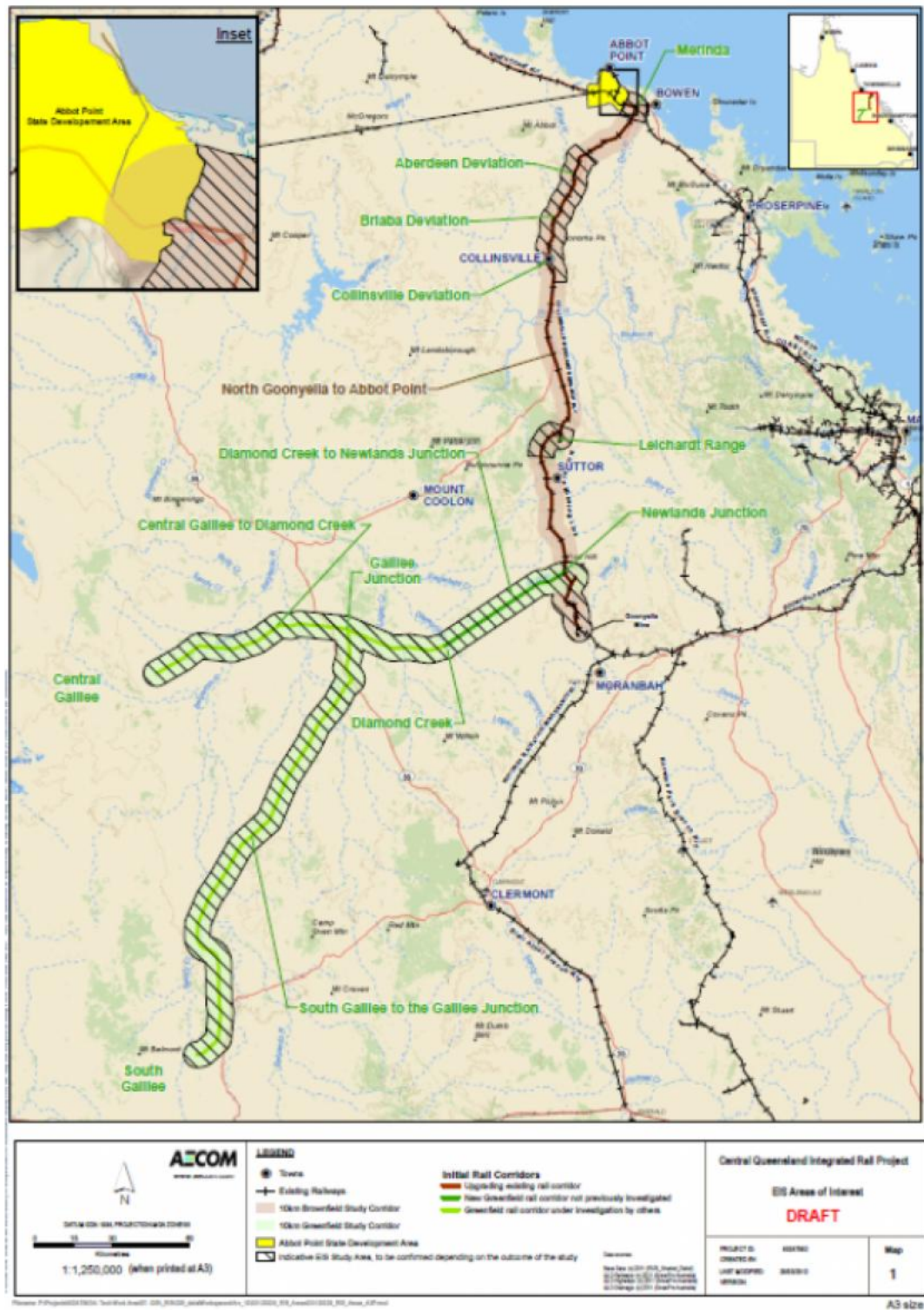
- 380 kilometres of new greenfield rail lines that would connect emerging resource projects in the Galilee Basin and Bowen Basin into the existing central Queensland coal network at a point on the Goonyella line
- Spur rail lines from mines connecting into the central rail line

In addition, deviations from the existing (brownfields) coal network (for example, at Collinsville, Merinda and the Leichhardt Range) are part of the projects scope.

Workforce requirements for this project will be addressed in the Environmental Impact Statement to be prepared.

²⁰ Draft Terms of reference for an environmental impact statement May 2012 prepared by the Coordinator-General copyright Queensland Government

Project map: Central Queensland Integrated Rail Project preferred route



Workforce Development Initiatives

Whitsunday Industrial Workforce Development (WIWD) initiative has been established as a vehicle to ensure the Whitsunday Region has enough suitably qualified workers to meet the demand that will come from the ongoing industrial expansion in the area.

In all, it is predicted that a total of 25,000 people will be required to meet this industrial expansion, which is a result of:

- Current and proposed mining activity in the Bowen and Galilee Basins, west of the Whitsunday Region
- Massive infrastructure projects planned to enable the mining activity to take place, including roads, water and power infrastructure
- The expansion of the Port of Abbot Point, just north of Bowen, which is being expanded to meet the future projected demand for shipping the coal and minerals overseas
- The second-tier jobs that will be created in the mining services sector, from architects and engineers to caterers and equipment hire companies. The aim is to build a sustainable, supplier network capable of providing everything the mining sector needs, right here in the Whitsundays.

WIWD's purpose: To build a sustainable skilled, local workforce, capable of meeting the industrial expansion of the Whitsunday Region. <http://www.enterprisewhitsundays.com.au/whitsunday-industrial-workforce-development/>

Associated Organisations / Groups

Construction Skills Queensland (CSQ) is an independent industry-funded body supporting career seekers, apprentices, workers and employers in the building and construction industry.

The organisation provides the construction industry with support, information, advice and funding assistance. CSQ is funded by an industry training levy and is responsible for re-investing this levy into priority areas set by the Queensland construction industry. It creates and supports initiatives to ensure the future of the industry. <http://www.csq.org.au/about-csq>

Energy Skills Queensland (ESQ) leads energy industry and government engagement of vocational education and training, skills development and labour market issues. <http://www.energyskillsqld.com.au/>

Skills DMC is the Mining (Coal & Metalliferous), Civil Construction, Quarrying (Extractive) and Drilling industries skills council. Recognised by industry and governments at all levels as the industries key representative in the areas of workforce planning and development and skilling opportunities. www.skillsdmc.com.au

KINETIC Group formally known as the Mining Industry Skills Council (MISC) works with the resources industry to identify and solve the challenges associated with training a modern workforce. The Skills **Centre** develops solutions to help industry plan and develop their workforce, and provides opportunities for organisation and individuals to improve safety and productivity on-site by implementing high quality training. www.kineticgroup.org.au

Associated Publications

Construction Skills Queensland <http://www.csq.org.au/downloads>

- CSQ Disaster Response Action Plan
- CSG/LNG Workforce Plan (Construction Phase)
- CSG/LNG Action Plan
- January 2012 Statistical Dashboard report
- Apprentice recruitment Kit
- Major Project Outlook Summary – October 2011
- QMCA 2012 Major Projects Report
- CSQ Future Skills Document
- QRA Resources for Reconstruction: Discussion Paper No 1
- Statistical Dashboard – August 2011
- 2011-12 CSQ Training Plan
- The VET Reform Journey Information Paper
- Front-Line Productivity Position Paper

Energy Skills Queensland <http://www.energyskillsqld.com.au/publications/>

- The Skill Connect Newsletter
- Energy Industry Skills Report 2011
- Energy Industry Skills Plan 2009 – 2012
- Workforce Planning for the CSG/LNG Industry
- Research Reports
- Fact Sheets
- Policy Papers
- Annual Reports
- EWQ in the Media
- Latest Industry News

KINETIC Group <http://www.kineticgroup.org.au/sections/industry-reports/>

- Industry Skills and Workforce Development Report – September 2011
- Galilee and Upper Bowen Basin Workforce Development Report – August 2011

- Automation Skills Formation Strategy – July 2011
- Automation for Success – May 2010
- Workforce Retention Series – paper 2 / Engaging & Embedding Critical Talent: Strategies for Increasing Employee Productivity and Retention – August 2009
- Workforce Retention Series – paper 1 / Attract, Develop & Retain: Initiatives to Sustain a Competitive workforce – June 2009
- Resource Industry Heartbeat Report – June 2009
- Securing the Critical Capability – December 2007

Appendix B: Local Government Area Profiles

Disclaimer

Research for this project was completed prior to the Queensland Election in March 2012 therefore references and hyperlinks relate to government structures prior to the election. They have not been altered to reflect recent changes in Government agencies as it will be some time before these changes are finalised and web sites amended. It is envisaged that these links will be redirected to new sites as they are established.

Maps and other research material provided by the Queensland Government display the relevant department names and logos at the time they were produced and shall remain in that format which is appropriate for the timestamp displayed on that material.

Statistics quoted throughout this document are from the Office of Economic and Statistical Research, Queensland Government in regional profiles generated in January 2012. Where statistics are from another source this will be identified via footnotes.

Table of Contents

Banana Shire Council	71
Population.....	71
Major Industries	71
Projects	72
Workforce Development Initiatives	73
Associated Organisations / Groups	74
Associated Publications	74
Barcaldine Regional Council	75
Population.....	75
Major Industries	75
Projects	75
Workforce Development Initiatives	76
Associated Organisations / Groups	77
Associated Publications.....	77
Central Highlands Regional Council.....	78
Population.....	78
Major Industries	78
Projects	79
Workforce Development Initiatives	79
Associated Organisations / Groups	80
Associated Publications	80
Gladstone Regional Council.....	81
Population.....	81
Major Industries	81
Projects	83
Workforce Development Initiatives	85
Associated Organisations / Groups	92
Associated Publications.....	93
Isaac Regional Council	94
Population.....	94
Major Industries	94
Projects	95
Workforce Development Initiatives	96
Associated Organisations / Groups	97
Associated Publications	98
Mackay Regional Council.....	99
Population.....	99
Major Industries	99
Projects	100
Workforce Development Initiatives	101
Associated Organisations / Groups	107
Associated Publications	108
Rockhampton Regional Council	109
Population.....	109
Major Industries	109
Projects	110
Workforce Development Initiatives	113
Associated Organisations / Groups	118
Associated Publications	118
Whitsunday Regional Council	119
Population.....	119
Major Industries	119
Projects	120

Workforce Development Initiatives	122
Associated Organisations / Groups	124
Associated Publications	124
Woorabinda Aboriginal Shire Council.....	125
Population.....	125
Workforce Development Initiatives	125
Associated Organisations / Groups	126
Associated Publications	126
Other Central Queensland Workforce Development Initiatives	127

Banana Shire Council

The main population centres are the town of Biloela, with Moura and Taroom being other significant urban centres. Banana, Baralaba, Dululu, Goovigen, Jambin, Thangool, Theodore, Wowan and Cracow comprise the remaining towns of the shire.

Population

Council	Estimated Resident Population
Banana	15,593
Queensland	4,580,282
Region as a % of Qld	0.3

Major Industries

The town of Biloela is the main population and administration centre in the Shire and the dormitory town for three Callide powers stations (providing approximately 20% of the State's electricity), Callide Coal Mine and Teys Meatworks (3rd largest in Queensland).

Moura has the second largest wheat dump in Queensland and is the location for the Queensland Cotton Gin, Queensland Ammonium Nitrate Plant and Moura Coal Mine.

Banana Shire is 120 kilometres west of the growing industrial City and Port of Gladstone and an easy drive to the city of Rockhampton. Coal mining, beef production, power generation, dryland cropping and irrigation cropping such as Lucerne and cotton are the Shire's major industries.

The Banana Shire is rich in natural resources, with extensive undeveloped coal deposits in the Theodore, Moura and Baralaba are. There are abundant supplies of coalbed methane gas, which is utilised for power production and other industrial uses.

A variety of soil types suitable for the production of a wide range of crops, together with some of the best grazing, farming and irrigation land in the State, give the Shire enormous agricultural potential, with further potential for processing and value-adding.

The total value of agriculture production in Banana shire in 2005–06 was \$268.5 million, 3.1 per cent of the total value of agricultural production in Queensland.

In recent years, the following industries have been established and expanded:-

- Native Flowers and Foliage - export value is currently over \$30 million state wide, with a 55% growth rate per annum.
- Aquaculture (Redclaw production).
- Herb and Spices growing and packaging.
- Squab (meat pigeon) Processing.
- Energy Park Industrial Area is being developed adjacent to the Callide C Power Station.
- Expansion of meat related industries.

Projects

Significant Projects currently going through Environmental Impact Study process:

Nathan Dam and Pipelines

Description	An 888,312-megalitre dam and 260 km trunk pipeline.
Proponent	SunWater Ltd (a government-owned corporation)
Location/s	Dam: on Dawson River, about 35 km north east of Taroona. Pipeline: from dam, through the Surat Basin, to Dalby. Map
Local Government/s	Banana Shire Council (water storage area and pipeline) Western Downs Regional Council (pipeline)
Investment	\$1.4 billion
Key features	<ul style="list-style-type: none"> • earth and rockfill dam with spillway on right abutment • multi-level offtake • aquatic fauna transfer devices • pipeline • associated infrastructure • recreational facilities for day-use • temporary resource extraction areas
Expected Commencement	2012
Expected Completion	2015
Jobs:	
Construction	425
Operational	5
Related Projects	

Current Projects

Oxy-fuel Project

Currently in the finishing stages of construction, saw a peak workforce of up to 75 contractors. Some 20 contractors and 30 operations personnel are still on site.

The Callide Oxyfuel Project is a world-leading demonstration on how carbon capture and storage technology can be applied to an existing coal-fired power station to produce near zero-emissions from electricity generation.

Other Projects:

Energy Projects

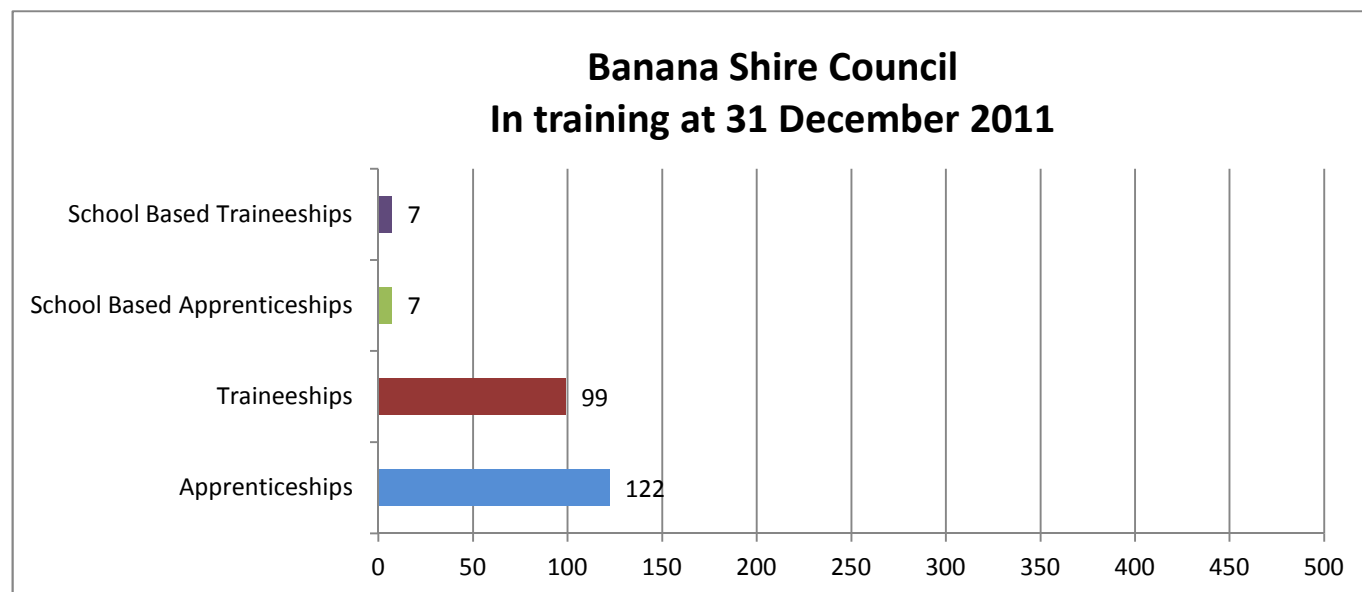
CS Energy Callide Power Station (enhancements, overhauls & refurbishment)	Estimated Project Value	\$66.309m
---	-------------------------	-----------

Health Projects

Theodore Permanent Private Practice Clinic	Estimated Project Value	\$1.5m
--	-------------------------	--------

Workforce Development Initiatives

Vocational Education Programs



Queensland Minerals and Energy Academy (QMEA)

Schools in the region participating in the QMEA include Biloela SHS, Moura SHS, Taroom SS and Wandoan SS.

Banana Engineering Skills Training Centre

The Banana Engineering Skills and Training Centre in Biloela was officially opened on 1 September 2011. This state-of-the-art facility by Gladstone Area Group Apprentices Ltd will make a significant contribution to meeting industry's growing need for skilled workers. "With the rapidly expanding resources sector driving demand for high-skill, high-wage jobs in regional areas, being able to not only work but also train locally will make a big difference to the lives of young people in Biloela and the surrounding area.

"The Banana Engineering Skills Training Centre greatly enhances opportunities for local training targeted at the specific needs of the resources and energy industries located in the Biloela region."

QGC Strengthening Local Workforces Program

QGC Pty Ltd and BUSY At Work have formed a partnership to attract apprentices and trainees to businesses in regional Queensland outside the coal seam gas industry. BUSY At Work will match employers in Western Downs, North Burnett, Banana and Gladstone local government areas with apprentices and trainees.

The program aims to help 200 individuals start an apprenticeship or traineeship over the next three years to support local skills development for non-CSG industries including health, administration, retail, hospitality, construction, childcare and automotive services.

For more information visit websites www.qgc.com.au or www.busyatwork.com.au (Sourced: The Gladstone Observer 1st March 2012)

Associated Organisations / Groups

None identified.

Associated Publications

Regional Road Map Fitzroy and Central West 2011 by Regional Development Australia

http://www.rdafcw.com.au/wp-content/pdf/Roadmap%202011/RDAFCW_Roadmap_2011.pdf

Barcaldine Regional Council

The Barcaldine Region is located in central west Queensland approximately 440 km west of Rockhampton. The region consists of the major rural centre of Barcaldine and the townships of Alpha, Aramac, Jericho and Muttaborra.

Population

Council	Estimated Resident Population
Barcaldine	3,416
Queensland	4,580,282
Region as a % of Qld	0.1

Major Industries

The region is one of the largest cattle producing regions in Central Western Queensland and also has a productive sheep, wool and macropod harvesting industry. The total value of the agricultural production in the Barcaldine Regional Council area in 2005/06 was \$109.6 million, 1.3 per cent of the total value of agricultural production in Queensland.

The Galilee Basin abundant coal resource holds substantial employment, economic development and growth opportunities for the region. Located 450 km west of Rockhampton, it is the last remaining major coal province to be developed in Queensland.

Coal mining projects Hancock Coal Pty Ltd, Waratah Coal Pty Ltd, AMCI group and Bandanna Energy are to be located around Alpha, a small town of approximately 350 residents located between Emerald and Barcaldine. As a result of the potential mining activities, local employment is set to grow significantly, with a substantial number of people being employed on a permanent basis to both operate the mine and provide support jobs, such as suppliers and contractors. This job growth will attract people to move to the region requiring long-term sustainable planning. Service centres such as Rockhampton, Mackay, Emerald and Gladstone will also be impacted by these developments.

Projects

Community Safety and Police Projects:

Barcaldine Queensland Police station portable cell block	Estimated Project Value	\$0.35m
--	-------------------------	---------

Health Projects:

Alpha Hospital various works	Estimated Project Value	\$1.3m
------------------------------	-------------------------	--------

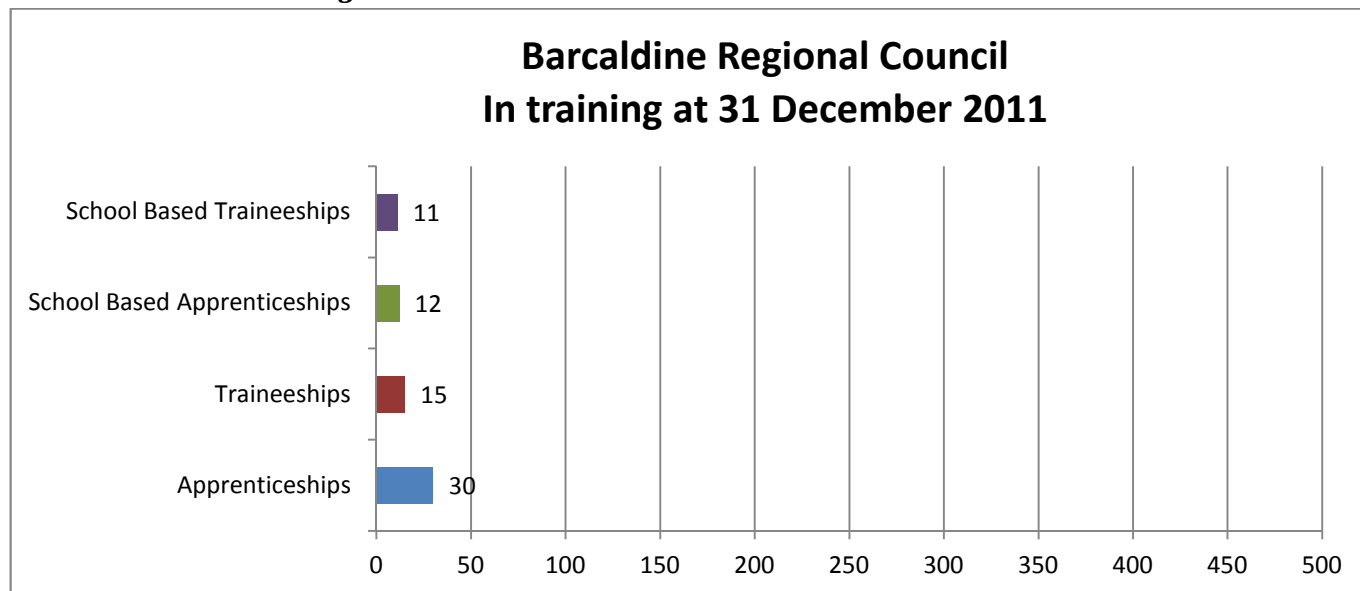
Rail Projects:

Alpha Coal Projects (Hancock Prospecting Pty Ltd): The Alpha Coal Project (rail) component of the projects includes the construction of a standard gauge, single track, non-electrified, 495km long rail corridor, two balloon loops, either passing loops, maintenance sidings, a marshalling yard as well as five accommodation camps for the purposes of transporting processed coal from the Alpha coal mine to Abbot Point Port. Two of the accommodation camps, including the mine accommodation village, will be permanent. The life of mine is 30 years, commencing in 2013, while the rail is expected to be operational in 2014. Construction expected to commence Qtr 3, 2011	Estimated Project Value	\$2,500m
Galilee Coal (Northern Export Facility) projects (Waratah): coal mine, railway and port facility. It is proposed to use heavy haul, standard gauge, rail infrastructure. A rail maintenance and provisioning facility will be constructed on a site to be	Estimated Project Value	\$2,000m

determined adjacent to the railway to service the locomotives and rolling stock, inspection and maintenance depot, as well as facilities for track and signalling workers.

Workforce Development Initiatives

Vocational Education Programs



Outback Tourism Trade Training Centre

Outback Tourism Trade Training Centre funded under the TTCIS program involves Longreach SHS, Aramac SS, Barcaldine SS, Blackall SS, Longreach Distance Education, and Winton SS. A Mobile Hospitality training facility has been fitted out to support training and service delivery across the towns in Far West cluster area.

<http://www.deewr.gov.au/Schooling/TradeTrainingCentres/Pages/default.aspx>

Gateway to Industry Schools Program

Agribusiness Gateway Schools in Central Queensland are Emerald SHS, Barcaldine SS, Clermont SHS and Sarina SHS

<http://www.gatewayschools.qld.gov.au/>

Queensland Government Funded Programs

<http://www.employment.qld.gov.au/jobseekers/projects/current/CQ.htm>

Project	Funded by	Type	Grant Amount	Participants	Project Dates	Project Description
Skilling Central West	Central Western Queensland Remote Area Planning & Development Board (RAPAD)	Skilling Queenslanders for Work	\$649,810	35	Start: 23/01/2012 Completion: 01/06/2012	Engage jobseekers from local regional councils to undertake road recovery work post flooding..

Associated Organisations / Groups

Remote Area Planning & Development (RAPAD)

The Central Western Queensland Remote Area Planning and Development Board (RAPAD) is a unified local government organisation which aims to assist and facilitate the growth and development of our Central West and wider Outback region. By working together member local governments are united in their desire to enhance the quality of life for all residents.

RAPAD core focus areas:

- Transport
- Service Retention and Expansion - emphasising Health, Education and Housing
- Technology, Communication and the Digital Economy
- Sustainable Industries
- •Climate Change, Renewable Energy, Zero Emission Technology &NRM
- •Regional Planning & Capacity Building

Associated Publications

RAPAD Strategic Plan 2009 – 2013

http://www.rapad.com.au/c/document_library/get_file?uuid=d9b40842-a67a-4175-aec7-9d9d91986ace&groupId=17366

Central Highlands Regional Council

The Central Highlands region is located in Central Queensland and includes the major townships of Emerald, Springsure, Rolleston, Duaringa, Blackwater, Capella, Tieri and the Sapphire Gem fields. The region covers a significant section of the Bowen Basin, an area of coal reserves and mining related communities that extends over approximately 60 000 square kilometre of Central Queensland. This is the largest coal reserve in Australia extracting over 100 million tonnes annually and representing one of Queensland's most important export commodities.

Population

Council	Estimated Resident Population
Central Highlands	31,784
Queensland	4,580,282
Region as a % of Qld	0.7

Major Industries

The growing town of Emerald provides a key inland service hub for the Bowen and Galilee Basins and surrounding agricultural areas.

The region covers a significant section of the Bowen Basin, an area of coal reserves and mining related communities. High employment is associated with this industry.

Central Highlands is rich in mineral and agriculture, and boasts the largest sapphire producing fields in the Southern Hemisphere.

Cotton Industry is worth \$93M and represents 22% of the state's production. Major production areas are Emerald irrigation area, Dawson Valley irrigation area and the Comet/ Mackenzie/ Dawson region. Ginning facilities are located in Emerald and Moura.

Grain Industry producing crops worth \$250M, which is between 20% and 50% of the state's production. Potentially, there are 70,000 hectares of arable land. Grain sorghum is the dominant crop, wheat is a major crop if good winter rains are received and maize, chickpea, mungbean and sunflower are also grown. Other crops include grape and citrus.

Future Developments

The Galilee Basin abundant coal resource holds substantial employment, economic development and growth opportunities for the region. Located 450 km west of Rockhampton, it is the last remaining major coal province to be developed in Queensland.

Coal mining projects are to be located around Alpha, a small town of approximately 350 residents located between Emerald and Barcaldine, Service centres such as Rockhampton, Mackay, Emerald and Gladstone will be impacted by these developments.

Please refer to the "Central Highlands Development Register" for up to date project profiles: <http://www.vision6.com.au/download/files/29021/1283482/CH%20Development%20Register%20-%20July%202011.pdf>

Projects

Community Safety and Police Projects:

Emerald replacement Queensland Ambulance station	Estimated Project Value	\$2.1m
--	-------------------------	--------

Queensland Fire and Rescue Service

Emerald replacement permanent-auxiliary station	Estimated Project Value	\$3.4m
---	-------------------------	--------

Education and Training projects

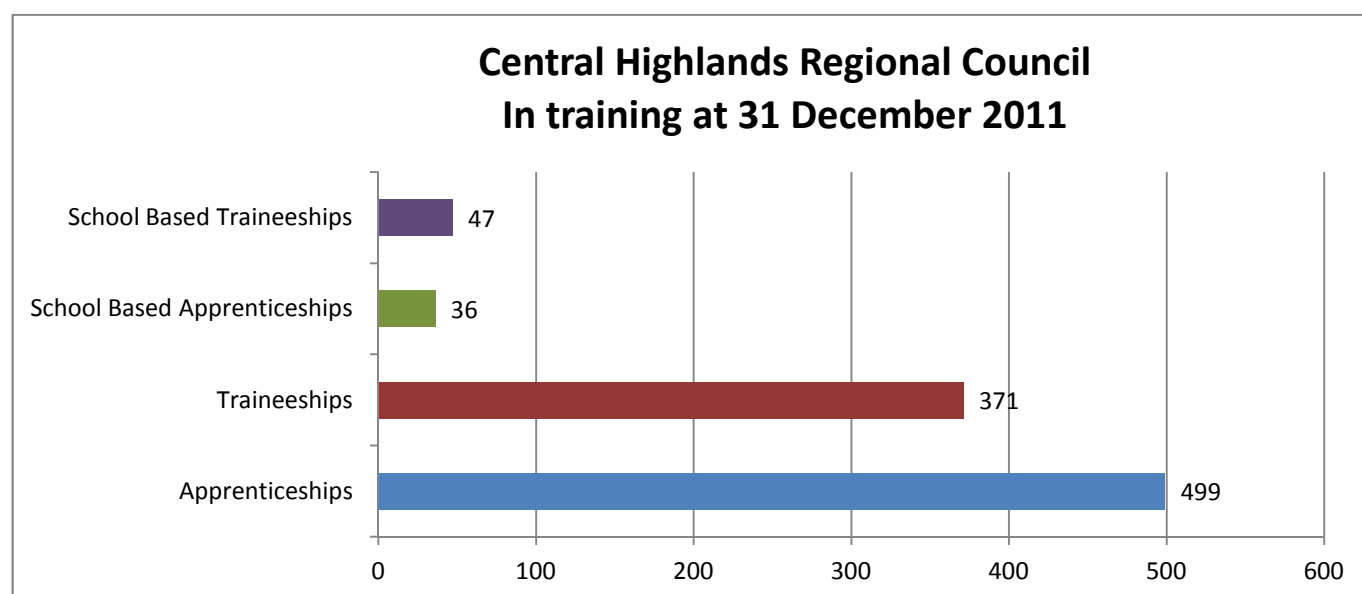
Blackwater North State School – Replacement of Air-Conditioning	Estimated Project Value	\$1.914m
---	-------------------------	----------

Tourism, property development, major retail and miscellaneous projects:

Emerald Homemaker Centre – New bulky goods centre, 7,766sqm new anchor Harvey Norman, new tenants to be finalised Construction commence 2011 and completion 2012	Estimated Project Value	Unknown
--	-------------------------	---------

Workforce Development Initiatives

Vocational Education Programs



Queensland Minerals and Energy Academy (QMEA)

Schools in the region participating in the QMEA include Blackwater SHS and Emerald SHS.

Doorways 2 Construction (D2C) & Doorways 2 Construction Civil (D2CC)

Participating schools are (D2C only):

- Blackwater State High School
- Emerald State High School (may join this year)

<http://csq.org.au/funding-support/career-seekers/d2c-d2cc-career-seekers-201112>

Trade Training Centre

Central Highlands Cluster Trade Training Centres involves Dysart SHS, Capella SHS, Clermont SHS and Middlemount Community School. Dysart SHS to provide Diesel fitting; Capella SHS and Clermont SHS will share delivery of rural operations facility. Capella and Clermont SHS will also host the construction skills facility with minor capital work planned that will include the purchase and fit out of four

trailers so that students from each school have easy access to equipment. Capella SHS will also host the hospitality facilities including mobile catering vehicle.

<http://www.deewr.gov.au/Schooling/TradeTrainingCentres/Pages/default.aspx>

Gateway to Industry Schools Program

Agribusiness Gateway Schools in Central Queensland are Emerald SHS, Barcaldine SS, Clermont SHS and Sarina SHS

<http://www.gatewayschools.qld.gov.au/>

Associated Organisations / Groups

Central Highlands Development Corporation is the economic development agency for the Central Highlands region.

CHDC assists by providing:

- Business, industry and community support
- Regional profiling
- Business forums and events
- Regional information and disseminations
- Research and development for:
- Economic and regional profile
- Business needs and growth
- Development activities register
- Regional advocacy
- Promotional tells to attract people to live, work and invest in the region

<http://www.chdc.com.au/contactus.html>

Associated Publications

Central Highlands Development Corporation <http://www.chdc.com.au/contactus.html> publications:

- Central Highlands Development Register http://www.chdc.com.au/major_projects.html
- Central Highlands Economic Profile
[http://www.centralhighlands.com.au/sites/default/files/documents/Central%20Highlands%20Economic%20Profile%202010%20Final%20\(2\).pdf?phpMyAdmin=35985d9684da263457dc1702d6b09b62](http://www.centralhighlands.com.au/sites/default/files/documents/Central%20Highlands%20Economic%20Profile%202010%20Final%20(2).pdf?phpMyAdmin=35985d9684da263457dc1702d6b09b62)
- Central Highlands Workforce Response Strategy – To be released April 2012

Gladstone Regional Council

The Gladstone Region is approximately 450 kilometres north of Brisbane. Gladstone City is the primary urban centre with coastal areas of Agnes Water and Town of 1770 in the south and rural townships of Calliope, Mount Larcom and the communities of the Boyne Valley, Boyne Island and Tannum Sands.

Population

Council	Estimated Resident Population
Gladstone	62,319
Queensland	4,580,282
Region as a % of Qld	1.4

Major Industries

Gladstone is the key industrial hub on the central coast, with major multi-commodity port facilities. The cluster of resource processing industry, nearby makes it a key site for the state's resource sector. The emergence of an international significant coal seam gas (CSG) to Liquefied natural gas (LNG) industry and LNG production and export facilitates located with the Gladstone State Development Area are expected to provide a major boost to the region's economy over coming decades. A range of activities to support liveability and sustainability are underway to support anticipated significant population growth.

Key industry drivers are identified as significant business opportunities for growth in CSG exploration, production, transmission, processing in the Surat and Bowen Basins, and the export of LNG from Gladstone.

Significant investment in education and training will be required to ensure the future supply of skills to the industry and to attract and retain a competent workforce to regional areas. The CSG/LNG Industry will face persistent skills shortages, an ageing workforce and high levels of occupational detachment in many of the priority job roles and not enough qualified people to fill the positions.

The lead time required to supply additional skills to the industry through apprenticeships and traineeships needs to be taken into consideration in skills planning as does the demand to up-skill existing workers in new technologies.

Given the complexities of demand and supply of skills and labour, it will be important for the industry to invest in various targeted workforce development strategies. Industry will need to attract and retain workers to the industry and regions from supply streams such as direct interstate and international migration, as well as looking at attracting retirees back to the workforce, sourcing labour and skills from industries in decline, targeting minority groups such as females and indigenous workers in relation to employment opportunities in the industry.

The resources boom in Gladstone is already having an impact on housing affordability and availability. The State Government has announced the construction of a new Urban Development Area (UDA) in Gladstone. The UDA site will deliver diverse and affordable housing for Gladstone in the face of rapid growth. This is the first time the UDA model will be used outside Brisbane.

Engineering and support sectors service a number of established major industries and infrastructure providers in the immediate Gladstone area including:

- NRG – Gladstone Power Station
- Central Queensland Ports Authority – Port of Gladstone
- Queensland Alumina Ltd – Alumina
- Boyne Smelters – Aluminium

- Cement Australia – Cement Clinker
- Orica – Sodium Cyanide, Chlorine Products
- Frost Enterprises – Limestone
- Austicks – Wood Products
- Rio Tinto Aluminium Yarwun – Alumina

The Port of Gladstone is Queensland's largest multi-commodity port and is currently undertaking significant expansion projects to address increased capacity requirements to meet the growth in the resources sector. The development of Gladstone's port facilities is considered a key part in the Central Queensland transport chain and an essential component of economic development for the region. Further industrial development in the region will support the growth of local industry, boost employment and build a strong and diversified regional economy. Current projects include:

- Fishermans Landing Northern Expansion
- Western Basin Dredging and Disposal
- East Shores

Full project details are available on

<http://www.gpcl.com.au/OperationsDevelopment/CurrentProjects/FishermansLandingNorthernExpansion.aspx>

Projects

Significant Projects currently going through Environmental Impact Study process:

Gladstone Steel Making Facility

Description	Integrated steel making plant - to be developed in two stages, each yielding 2.5 million tonnes per annum of steel products.
Proponent	Boulder Steel Ltd
Location/s	Aldoga Precinct, Gladstone State Development Area, central Queensland.
Local Government/s	Gladstone Regional Council
Investment	\$2 billion
Key features	<ul style="list-style-type: none"> steel plant, incorporating blast furnace/basic oxygen furnace technology associated infrastructure, including a power station
Expected Commencement	Not available
Expected Completion	Not available
Jobs:	
Construction	3000
Operational	1150
Related Projects	<p>Waste gases and thermal energy from the steel-making process will be sent to a cogeneration power station for conversion to 'green' power.</p> <p>Stanwell Corporation is studying the feasibility of establishing the power station adjacent to the steel-plant site.</p>

Other Projects:

For a comprehensive list of all projects and their current status please refer to Gladstone Economic and Industry Development Board “**Current Gladstone Region Project Development Review**” www.gladstoneindustry.org.au

Community Safety and Police Projects:

Gladstone replacement Queensland Ambulance station	Estimated Project Value	\$4m
--	-------------------------	------

Queensland Fire and Rescue Service

Calliope replacement fire station	Estimated Project Value	\$2m
-----------------------------------	-------------------------	------

Queensland Police Service

Calliope police station upgrade	Estimated Project Value	\$3m
---------------------------------	-------------------------	------

Queensland Kindergarten Program

Tannum Sands State School – Kindergarten	Estimated Project Value	\$1.225m
--	-------------------------	----------

Energy Projects

Powerlink Queensland		
Gladstone Substation Replacement	Estimated Project Value	\$164m
Calvale to Stanwell 275kV Transmission Line	Estimated Project Value	\$128.5m
Stanwell Corporation:		
Stanwell Power Station Unit Overhauls	Estimated Project Value	\$26.355m

Stanwell Power Station – LP	Estimated Project Value	\$89.371m
-----------------------------	-------------------------	-----------

Health Projects

Gladstone Community, Mental and Oral Health	Estimated Project Value	\$17.045m
---	-------------------------	-----------

Rail Projects

Wiggins Island Rail Project Stage 1: Construction is due to begin in early 2012, with first railings scheduled for min-2014 and aligned with port capacity. All remaining works are due for completion by March 2015	Estimated Project Value	\$900m
--	-------------------------	--------

Tourism, property development, major retail and miscellaneous projects:

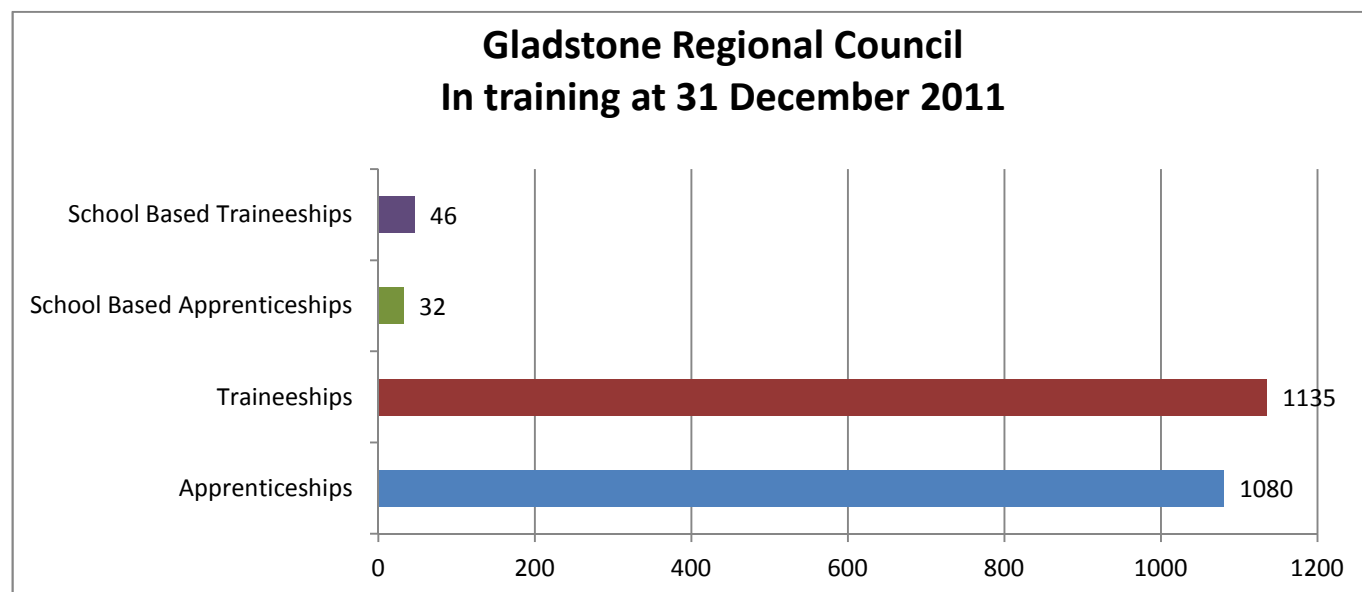
Gladstone Central Plaza Apartments: Disposal of existing dwelling. Construction of a 9 storey building with 76 x 1, 2, 3 & 4 bedroom units. Ground level & roof top swimming pool, sundeck & spa, barbecue area. Associated parking & landscaping	Estimated Project Value	\$27m
Tannum Sands Residential Development: Multi unit residential (119) units in 2 medium rise towers & townhouse precinct. Low rise motel (60 rooms & restaurant), conference facility, hotel & bottle shop & reconfiguration into 3 lots. Swimming pool & lagoon Pool, landscaping		\$50m
Stockland Gladstone's lettable area will increase to 40,000 m ² . The project will create 660 jobs during construction, 400 upon opening and about 1000 flow-on-jobs. Construction is expected to commence within 2 years. (Source The Observer 14 December 11)		\$125m

Water and sewerage projects:

Gladstone Area Water Board projects at various stages of implementation	Estimated Total Project Values	\$77.802
Gladstone – Fitzroy Pipeline: The pipeline will run underground from the Fitzroy River via an easement, through the proposed Stanwell – Gladstone Infrastructure Corridor and Gladstone State Development Area. Diversified Construction Company and United Infrastructure has been awarded the Project Delivery Phase by Gladstone Area Water. Construction 2010 – 2013. See www.gladstone-fitzroypipeline.com.au		\$345m

Workforce Development Initiatives

Vocational Education Programs



Queensland Minerals and Energy Academy (QMEA)

Schools in the region participating in the QMEA include Toolooa SHS.

Doorways 2 Construction (D2C) & Doorways 2 Construction Civil (D2CC)

Participating schools are (D2C only):

Gladstone State High School

Gladstone Area Group Apprentices Ltd – Pre Trad participants

<http://csq.org.au/funding-support/career-seekers/d2c-d2cc-career-seekers-201112>

Trade Training Centre

The Gladstone Schools Engineering Skills Centre is a unique training and learning environment which mirrors the expectations, ethics, safety standards and discipline of the engineering and manufacturing workplace. Through theory and practical work, school-based students undertake Certificates in Engineering (Manufacturing) and Automotive Maintenance and Service. The centre develops broad skills, communication and teamwork, helping ensure graduates are prepared for apprenticeships or traineeships. Participating schools are:

Gladstone State High School (last year in this program)

Tannum Sands State High School

Toolooa State High School

<http://www.deewr.gov.au/Schooling/TradeTrainingCentres/Pages/default.aspx>

Gateway to Industry Schools Program

Manufacturing and Engineering Gateway Schools in Central Queensland are Mackay North SHS, Mackay SHS, Mirani SHS, Pioneer SHS and Tannum Sands SHS.

Gladstone SHS is linked to the Building and Construction Gateway Schools program which is specifically designed to engage students with career pathways and opportunities in the construction industry.

<http://www.gatewayschools.qld.gov.au/>

Education Queensland & Industry Partnerships

EQIP (Education Queensland & Industry Partnerships) program in Gladstone overarches four successful schools to industry pathway programs that have been operating for up to nine years, and provide work ready students for employers. The four programs were developed from partnerships between the three State High Schools, local businesses and major industries in Gladstone. Students undertake part of their schooling on site of big industry and/or with local employers.

The four programs on offer to students are:

Program Name	Location	Enrolment information
Business & Information Technology Skills (BITS) Centre	Boyne Smelter Limited (BSL)	Students remain enrolled at their base school
Doorways to Civil Constructions (D2CC)	McCosker Contracting	Students remain enrolled at their base school
Gladstone Schools Engineering Skills Centre (GSESC)	NRG Power Station	Students remain enrolled at their base school
Technical College Gladstone Region (TCGR)	Work with employer	Students must enrol at Gladstone SHS

Queensland Government Funded Programs

<http://www.employment.qld.gov.au/jobseekers/projects/current/CQ.htm>

Project	Organisation	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Gladstone Indigenous Employment Program – Indigenous Mentor Program	Gladstone Ports Corporation	Skilling Queenslanders for Work	\$98,000	60	24/10/2011	24/10/2012	This project aims to assist Aboriginal and Torres Strait Islanders from the Gladstone region to secure permanent employment.
Gladstone Workforce Skilling Strategy	Energy Skills Queensland Inc.	Skilling Queenslanders for Work	\$492,500	105	29/11/2010	30/11/2012	This project will address skill shortages in the Gladstone area by developing a training and employment strategy that aims to create long-term sustainable employment opportunities.
Gladstone Workforce Skilling Strategy	Energy Skills Queensland Inc.	Skilling Queenslanders for Work	\$492,000	105	29/11/2011	29/11/2012	This project will assist local long-term unemployed, underemployed, Indigenous and migrant jobseekers to obtain employment in the resource sector, hospitality, business administration, cleaning services or in the child care industry.
SCQ Rockhampton & Gladstone Accommodation Employment Initiative	Skill Centred Queensland Inc	Skilling Queenslanders for Work	\$83,240	60	01/02/2012	30/06/2012	This project will provide job preparation and accredited training for jobseekers who are long-term unemployed, from jobless households, mature-aged, young and Indigenous from the Rockhampton and Gladstone areas.
Action Faction	GMB Training Pty Ltd	Get Set for Work	\$80,530	15	01/02/2012	31/12/2012	This project aims to assist disengaged and at risk young people aged 15 to 17 from Biloela to transition into full-time employment, further education/training or return to school.
Industry Services Training	Gladstone Multicultural Association Inc.	Productivity Places Program	\$99,000	30	16/01/2012	30/06/2012	This project will provide accredited training to assist jobseekers from culturally and linguistically diverse communities from the Gladstone area.
Retail Careers Connect – Central QLD/Whitsunday Region	National Retail Association Ltd	Productivity Places Program	\$179,250	75	31/01/2012	30/06/2012	This project will provide jobseekers from Mackay and Gladstone with skills, knowledge and exposure to the retail environment to obtain employment in the retail sector.

CHC20108 Certificate II in Community Services	Learning Network Queensland	Productivity Places Program	\$114,720	48	13/02/2012	30/06/2012	This project aims to deliver accredited training in community services to eligible jobseekers from the Rockhampton and Gladstone areas.
Careers in Care - Central Queensland	Community Solutions Inc.	Productivity Places Program	\$261,050	75	03/10/2011	30/09/2012	This project aims to deliver accredited training to long-term unemployed, youth and mature-aged jobseekers from the Rockhampton and Gladstone areas.

Energy Skills Queensland

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Coal Seam Gas – Liquefied Natural Gas Skills Formation Strategy	Skills Queensland	Skills Formation Strategy	N/A	Not applicable	N/A	N/A	Coal Seam Gas-Liquefied Natural Gas (CSG/LNG) is a new industry with Gladstone, Queensland being established as the world's first destination for producing liquefied natural gas from coal seam gas. A collaborative industry approach to workforce planning will facilitate the development of an appropriately skilled workforce. The strategy will be critical in providing the methodology and resources to identify these pathways and will work directly with industry and training organisations to establish these pathways.
Gladstone Workforce Skilling Strategy (GWSS) For employment & training in: <ul style="list-style-type: none"> Electrical Engineering Construction Administration Hospitality 	DEEWR Department Education & Training Other significant contributors: Gladstone Regional Council Nhulundu Health Service	Indigenous Employment program Skilling Queenslanders for work.	N/A		2011		GWSS program provides: up to six weeks of individual support for skills preparation Skills Assessment (identification of skills set & experience and match to qualification or job). Up to 15 weeks of individual accredited training The project involves partnerships with NEATO Employment Services, Central Queensland Institute of TAFE, Job Service Australia providers, Gladstone Engineering Alliance, community organisations, the Gladstone Chambers of Commerce and local industries.

Electrotechnology Pre-apprenticeship Program	Department of Education, Employment & Workplace Relations Skills Queensland	Indigenous Employment program Strategic Investment Fund	?	4	?	?	<p>This program provides industry skills training including a Certificate II Electrotechnology (Career Start) and vocational placement or workplace simulation.</p> <p>Following training, progression into employment will be assisted through Energy Skills Queensland's industry networks.</p>
--	--	--	---	---	---	---	---

NEATO Employment Services

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Gladstone Workforce Skilling Strategy	DEEWR	Indigenous Employment Program	Not Provided	30	05/12/2011	29/03/2013	Recruit, train and place Indigenous job seekers into employment in the Gladstone region. Part of a larger project funded in partnership with State Government.

Gladstone Area Group Apprenticeships Ltd

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Gladstone Workforce Skilling Strategy	DEEWR	Indigenous Employment Program	Not Provided	50	31/01/2011	31/12/2012	Employment, retention and career development opportunities for Indigenous Australians in Gladstone – part of a larger project in partnership with State Government.

Gladstone Engineering Alliance

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Global Gladstone Project	Workshops, Industry Intelligence & Networking (WIIN)	Enterprise Connect	?	Small to Medium Enterprises (SMEs)	January 2012	June 2012	<p>Through a series of seminars, workshops and networking functions, SMEs will have the opportunity of learning first hand from other SMEs that have developed global competitiveness on how they achieved this and the benefits that this has brought to their businesses.</p> <p>An integral part of the Global Gladstone program will include promotion of Enterprise Connects Business Review and Tailored Advisory Service programs as a key step in achieving global competitiveness for participating SMEs.</p>
Helping Recruit & Retain	Skills Queensland	Strategic Investment Fund	\$100,000	Businesses that employ less than 50	January 2012	June 2012	<p>Helping Recruit and retain – building business capacity to recruit and retain skilled employees in time of high skills demands in the Gladstone Region.</p> <p>The HRR project will provide a series of short seminars targeted at businesses employing less than 50 employees on the broader human resource practices of attracting and retaining skilled staff.</p> <p>These practices may include:</p> <ul style="list-style-type: none"> • Structuring pay and conditions • Recruitment and selection • Workforce planning • Up-skilling and professional development • Employee performance management <p>The HRR project will also offer up to 50 businesses who attend the seminars with one or two day interventions that will assess their human resource capabilities and have a program developed for the acquisition of appropriate skills.</p>

Gladstone Workforce Development Strategy

There was a body of research undertaken to identify the impacts of major projects in the Gladstone region on the local and regional workforce. At this point State Government is considering its responses to the findings of this research, below are listed some of the suggested workforce programs highlighted through this research.

Project / Initiative	Project Description	Outcome	Key Stakeholders	Funding Status
Building VET in Business	To undertake a pilot project to increase the number of businesses in the Gladstone region that actively provide and participate in on-the-job training, including work experience, school based apprenticeships and traditional traineeships and apprenticeships.	Generate qualitative data on employer attitudes to employing apprentices and trainees. Development and implementation of a collaborative marketing program to increase by 600 the number of businesses with active training contracts in the Gladstone region.	ACCs RTOs GTOs Skills Qld Training Qld DEEWR	In process of seeking funding
Apprenticeship Plus (In developmental stage)	To develop and manage a program to reduce the time to complete apprenticeships and traineeships through implementation of institutionalised training for: Students in years 11 and 12 Carers/mothers prior to returning to the workforce, and Migrants prior to entering the workforce	Enabling the completion of apprenticeships and traineeships up to 18 months earlier than the nominal completion date. An initial pilot project involving a first year intake of 20 students is proposed	Training Qld CTC Ltd CQIT EQ DEEWR	Funding will be sought
Child Care in Gladstone (CQU & GRC in early implementation stage)	To determine current capacity and identify investment and skilling requirement	To facilitate increase in child care capacity as an enabler for increasing the Gladstone workforce participation rate.	GRC GAPDL Training Qld	Unknown
Gladstone Hospitality Workforce Development (early stages of program development)	To facilitate and manage the growth of the Gladstone hospitality workforce as a result of construction camps servicing the major projects	To Minimise the impact of the workforce demands from the construction camps on local businesses	Training Qld GAPDL QTIC Bechtel DEEDI	Funding will be sought
Apprenticeship Mentoring and Advisor programs (To be developed)	Facilitate the application and implementation of DEEWR's apprenticeship mentoring and advisor service in Gladstone, Rockhampton & CQ	Locally-based organisation delivering mentoring and advisor service in collaboration with training stakeholders	Training Qld RTOs GTOs	Funding to be sought
Mature Ages Worker Retention (To be developed)	DEEWR program to train mature age workers so they can provide supervisory or mentoring support in the workplace.	Implementation of a program for businesses in Gladstone to retain and retrain mature aged workers	Training Qld DEEDI DEEWR Local businesses	Funding to be sought

Rio Tinto Alcan “Here for Childcare”

The Rio Tinto Alcan Community Fund board has established a “Here for Childcare”.package of programmes which aims to ease the pressures on the childcare industry through:

- Increasing the number of childcare places through family day care;
- Attracting new educators to the industry to help meet current and future demand;
- Up-skilling existing educators to help improve overall quality of care;
- Providing tertiary level qualification support to help meet new legislative requirements;
- Providing information back to the childcare industry to promote informed growth; and
- Assisting the childcare industry to market their products and services to the community.

This will be achieved through the delivery of six programmes from 2012 – 2015, which as a holistic package will help ensure children are provided a sound platform for the future. Programs include:

- Incentives for 30 new family day care facilities to be established
- Incentives for educators including 36 new educators and 36 existing educators up-skilled to Diploma of Children’s Services
- Three full scholarships for locals residents to complete tertiary level qualifications in childcare
- 108 school based traineeships available over three years
- Professional Development and Information Sessions

QGC Strengthening Local Workforces Program

QGC Pty Ltd and BUSY At Work have formed a partnership to attract apprentices and trainees to businesses in regional Queensland outside the coal seam gas industry. BUSY At Work will match employers in Western Downs, North Burnett, Banana and Gladstone local government areas with apprentices and trainees.

The program aims to help 200 individuals start and apprenticeship or traineeship over the next three years to support local skills development for non-CSG industries including health, administration, retail, hospitality, construction, childcare and automotive services.

For more information visit websites www.qgc.com.au or www.busyatwork.com.au (Sourced: The Gladstone Observer 1st March 2012)

Associated Organisations / Groups

Gladstone Industry Leadership Group (GILG) is currently made up of the following members:

- Boyne Smelters Ltd (BSL)
- NRG Gladstone Operating Services
- Queensland Alumina Ltd (QAL)
- Rio Tinto Alcan Yarwun (RTAY)
- Cement Australia (CA)

The group provides a unified industry approach to areas such as environment sustainable growth and liveability in the Gladstone region. <http://gilg.com.au/>

Gladstone Area Promotion and Development Ltd (GAPDL) is a not-for-profit, membership based organisation that aims to advance the Gladstone Region through the promotion and development of tourism, business and industry. <http://www.gladstoneregion.info/business-centre/about-gapdl/>

Gladstone Engineering Alliance (GEA) is a not-for-profit, Incorporation Association that aims to strengthen capability, capacity, competitiveness, and the interests of industry in the Gladstone Region. <http://gea.asn.au/>

Gladstone Economic and Industry Development Board is a Statutory Project Board of the Queensland Government established to facilitate investment attraction and project development in the Gladstone State Development Area and the Gladstone Region. The GEIDB is recognised as the first point of contact for industry proponents to discuss the opportunities and benefits of the Gladstone Region. <http://www.gladstoneindustry.org.au/>

Associated Publications

Gladstone Area Promotion and Development Ltd (GAPDL) publications

<http://www.gladstoneregion.info/business-centre/about-gapdl/> :

- Prosperity 2030: Gladstone Region Economic Development Strategy
- The Gladstone Region – A Diversity of Choice in which to Work, Live and Invest March 2010

Gladstone Economic and Industry Development Board publications

<http://www.gladstoneindustry.org.au/category/publications/> :

- Project Development Review
- Gladstone Social Infrastructure strategic Planning Study
- 2011 – 2012 Regional Telecommunications Review

Isaac Regional Council

The Isaac Regional Council is located to the western and southern parts of Mackay and comprises the majority of Mackay's hinterland. Existing urban areas are Moranbah, Clermont, Dysart, Middelmount, Glenden, Nebo and Coppabella. Existing coastal communities include St Lawrence, Carmila, Clairview and Green Hill – Ilbilbie.

Moranbah is a primary service and administrative centre for the Isaac Regional Council area, and is its only major regional centre. Moranbah has experienced growth over recent years, largely driven by expansion of the mining sector within the Bowen Basin.

Population

Council	Estimated Resident Population
Isaac	22,956
Queensland	4,580,282
Region as a % of Qld	0.5

Major Industries

The council area contains a substantial portion of the Bowen Basin coal reserve, which is the largest in Australia. Coal is one of Isaac Regional Council's and Queensland's biggest export commodities.

The Bowen Basin coalfields mining companies operating in the region include:

- BHP Billiton Mitsubishi Alliance
- Anglo Coal Australia Pty Ltd
- Xstrata
- Peabody Energy Australia Pty Ltd
- Rio Tinto Coal Australia Pty Ltd
- Macarthur Coal
- Vale

The major product is high quality coking coal for steel furnaces with some production of thermal coal or power generation.

Part of the Galilee Basin sits on the western fringe of the Isaac Regional Council and as such economic and social flow-on effects are anticipated for the Isaac Region. The Galilee Basin's mining and energy companies operating in or with tenements in the region include:

- Waratah Coal Ltd
- Adani Mining Pty Ltd
- Hancock Coal Pty Ltd
- GVK
- Vale
- Bandanna Energy

It is also understood that CSG exploration is occurring in the area.

A major gateway into the Galilee Basin is via the 177km Clermont-Alpha Road of which 83km remains unsealed. Should the Clermont-Alpha Road be completely sealed, the economic flow-on effects of the Galilee Basin will be expedient for not only the Isaac region but also the other regions to the east including Mackay and Whitsundays region.

The region is also known for its extensive agricultural industries, particularly grazing and dry land grain cropping. The total value of agricultural production in the area in 2005 – 06 was \$232.8 million, 2.7 per cent of the total value of agricultural production in Queensland.

Projects

Significant Projects currently going through Environmental Impact Study process:

Connors River Dam and Pipelines		Connors River Dam and Pipelines webpage.
Description	A 373,662-megalitre (ML) dam, water from which will be transported via a 133 km pipeline to Moranbah and will primarily service coal mines (and associated communities) in Central Queensland's coal basins.	
Proponent	SunWater Ltd (a government-owned corporation)	
Location/s	Dam: on Connors River near Mount Bridgett, 110 km east of Moranbah and 70 km south of Sarina Pipeline: will run from the dam to Moranbah Map	
Local Government/s	Isaac Regional Council	
Investment	\$824 million	
Key features	<ul style="list-style-type: none"> • roller-compacted concrete dam, including a central spillway and aquatic fauna transfer device • pipeline • associated infrastructure • recreational area beside water storage area • upgrade of access roads • commissioning of temporary resource extraction areas 	
Expected Commencement	2012	
Expected Completion	2014	
Jobs:		
Construction	620	
Operational	Up to 8	

Other Projects

Community Safety and Police projects:

Clermont Queensland Fire and Rescue Service replacement auxiliary station		\$1.55m
---	--	---------

Education and Training projects:

Clermont State School – Air-Conditioning Replacement and Electrical Upgrade	Estimated Project Value	\$1.427m
Dysart State High School – Dysart Trade Training Centre	Estimated Project Value	\$2.973m
Queensland Kindergarten Program: Clermont State School – Kindergarten Refurbishment	Estimated Project Value	\$0.98m

Housing, office, arts and other Government projects:

Moranbah Youth Centre	Estimated Project Value	\$3m
Moranbah Greg Cruickshank Aquatic Centre: Expected completion	Estimated Project Value	\$5.5m

early 2012		
Affordable Housing Projects in Clermont, Moranbah, Dysart & Nebo	Unknown	
Urban Land Development Authority, residential developments in Moranbah	Unknown	

Rail Projects:

BHP Billiton Goonyella to Abbot Point Rail Projects: Construction and operation of a dedicated Greenfield rail line and associated infrastructure from the Goonyella Riverside Mine Complex within the Bowen Basin (approximately 24 km north-north west of Moranbah)	Estimated Project Value	\$1,000m
---	-------------------------	----------

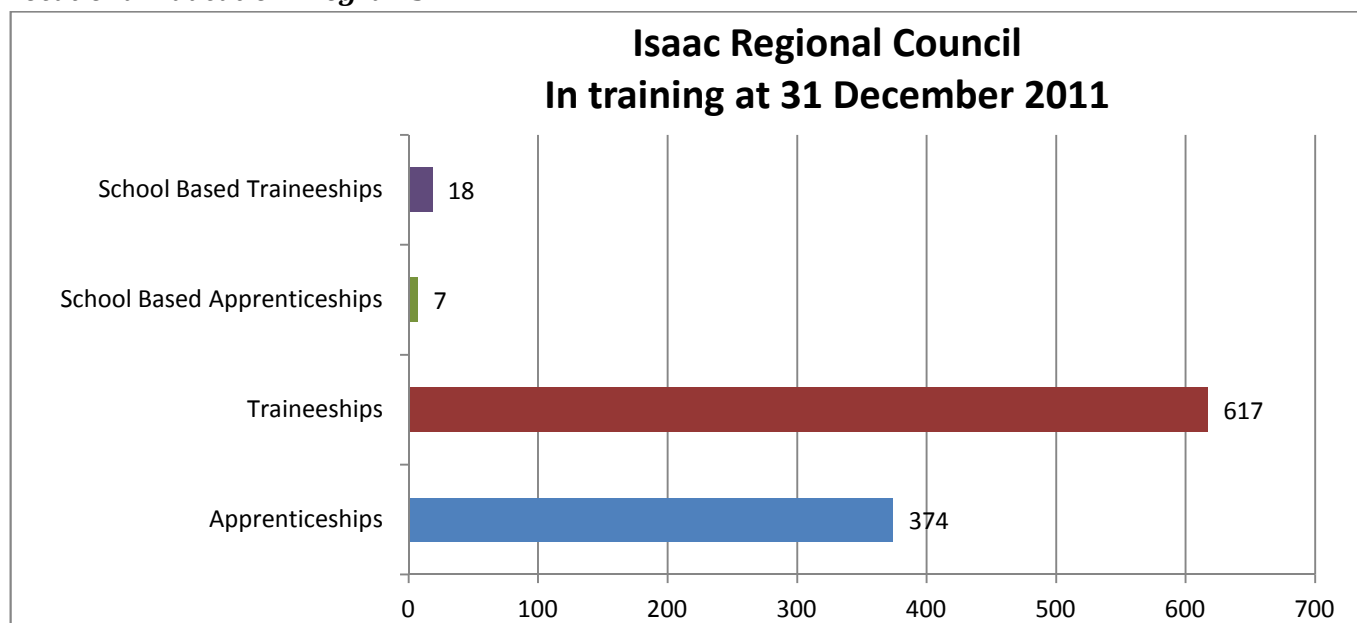
Road Projects:

Huntly Road Upgrade (road between Clermont and Dysart)	Estimated Project Value	\$5.5m
--	-------------------------	--------

For additional project information please refer to Mackay – Isaac – Whitsunday Regional Development Register March 2012 – published by Mackay Whitsunday Regional Economic Development Corporation

Workforce Development Initiatives

Vocational Education Programs



Queensland Minerals and Energy Academy (QMEA)

Schools in the region participating in the QMEA include Dysart SHS, Middlemount Community School and Moranbah SHS.

Doorways 2 Construction (D2C) & Doorways 2 Construction Civil (D2CC)

Participating schools are (DC2C only):

- Dysart State High School
- Moranbah State High School
- Clermont State High School
- Glenden State High School

<http://csq.org.au/funding-support/career-seekers/d2c-d2cc-career-seekers-201112>

Trade Training Centre

Central Highlands Cluster Trade Training Centres involves Dysart SHS, Capella SHS, Clermont SHS and Middlemount Community School. Dysart SHS to provide Diesel fitting; Capella SHS and Clermont SHS will share delivery of rural operations facility. Capella and Clermont SHS will also host the construction skills facility with minor capital work planned that will include the purchase and fit out of four trailers so that students from each school have easy access to equipment. Capella SHS will also host the hospitality facilities including mobile catering vehicle.

Moranbah State High School has its own Trade Training Centre – the Coalfields Training Excellence Centre where students are directly prepared for apprenticeships.

<http://www.deewr.gov.au/Schooling/TradeTrainingCentres/Pages/default.aspx>

Gateway to Industry Schools Program

Participating schools in Central Queensland are Emerald SHS, Barcaldine SS, Clermont SHS and Sarina SHS

<http://www.gatewayschools.qld.gov.au/>

Queensland Government Funded Programs

<http://www.employment.qld.gov.au/jobseekers/projects/current/CQ.htm>

Project	Funded by	Type	Grant Amount	Participants	Project Dates	Project Description
GEMS – (Getting Employment Made Simple)	Moranbah State High School	Get Set for Work	\$155,240	35	Start: 23/01/2012 Completion: 14/12/2012	This project has been designed to assist young people from the Central Highlands Region who have disengaged or are at risk of disengaging.

Associated Organisations / Groups

Mackay Whitsunday Regional Economic Development Corporation (REDC). REDC is the peak economic development organisation for the Mackay-Isaac-Whitsunday Region (Mackay Statistical Division) which encompasses the three local government areas of Mackay, Whitsunday, and Isaac.

REDC is a not-for-profit organisation dedicated to creating economic growth and improved quality of life for the benefit of all members, investors, visitors and residents.

The Queensland State Government, through the Department of Employment, Economic Development, & Innovation (DEEDI), sponsors REDC to co-ordinate regional economic development activity, act as a conduit for the region into the Queensland State Government and undertake projects of significant regional and economic impact. REDC is further funded by the Mackay, Isaac, Whitsunday Regional Councils, as well as industry partners.

REDC is an apolitical organisation, advised and influenced by a Board of Directors and Advisory Committees. Activities undertaken by REDC cover not only economic initiatives, but also social and environmental challenges. <http://www.mwredc.org.au/index.php/what-we-do.html>

Localised groups:

- Moranbah Traders Association
- Clermont Community and Business Group
- Dysart Action Group

- Glenden Progress Association
- Nebo Advisory Group
- Bowen Basin Community Engagement Network

Associated Publications

MWREDC publications and reports:

- Business Confidence Survey
- Economic and baseline audit
- Regional Development register
- Regional Economic Profile

<http://www.mwredc.org.au/index.php/publications.html>

Draft Mackay, Isaac and Whitsunday Regional Plan May 2011.

<http://www.enterprisewhitsundays.com.au/files/2313/0697/1041/draft-miw-regional-plan.pdf>

Historical economic and social statistics <http://www.id.com.au/isaac>

Measuring Growth, Managing Change KPMG abridged report and Isaac Regions Community Plan 2020 Vision www.isaac.qld.gov.au

Mackay Regional Council

The Mackay Regional Council main urban centre is the city of Mackay. Sarina, south of Mackay, also plays a significant role in the area. Pioneer Valley residents are serviced by a series of smaller settlements with townships in Walkerston, Marian and Mirani. Other smaller townships surrounding Mackay include Eungella, Seaforth, and a number of small beachside communities.

Population

Council	Estimated Resident Population
Mackay	121,072
Queensland	4,580,282
Region as a % of Qld	2.6

Major Industries

As one of the fastest growing economies in Queensland, Mackay is characterised by strong mining, manufacturing, agricultural sector that have development on the back of an abundance of natural resources. Mackay has emerged as a major mining services centre. Initiatives are being undertaken to ensure there is a adequate supply of industrial land to meet the growing needs of the mining services sector, along with transport and logistics services, and a range of manufacturers seeking to locate in Mackay.

- Food processing/manufacturing
- The region supports diverse natural fisheries and a growing aquaculture industry.
- There are five sugar mills in the region, three in the Pioneer Valley, one in Sarina to the South and one in Proserpine to the north
- A sugar refinery in Mackay
- A 60ml ethanol distillery producing fuel grade ethanol in Sarina. By products are utilised as stock feed and fertilizer
- Beef processing plants
- Value adding to horticultural production throughout the region (e.g. semi dried tomatoes, mango products)
- Proposed electricity co-generation and ethanol production project for Mackay Sugar Racecourse Mill

There are significant opportunities in agribusiness including:

- Increased value adding to sugar cane
- Export markets for tropical and sub-tropical fruit
- Value-adding to horticultural products
- Aquaculture production
- Renewable energy production

Engineering and Manufacturing

Over 220 companies in the Mackay Whitsunday region provide engineering services including machinery repair and maintenance, and fabricated metal product manufacturing for the mining and agribusiness sectors. Twenty training firms deliver high growth services like mining safety and risk management.

Several international firms have chosen to locate their Queensland or Australian head office here. Locally based engineering companies export services and equipment to countries including China, New Caledonia, Papua New Guinea and Ghana.

[Mackay Area Industry Network Cooperative Ltd](#) is an industry cluster with 64 members over 3,500 employees. Members are highly qualified in engineering, construction, manufacturing and service related industries.

Future growth opportunities available in the Mackay region include ongoing international development for enterprises recognised for proprietary work in the region. Collaboration (or cluster formation) between organisations involved in mining services is the way of the future for telecommunications, joint purchasing, marketing, research and development, accessing export markets (such as Indonesia, New Caledonia, China and South East Asia).

Mackay Harbour the Port of Mackay is Queensland's fourth busiest multi-commodity port in terms of cargo throughput, catering for the export of sugar and sugar products, molasses and grain and the import of petroleum. [Hay Point](#), is among the largest coal export ports in the world, comprising two separate coal export terminals, Dalrymple Bay Coal Terminal and the Hay Point Coal Terminal. NQBP also holds around 1400ha of land at Dudgeon Point which is intended for future port development.

Statistics on coal production and export are available from the [Department of Natural Resources and Mines](#)

Mackay has emerged as a major mining services centre. Initiatives are being undertaken to ensure there is an adequate supply of industrial land to meet the growing needs of the mining services sector, along with transport and logistics and a range of manufacturers seeking to locate in Mackay.

Other industry sectors in the region include marine, tourism, education, food processing (other than sugar), health and medical and professional services.

Projects

Community Safety and Police projects:

South Mackay Queensland Ambulance station redevelopment	Estimated Project Value	\$1.3m
Mackay Queensland Fire and Rescue replacement station and land		\$6.05m
Walkerston Queensland Fire and Rescue auxiliary station redevelopment		\$0.95m
Mackay Queensland Police Service heritage listed police facility upgrade		\$4m

Education and Training projects:

Mackay Eimeo State High Scholl new school	Estimated Project Value	\$17m
Mackay North State High School – Mackay Tech College Trade Training Centre	Estimated Project Value	\$5.991m
Mackay North State High School – School Industry Trade Centre	Estimated Project Value	\$1.514m
Northern Beaches Mackay State High School – New School – Planning	Estimated Project Value	\$1.76m
Central Queensland Institute of TAFE - Mackay Campus – Mackay Trade Centre	Estimated Project Value	\$28.263m
Eimeo Road State School – Kindergarten Double Unit	Estimated Project Value	\$1.96m
Mackay North State School – Kindergarten	Estimated Project Value	\$1.225m

Marian State School – Kindergarten	Estimated Project Value	\$1.225m
Sarina State School - Kindergarten	Estimated Project Value	\$1.225m

Energy Projects:

Mackay Sugar Cogeneration projects: Mackay Sugar has issued contracts for the construction of a \$120million cogeneration power plant at its Racecourse Mill. The power plant will have the capacity to generate one third of the Mackay region's electricity requirements from bagasse.	Estimated Project Value	\$120m
--	-------------------------	--------

Health Projects:

Mackay Base Hospital redevelopment contractor Boulderstone.	Estimated Project Value	\$408.3m
---	-------------------------	----------

Housing, office, arts and other Government projects:

Mackay Show Grounds upgrade	Estimated Project Value	\$30m
-----------------------------	-------------------------	-------

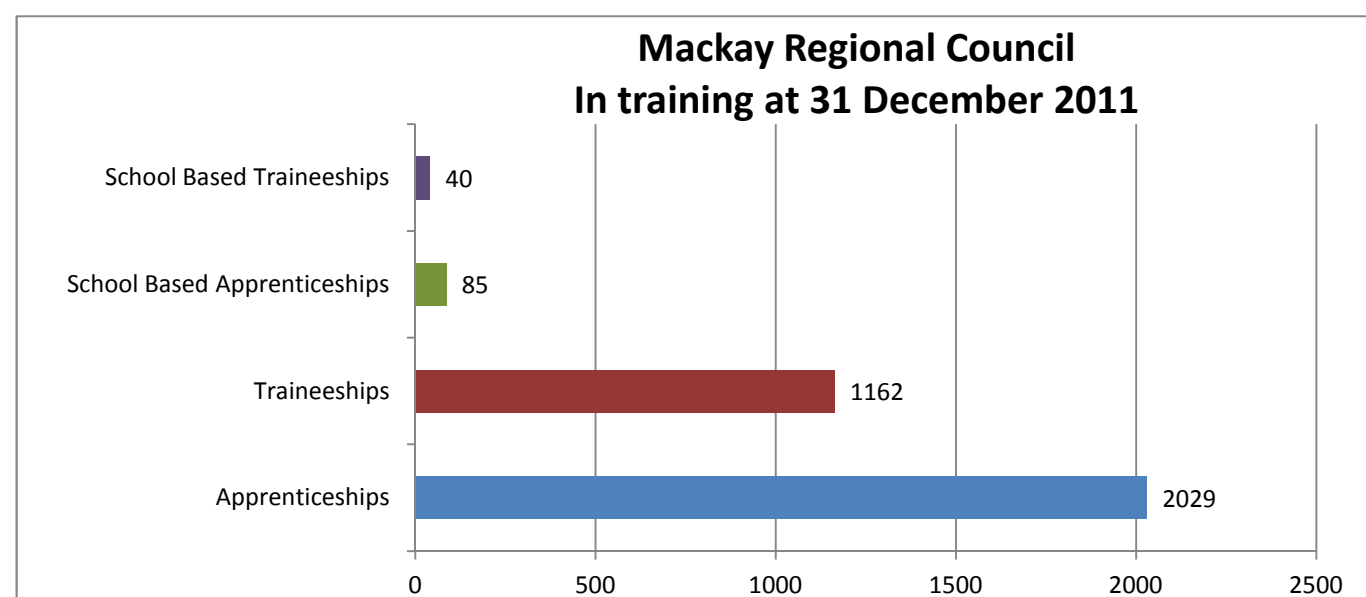
Tourism, property development, major retail and miscellaneous projects:

Lifestyle centre 323 Bridge Road Mackay. Will contain a supermarket, coffee shop, health-care centre and a 65-unit, seven story motel. Set to commence construction in early 2012. (Source Daily Mercury 19 December 2011)	Estimated Project Value	\$20m
State Government Office Building 44 Nelson Street, Mackay. 7000sqm of office accommodation, six-story building to accommodate approximately 460 staff, 165 car parking for fleet vehicles and customer service centre parking. Expected construction start April 2012 creating approximately 142 jobs in construction		Unknown

For additional project information please refer to Mackay – Isaac – Whitsunday Regional Development Register June 2011 – published by Mackay Whitsunday Regional Economic Development Corporation

Workforce Development Initiatives

Vocational Education Programs



Queensland Minerals and Energy Academy (QMEA)

Schools in the region participating in the QMEA include Pioneer SHS.

Doorways 2 Construction (D2C) & Doorways 2 Construction Civil (D2CC)

Participating schools are (D2C only):

St Patrick's College Mackay

Mackay Christian College

Holy Spirit College Mackay

Mackay State High School

Sarina State High School (also undertaking D2CC)

<http://csq.org.au/funding-support/career-seekers/d2c-d2cc-career-seekers-201112>

Trade Training Centre

Mackay Tech College Trade Training Centre is established to address skills shortages in the Manufacturing, Engineering and Mining sectors. The premises are currently in a temporary location at CQIT in Mackay with a purpose built workshop to be built at Central Queensland University Campus in Mackay.

Mackay Christian College Trade Training Centre is a facility that will allow students of the Mackay community who are enrolled at any of the consortium schools to build their skills and enhance their opportunities to access employment and training in both the Engineering/Manufacturing and Building/Construction Industries.

<http://www.deewr.gov.au/Schooling/TradeTrainingCentres/Pages/default.aspx>

Trade Training Complex

Department of Education, Training and Employment is constructing a \$40m Trade Training Complex at the Central Queensland University Ooralea Campus. All trades currently located at the Central Queensland Institute of TAFE Mackay campus will be relocated to this new complex to begin effectively in 2nd semester 2013. It is expected that the Diesel Fitting trade will be progressively introduced to incorporate the latter stages over a number of years.

Gateway to Industry Schools Program

Manufacturing and Engineering Gateway Schools are Mackay North SHS, Mackay SHS, Mirani SHS, Pioneer SHS and Tannum Sands SHS.

Agribusiness Gateway Schools in Central Queensland are Emerald SHS, Barcaldine SS, Clermont SHS and Sarina SHS.

<http://www.gatewayschools.qld.gov.au/>

Skills Training Mackay

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
QRL /Construction Traineeships and Year 12 Destinations	DEEWR	Indigenous Employment Program	Not Provided	26	01/04/2011	30/03/2012	QRL Construction Traineeships for 6 Indigenous Australians and training and mentoring support for 20 Indigenous school leavers.

Jobs Queensland/Minniecon & Burke

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Scaffolding Training (Mackay)	DEEWR	Indigenous Employment Program		12	04/07/2011	30/11/2012	Accredited training in scaffolding for Indigenous Australians, followed by work placement.

Queensland Government Funded Programs

Project	Organisation	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Returning to Work	Innovation Training	Skilling Queenslanders for Work	\$230,720	58	11/02/2011	10/08/2012	Assist older jobseekers gain real life work skills and experience in the Mackay region.
Adult Literacy and Numeracy Program	George Street Neighbourhood Centre Assoc Inc.	Community Literacy Program	\$59,990	38	03/01/2012	04/01/2013	Deliver language, literacy and numeracy training to participants to enhance their opportunities for employment.
Future Focus Mackay	Community Solutions Inc.	Get Set for Work	\$111,130	25	23/01/2012	31/12/2012	Provide job preparation and accredited training for 15 to 18 year olds from the Mackay area to enhance their personal and work skills to prepare them for the workforce.
Retail Careers Connect – Central QLD/Whitsunday Region	National Retail Association Ltd	Productivity Places Program	\$179,250	75	31/01/2012	30/06/2012	This project will provide jobseekers from Mackay and Gladstone with skills, knowledge and exposure to the retail environment to obtain employment in the

Project	Organisation	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
							retail sector.
Retail Careers Connect – Central QLD/Whitsunday Region	National Retail Association Ltd	Productivity Places Program	\$107,550	45	16/08/2011	14/06/2012	This project aims to deliver accredited training to jobseekers from Mackay and Rockhampton to develop new or enhance existing retail skill sets as well as exposure to retail industries, host employers and employment opportunities.

Mackay Area Industry Network

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Training & Development	Skills Queensland	Strategic Investment Fund 50% Industry 50%	\$359,600	135	01/03/2012	30/06/2013	BSB40807 Cert IV in "Frontline Management (40) BSB51307 Dip OHS (20) BSB51407 Dip Project Management (20) BSB41507 Cert IV Project Management (30) BSB41407 Cert IV OHS (25)
Training & Development	National Workforce Development Fund Critical Skills Investment Fund	NWDF CSIF INDUSTRY	\$113,249 \$14,348 \$117,871	68	01/03/2012	30/06/2013	Certificate IV Frontline Management Certificate IV TAE Training & Assessment Cert IV Engineering

Mackay Whitsunday Regional Economic Development Corporation

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Retail Connect	Queensland Government inc Mackay Regional Council Canelands Central	NA	Not provided	Not applicable	2010	Ongoing	<p>Retail Connect is an independent body made up of employers and key decision makers in the Mackay region's retail sector. It is a body where retailers will be able to enhance the sector's productivity, profitability and long term economic strength by working together to:</p> <ul style="list-style-type: none"> • Develop practical strategies for attraction and retention of skilled retail workers; • Access previously underutilised sources of labour; • Advocate for change in areas including education and training <p>The Retail Employment Partnership has been given a boost with funding from Skills Queensland.</p> <p>An industry leaders group, Retail Connect, have now been formed and have partnered with REDC to continue to build on the success of stage 1, focusing on the following activities:</p> <p>Promotion of local online jobboard www.coaltocoastjobs.com.au, increasing the number of registered jobseekers and employers.</p> <p>Targeting of the Hidden Workforce, including stay at home mothers, semi-retirees and university students, through Getting Back into the Workforce Information Sessions.</p> <p>Continued promotion of school-based traineeships to students in Years 10 to 12.</p> <p>Continued promotion of retail training programs.</p> <p>Improvement of training courses provided locally through providing feedback from local retailers to training providers.</p>

Canegrowers Mackay

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Harvest Safety Inductions	Fee for Service			Persons working in the sugar cane harvest.	Ongoing	Ongoing	The online safety inductions are for all workers who are employed as haulout drivers for the sugar cane harvest. These inductions have two components - Part A: Sugar Cane Siding Induction and Part B: Safe Working Near Electrical Assets in the Rural Industry .
UD Licensing Course	VRG funding through AACC			Persons working in the sugar cane harvest.	March	June	Licence requirements to work in the Sugar Industry Competency based course made up of 10 units of competency from Certificate II in Agriculture and is an industry recognised skill set for Sugar Cane Harvest Haulage Drivers.
2012 Computer Courses	Fee for Service and VRG funding from CQIT				Ongoing	Ongoing	MYOB, Quickbooks and additional short courses
Recognition of Prior Learning (RPL)	Skilling Solutions				Ongoing	Ongoing	Diploma of Agriculture (Australian Agricultural College Corporation & Canegrowers Mackay)
HR Course	Building rural Communities				February 2012	February 2013	Growing People - Find out how to recruit & retain seasonal workers and how to understand the new OHS Obligations as from January 1, 2012
AgDat for recording nutrient applications	Reef Rescue				Ongoing	Ongoing	Instructs cane farmers in the use of an industry designed web based data management tools which enables them to record all of their farming activities.
Traineeships							Industry training for trainees as requested by the AACC.
Farm Safety	Fee for Service				Ongoing	Ongoing	Provide resources and instruction in their use to ensure that Canegrower members are complying with OHS requirements.
Integrated Weeds Management Course	Fee for Service				Ongoing	Ongoing	Competency based course consisting of the three competencies required for reef regulations.

Mackay Whitsunday Agribusiness Skills formation Strategy

The actions developed out of the Mackay Whitsunday Agribusiness Skills Formation Strategy continue to be progressed by the Mackay Canegrowers Training Team. The following outlines the implementation of strategies identified as part of the project.

A number of alliances and partnerships have been established to ensure sustainability of the project's actions. The AACC has now established a project officer in Mackay who continues to ensure that Agricultural Industry in the Mackay Whitsunday Region have access to competency based training and traineeship services. Industry based personnel have been qualified to support the AACC by providing a bank of industry current qualified trainers to provide training and assessment services. An Industry Reference Group has been formed to assist the Sugar Agribusiness Gateway School at Sarina SHS to incorporate aspects of the sugar industry in the curriculum. The sugar industry continues the alliance with Skilling Solutions to award local sugar cane growers a Diploma in Agriculture through Recognition of prior learning.

Additional projects funded in 2012 including:

- The Agribusiness Workforce Development Implementation Plan which seeks to improve the image of the agribusiness sector as an employer of choice.
- The Growing Farmers – HR for Farmers (Building Rural communities Fund) which has increased the human resource management skills of farmers seeking to employ seasonal workers
- Provision of training for sugar industry Cane Haulout Operators to ensure the harvest of the 2012 crop to assist the economic recovery of the sugar industry after recent weather events.
- Development of the Cane BMP.

Implementations generated from the Skills Formation Strategy in Mackay are now being implemented in other sugar growing regions in Queensland. Training through the AACC for harvest haulage workers will be conducted throughout Queensland in 2012 and the Recognition of Prior learning Program will also be expanded into North Queensland Centres including Proserpine, Ingham, Innisfail and the Atherton Tableland.

Associated Organisations / Groups

Mackay Whitsunday Regional Economic Development Corporation (REDC). REDC is the peak economic development organisation for the Mackay-Isaac-Whitsunday Region (Mackay Statistical Division) which encompasses the three local government areas of Mackay, Whitsunday, and Isaac.

REDC is a not-for-profit organisation dedicated to creating economic growth and improved quality of life for the benefit of all members, investors, visitors and residents.

The Queensland State Government, through the Department of Employment, Economic Development, & Innovation (DEEDI), sponsors REDC to co-ordinate regional economic development activity, act as a conduit for the region into the Queensland State Government and undertake projects of significant regional and economic impact. REDC is further funded by the Mackay, Isaac, Whitsunday Regional Councils, as well as industry partners.

REDC is an apolitical organisation, advised and influenced by a Board of Directors and Advisory Committees. Activities undertaken by REDC cover not only economic initiatives, but also social and environmental challenges. <http://www.mwredc.org.au/index.php/what-we-do.html>

Mackay Area Industry Network is an advanced and expanding industry association representing Mining, Mining Services, Engineering, Manufacturing and Construction support services in the Mackay region.

Ph 49575040 Email: reception@main.org.au
Mackay. <http://www.main.org.au/>

L2, Worley Parsons Centre, 45 Victoria Street,

Associated Publications

MWREDC publications and reports:

- Business Confidence Survey
- Economic and baseline audit
- Regional Development register
- Regional Economic Profile

<http://www.mwredc.org.au/index.php/publications.html>

Draft Mackay, Isaac and Whitsunday Regional Plan May 2011.

<http://www.enterprisewhitsundays.com.au/files/2313/0697/1041/draft-miw-regional-plan.pdf>

Rockhampton Regional Council

The Rockhampton Regional Council area includes the major regional centres of Rockhampton City, Gracemere, Yeppoon, Emu Park, Mount Morgan and smaller towns.

Population

Council	Estimated Resident Population
Rockhampton	116,722
Queensland	4,580,282
Region as a % of Qld	2.5

Major Industries

Rockhampton serves as the primary business service centre for the region – home to a full range of government and social services including retail, recreation, health, education and cultural facilities and activities. Rockhampton's population growth has been steady over a number of decades; currently at 1.9% it is significantly less than that of Mackay and Gladstone in recent times.

Rockhampton has diverse manufacturing including:

- Meat & Dairy (\$568.4 Million)
- Food Manufacturing (\$109.47 Million)
- Wood & Wood Products (\$31.53 Million)
- Paper, Printing & Publishing (\$62.16 Million)
- Non-metal mineral products (\$111.74 Million)
- Basic Metals & Products (\$155.31 Million)
- Transport Machinery & Equipment (\$118.82)

The region has a strong agriculture, forestry and fishing industry with the dominate industry being beef. Agriculture production in the region in 2005 – 2006 was \$125.7 million, 1.4% of the total value of agricultural production in Queensland.

- Crops accounted for \$39.2 million or 31.2% of the regions total value of agricultural production.
- Livestock slaughtering accounted for \$82.4 million 65.6%
- Livestock products were valued at \$4.1 million 3.2% of the total

Rockhampton's strengths and potential growth areas are in retail and business services industries, which combined with a well-regarded education precinct, expanding health services, aged care, and childcare services, makes it ideally placed to be the 'business centre' of CQ region.

Queensland Rail and Pacific National Rail both have a strong base in Rockhampton, which together with major road transport companies provides potential growth opportunities related to predicted resource sector growth..

Rockhampton is ideally located to provide resource sector support services, to capitalise on the emerging Coal Seam Gas / Liquefied Natural Gas industry to the south and the expanding coal mines to the west. Given this, Rockhampton's population has the potential to grow at a faster rate than in previous decades; 1.9%, significantly slower than that of Mackay or Gladstone.

Projects

Significant Projects currently going through Environmental Impact Study process:

Great Keppel Island Resort	
Great Keppel Island Revitalisation Plan website.	
Description	Redevelopment of Great Keppel Island Resort, including demolition of the existing resort and its replacement with a substantial low-rise, eco-tourism resort.
Proponent	GKI Resort Pty Ltd (a subsidiary of Tower Holdings).
Location/s	Great Keppel Island, 12 km off the coast of Yeppoon, central Queensland. Map
Local Government/s	Rockhampton Regional Council
Investment	\$592.5 million
Key features	<ul style="list-style-type: none"> • 250-room hotel • 750 eco-tourism villas • 300 eco-tourism apartments • 250-berth marina • ferry terminal • yacht club • retail village • 18-hole championship golf course • 545 ha environmental park
Expected Commencement	Not available
Expected Completion	Not available
Jobs:	
Construction	350 (Not specified)
Operational	685

Lower Fitzroy River Infrastructure Project	
Description	The raising of Eden Bann Weir and construction of a new weir at Rookwood on the Fitzroy River, Central Queensland.
Proponent	Gladstone Area Water Board and SunWater Ltd.
Location/s	Eden Bann Weir: about 45 km north-west of Rockhampton Rookwood Weir: about 50 km south-west of Rockhampton Map
Local Government/s	Central Highlands Regional Council Rockhampton Regional Council Woorabinda Aboriginal Shire Council
Investment	\$ 434 million (Eden Bann Weir raising Stages 2 and 3 - \$196 million; Rookwood Weir Stages 1 and 2 - \$238 million).
Key features	<ul style="list-style-type: none"> • raising of Eden Bann Weir • construction of Rookwood Weir • associated infrastructure, including access roads and fauna passage structures • augmentation and maintenance of roads and river crossings affected by inundation

Expected Commencement	Not available
Expected Completion	Not available
Jobs:	
Construction	150 (Not available)
Operational	

IsaLink High Voltage Direct Current Transmission	
Description	A 1100-kilometre high voltage direct current transmission line connecting Queensland's North West Minerals Province to the National Electricity Market
Proponent	IsaLink Pty Ltd (Cheung Kong Group is the major shareholder)
Location/s	The transmission line will extend from Rockhampton to Mount Isa to the Ernest Henry Mine near Cloncurry
Local Government/s	Rockhampton Regional Council Central Highlands Regional Council Isaac Regional Council Barcaldine Regional Council Longreach Regional Council Winton Shire Council Richmond Shire Council McKinlay Shire Council Cloncurry Shire Council
Investment	\$800 million
Key features	<ul style="list-style-type: none"> • transmission line • 2 x converter stations (at connection to national grid and at, or near, Ernest Henry Mine) • upgrade of existing alternating current transmission line between the mine and Mount Isa • 70 m wide corridor
Expected Commencement	Not available
Expected Completion	Not available
Jobs:	
Construction	300 (Not available)
Operational	Not specified

Proposed Projects:

Solar Flagship Program

Acciona is currently considering a Solar Plant for Generation of energy west of Rockhampton. Estimated employment:

- 500 jobs throughout the 30 month construction phase
- 20 ongoing jobs at operational phase

Other Projects:

Education and Training projects

North Rockhampton State High School – Rockhampton Trade Training Centre	Estimated Project Value	\$2.73m
---	-------------------------	---------

Health Projects

Rockhampton Hospital Expansion next stage: a new emergency department, renal dialysis, paediatric ward, procedure room, and acute assessment unit. Contractor Hansen Yuncken	Estimated Project Value	\$149.175m
--	-------------------------	------------

Road Projects

Bruce Highway Benaraby – Rockhampton, Bajool – Gavial Road, construction additional lanes	Estimated Project Value	\$8.4m
Capricorn Highway (Rockhampton – Duaringa), Gracemere – Kabra, new road and rail overpass	Estimated project Value	\$50.001m

Tourism, property development, major retail and miscellaneous projects:

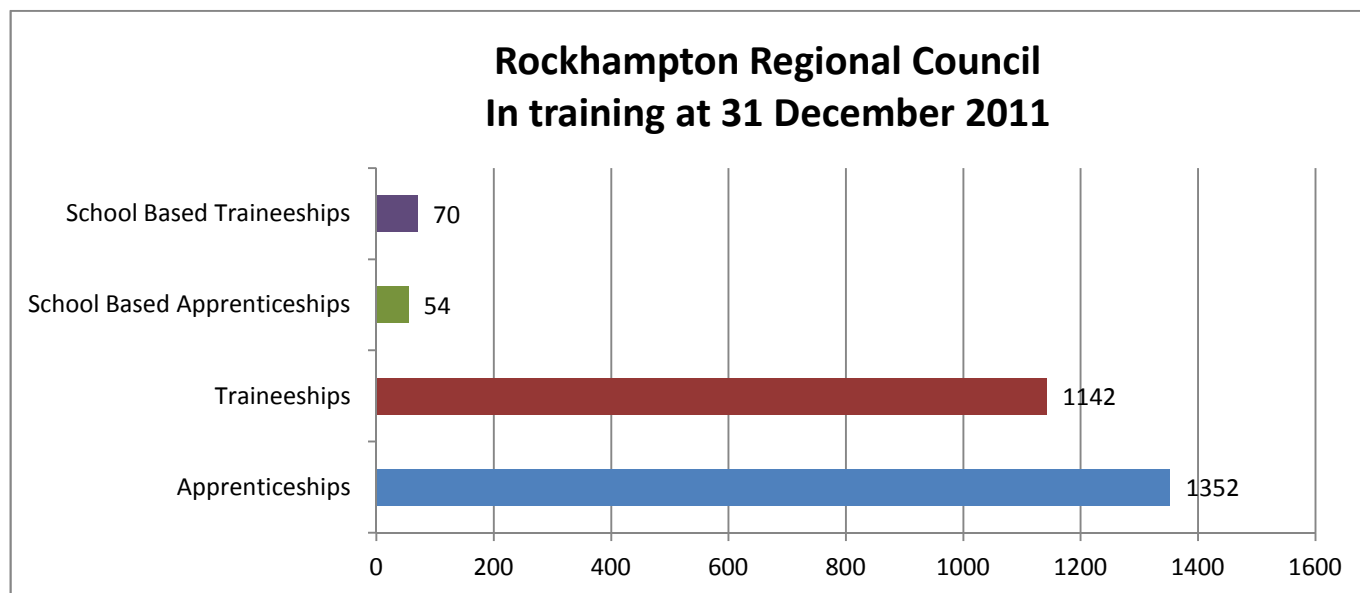
Keppel Views: Multistage development of 1,600 residential blocks of land Yeppoon. Located at Tarangamba on the Capricorn Coast, a 20 – year master – planned development of 1,200 residences and 70 apartments including and 18-hole golf course. Stage one completed. Stage two underway. Associated parking & landscaping	Estimated Project Value	\$1,800m
Oshen Apartments: Proposed construction of 35 x 1 bedroom, 23 x 2 bedroom & 2 x 3 bedroom units in a 6 storey building.		\$25m
Oshen Yeppoon: Proposed construction of 59 x 1, 2 & 3 bedroom dual key units		\$35m
Promixa North Towers: Development to include 59 units, shops including food premises (410sqm) & office (440sqm) Parking and associated landscaping		\$20m
The Strand Mixed Use Redevelopment: Demolition of existing building and construction of a mixed use complex to include hotel with convention centre, 98 units, offices, shops & restaurants & associated parking for 265 cars and landscaping.		\$40m

Water and sewerage projects:

SunWater Rookwood Weir: There is yet to be a decision on the order or composition in which these projects will proceed. The development of Rookwood Weir to provide a storage capacity of about 84,300 mega litres (stage 1) or 117,300 mega litres (stage 2)	Estimated Project Value	\$72m
---	-------------------------	-------

Workforce Development Initiatives

Vocational Education Programs



Queensland Minerals and Energy Academy (QMEA)

Schools in the region participating in the QMEA include North Rockhampton SHS.

Doorways 2 Construction (D2C) & Doorways 2 Construction Civil (D2CC)

Participating schools are (D2C only):

- St Brendan's College
- Glenmore Stat High School (last year in this program)
- North Rockhampton State High School
- Emmaus College
- Rockhampton State High School
- Gladstone Area Group Apprentices Ltd – Pre Trade participants

<http://csq.org.au/funding-support/career-seekers/d2c-d2cc-career-seekers-201112>

Trade Training Centre

Rockhampton State High School Engineering and Manufacturing Trade Training Centre has been established to address skills shortages in the Manufacturing industry.

North Rockhampton State High School and Glenmore State High School Hospitality Trade Training Centre funding will be used to construct a new single story building. The facility will include a fully equipped commercial kitchen, ancillary spaces, training restaurant with a large al fresco area, coffee shop area and training rooms.

St Brendan's College and St Ursula's College Yeppoon District Trade Training Centre has been established to provide delivery of Automotive qualifications.

<http://www.deewr.gov.au/Schooling/TradeTrainingCentres/Pages/default.aspx>

School to Jobs Alliance

By the end of this year, around 600 young people will finish high school from five state high schools in the Rockhampton area. Of these, approximately 200 will find moving into the workforce particularly challenging.

The Queensland Government is working on new skilling and employment programs to improve the employment opportunities for our youth in Central Queensland.

Helping school leavers transition

The School to Jobs (S2J) Alliance drives initiatives to help school leavers in Central Queensland transition into training, further education or employment. Currently, a pilot of the program is aimed at five high schools in the region:

North Rockhampton State High School

Rockhampton State High School

Glenmore State High School

Yeppoon State High School

Mt Morgan State High School.

The program brings together schools, youth support agencies, further education institutions, employers, skills development and training services, and business partners in order to achieve positive outcomes for school leavers.

The Alliance meets on a quarterly basis to discuss, plan and take action on initiatives. The Employment and Training Opportunities Bulletin is distributed to students, providing a wide range of job opportunities in the Central region, including school-based and full-time traineeships, apprenticeships, and full-time, part-time and casual employment. The Bulletin also highlights training opportunities and workshops

The School to Jobs Alliance is a joint initiative of the:

Department of Employment, Economic Development and Innovation

Department of Education and Training

Department of Communities.

For more information please refer to:

<http://www.learningplace.com.au/deliver/content.asp?pid=49924>

Buderoo Ltd

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Welfare to Work	DEEWR	Indigenous Employment Program	Not Provided	30	16/01/2012	20/07/2012	Employment of a mentor to help Stream 3 and 4 Job Services Australia participants to maintain sustainable employment outcomes.
BEAT the Boom – Buderoo Rockhampton	DEEWR	Indigenous Employment Program		50	10/10/2011	01/02/2013	Provision of accredited training and employment placement for Indigenous Australians in hospitality/retail, mining/resources, building/construction and health sectors.

NEATO Employment Services

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Teys Bros Rockhampton	DEEWR	Indigenous Employment Program		40	29/08/2011	28/02/2013	Recruit, train and retain disadvantaged Indigenous job seekers for the meat processing industry.

Busy at Work

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Aged Care Industry Employment Project (Rockhampton)	DEEWR	Indigenous Employment Program	Not Provided	20	11/10/2010	31/12/2012	Foundation skills, pre-vocational training, placement and post-placement support for disadvantaged Indigenous Australians entering the Aged Care sector.
Central Queensland Aged Care and Hospitality Industry Project	DEEWR	Indigenous Employment Program		20	21/09/2011	26/09/2012	Employment placement and post-placement mentoring for Indigenous Australians beginning work with the Sisters of Mercy in Rockhampton area.

Queensland Government Funded Programs

<http://www.employment.qld.gov.au/jobseekers/projects/current/CQ.htm>

Project	Organisation	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Green Zone	Jobs Queensland Ltd	Skilling Queenslanders for Work	\$919,080	50	03/08/2011	30/06/2012	Provide paid work placements and accredited training for long-term unemployed people from the Rockhampton area.
Retail Careers Connect – Central QLD/Whitsunday Region	National Retail Association Ltd	Productivity Places Program	\$107,550	45	16/08/2011	14/06/2012	Deliver accredited training to jobseekers from Mackay and Rockhampton to develop new or enhance existing retail skill sets as well as exposure to retail industries, host employers and employment opportunities.
Hospitality Short Programs (Skills Sets)	Learning Network Australia	Skilling Queenslanders for Work	\$368,300	220	23/05/2011	31/05/2012	Provide accredited training to assist unemployed, underemployed and parents and carers seeking employment in the hospitality industry.
SCQ Rockhampton & Gladstone Accommodation Employment Initiative	Skill Centred Queensland Inc	Skilling Queenslanders for Work	\$83,240	60	01/02/2012	30/06/2012	Provide job preparation and accredited training for jobseekers who are long-term unemployed, from jobless households, mature-aged, young and Indigenous from the Rockhampton and Gladstone areas.
Future Focus – Central Queensland	Community Solutions Inc.	Get Set for Work	\$162,300	35	23/01/2012	31/12/2012	Assist 15-17 year olds from the Rockhampton and Emerald areas who have disengaged or are at risk of disengaging from school with a practical job preparation program.
PCYC Get Set for Work	Rockhampton PCYC	Get Set for Work	\$127,220	25	03/01/2012	22/12/2012	Deliver job preparation and accredited training to 15 and 17 year olds from the Rockhampton area who have disengaged from the community and are not attending school, participating in training or engaged in employment.

Project	Organisation	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
CHC20108 Certificate II in Community Services	Learning Network Queensland	Productivity Places Program	\$114,720	48	13/02/2012	30/06/2012	Deliver accredited training in community services to eligible jobseekers from the Rockhampton and Gladstone areas.
Careers in Care - Central Queensland	Community Solutions Inc.	Productivity Places Program	\$261,050	75	03/10/2011	30/09/2012	Deliver accredited training to long-term unemployed, youth and mature-aged jobseekers from the Rockhampton and Gladstone areas.
Retail Careers Connect – Central QLD/Whitsunday Region	National Retail Association Ltd	Productivity Places Program	\$107,550	45	16/08/2011	14/06/2012	Deliver accredited training to jobseekers from Mackay and Rockhampton to develop new or enhance existing retail skill sets as well as exposure to retail industries, host employers and employment opportunities.
Retail Construction 3	Jobs Queensland Ltd	Productivity Places Program	\$146,250	65	06/02/2012	30/06/2012	Deliver accredited training to jobseekers from Rockhampton to help develop entry level skills required for the retail and mining industries.
SCQ Rockhampton Civil & Retail Employment Initiative	Skill Centred Queensland Inc.	Productivity Places Program	\$111,230	47	01/02/2012	19/09/2012	Deliver accredited training to jobseekers who are long-term unemployed, from jobless households, mature-aged, young and Indigenous from the Rockhampton and Gladstone areas.

Associated Organisations / Groups

Capricorn Enterprise is a membership based Regional Tourism Organisation and Regional Development Organisation and is recognised as the peak tourism and economic development body for the Capricorn Region.

Capricorn Enterprise is responsible for strategically marketing the Capricorn region to domestic and international consumers, trade, media and business, and for supporting and developing industry projects, attracting large scale investment and driving the region's economy forward. Capricorn Enterprise seeks to be recognised as a vibrant and professional organisation that delivers sound leadership to the Capricorn region's tourist operators and helps drive the future development of events, business & leisure tourism in the region. <http://www.capricornenterprise.com.au/>

Associated Publications

Capricorn Enterprise publications and reports:

- Capricorn Regional Snapshot
- Tourism Development Facts and Figures

<http://www.capricornenterprise.com.au/tourism/development/facts-figures/>

- An introduction to the Rockhampton Region can be downloaded from Capricorn Enterprise

<http://www.capricornenterprise.com.au/economic-development/investment-opportunities/request-an-investment-pack/>

Rockhampton Regional Council publications and reports

- "Rockhampton Region – Towards 2050" <http://www.rockhamptonregion.qld.gov.au/Home>
- Regional Profile and Statistics
[http://www.rockhamptonregion.qld.gov.au/Your Community/Regional Profile and Statistics](http://www.rockhamptonregion.qld.gov.au/Your_Community/Regional_Profile_and_Statistics)

Whitsunday Regional Council

The Whitsunday Regional Council area includes the major regional centres of Airlie Beach, Cannonvale, Proserpine, Bowen and the Whitsunday Islands. Collinsville Township is located to the south-west of Bowen and is an historic mining town.

Population

Council	Estimated Resident Population
Whitsunday	35,065
Queensland	4,580,282
Region as a % of Qld	0.8

Major Industries

The Airlie Beach and Cannonvale area serves as a tourist and service centre and point of access to the Whitsunday Islands. Tourism in the Whitsundays directly employs 3,4000, contributes \$253 m to the Queensland economy and generates nearly \$160m annually as an export earner.

Proserpine is the main service centre for Airlie Beach and the Whitsunday's, as well as supporting the surrounding sugarcane industry. Sucrogen recently purchased the Proserpine Sugar Mill.

Bowen has a diversified and prosperous economy based on agriculture, fishing, tourism, and mining. A variety of small crops including tomatoes, rockmelons, and capsicums is grown in the Bowen area. Bowen is the largest winter small crop producing region in Australia and is currently the largest tomato producer.

The total value of agricultural production in the Whitsunday Regional Council in 2005 – 06 was \$336.0 million, 3.9 per cent of the total value of agricultural production in Queensland.

The expansion of the Port of Abbot Point, just north of Bowen and proposed development of the State Development Land, these developments could be worth investment of \$9 billion and deliver tens of thousands of jobs.

Projects

Significant Projects currently going through Environmental Impact Study process:

Water for Bowen Project

Description	A 150-kilometre water transport scheme featuring a channel and network of pipelines, with the potential to supply 60 000 mega litres of water a year to the Bowen region.
Proponent	SunWater Ltd
Location/s	From the Burdekin River south across the coastal plain to Bowen and surrounding areas. Map
Local Government/s	Burdekin Regional Council Whitsunday Regional Council
Investment	\$415 million
Key features	<ul style="list-style-type: none">• 93 km of new open channel• 63 km of main pipeline• network of smaller reticulation pipelines• spurs to delivery points along the way• pump stations and other ancillary infrastructure
Expected Commencement	Not available
Expected Completion	Not available
Jobs:	
Construction	300
Operational	Not available

Note: SunWater 17 Oct 2011 *“Following the completion of the final business case investigations for the Water for Bowen Project, SunWater advises that it will not be pursuing the project as it is not commercially viable at this time”.*

Mineral Development Projects:

Evolution Mining – Mt Carlton	Copper-Gold-Silver
Description	An open-cut mine with conventional crushing plant and bulk sulphide floatation processing plant producing concentrate for exports from the Port of Townsville and, potentially Abbot Point.
Proponent	Evolution Mining
Location/s	Mt Carlton is about 50km inland from Gumlu
Local Government/s	Whitsunday
Investment	Unknown
Key features	A permanent 120-man camp with employees brought by bus from Townsville and Bowen.
Expected Commencement	December 2011
Expected Completion	Not available
Jobs:	
Construction	220
Operational	120

Education and Training projects:

Bowen State High School – Bowen Trade Training Centre	Estimated Project Value	\$2.984m
Queensland Kindergarten Program Queens Beach State School – Kindergarten		\$1.225m

Energy Projects:

Collinsville Solar Thermal Power Station: Solar collection arrays to provide green power for existing power station. Expected construction start early 2012 (Sources: Construction Forecasting Council)	Estimated Project Value	\$60m
---	-------------------------	-------

Housing, office, arts and other Government projects:

Land Development Abbot Point State Development Area – Service Infrastructure	Estimated Project Value	\$11.1m
Cyclone Shelter Bowen State High School		\$6.2m

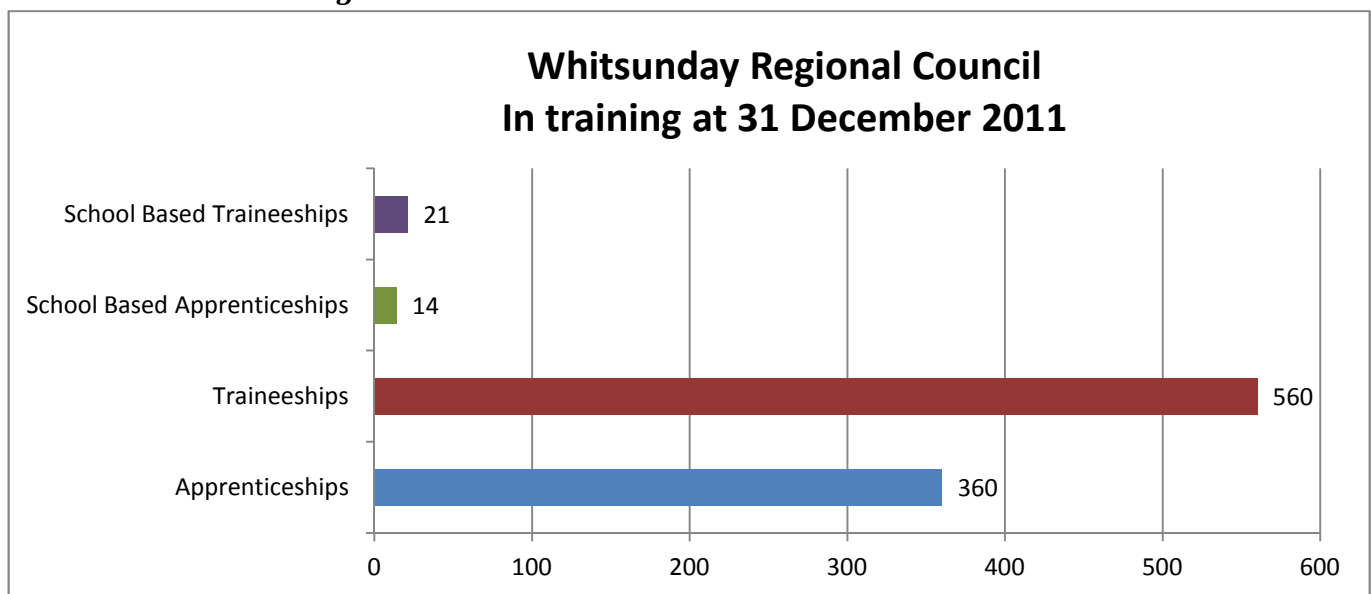
Industrial Projects:

Mount Luce Quarry, Abbot Point North Queensland Bulk Ports Corporation is proposing to establish and operate an extractive industry (quarry) on Mount Luce, Bowen.	Estimated Project Value	Not Available
Project Iron Boomerang: Construction of a new rail line across Australia (east to west) to connect iron ore mines in the Pilbara WA with the QLD – Bowen Basin coal mines and industrial smelter park precincts at each end of the railway line, to manufacture first stage iron/steel. Feasibility is complete with construction schedule to commence in 2012 for 3 years www.eastwestlineparks.com.au	Estimated Project Value	\$7,400m

Tourism, property development, major retail and miscellaneous projects:

Hook Island Wilderness Resort Development (On Hold)	Estimated Project Value	\$50m
PGA Whitsunday Springs: 2500 mixed-density dwellings, including a hotel, apartments, residential allotments and a golf course – Planning approval granted by council in December 2006 start April 2009 to 2019.		\$700m
Shute Harbour Marina Development. Construct an integrated marina, resort hotel and residential community as Shute Harbour		\$300m
Whitsunday Springs Development Remaining Stages		\$800m

For additional project information please refer to Mackay – Isaac – Whitsunday Regional Development Register June 2011 – published by Mackay Whitsunday Regional Economic Development Corporation

Workforce Development Initiatives***Vocational Education Programs*****Doorways 2 Construction (D2C) & Doorways 2 Construction Civil (D2CC)**

Participating schools are (D2C only):

- Bowen State High School
- Proserpine State High School
- Collinsville State High School

<http://csq.org.au/funding-support/career-seekers/d2c-d2cc-career-seekers-201112>

Trade Training Centre

Bowen State High School is constructing a regional construction and civil construction facility, Proserpine State High School are refurbish existing engineering facilities and Collinsville State High School is undertaking minor works and equipment upgrades. Each facility will include a training room and associated speciality workshop/training areas with appropriate tools and machines.

Enterprise Whitsundays

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Whitsunday Industrial Workforce Development	Skills Queensland	Skills Formation Strategy	\$250,000	Not Applicable	Feb 2011	Feb 2013	<p>The Whitsunday Industrial Workforce Development (WIWD) initiative has been established as a vehicle to ensure the Whitsunday Region has enough suitably qualified workers to meet the demand that will come from the ongoing industrial expansion in the area.</p> <p>To build a sustainable skilled, local workforce, capable of meeting the industrial expansion of the Whitsunday Region.</p>

Regional Indigenous Employment Programme Inc

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
RIEP – Indigenous Employment Coordinator	DEEWR	Indigenous Employment Program		30	01/07/2011	29/06/2012	Provide recruitment, retention and equity for Indigenous Australians in the Bowen/Whitsunday area.

Queensland Government Funded Programs <http://www.employment.qld.gov.au/jobseekers/projects/current/CQ.htm>

Project	Organisation	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
The Green Express to Success – Whitsundays Bowen	Community Solutions Inc.	Skilling Queenslanders for Work	\$450,000	25	03/10/2011	30/09/2012	This project will provide long-term unemployed jobseekers from the Cannonvale and Bowen regions with paid work placements in the conservation and land management sector.
Bowen PIP Program	Bowen Community Council Inc.	:Participate in Prosperity	\$94,830	20	01/03/2011	02/03/2012	This project will provide support and assistance for Aboriginal and Torres Strait Islander people and Australian South Sea Islanders from the Bowen community to overcome barriers to finding employment.

Associated Organisations / Groups

Enterprise Whitsunday is the lead economic development agency for the Whitsunday region. Their primary function is to facilitate and promote sustainable economic development in the Whitsunday region.

<http://www.enterprisewhitsundays.com.au/>

Mackay Whitsunday Regional Economic Development Corporation (REDC). REDC is the peak economic development organisation for the Mackay-Isaac-Whitsunday Region (Mackay Statistical Division) which encompasses the three local government areas of Mackay, Whitsunday, and Isaac.

REDC is a not-for-profit organisation dedicated to creating economic growth and improved quality of life for the benefit of all members, investors, visitors and residents.

The Queensland State Government, through the Department of Employment, Economic Development, & Innovation (DEEDI), sponsors REDC to co-ordinate regional economic development activity, act as a conduit for the region into the Queensland State Government and undertake projects of significant regional and economic impact. REDC is further funded by the Mackay, Isaac, Whitsunday Regional Councils, as well as industry partners.

REDC is an apolitical organisation, advised and influenced by a Board of Directors and Advisory Committees. Activities undertaken by REDC cover not only economic initiatives, but also social and environmental challenges. <http://www.mwredc.org.au/index.php/what-we-do.html>

Bowen Collinsville Enterprise c/- Mr Stephen Darwin Manager Bowen Independent

Bowen District Growers Association c/- Denise Kreyborg Industry Development Officer
bdgainc@bifgpond.com

Associated Publications

MWREDC publications and reports:

- Business Confidence Survey
- Economic and baseline audit
- Regional Development register
- Regional Economic Profile

<http://www.mwredc.org.au/index.php/publications.html>

Draft Mackay, Isaac and Whitsunday Regional Plan May 2011.

<http://www.enterprisewhitsundays.com.au/files/2313/0697/1041/draft-miw-regional-plan.pdf>

Woorabinda Aboriginal Shire Council

Woorabinda is a community situated approximately 170 kilometres south-west of Rockhampton. Woorabinda was established in 1926 and officially gazetted in 1927. Most of the people who populated Woorabinda at that time were removed from the Taroom settlement. Population grew considerably during its early period. Aboriginal people were relocated from different traditional lands from north, south, west and east Queensland.

There are currently 2 native title claims over Woorabinda, 1 from the Gunghulu people and 1 from the Wadja Wadja people. Woorabinda has the highest level of unemployment of any indigenous community in Australia at 71.5% of the population.

Population

Council	Estimated Resident Population
Woorabinda	1,033
Queensland	4,580,282
Region as a % of Qld	0.0

Workforce Development Initiatives

Whilst the records only show a small number of apprenticeships and traineeships in Woorabinda, this may be due to the fact that these are recorded by employer postcode, and the majority of participating employers would be outside the Woorabinda postcode area.



Queensland Minerals and Energy Academy (QMEA)

Schools in the region participating in the QMEA include Wadja Wadja HS.

Central Queensland Indigenous Development Ltd

Project	Funded by	Type	Grant Amount	Participants	Project Dates	Project Description
Woorabinda Employment and Training Program	DEEWR	Indigenous Employment Program		50	Start: 06/02/2012 Completion: 02/05/2014	Provision of foundation skills, pre-vocational training, placement and post-placement support to disadvantaged Indigenous Australians residing in Woorabinda Aboriginal Community.

Associated Organisations / Groups

None Identified

Associated Publications

None Identified

Other Central Queensland Workforce Development Initiatives

These initiatives are not specific to an individual Local Government Area.

Fitzroy & Central West Regional Development Australia

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
Indigenous Employment Consultant (Central Queensland)	DEEWR	Indigenous Employment Project	Not Provided	NA	25/7/2011	30/6/2012	Recruitment of a specialist Indigenous employment consultant to maximize opportunities and projects for Indigenous people, funded through the Natural Disaster Flexible Funding Pool, in partnership with State Government.

Central Queensland Indigenous Development Ltd

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
CQID Back on Track Program (Rockhampton)	DEEWR	Indigenous Employment Project	Not Provided	50	28/02/2011	28/09/2012	Foundation skills, pre-vocational training and industry knowledge and experience for Indigenous job seekers.

Central Queensland University

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
CQ Uni ATSI Employment and Career Development Strategy	DEEWR	Indigenous Employment Program	Not Provided	5	06/04/2010	25/05/2012	Recruitment and retention of Indigenous Australians into positions at CQ University.

The Salvation Army Employment Plus

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
CQ Indigenous Employment Strategy	DEEWR	Indigenous Employment Program	Not Provided	205	21/02/2011	30/06/2013	Variety of training and employment for Indigenous Australians throughout Central Queensland and the Bowen Basin.

Steps Disability Qld Inc

Project	Funded by	Type	Grant Amount	Participants	Project Dates		Project Description
					Start	Completion	
STEPS Truck Start	DEEWR	Indigenous Employment Program	Not Provided	20	06/06/2011	31/01/2013	4 weeks pre-employment and 10 HR truck lessons for Indigenous Australians seeking to enter the transport sector.

Appendix C: Apprenticeship and Traineeship Data by Local Government Area

As at 31 December 2011

Current Apprenticeships and Traineeships

The following table summarises enrolment in apprenticeships and traineeships across the region as at 31 December 2011.

LGA	Apprenticeships	Traineeships	School Based Apprenticeships	School Based Traineeships	Total
Banana	122	99	7	7	235
Barcaldine	30	15	12	11	68
Central Highlands	499	371	36	47	953
Gladstone	1080	1135	32	46	2293
Isaac	374	617	7	18	1016
Mackay	2029	1162	85	40	3316
Rockhampton	1352	1142	54	70	2618
Whitsunday	360	560	14	21	955
Woorabinda	4	4	0	0	8
Total	5850	5105	247	260	11462

Overall there are 11,462 people undertaking apprenticeships or traineeships within the project area. Not surprisingly, the majority of these are in Mackay, Rockhampton and Gladstone.

It is not possible to break this down to the skills sets required across the industry sectors as the workforce demand by occupation is not currently available, however this would be a very useful exercise once that level of detail could be provided.

There are opportunities to increase levels of school based apprenticeships in particular across the region through initiatives such as the Trade Training Centres, Queensland Minerals and Energy Academy and the Gateway Schools programs. It would be an interesting exercise to compare these levels with perhaps 2013 and 2014 levels when the TTCs and Gateway Schools programs are more established and reaching their full potential to see whether they have resulted in increased levels of school based VET.

Banana Shire Council

Legend: A – Apprenticeship T Traineeship
 SBA School based apprenticeship SBT School based traineeship

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Automotive	Airconditioning				1	1
	Automotive Electrical Technology	6				6
	Diesel Fitting	3				3
	Heavy Vehicle	5				5
	Light Vehicle	11		2		13
	Motorcycle	1				1
	Painting	2				2
	Panel Beating	4				4
	Parts Interpreting	1				1
	Tyre Fitting Light		2			2
Automotive Total		33	2	2	1	38
Business Services	Administration		6		2	8
	Financial Services		2			2
	Frontline Management		14			14
	General		4		1	5
	Human Resources		1			1
	Management		3			3
	Sales		9			9
Business Services Total			39		3	42
Community Services	Aged Care		3			3
	Children's Services	1				1
	Disability		1			1
Community Services Total		1	4			5
Construction	Cabinet Making	1				1
	Carpentry	5		1		6
	Foundation Works		1			1
	Painting and Decorating	1		2		3
	Plumbing	4				4
	Road Construction & Maintenance		1			1
Construction Total		11	2	3		16
Engineering	Fabrication Trade	15				15
	Mechanical Trade	15		1		16
Engineering Total		30		1		31
Food Processing	Baking	3				3
	Meat	4	10			14
Food Processing Total		7	10			17
Furnishings	Glass	1				1
Furnishings Total		1				1
Hospitality	Commercial Cookery	3				3
	General		3		1	4
Hospitality Total		3	3		1	7
Mining	Surface Extraction Operations		3			3
Mining Total			3			3
Other	Asset Maintenance		21			21
	Driving Operations		1			1
	Holiday Parks & Resorts		1			1
	Signage	1				1

Other Total		1	23		24
Primary Industries	Agriculture		4	2	6
	Horticulture	4	1		5
	Sawmilling and Processing		2		2
Primary Industries Total		4	7	2	13
Retail	General		1		1
	Hairdressing	5	1	1	7
Retail Total		5	2	1	8
Sport & Recreation	Fitness		1		1
	Racing	1			1
Sport & Recreation Total		1	1		2
Transport & Distribution	Warehousing & Storage		2		2
Transport & Distribution Total			2		2
Utilities	Electrician/Instrumentation	2			2
	Electrotechnology	3			3
	Electrotechnology (Electrician)	18			18
	ESI - Distribution	2			2
	Water Operations		1		1
Utilities Total		25	1		26
Total		122	99	7	7
					235

Barcaldine Regional Council

Legend: A – Apprenticeship T Traineeship
 SBA School based apprenticeship SBT School based traineeship

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Automotive	Heavy Vehicle	4		2		6
	Light Vehicle	5		1		6
Automotive Total		9		3		12
Business Services	Administration		3			3
	Financial Services		1			1
	Frontline Management		1			1
	Sales		2			2
Business Services Total			7			7
Community Services	Children's Services		1		1	2
Community Services Total			1		1	2
Construction	Cabinet Making	2				2
	Carpentry	7		5		12
	Plumbing	2		3		5
Construction Total		11		8		19
Engineering	Fabrication Trade	3		1		4
	Mechanical Trade	1				1
Engineering Total		4		1		5
Food Processing	Baking	2				2
Food Processing Total		2				2
General Education	Education Support		1			1
General Education Total			1			1
Health	Community Pharmacy		1			1
Health Total			1			1
Hospitality	General		1		1	2
Hospitality Total			1		1	2
Other	Library and Information Services				1	1
Other Total					1	1
Primary Industries	Agriculture		1		3	4
	Horticulture				2	2
Primary Industries Total			1		5	6
Retail	Cosmetic		1			1
	General				3	3
	Hairdressing	1	1			2
Retail Total		1	2		3	6
Sport & Recreation	Racing	1				1
Sport & Recreation Total		1				1
Transport & Distribution	Road		1			1
Transport & Distribution Total			1			1
Utilities	Electrotechnology	1				1
	ESI - Distribution	1				1
Utilities Total		2				2
Total		30	15	12	11	68

Central Highlands Regional Council

Legend: A – Apprenticeship T Traineeship
 SBA School based apprenticeship SBT School based traineeship

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Automotive	Automotive Electrical Technology	22		1		23
	Bicycles	1	1			2
	Diesel Fitting	9				9
	Engine Reconditioning	1				1
	General				1	1
	Heavy Vehicle	78		8		86
	Light Vehicle	26		3		29
	Motorcycle	2				2
	Painting	5				5
	Panel Beating	6		1		7
	Parts Interpreting	1				1
	Tyre Fitting Light		4		1	5
Automotive Total		151	5	13	2	171
Business Services	Administration		10		3	13
	Financial Services		7			7
	Frontline Management		11			11
	General		10		11	21
	Management		17			17
	Printing and Graphic Arts		1		1	2
	Sales		6			6
	Small Business Management		1			1
Business Services Total			63		15	78
Communications	Information Technology		4			4
	Telecommunications		1			1
Communications Total			5			5
Community Services	Aged Care		2			2
	Children's Services	2	3		3	8
	General				1	1
Community Services Total		2	5		4	11
Construction	Bricklaying/Blocklaying	1				1
	Cabinet Making	11		2		13
	Carpentry	40		8		48
	Civil		1			1
	Construction Material Testing		2			2
	Painting and Decorating	4				4
	Plant Operations	1				1
	Plumbing	24				24
	Road Construction & Maintenance		8			8
	Supervision		6			6
	Wall and Ceiling Lining	2				2
Construction Total		83	17	10		110
Engineering	Aviation	1		1		2
	Fabrication Trade	45		2		47
	Mechanical Trade	72		2		74
	Technical		4			4
Engineering Total		118	4	5		127
Food Processing	Meat	5	1			6

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Food Processing Total		5	1			6
Furnishings	Floor	1				1
	Glass	1				1
Furnishings Total		2				2
General Education	Education Support		1			1
General Education Total			1			1
Health	Community Pharmacy		6		1	7
	Dental Technology		1		2	3
Health Total			7		3	10
Hospitality	Commercial Cookery	15		1		16
	General		21		1	22
	Kitchen Operations				1	1
Hospitality Total		15	21	1	2	39
Laboratory Operations	General		5			5
Laboratory Operations Total			5			5
Mining	Coal Preparation		13			13
	Drilling Operations		5			5
	Resource Processing		4			4
	Surface Coal Operations		89			89
	Surface Extraction Operations		32			32
	Underground Mining		20			20
Mining Total			163			163
Other	Library and Information Services		2		1	3
	Occupational Health & Safety		3			3
	Project Management		7			7
	Property Services (Real Estate)		2			2
	Signage	1				1
Other Total		1	14		1	16
Primary Industries	Agriculture		9		8	17
	Horticulture	2				2
	Sawmilling and Processing				1	1
Primary Industries Total		2	9		9	20
Process Manufacturing	Minerals Processing		1			1
Process Manufacturing Total			1			1
Retail	Baking	1				1
	Cosmetic		1		7	8
	Floristry		1		1	2
	General		16		2	18
	Hairdressing	24		5		29
	Management		3			3
	Wholesale		2			2
Retail Total		25	23	5	10	63
Sport & Recreation	Community Recreation		1			1
	Fitness		1			1
Sport & Recreation Total			2			2
Transport & Distribution	Rail		3			3
	Warehousing & Storage		13			13
Transport & Distribution Total			16			16
Utilities	Electronics and Communications	1				1

Industry Training Group	Occupation	A	T	SBA	SBT	Total
	Electrotechnology	12				12
	Electrotechnology (Electrician)	77		2		79
	Electrotechnology (Refrigeration and Air-Conditioning)	4				4
	ESI - Distribution	1				1
	Water Operations		9		1	10
Utilities Total		95	9	2	1	107
Total		499	371	36	47	953

Gladstone Regional Council

Legend: A – Apprenticeship T Traineeship
 SBA School based apprenticeship SBT School based traineeship

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Automotive	Automotive Electrical Technology	4		1		5
	Bicycles	2				2
	Detailing			1		1
	Diesel Fitting	5		1		6
	Engine Reconditioning	1				1
	General				1	1
	Heavy Vehicle	10				10
	Light Vehicle	36		4		40
	Motorcycle	3				3
	Painting	2		1		3
	Panel Beating	3				3
	Parts Interpreting	4				4
	Tyre Fitting Heavy		1			1
	Tyre Fitting Light		6			6
	Underbody		1			1
Automotive Total		70	8	8	1	87
Business Services	Administration		68		12	80
	Customer Contact		1			1
	Financial Services		11			11
	Frontline Management		41			41
	General		17			17
	Human Resources		4			4
	Management		52			52
	Printing and Graphic Arts	1				1
	Purchasing		1			1
	Sales		11			11
Business Services Total		1	206		12	219
Communications	Information Technology		2		1	3
	Telecommunications	1				1
Communications Total		1	2		1	4
Community Services	Children's Services	6	7			13
	General		2			2
Community Services Total		6	9			15
Construction	Bricklaying/Blocklaying	8				8
	Cabinet Making	14				14
	Carpentry	92		6		98
	Foundation Works		2			2
	Painting and Decorating	17				17
	Plant Operations	38				38
	Plumbing	46				46
	Road Construction & Maintenance		1			1
	Steelfixing		1			1
	Supervision		3			3
	Wall and Ceiling Lining	2				2
	Wall and Floor Tiling	7		1		8
Construction Total		224	7	7		238
Engineering	Aviation	1	9			10

Industry Training Group	Occupation	A	T	SBA	SBT	Total
	Electrical	4				4
	Fabrication Trade	150		8		158
	General		2			2
	Mechanical Trade	262		6		268
	Technical		7			7
Engineering Total		417	18	14		449
Food Processing	Baking	7				7
	Meat	13				13
Food Processing Total		20				20
Furnishings	Floor	1				1
	Glass	3				3
Furnishings Total		4				4
Government	General		2			2
Government Total			2			2
Health	Aboriginal and/or Torres Strait Islander Primary Health Care	5		1	6	
	Community Pharmacy		4		1	5
	Dental Technology		3			3
Health Total			12		2	14
Hospitality	Commercial Cookery	22		1		23
	General		22		3	25
	Kitchen Operations		18		9	27
Hospitality Total		22	40	1	12	75
Laboratory Operations	General		23			23
Laboratory Operations Total			23			23
Mining	Extractive Industries		4			4
	Gas Industry Operations		2			2
	Resource Processing		12			12
	Surface Extraction Operations		2			2
Mining Total			20			20
Other	Asset Maintenance		21			21
	Caravan Park Operations		1			1
	Driving Operations		24			24
	Holiday Parks & Resorts		1			1
	Instrumentation and Control	2				2
	Laundry Operations		1			1
	Locksmithing	2				2
	Occupational Health & Safety		7			7
	Outdoor Power Equipment	1				1
	Project Management		6			6
	Property Services (Real Estate)		6			6
	Veterinary Nursing		2			2
Other Total		5	69			74
Primary Industries	Agriculture		1			1
	Horticulture	19	1			20
	Sawmilling and Processing		1			1
Primary Industries Total		19	3			22
Process Manufacturing	General		29			29
	Marine	2				2
	Minerals Processing		4			4

Industry Training Group	Occupation	A	T	SBA	SBT	Total
	Plant Operations		497			497
	Polymer	2				2
Process Manufacturing Total		4	530			534
Retail	Baking	4				4
	Beauty		2			2
	Floristry		1			1
	General		99		17	116
	Hairdressing	33		1		34
	Management		6			6
	Wholesale		5			5
Retail Total		37	113	1	17	168
Sport & Recreation	Fitness		2			2
	Sport		2			2
Sport & Recreation Total			4			4
Textile, Clothing & Footwear	Clothing Production	1				1
Textile, Clothing & Footwear Total		1				1
Tourism	General		5		1	6
Tourism Total			5		1	6
Transport & Distribution	Logistics		3			3
	Marine	1	21			22
	Rail		12			12
	Road		1			1
	Warehousing & Storage		21			21
Transport & Distribution Total		1	58			59
Utilities	Electrician/Instrumentation	34				34
	Electronics and Communications	3				3
	Electrotechnology	42				42
	Electrotechnology (Electrician)	159		1		160
	Electrotechnology (Refrigeration and Air-Conditioning)	2				2
	ESI - Cable Jointing	2				2
	ESI - Distribution	3				3
	ESI - Power Systems		1			1
	ESI - Rail Traction	3				3
	Water Operations		5			5
Utilities Total		248	6	1		255
Total		1080	1135	32	46	2293

Isaac Regional Council

Legend: A – Apprenticeship T Traineeship
 SBA School based apprenticeship SBT School based traineeship

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Automotive	Automotive Electrical Technology	13				13
	Heavy Vehicle	62				62
	Light Vehicle	12		1		13
	Painting	1				1
	Panel Beating	1				1
	Tyre Fitting Light		2			2
Automotive Total		89	2	1		92
Business Services	Administration		10		2	12
	Financial Services		4			4
	Frontline Management		49			49
	General		15		1	16
	Management		50			50
	Sales		3			3
Business Services Total			131		3	134
Communications	Information Technology		2		1	3
	Telecommunications	2				2
Communications Total		2	2		1	5
Community Services	Children's Services	1	3		2	6
Community Services Total		1	3		2	6
Construction	Cabinet Making	2		1		3
	Carpentry	15				15
	Painting and Decorating	1				1
	Plant Operations	2				2
	Plumbing	5				5
	Rigging		1			1
	Road Construction & Maintenance		5			5
Construction Total		25	6	1		32
Engineering	Fabrication Trade	34		1		35
	General				2	2
	Mechanical Trade	89		2		91
	Technical		2			2
Engineering Total		123	2	3	2	130
Food Processing	Baking	3				3
	Meat	5	1			6
Food Processing Total		8	1			9
General Education	Education Support		1		1	2
General Education Total			1		1	2
Government	General		1			1
Government Total			1			1
Health	Community Pharmacy		1		1	2
	Optical Dispensing		1			1
Health Total			2		1	3
Hospitality	Commercial Cookery	13				13
	General		28		1	29
Hospitality Total		13	28		1	42
Laboratory Operations	General		2			2
Laboratory Operations Total			2			2

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Mining	Coal Preparation		12			12
	Drilling Operations		26			26
	Emergency Response and Rescue		34			34
	Resource Processing		59			59
	Surface Coal Operations		105			105
	Surface Extraction Operations		108			108
	Underground Mining		17			17
Mining Total			361			361
Other	Asset Maintenance		15			15
	Instrumentation and Control	1				1
	Occupational Health & Safety		8		2	10
	Project Management		4			4
Other Total		1	27		2	30
Primary Industries	Agriculture		4		1	5
	Conservation and Land Management		1			1
	Horticulture		3		1	4
Primary Industries Total			8		2	10
Process Manufacturing	General		10			10
	Minerals Processing		1			1
Process Manufacturing Total			11			11
Retail	Baking	1				1
	Cosmetic		1		1	2
	General		1		1	2
	Hairdressing	14		2		16
Retail Total		15	2	2	2	21
Sport & Recreation	Community Recreation				1	1
	Fitness		1			1
Sport & Recreation Total			1		1	2
Transport & Distribution	Rail		2			2
	Road		6			6
	Warehousing & Storage		17			17
Transport & Distribution Total			25			25
Utilities	Electrician/Instrumentation	2				2
	Electronics and Communications	3				3
	Electrotechnology	16				16
	Electrotechnology (Electrician)	71				71
	Electrotechnology (Refrigeration and Air-Conditioning)	3				3
	ESI - Distribution	1				1
	ESI - Rail Traction	1				1
	Water Operations		1			1
Utilities Total		97	1			98
Total		374	617	7	18	1016

Mackay Regional Council

Legend: A – Apprenticeship T Traineeship
 SBA School based apprenticeship SBT School based traineeship

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Arts & Entertainment	Live Production Theatre and Events		2			2
Arts & Entertainment Total			2			2
Automotive	Airconditioning		2			2
	Automotive Electrical Technology	50		1		51
	Bicycles	1				1
	Bus/Truck/Trailer	1				1
	Detailing	2				2
	Diesel Fitting	16				16
	Engine Reconditioning	4				4
	General	1	4		1	6
	Glazing		3			3
	Heavy Vehicle	30		1		31
	Light Vehicle	96		11		107
	Motorcycle	8		1		9
	Painting	9				9
	Panel Beating	10				10
	Parts Interpreting	11				11
	Tyre Fitting Light		5			5
	Underbody		1			1
Automotive Total		239	15	14	1	269
Beauty	Hairdressing	1				1
Beauty Total		1				1
Business Services	Administration		77		3	80
	Customer Contact		2			2
	Financial Services		38			38
	Frontline Management		125			125
	General		110		7	117
	Human Resources		9			9
	Management		118			118
	Marketing		1			1
	Printing and Graphic Arts	3				3
	Sales		27			27
	Small Business Management		2			2
	Spatial Information Services		1			1
Business Services Total		3	510		10	523
Communications	Information Technology		9		2	11
	Telecommunications	8				8
Communications Total		8	9		2	19
Community Services	Aged Care		22			22
	Children's Services	15	10		2	27
	Disability		5			5
	General		1			1
Community Services Total		15	38		2	55

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Construction	Bituminous Surfacing		4			4
	Bricklaying/Blocklaying	20		1		21
	Cabinet Making	35		2		37
	Carpentry	145		12		157
	Civil		7			7
	Concreting		1			1
	Construction Material Testing		2			2
	Joinery	1				1
	Painting and Decorating	27		1		28
	Picture Framing	4				4
	Plant Operations	16				16
	Plumbing	74		1		75
	Road Construction & Maintenance		36			36
	Roofing	2				2
	Scaffolding		2			2
	Shopfitting	1				1
	Solid Plastering	5				5
	Stonemasonry	3				3
	Supervision		1			1
	Wall and Ceiling Lining	20				20
	Wall and Floor Tiling	10				10
	Signwriting	1				1
Construction Total		364	53	17		434
Engineering	Fabrication Trade	242		5		247
	General	4	3		1	8
	Mechanical Trade	524		24		548
	Technical		2		1	3
Engineering Total		770	5	29	2	806
Food Processing	Baking	11				11
	Meat	32	46	1		79
Food Processing Total		43	46	1		90
Furnishings	Floor	5				5
	Glass	21		3		24
Furnishings Total		26		3		29
General Education	Education Support		1			1
	Training and Assessment		2			2
General Education Total			3			3
Government	General		1			1
	Local		2			2
Government Total			3			3
Health	Aboriginal and/or Torres Strait Islander Primary Health Care		1			1
	Community Pharmacy		11		2	13
	Dental Technology		11		1	12
	Optical Dispensing		1			1
Health Total			24		3	27
Hospitality	Catering Operations	1				1
	Commercial Cookery	52		8		60

Industry Training Group	Occupation	A	T	SBA	SBT	Total
	General		65		6	71
	Kitchen Operations		3			3
Hospitality Total		53	68	8	6	135
Laboratory Operations	General		43			43
	Pathology		3			3
Laboratory Operations Total			46			46
Mining	Extractive Industries		1			1
	Resource Processing		1			1
	Surface Extraction Operations		2			2
Mining Total			4			4
Other	Asset Maintenance		14			14
	Driving Operations		30			30
	Instrumentation and Control	2				2
	Library and Information Services		1			1
	Locksmithing	7				7
	Media		1			1
	Occupational Health & Safety		4			4
	Outdoor Power Equipment	5				5
	Project Management		30			30
	Property Services (Real Estate)		2			2
	Signage	7				7
	Veterinary Nursing		11			11
Other Total		21	93			114
Primary Industries	Agriculture		9		2	11
	Horticulture	38	9			47
Primary Industries Total		38	18		2	58
Process Manufacturing	General		6			6
	Marine	3				3
	Polymer	35				35
	Timber Manufactured Products		1			1
	Textile Fabrication	1				1
Process Manufacturing Total		39	7			46
Retail	Baking	2				2
	Beauty		1			1
	Cosmetic				1	1
	Floristry		1		1	2
	General		90		10	100
	Hairdressing	75		11		86
	Management		12			12
	Wholesale		4			4
Retail Total		77	108	11	12	208
Sport & Recreation	Community Recreation		1			1
	Fitness		1			1
	General		1			1
	Racing	1				1
Sport & Recreation Total		1	3			4
Textile, Clothing & Footwear	Footwear	1				1

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Textile, Clothing & Footwear Total		1				1
Tourism	General		13			13
Tourism Total			13			13
Transport & Distribution	Logistics		10			10
	Marine	5	7			12
	Rail		5			5
	Road		14			14
	Warehousing & Storage		52			52
Transport & Distribution Total		5	88			93
Utilities	Electrical	7				7
	Electrician/Instrumentation	6				6
	Electronics and Communications	5				5
	Electrotechnology	18				18
	Electrotechnology (Electrician)	274		2		276
	Electrotechnology (Refrigeration and Air-Conditioning)	3				3
	ESI - Distribution	9				9
	ESI - Power Systems		3			3
	ESI - Rail Traction	3				3
	Water Operations		3			3
Utilities Total		325	6	2		333
Grand Total		2029	1162	85	40	3316

Rockhampton Regional Council

Legend: A – Apprenticeship T Traineeship
 SBA School based apprenticeship SBT School based traineeship

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Arts & Entertainment	Live Production Theatre and Events		2		1	3
Arts & Entertainment Total			2		1	3
Automotive	Airconditioning		4			4
	Automotive Electrical Technology	17	1	2		20
	Bicycles		1		1	2
	Detailing	1				1
	Diesel Fitting	3		1		4
	Engine Reconditioning	6				6
	General		2		1	3
	Heavy Vehicle	41				41
	Light Vehicle	79		6		85
	Motorcycle	4				4
	Painting	11		1		12
	Panel Beating	12				12
	Parts Interpreting	1				1
	Tyre Fitting Heavy		2			2
Automotive Total		175	10	10	2	197
Business Services	Administration		85		6	91
	Customer Contact		13			13
	Financial Services		22			22
	Frontline Management		60			60
	General		42		2	44
	Human Resources		7			7
	Management		107			107
	Printing and Graphic Arts	1				1
	Sales		18			18
	Spatial Information Services		1			1
Business Services Total		1	355		8	364
Communications	Information Technology		5		2	7
	Telecommunications	4	2			6
Communications Total		4	7		2	13
Community Services	Aged Care		34			34
	Children's Services	25	13		2	40
	Disability		8			8
	General		2		1	3
	Youth		6			6
Community Services Total		25	63		3	91
Construction	Bituminous Surfacing		2			2
	Bricklaying/Blocklaying	8				8
	Bridge Construction & Maintenance		1			1
	Bridge Construction and Maintenance		3			3
	Cabinet Making	31				31
	Carpentry	137		9		146
	Civil		4			4

Industry Training Group	Occupation	A	T	SBA	SBT	Total
	Concreting		4			4
	Construction Material Testing		4			4
	Painting and Decorating	33				33
	Pipe Laying		13			13
	Plumbing	61		3		64
	Road Construction & Maintenance		49			49
	Stonemasonry	5				5
	Supervision		22			22
	Wall and Ceiling Lining	10				10
	Wall and Floor Tiling	14		2		16
	Signwriting	1				1
Construction Total		300	102	14		416
Engineering	Aviation	2		1		3
	Fabrication Trade	110		6		116
	General	4				4
	Mechanical Trade	207		7		214
	Production Technology		1			1
Engineering Total		323	1	14		338
Food Processing	Baking	17		2		19
	Meat	20	116	1		137
Food Processing Total		37	116	3		156
Furnishings	Floor	1				1
	Glass	4				4
Furnishings Total		5				5
General Education	Education Support		3			3
	Training and Assessment		1			1
General Education Total			4			4
Health	Aboriginal and/or Torres Strait Islander Primary Health Care		1			1
	Administration		2			2
	Community Pharmacy		22			22
	Dental Technology		6			6
	Optical Dispensing		1			1
Health Total			32			32
Hospitality	Commercial Cookery	73		3		76
	General		40		9	49
	Kitchen Operations		1		1	2
Hospitality Total		73	41	3	10	127
Laboratory Operations	General		13			13
	Pathology		5			5
Laboratory Operations Total			18			18
Mining	Metalliferous		1			1
	Surface Extraction Operations		28			28
Mining Total			29			29
Other	Appliance Servicing	6				6
	Asset Maintenance		42			42
	Companion Animal Services		2			2
	Driving Operations		16			16

Industry Training Group	Occupation	A	T	SBA	SBT	Total
	Dry Cleaning Operations		2			2
	Fire Protection	3				3
	Indigenous Community Housing Maintenance		2			2
	Jewellery Manufacture	1				1
	Laundry Operations		13			13
	Library and Information Services		2			2
	Locksmithing	5				5
	Media		1		1	2
	Occupational Health & Safety		3			3
	Outdoor Power Equipment	3				3
	Project Management		26			26
	Property Services (Real Estate)		3			3
	Security Operations		3			3
	Signage	1				1
	Veterinary Nursing		1			1
Other Total		19	116		1	136
Primary Industries	Agriculture		2		3	5
	Conservation and Land Management		1			1
	Horticulture	49	3	1	1	54
Primary Industries Total		49	6	1	4	60
Process Manufacturing	General		25			25
	Leather	1				1
	Marine	1				1
	Plant Operations		5			5
	Polymer	1				1
Process Manufacturing Total		3	30			33
Retail	Baking	3				3
	Beauty		3		1	4
	Cosmetic				1	1
	Floristry		1			1
	General		99		28	127
	Hairdressing	73	1	6	1	81
	Management		23			23
	Wholesale		2			2
Retail Total		76	129	6	31	242
Sport & Recreation	Community Recreation		1			1
	Fitness		10		2	12
	General		10		5	15
	Outdoor Recreation		1			1
	Racing	1				1
Sport & Recreation Total		1	22		7	30
Textile, Clothing & Footwear	Clothing Production	1				1
	Digitised and Computerised Hoop Embroidery		1			1
Textile, Clothing & Footwear Total		1	1			2
Tourism	General		15			15
Tourism Total			15			15
Transport & Distribution	Logistics		7			7
	Marine	2	1	1		4

Industry Training Group	Occupation	A	T	SBA	SBT	Total
	Rail		8			8
	Road		6			6
	Warehousing & Storage		19		1	20
Transport & Distribution Total		2	41	1	1	45
Utilities	Electrical	2				2
	Electrician/Instrumentation	3				3
	Electronics and Communications	14				14
	Electrotechnology	29				29
	Electrotechnology (Electrician)	178		2		180
	Electrotechnology (Refrigeration and Air-Conditioning)	3				3
	ESI - Cable Jointing	5				5
	ESI - Distribution	20				20
	ESI - Power Systems		1			1
	ESI - Rail Traction	4				4
	Water Operations		1			1
Utilities Total		258	2	2		262
Total		1352	1142	54	70	2618

Whitsunday Regional Council

Legend: A – Apprenticeship T Traineeship
 SBA School based apprenticeship SBT School based traineeship

Industry Training Group	Occupation	A	T	SBA	SBT	Total
Automotive	Automotive Electrical Technology	4				4
	Diesel Fitting	9				9
	General		1			1
	Glazing				1	1
	Heavy Vehicle	8				8
	Light Vehicle	18		1		19
	Motorcycle	1				1
	Painting	2				2
	Panel Beating	3				3
	Tyre Fitting Light		4			4
Automotive Total		45	5	1	1	52
Business Services	Administration		17			17
	Customer Contact		4			4
	Financial Services		14			14
	Frontline Management		8			8
	General		27		2	29
	Human Resources		1			1
	Management		109			109
	Purchasing		1			1
	Recordkeeping		1			1
	Sales		6			6
	Small Business Management		1			1
Business Services Total			189		2	191
Communications	Information Technology		5			5
	Telecommunications				1	1
Communications Total			5		1	6
Community Services	Aged Care		28		1	29
	Children's Services	3	12		3	18
	Disability		9		1	10
	General		4			4
Community Services Total		3	53		5	61
Construction	Bricklaying/Blocklaying	1				1
	Bridge Construction & Maintenance		1			1
	Cabinet Making	3				3
	Carpentry	50		3		53
	Civil				1	1
	Painting and Decorating	3				3
	Pipe Laying		1			1
	Plant Operations	3				3
	Plumbing	15				15
	Road Construction & Maintenance		22			22
	Wall and Ceiling Lining	4				4
	Signwriting	1				1
Construction Total		80	24	3	1	108
Engineering	Aviation	4				4
	Fabrication Trade	24		2		26

Industry Training Group	Occupation	A	T	SBA	SBT	Total
	Mechanical Trade	46				46
	Technical		1			1
Engineering Total		74	1	2		77
Food Processing	Baking	4				4
	Meat	14		1		15
Food Processing Total		18		1		19
Furnishings	Floor	2				2
	Glass	7				7
Furnishings Total		9				9
General Education	Education Support		1			1
General Education Total			1			1
Government	General		1			1
Government Total			1			1
Health	Community Pharmacy		4		1	5
	Dental Technology		1			1
	Mental		1			1
Health Total			6		1	7
Hospitality	Commercial Cookery	30		1		31
	General		135			135
	Kitchen Operations		1			1
Hospitality Total		30	136	1		167
Laboratory Operations	Pathology		1			1
Laboratory Operations Total			1			1
Mining	Coal Preparation		8			8
	Resource Processing		5			5
	Surface Extraction Operations		16			16
Mining Total			29			29
Other	Appliance Servicing	1				1
	Asset Maintenance		3			3
	Instrumentation and Control	1				1
	Laundry Operations		7			7
	Library and Information Services		2			2
	Locksmithing	1				1
	Occupational Health & Safety		2			2
	Outdoor Power Equipment	2				2
	Project Management		3			3
	Property Services (Real Estate)		1			1
	Security Operations		1			1
	Signage	2		1		3
	Veterinary Nursing		1			1
Other Total		7	20	1		28
Primary Industries	Horticulture	9	5			14
Primary Industries Total		9	5			14
Process Manufacturing	Marine	1				1
Process Manufacturing Total		1				1
Retail	Baking	1				1
	Cosmetic		4		1	5
	Floristry		2			2
	General		35		6	41

Industry Training Group	Occupation	A	T	SBA	SBT	Total
	Hairdressing	20		5	2	27
	Management		3			3
Retail Total		21	44	5	9	79
Sport & Recreation	Community Recreation		1			1
	Fitness		2			2
	General		1			1
Sport & Recreation Total			4			4
Tourism	General		8			8
Tourism Total			8			8
Transport & Distribution	Marine	1	3			4
	Rail		10			10
	Warehousing & Storage		8		1	9
Transport & Distribution Total		1	21		1	23
Utilities	Electronics and Communications	2				2
	Electrotechnology	4				4
	Electrotechnology (Electrician)	52				52
	ESI - Cable Jointing	1				1
	ESI - Distribution	3				3
	Water Operations		7			7
Utilities Total		62	7			69
Total		360	560	14	21	955

Woorabinda Aboriginal Council

Legend:

A –	Apprenticeship	T	Traineeship
SBA	School based apprenticeship	SBT	School based traineeship

Industry Training Group	Occupation	A	T	Total
Automotive	Light Vehicle	1		1
Automotive Total		1		1
Business Services	Administration		3	3
	Frontline Management		1	1
Business Services Total			4	4
Construction	Carpentry	1		1
	Painting and Decorating	1		1
Construction Total		2		2
Utilities	Electrotechnology (Electrician)	1		1
Utilities Total		1		1
Total		4	4	8

Appendix D: Industry Skills Councils and Industry Skills Bodies

Australian Industry Skills Councils

<http://www.isc.org.au/about.php>

Industry Skills Councils are:

- Recognised and funded by the Australian Government
- Governed by independent, industry led boards
- Not-for-profit companies limited by guarantee

Specifically, the formal roles of Industry Skills Councils involve:

- Providing integrated industry intelligence and advice to **Skills Australia**, government and enterprises on workforce development and skills needs
- Actively supporting the development, implementation and continuous improvement of high quality training and workforce development products and services including training packages
- Providing independent skills and training advice to enterprises, employment service providers, Registered Training Organisations and government to allocate training places under the **Productivity Places Program**
- Engaging with State and Territory Government, State and Territory industry advisory bodies and peak representative bodies in their area of industry coverage.

ISC's work closely with the following to pursue an industry-led national systems:

- Department of Education, Employment and Workplace Relations
- Skills Australia
- National Quality Council
- Australian Skills Quality Authority
- National Advisory for Tertiary Education, Skills and Employment
- National Skills Standards Council
- Australian Qualifications Framework

Environmental Scans: <http://www.isc.org.au/environmental-scans.php>

- Agrifood Skills Australia
- Community Services & Health
- Construction & Property Services
- EE Oz – Environmental
- Government Skills Australia
- Innovation & Business Skills Australia
- Manufacturing Skills Australia
- Service Skills Australian
- Skills DMC
- Transport & Logistics

Industry Skill Councils	Industry	Overview	Contact Details	Publications
Innovation & Business Skills Australia	<ul style="list-style-type: none"> ➤ Education & Training ➤ Information & Communication Technology ➤ Financial Services ➤ Printing & Graphic Arts ➤ Cultural & Creative Industries ➤ Business Services: Management, Leadership & Innovation 	<p>Sector Advisory Committees:</p> <ul style="list-style-type: none"> ➤ Business Services ➤ Cultural & Creative Industries ➤ Education & Training ➤ Financial Services ➤ Information & Communications Technology & Telecommunications ➤ Printing & Graphic Arts <p>IBSA draws on its widespread industry networks and its research capability and market intelligence to:</p> <ul style="list-style-type: none"> ➤ Develop national industry competency standards to drive VET delivery and outcomes; ➤ Influence government policies and funding priorities; ➤ Inform enterprise investment decisions in training and skills development; and ➤ Inform choices by individuals on career and education and training options. 	<p>Innovation & Business Skills Australia Level 11, 176 Wellington Parade, East Melbourne, VIC, 3002 ABN: 74 109 600 302 Phone: 03 9815 7000 Fax: 03 9815 7001 http://www.ibsa.org.au/products-and-services/tabid/57/List/0/Default.aspx</p>	<p>A detailed list of publications including <i>Environmental Scans for each of the Industries represented by IBSA</i> can be found on the following link http://www.ibsa.org.au/news-and-projects/reports-and-publications.aspx</p>
Community Services & Health Industry Skills Council	Health & Community Services	<p>CS&HISC is the recognised advisory body on skills and workforce development across Australia for the two important industries of community services and health. Through ongoing research, consultation and industry engagement CS&HISC is able to identify the changes required within vocational and work-based training, and develop the national qualifications to support ongoing skill development.</p>	<p>Level 9, 46-56 Kippax St Surry Hills NSW 2010 admin@cshisc.com.au (02) 9270 6600 https://www.cshisc.com.au/index.php?option=com_fabrik&Itemid=146</p>	<p>Go to the following link to access:</p> <ul style="list-style-type: none"> ➤ Research Reports ➤ Position Statements ➤ Skills Reports ➤ Annual Reports ➤ Submissions <p>https://www.cshisc.com.au/index.php?option=com_docman&Itemid=659</p>

Industry Skill Councils	Industry	Overview	Contact Details	Publications
AgriFood Skills Australia	<ul style="list-style-type: none"> ➤ Agrifood, Rural and related industries ➤ Food processing (inc. beverages, wine and pharmaceuticals) ➤ Meat ➤ Seafood ➤ Racing 	<p>Agrifood is a public company limited by guarantee with an industry-led board of nine directors and five industry advisory standing committees:</p> <ul style="list-style-type: none"> ➤ Seafood Standing Committee ➤ Meat Standing Committee ➤ Racing Standing Committee ➤ Rural and Related Industries Standing Committee ➤ Food and Beverages Standing Committee 	<p>PO Box 5450, Kingston ACT 2604 P: 02 6163 7200 reception@agrifoodskills.net.au www.agrifoodskills.net.au</p>	<p>Go to the following link to access:</p> <ul style="list-style-type: none"> ➤ Newsletters ➤ Media ➤ Environmental Scans ➤ Annual Reports ➤ Directions Magazine ➤ Industry Publications ➤ Submissions ➤ Employer Tool Box <p>http://www.agrifoodskills.net.au/publications/</p>
Construction & Property Services Industry Skills Council	Construction & Property Services	<p>CPSISC represents the workforce training and skills development needs of the construction and property services industries.</p> <p>CPSISC is committed to promoting positive Workforce development activities for the Construction and Property Services Industries. CPSISC sees Workforce Development as a holistic concept that integrates the following three key areas:</p> <ul style="list-style-type: none"> ➤ Workforce Planning and Analysis ➤ Human Resource Management ➤ Workforce Capability Development 	<p>PO Box 151, Belconnen ACT 2616 P: 02 6253 0002 www.cpsisc.com.au</p>	<p>Go to the following link to access:</p> <ul style="list-style-type: none"> ➤ Environment Scan 2011-12 ➤ 2011 Industry Skills Shortages Report <p>http://www.cpsisc.com.au/corp_plan</p>
EE-Oz Training Standards	<ul style="list-style-type: none"> ➤ Electrotechnology ➤ Gas ➤ Electricity Supply ➤ Transmission Distribution ➤ Rail 	<p>ElectoComms and Energy Utilities Industry Skills Council Ltd trading as EE-Oz Training Standards is the body responsible for development maintaining the National Qualifications with the National Training Packages under its coverage.</p>	<p>PO Box 1202, Dickson ACT 2602 P: 02 6154 5180 ee-oz@ee-oz.com.au www.ee-oz.com.au</p>	<p>Go to the following link to access Reports and Projects:</p> <p>Environmental Scan 2011 Continuous Improvement Plans</p> <p>http://www.ee-oz.com.au/content/view/192/93/</p>

Industry Skill Councils	Industry	Overview	Contact Details	Publications
SkillsDMC National Industry Skills Council	<ul style="list-style-type: none"> ➤ Drilling ➤ Mining ➤ Quarrying ➤ Civil Infrastructure 	SkillsSMC is the Mining (Coal & Metalliferous), Civil Construction, Quarrying (Extractive) and Drilling industries skills council. Recognised by the industry and governments at all levels as the industries key representative in the areas of workforce planning and development and skilling opportunities.	P: 02 9299 3014 Regional Offices are listed on the following web page. W: www.skillsdmc.com.au	Go to the following link to access publications and brochures: Environmental Scan http://www.skillsdmc.com.au/en/Products
Government Skills Australia	<ul style="list-style-type: none"> ➤ Correctional Services ➤ Local Government ➤ Public Safety ➤ Public Sector ➤ Water 	GSA provides industry intelligence on skill needs and training solutions to the Australian Government to develop a skilled workforce.	PO Box 347, Rundle Mall SA 5000 P: 08 8232 7444 www.governmentskills.com.au	2100 Environmental Scan and other publications http://www.governmentskills.com.au/report.php
Manufacturing Skills Australia	<ul style="list-style-type: none"> ➤ Manufacturing ➤ Recreational Vehicles ➤ Aerospace ➤ Chemical Hydrocarbons refining ➤ Competitive manufacturing ➤ Furnishing ➤ Laboratory operations ➤ Manufactured mineral products ➤ Metal engineering boating ➤ Plastics rubber cabling ➤ Textiles clothing footwear 	MSA is the national Industry Skills Council that is recognised by the Australian Government and the manufacturing industry to ensure that the skills needs of enterprises are being met.	PO Box 289, North Sydney NSW 2059 P: 02 9955 5500 www.mskills.com.au	Go to the following link to access Infosheets, MSA Environmental Scan and Submissions. http://www.mskills.com.au/Research.aspx
Transport & Logistics Industry Skills Council	<ul style="list-style-type: none"> ➤ Logistics & Warehousing ➤ Road Transport ➤ Rail ➤ Maritime ➤ Aviation ➤ Ports 	TLISC adopt a collaborative and inclusive process opening communication between industry leaders, peak bodies, enterprise owners, their managers and employees. Using this process they gather intelligence on the requirements of specific elements of the transport sector and proactively respond to their training and educational needs.	Level 4, 411 Collins St, Melbourne Vic 3000 P: 03 9604 7200 enquiries@tlisc.org.au www.tlisc.org.au	To access industry intelligence 2012 Environment Scan and so on go to: http://tlisc.org.au/industry-intelligence/

Industry Skill Councils	Industry	Overview	Contact Details	Publications
Service Skills Australia	<ul style="list-style-type: none"> ➤ Retail ➤ Wholesale ➤ Sport ➤ Fitness ➤ Community recreation ➤ Outdoor recreation ➤ Travel ➤ Tours ➤ Meetings & events ➤ Accommodation ➤ Restaurants & Catering ➤ Caravans ➤ Hairdressing ➤ Beauty ➤ Floristy ➤ Community pharmacy ➤ Funeral services 	Service Skills Australia is a comprehensive source of expert, independent advice for industry, training organisations and employees, students and jobseekers about skills development in the service industries.	<p>GPO Box 4194, Sydney NSW 2001</p> <p>P: 02 8243 1200</p> <p>info@serviceskills.com.au</p> <p>www.serviceskills.com.au</p>	<p>To access, annual reports, Environmental Scans, reports and so on go to:</p> <p>http://www.serviceskills.com.au/node/2892</p>
Forestworks	<ul style="list-style-type: none"> ➤ Forest ➤ Wood ➤ Paper ➤ Timber Products 	Forestworks facilitates learning and skill development in the forest, wood, paper and timber industry through proactive engagement with Government, industry associations, enterprises, unions and individuals	<p>500 Brunswick St, Fortitude Valle Qld 4006</p> <p>P: 3358 5169</p> <p>forestworks@forestworks.com.au</p> <p>www.forestworks.com.au</p>	<p>The Industry Skills Scan captures and analyses the most recent grassroots industry intelligence about existing and emerging skill shortages and training requirements in order to inform government decision-making</p> <p>http://www.forestworks.com.au/topics/5616.html</p>

Queensland Industry Skills Bodies

http://www.skills.qld.gov.au/Functions/Industry-engagement/industry_skills_bodies.aspx

Industry Skills Bodies are industry organisations contracted by Skills Queensland to assist in driving workforce development, skills reform and training investment in Queensland.

Industry Skills Bodies role is to provide advice and service to Skills Queensland on a range of workforce development and skills matters across the vocational education and training and higher education sectors. They provide intelligence to Skills Queensland, including the identification emerging skills needs, skills investment advice, and workforce planning and development activities.

Industry Skills Bodies plan an important day-to-day role in ensuring that skilling services in Queensland meet the needs of industry.

Businesses and employers seeking further information about skilling and workforce development within their industry sector should contact their relevant Industry Skills Body.

Skills Queensland is working with a range of stakeholders, to implement the key recommendations and activities to strengthen Queensland's industry engagement model to drive industry-led workforce development, skills reform and training investment in Queensland.

[Download Review of Skills Queensland's Industry Engagement Activities 2010](http://www.skills.qld.gov.au/DownloadAttachment.ashx?AttachmentId=135357)
(<http://www.skills.qld.gov.au/DownloadAttachment.ashx?AttachmentId=135357>) (PDF 1.2 MB).

Industry Skills Bodies	Industry	Overview	Contact Details	Publications
Automotive Skills Queensland	<ul style="list-style-type: none"> ➤ Motor Vehicle & Motor Vehicle Parts Manufacturing ➤ Motor Vehicle & Motor Vehicle Parts Wholesaling ➤ Automotive Retailing, Servicing and Repair ➤ Fuel Retailing ➤ Supply of Aftermarket Equipment ➤ Vehicle Recycling & Disposal ➤ Motorsport ➤ Outdoor Power Equipment ➤ Agricultural Machinery ➤ Heavy Moving Equipment ➤ Bicycles ➤ Recreational Boating 	<p>Automotive Skills Queensland is the peak industry skills body for the Queensland automotive industry.</p> <p>We provide workforce development and retention advice and resources to employers, government and training organisations, in order to foster a highly skilled and sustainable automotive workforce.</p> <p>The automotive industry includes Motor Vehicle and Motor Vehicle Parts Manufacturing, Motor Vehicle and Motor Vehicle Parts Wholesaling, Automotive Retailing, Servicing and Repair, Fuel Retailing, Supply of Aftermarket Equipment, Vehicle Recycling and Disposal, Motorsport, Outdoor Power Equipment, Agricultural Machinery, Heavy Moving Equipment, Bicycles and Recreational Boating.</p>	<p>PO Box 586, Chermside South QLD 4032 P: 1300 796 644 www.asqld.org.au</p>	<p>Industry Skills & Workforce Development Report August 2011, this report provides leadership for the automotive retail, service and repair industry on matters relating to skill and training needs. This report and other industry publications can be sourced through:</p> <p>http://www.asqld.org.au/industry-news-and-reports/</p>
Aviation Australia	Aviation	Aviation Australia Advisory Forum in constituted to consult directly with leading industry stakeholders in developing Aviation Australia's future programs	<p>P: 3860 0900 www.aviationaustralia.aero/corporate/Who-we-are.php</p>	Refer to Skills Queensland
Construction Skills Queensland	Building and Construction	<p>Construction skills Queensland is an independent, industry funded body that assists employers, employees and career seekers within the building and construction industry.</p> <p>CSQ develops initiatives, strategies and innovative approaches aimed at providing everyone with the necessary information and tools needed to grow in this industry</p>	<p>Logan House, West End, Qld 4101 P: 3864 8700 info@csq.org.au www.csq.org.au</p>	<p>2001/2012 Annual Training Plan Major Project Outlook Summary CSG/LNG Workforce Plan (Construction Phase) CSG/LNG Action Plan These and other publication available on www.csq.org.au/downloads</p>

Industry Skills Bodies	Industry	Overview	Contact Details	Publications
Creative Industries Skills Council	Creative Industries	The Creative Industry Skills Council is the lead industry body providing high-level strategic vocational education and training advice to ensure future skills development and enhanced workforce capacity in the creative industries.	PO Box 27, Kelvin Grove, QLD 4059 P: (07) 3356 0481 info@cisc.com.au www.cisc.com.au	Creative Industry Skills Report http://cisc.com.au/index.php?ref=MTczNw==
Department Agriculture, Fisheries and Forestry (Rural, primary industries and fisheries)	Agribusiness	DAFF Qld provides strategic industry advice regarding training and skilling issues in the primary industries and fisheries sectors to inform the investment decisions of the Queensland Government. DAFF brings together specialist knowledge, networks and services to work with significant businesses and peak organisations within the Primary Industries and Fisheries	PO Box 46, Brisbane Qld 4001 P: 3239 3253 agribusinessskills@deedi.qld.gov.au www.dep.qld.gov.au/16_1807.htm	The annual Queensland rural skills and training demand report has been designed to provide a sector-wide analysis of skills and labour issues on an industry-specific basis, as well as by a locality/district breakdown aligned to the department's regions. Queensland rural skills and training demand report: October 2011 www.dpi.qld.gov.au/documents/BusinessAndTrade_Business_Development/Rural-skills-training-demand-report.2010.pdf
Energy Skills Queensland	<ul style="list-style-type: none"> ➤ Gas Transmission & Distribution ➤ Coal Seam Gas / Liquefied Natural Gas ➤ Sustainable and Renewable Energy ➤ Electricity Generation ➤ Electricity Supply (ESI) and Rail Traction ➤ Telecommunications ➤ Electrotechnology 	ESQ leads energy industry and government engagement on vocational education and training, skills development and labour market issues. ESQ will ensure that skill needs are identified at local, regional and state levels, and ascertain training priorities suitable training products and ideal training delivery models	9 Railway Tce, Rocklea Qld 4106 P: 3277 1333 energyskillsqld@energyskillsqld.com.au www.energyskillsqld.com.au	The Skills Connection Newsletter Energy Industry Skills Report 2011 For more reports and fact sheets go to: http://www.energyskillsqld.com.au/esq-publications

Industry Skills Bodies	Industry	Overview	Contact Details	Publications
Forestworks	<ul style="list-style-type: none"> ➤ Forest ➤ Wood ➤ Paper ➤ Timber Products 	Forestworks facilitates learning and skill development in the forest, wood, paper and timber industry through proactive engagement with Government, industry associations, enterprises, unions and individuals	500 Brunswick St, Fortitude Valle Qld 4006 P: 3358 5169 forestworks@forestworks.com.au www.forestworks.com.au	The Industry Skills Scan captures and analyses the most recent grassroots industry intelligence about existing and emerging skill shortages and training requirements in order to inform government decision-making http://www.forestworks.com.au/topics/5616.html
Health & Community Services Workforce Council	<ul style="list-style-type: none"> ➤ Aged & Community Services ➤ Children's Services ➤ Disability ➤ Health 	The Health and Community Services Workforce Council Inc is a peak body which leads and influences workforce development and innovation in Queensland's Health and Community Services Industries. We promote workforce and skills development to ensure workforce sustainability and a quality workforce.	Ground Floor, 303 Adelaide St, Brisbane QLD 4000 P: (07) 3234 0190 info@workforce.org.au www.workforce.org.au	An extensive range of workforce innovation and planning in the Health and Community Services Industries is available on: http://www.workforce.org.au/workforce-innovation/research-publicaitons.aspx
KINETIC Group Previously known as Mining Industry Skills Centre	Resource Sectors	MISC works with the resources industry to identify and solve the challenges associated with training a modern workforce. The Skills Centre develops solutions to help industry plan and develop their workforce, and provides opportunities for organisation and individuals to improve safety and productivity on-site by implementing high quality training	164 Wharf St, Spring Hill, Qld 4000 P: 3872 8500 info@kineticgroup.com.au www.kineticgroup.org.au	Industry-wide workforce data and research reports aim to identify and confirm key issues for the sector to ultimately assist organisation in their workforce planning: Industry Skills and Workforce Development Report Sept 2011 Galilee and Upper Bowen Basin Workforce Development Report Aug 2011 Automation Skills Formation

Industry Skills Bodies	Industry	Overview	Contact Details	Publications
				<p>Strategy July 2011</p> <p>Automation for Success May 2010</p> <p>These and others available on:</p> <p>http://www.kineticgroup.org.au/sections/industry-reports</p>
Manufacturing Skills Queensland	Process Manufacturing	<p>MSQ assists Queensland manufacturers to develop skilling strategies to ensure the global competitiveness of the State's manufacturing industry.</p> <p>MSQ is a division of QMI Solutions as is ICN Queensland which comprises the Queensland Manufacturing Centre of Excellence. This Centre of Excellence is empowered to improve the skills, productivity and access to global supply chains within the Queensland manufacturing industry.</p>	<p>Brisbane Technology Park, 33 McKechnie Dve, Eight Miles Plain Qld 4113</p> <p>P: 3364 0722</p> <p>info@msq.org.au</p> <p>www.msq.org.au</p>	<p>MSQ Industry Skills & Workforce Development Report Aug 2011</p> <p>http://www.msq.org.au/documents/MSQ-Aug-2011-Industry-Skills-Report.pdf</p>
National Retail Association	Retail	NRA represents thousands of Australian retail, fast food and service business of all sizes ranging from the smallest corner store to the largest retailing groups.	<p>6 Overland St, East Brisbane Qld 4169</p> <p>P: 3240 0100</p> <p>Info@nra.net.au</p> <p>www.nra.net.au</p>	<p>NRA Week in Review available for subscription</p> <p>Media Releases</p> <p>http://www.nra.net.au</p>
Queensland Industry Tourism Industry Council	Tourism	QTIC is the state peak body for tourism. A not-for-profit membership organisation representing members' interests both large and small.	<p>Level 11, 30 Markerston St, Brisbane Qld 4000</p> <p>P: 3236 1445</p> <p>info@qtic.com.au</p> <p>www.qtic.com.au</p>	<p>Reports, Publications, Submissions and Newsletters are available on:</p> <p>http://www.qtic.com.au/index.php?option=com_docman&Itemid=95</p>

Industry Skills Bodies	Industry	Overview	Contact Details	Publications
Queensland Fitness, Sport and Recreation Skills Alliance	Fitness, Sport & Recreation	The Queensland Fitness, Sport & Recreation Skills Alliance is a not-for-profit industry service organisation that supports the workforce development efforts of this industry.	Suite 1.08, Sports House, 120 Caxton St, Milton Qld 4064 P: 3367 0833 admin@skillsalliance.com.au www.skillsalliance.com.au	2011 Industry Skills & Workforce Development Report for Fitness, Sport & Recreation Industry www.skillsalliance.com.au
Queensland Transport	Road, Rail, Air and Sea	Queensland Transport plans, manages and delivers Queensland's integrated transport environment to achieve sustainable transport solutions for road, rail, air and sea. Transform a branch of the Department of Transport and Main Roads led by the Transport and Logistics Workforce Advisory Group (TLWAG). Their purpose is to transform the transport, logistics and supply chain industry by supporting workforce capability through best practice guidance and improved connectivity. An interactive map is available on their site to source information on regional areas.	GPO Box 213, Brisbane Qld 4001 P: 3306 6772 transform@tmr.qld.gov.au www.tmr.qld.gov.au/Business-industry/Transform.aspx	TLWAG-Q Report June to October 2011 http://www.tmr.qld.gov.au/Business-industry/Transform/Transport-and-Logistics-Workforce-Advisory-Group-Queensland.aspx
Racing Queensland	Thoroughbreds, Harness and greyhounds	Racing Queensland administers all codes of racing in Queensland. Racing Queensland is the first contact point for all inquiries about racing industry careers, training, traineeships and apprenticeships	PO Box 63, Sandgate Qld 4017 P: 3869 9777 training@racingqueensland.com.au www.racingqueensland.com.au/services/training.aspx	Refer to Skills Queensland for Workforce Planning Infrastructure Plan for the industry is available on www.racingqueensland.com.au

Appendix E: Consultation

NAME	Organisation
Nicole Duguid	RDA Mackay Whitsunday Inc
Rees Banks	RDA Fitzroy & Central West Inc
Greg Bell	DEEDI (Employment Division)
Peter Dougherty	DEEDI
Phil Henry	DEEDI
Nikki Wright	DEEDI
Barry Heinemann	DEEDI
Peter McDuff	DET (Training Division)
Jo Turner	DET (Education Division)
Gary Kerr	DET (Training Division)
Leanne Pascoe	DET (Training Division)
Bob Baker	DET (Education Division)
Gary McKinnon	Central Queensland Institute of TAFE
Cassandra Richardson	DEEWR
Jessica Dix	Isaac Regional Council
Lila Fry	Central Highlands Regional Council
Jenny Moore	Central Queensland Local Government Association
David Arnold	Remote Area Planning & Development
Sandra Hobbs	Central Highlands Development Corporation
Kurt Heidecker	Gladstone Industry Leadership Group
Kim Williams	Gladstone Area Promotion and Development Ltd
Carli Hobbs	Gladstone Engineering Alliance
Laura Sorenson	Mackay Whitsunday Economic Development Corporation
Darren Krajewski	Mackay Area Industry Network
Janice Nelson	Canegrowers Mackay
Neil Lethlean	Capricorn Enterprise
Stephen Darwin	Bowen Collinsville Enterprise
Peter O'Reilly	Whitsunday Economic Development Corporation Tourism Whitsunday
Kaylene Ascough	Whitsunday Industrial Workforce Development
Denise Kreymborg	Bowen Gumlu Growers Association Inc
Paula Hellan	Chair Clermont and District Education Group
Lyn Forbes-Smith	CQUniversity

NAME	Organisation
Denise Poole	Skills DMC
Brett Guldbrandsen	Industry Capability Network
Neil Platt	Enterprise Connect
Jason Morgan	KINETIC Group
Karen Bellert	Energy Skills Queensland
Lynda Pollock	Anglo American Coal & Chairperson Bowen Basin Community Engagement Group
Mathew Magin	North Queensland Bulk Ports
Kathleen Clancy	Arrow Energy
John Cosgrove	Construction Skills Queensland
Tony Robinson	Commonwealth National Broad Band

Appendix F: School to Industry Pathways and Programs

Current School to Industry pathways and programs

Trade Training Centres in Schools

Trade Training Centres in Schools (TTCIS) is an Australian Government program providing \$2.5 billion over 10 years from 2008 to enable secondary schools to seek funding for Trade Training Centres (TTC).

The Program allows secondary students from years 9 – 12 to access vocational education and training through TTCs to give them a broader range of options so as to improve Year 12 retention rates and enhance pathways into vocational careers. TTCs are also helping to address national skills shortages in traditional trades and emerging industries.
<http://www.deewr.gov.au/Schooling/TradeTrainingCentres/Pages/default.aspx>

Under the Program, funds are available for major capital works, upgrade of existing facilities and industry standard equipment.

Queensland Minerals and Energy Academy (QMEA)

The QMEA is a partnership between the Queensland government and 17 of the largest mining, gas and electricity generating companies, under the leadership of the Queensland Resources Council. It has developed and implemented a broad range of unique programs in the virtual academy of 34 state, independent and catholic Queensland schools to assist young people to start careers in the resources sector.

Two major curriculum initiatives are becoming embedded in schools with the QMEA Science Maths and Related Technologies (QSMART) course receiving Queensland Studies Authority accreditation and 4 QCE points. The Apprentice Aptitude Test Training Program (AATTP) has completed its beta-testing negotiations are underway with an on-line training provider to make it freely available to all Academy schools and to commercialise it for wider public use.

The academy is also developing a Regional Agriculture and Mining Industry Training (RAMIT) package which will serve as a strong model for cross-industry participation and cooperation in regions where agriculture and resources sector activities co-exist.

Gateway to Industry Schools Program

The Gateway to Industry Schools Program provides opportunities for young people to undertake structured workplace learning, industry contextualised school learning, school based apprenticeships and traineeships, full time employment or further study through industry-school partnerships.

Projects have proven crucial in meeting the Commonwealth and Queensland Government's aim of transitioning young people from school to work while completing school and gaining formal qualifications.

For more information, visit www.gatewayschools.qld.gov.au
(<http://www.gatewayschools.qld.gov.au/>)

Manufacturing and Engineering Gateway Schools project

Manufacturing and Engineering Gateway Schools project includes 24 schools across Queensland. The structured Manufacturing and Engineering Career Development Model for Year 8 to Year 12 Students has been developed through the MEGS project to engage young people in the industry while at high school. The model serves as a recruitment strategy for SATs and industry's future workforce across the manufacturing and engineering industry.

Agribusiness Gateway Schools Project

Agribusiness Gateway Schools Project aims to help young people make a successful transition from school into further education and/or employment. The project also encourages partnerships between schools, training (VET), universities and industry to provide career opportunities for young people.

Doorways 2 Construction (D2C) & Doorways 2 Construction Civil (D2CC)

<http://csq.org.au/funding-support/career-seekers/d2c-d2cc-career-seekers-201112>

The aim of D2C and D2CC is to encourage career seekers at school to get a start in the industry, by assisting employers to take on new apprentices who have completed a pre trade qualification that meets the criteria set by Construction Skills Queensland. The D2C and D2CC programs are examples of programs that prepare students to enter the construction industry and meet the set criteria.

Having a pre trade student flow through to an apprenticeship/traineeship will help develop existing skills and increase the number of participants looking for a career in the Building and Construction Industry.

Sustainability of School to Industry Pathways

Trade Training Centres in Schools

There are a number of Trade Training Centres established within the region. Funding provided by the Federal Government covered the establishment of facilities and equipment but not recurring costs such as trainer costs and equipment and building maintenance. Ongoing sustainability of these facilities is heavily influenced by:

- No allocative funding model within the State Government Schools
- Direct impact on State School resources
- Maintaining ongoing partnerships arrangements with TAFE and local industry
- Heavily reliant on key personnel
- Programs are designed to encourage transition into School Based Apprenticeships therefore ongoing need for industry to support through employment of these students
- Funding is restricted to identified skills shortages but does not include employability skills which industry considers desirable, including:
 - Resume writing
 - Work readiness preparation
 - Interview Skills
 - Prescribed industries (i.e. tickets)
 - Workplace mentoring

Gateway to Industry Schools Program

Ongoing funding and resourcing of these programs is crucial to build on successes and further foster industry collaboration and opportunities for local youth.

Consideration for the establishment of an Agribusiness Gateway School at Bowen State High School should be given to promote career opportunities and establish local industry linkages.

Doorways 2 Construction & Doorways 2 Construction Civil

This program is delivered to regional schools through Construction Skills Queensland and is well regarded by schools and industry. The ongoing provision of this service to the schools is encouraged to assist local youth in gaining employment in the many planned construction sites within the region. A strong case could be made to further expand this service over the next five years in response to the projected high demand for construction workforce in the region to 2010.

Appendix G: Regional Demographics

Regional Demographics

Note: Census 2011 data was released after compilation of this report.

Socio Demographic (Estimated Resident Population)

Regional Council Areas	Banana	Barcaldine	Central Highlands	Gladstone	Isaac	Mackay	Rockhampton	Whitsunday	Woorabinda	Central Qld % of Queensland
AREA (km2)	28,606.2	53,650.7	59,969.8	10,489.2	58,869	7,662	18,356.3	23,871.2	391.2	15.1%
Population (June 2011)	15,593	3,416	31,784	62,319	22,956	121,072	116,722	35,065	1,033	9%
Average Annual Growth Rate (2006 – 2011)	0.0%	-0.3%	2.4%	2.9%	1.7%	2.4%	1.7%	2.3%	2.4%	
Population Projection 2016	16,948	3,772	36,256	74,459	28,266	138,348	127,915	40,618	1,065	9.2%
Population Projection 2031	18,277	4,185	50,742	111,690	37,000	187,367	162,873	55,451	1,357	9.5%
Age Profiles 30 June 2010										
Age Profile 0 – 14	3,805	678	7,500	13,892	5,628	25,032	24,166	5,876	350	9.6%
Age Profile 15 – 24	1,733	374	4,284	7,982	2,944	16,110	17,324	4,739	202	
Age Profile 25 – 44	4,714	934	10,651	17,652	8,387	34,957	29,637	10,926	244	
Age Profile 45 – 64	3,685	911	6,843	15,373	4,740	30,208	28,959	9,458	149	
Age Profile 65+	1,658	509	1,800	5,417	930	12,535	15,440	3,766	56	7.4%
Indigenous Population (2006)	449	194	894	1,574	419	3,933	5,284	1,129	809	11.5%
School Students (2009)	2,674	459	5,464	10,483	3,628	19,463	19,557	4,533	262	9.3%
Labour Force December 2011	10,326	2,235	19,336	33,550	13,931	66,905	62,083	20,115	356	
Unemployment Rate	3.0%	3.2%	2.5%	4.9%	1.3%	4.3%	6.8%	6.1%	76.4%	

Employment by Industry (ABS 2006)

Regional Council Areas	Banana	Barcaldine	Central Highlands	Gladstone	Isaac	Mackay	Rockhampton	Whitsunday	Woorabinda	QLD % of Employment
Agriculture, Forestry & Fishing	20.9%	33.5%	12.2%	2.4%	10.5%	4.6%	2.8%	11.0%	2.3%	1.90%
Mining	14.7%	0.7%	22.3%	1.6%	38.9%	8.3%	3.0%	3.7%	0.0%	5.23%
Manufacturing	7.2%	2.4%	3.7%	19.9%	2.0%	9.9%	8.6%	6.2%	1.2%	0.96%
Electricity, Gas, Water & Waste Services	3.6%	1.5%	0.5%	2.4%	0.5%	0.9%	2.6%	0.8%	0.0%	1.62%
Construction	5.9%	6.2%	8.7%	12.6%	6.4%	10.1%	8.6%	10.1%	1.2%	1.05%
Wholesale Trade	2.6%	2.2%	2.7%	2.3%	2.0%	4.6%	3.5%	2.6%	0.0%	0.85%
Retail Trade	8.2%	6.7%	8.6%	10.4%	7.1%	11.4%	11.7%	11.6%	3.5%	0.91%
Accommodation & Food Services	5.0%	3.9%	6.2%	6.6%	6.2%	6.5%	7.5%	15.6%	0.0%	1.06%
Transport, Postal & Warehousing	3.5%	5.6%	4.4%	7.1%	3.6%	6.1%	6.0%	7.2%	0.0%	1.16%
Information Media & Telecommunications	0.3%	0.4%	0.5%	0.6%	0.2%	0.8%	1.0%	0.6%	0.0%	0.51%
Financial & Insurance Services	1.2%	0.2%	1.3%	1.3%	0.5%	1.8%	2.0%	1.3%	1.2%	0.55%
Rental, Hiring & Real Estate Services	0.9%	0.6%	1.6%	1.9%	1.0%	1.9%	1.7%	2.2%	0.0%	0.83%
Professional, Scientific & Technical Services	2.2%	2.2%	2.7%	4.9%	1.3%	4.4%	3.3%	3.0%	0.0%	0.64%
Administrative & Support Services	2.7%	0.4%	2.1%	2.6%	2.2%	2.2%	2.3%	3.3%	0.0%	0.78%

Regional Council Areas	Banana	Barcaldine	Central Highlands	Gladstone	Isaac	Mackay	Rockhampton	Whitsunday	Woorabinda	QLD % of Employment
Public Administration & Safety	4.0%	11.7%	4.8%	4.1%	2.8%	4.0%	6.7%	3.3%	28.9%	0.71%
Education & Training	5.8%	7.0%	6.4%	7.0%	5.6%	6.3%	10.1%	4.8%	7.5%	0.95%
Health Care & Social Assistance	6.1%	8.6%	4.2%	6.2%	3.6%	8.0%	11.4%	6.0%	38.7%	0.77%
Arts & Recreation Services	0.2%	0.9%	0.4%	0.6%	0.2%	0.6%	0.8%	0.9%	0.0%	0.46%
Other Services	2.8%	2.4%	4.2%	2.9%	2.8%	4.7%	4.1%	3.0%	0.0%	1.03%

Employment by Occupation (ABS 2006)

Regional Council Areas	Banana	Barcaldine	Central Highland	Gladstone	Isaac	Mackay	Rockhampton	Whitsunday	Woorabinda	Central Qld % of Queensland
Managers	22.5%	29.7%	15.7%	9.9%	12.9%	11.3%	10.5%	14.5%	3.2%	1.00%
Professionals	8.4%	9.1%	9.8%	12.3%	9.9%	12.2%	15.1%	10.1%	12.6%	0.72%
Technicians and Trades Workers	15.5%	12.2%	18.8%	21.9%	20.1%	20.2%	17.1%	16.7%	5.1%	1.23%
Community & personal service workers	5.8%	8.2%	5.1%	7.0%	4.6%	7.0%	9.6%	9.0%	19.0%	0.83%
Clerical & Administrative Workers	9.2%	7.7%	10.7%	11.8%	8.3%	13.2%	14.4%	10.4%	3.2%	0.83%
Sales Workers	5.9%	4.1%	6.4%	8.4%	5.2%	9.4%	10.0%	9.5%	2.4%	0.84%
Machinery operators & drivers	14.6%	7.2%	19.6%	13.1%	24.9%	12.7%	8.3%	9.8%	1.6%	1.75%
Labourers	16.5%	20.3%	12.0%	13.6%	12.3%	12.2%	13.3%	18.1%	34.8%	1.14%

This page intentionally left blank