

# GOLD COAST REGIONAL JOBS COMMITTEE

2021 - 2022

*Creating the jobs of today and the future, improving training pathways and driving economic activity on the Gold Coast.*



*The Gold Coast Regional Jobs Committee is proudly supported and funded by the Queensland Government.*



# REGIONAL JOBS COMMITTEES

Funded by Queensland Government's Department of Training, Employment and Small Business.

Established in 2019, there are now nine Qld RJC's.

Regional Development Australia Gold Coast is delivering the GC RJC.



## PROJECT DELIVERY

The GC RJC Project has been delivered in the following 4 stages:

1. Mapping of employment and skills agencies
2. Jobs of Today –  
Tourism And Hospitality
3. Jobs of Tomorrow
  - Advanced Manufacturing
  - BioMedical Technologies
  - Industry 4.0 and ICT
  - Space, Aerospace & Defence
  - Marine
4. Leaders of Industry Lunch

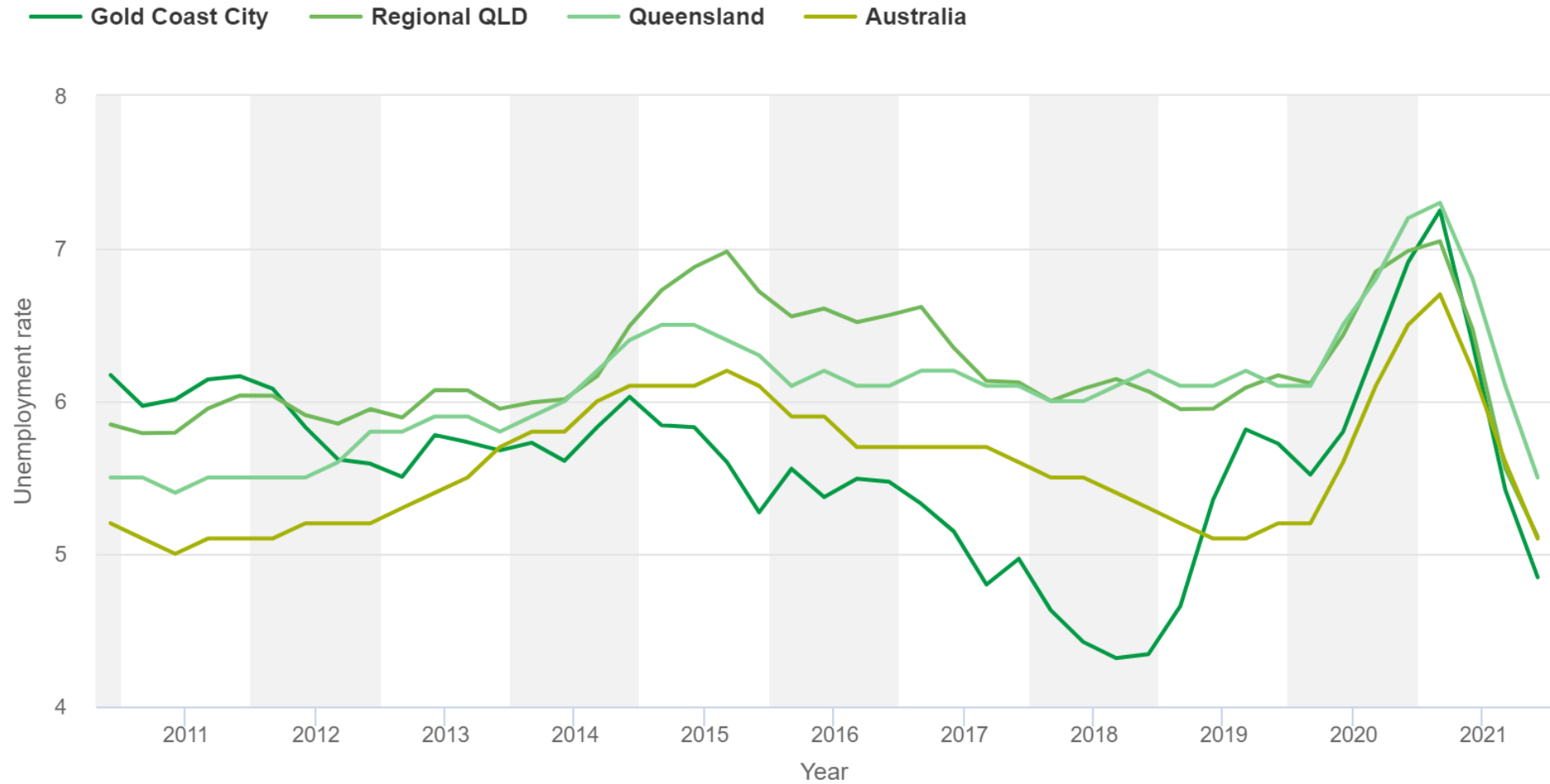
# GOLD COAST REGIONAL JOBS COMMITTEE (GC RJC)

The purpose of the Gold Coast Regional Jobs Committee is to support targeted jobs growth in a strategic manner across our priority industry sectors resulting in the benefit of a stronger, more capable, and better skilled local labour pool that can positively impact the regional workforce.

The screenshot shows the homepage of the Gold Coast Regional Jobs Committee website. At the top, there are logos for 'GOLD COAST REGIONAL JOBS COMMITTEE' and 'Regional Development Australia GOLD COAST INC'. Below the logos is a navigation menu with links for 'HOME', 'About Us', 'Committee Members', 'Project Stages', 'Resources', and 'Contact Us', along with social media icons for Facebook and a search icon. The main content area features a large blue graphic on the left with the text: 'Creating the jobs of today and the future, improving training pathways and driving economic activity on the Gold Coast'. Below this text is a 'Find out more' button and a Facebook icon. To the right of the text is a grid of nine images illustrating various industries and activities: a boat being worked on, a yellow crane lifting a boat, a robotic arm in a factory, a factory interior, a satellite in space, a Galink sign, two people in lab coats working, a woman pointing at a screen, and two men in a lab setting.

# EMPLOYMENT TREND

## Quarterly unemployment rate



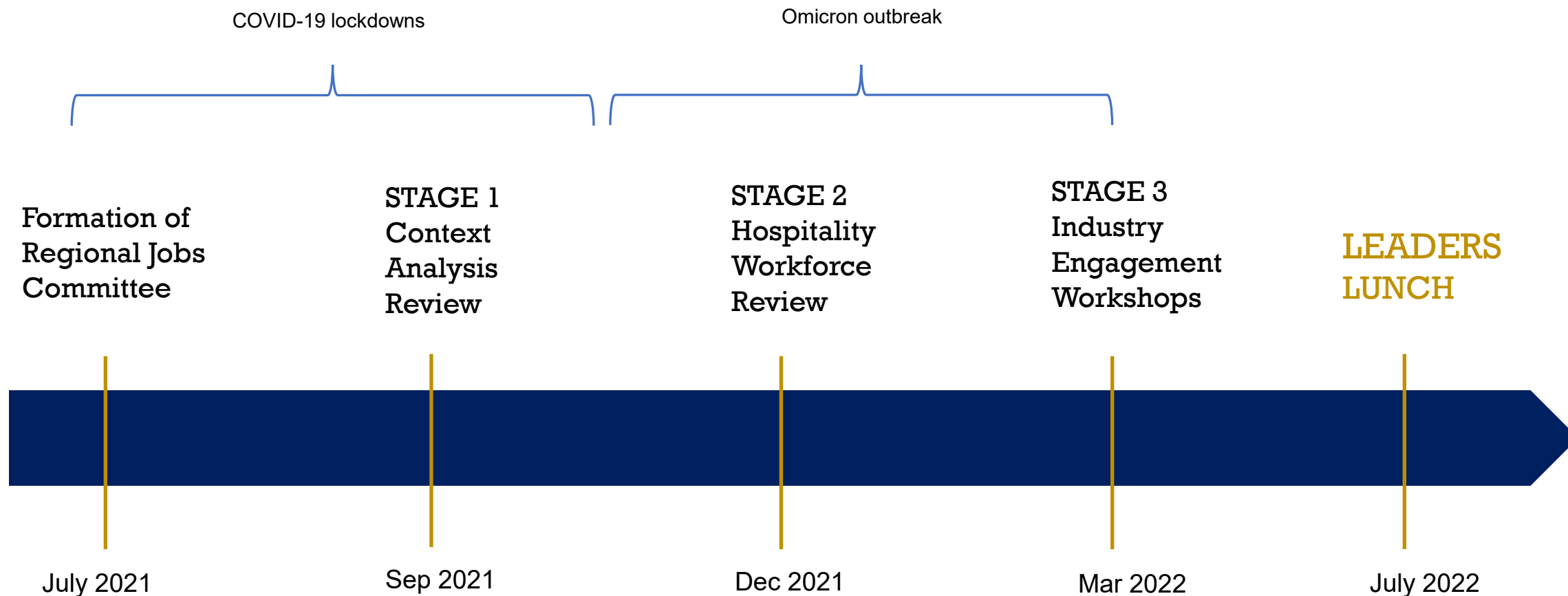
Source: Australian Bureau of Statistics, Labour force survey, catalogue number 6202.0, and Department of Employment, Small Area Labour Markets, December 2018. Compiled and presented in economy.id by .id (informed decisions).

# GOLD COAST CONTEXT 2021 to 2022

- Challenges of COVID-lockdowns
- Borders reopening
- No or limited international migration
- COVID-impacted staff
- Worker shortages
- Record low unemployment
- Supply chain challenges
- Low rental availability



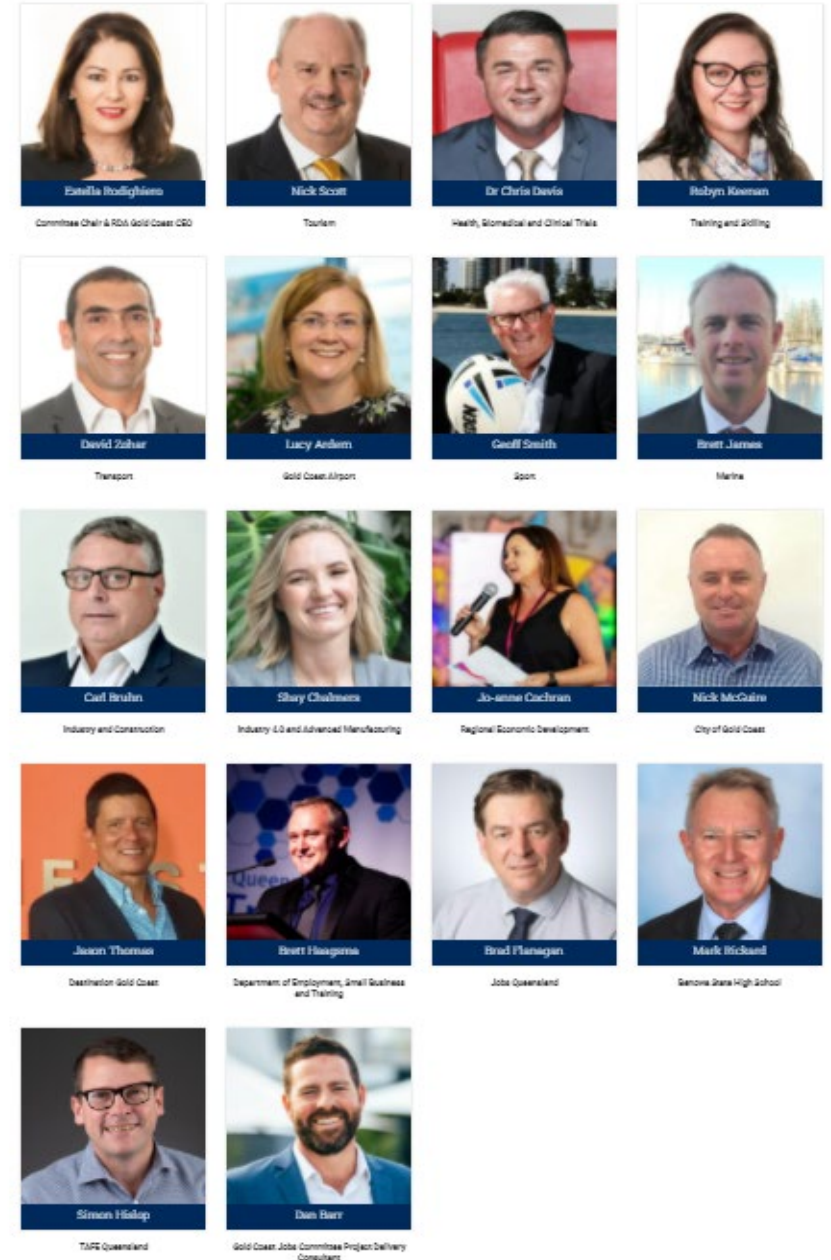
# PROJECT TIMELINE



# GOLD COAST REGIONAL JOBS COMMITTEE

The GC RJC comprises of leaders of industry and employment sector representatives:

- Tourism
- GC Airport
- BioMedical Technology
- Transport
- Sport
- Marine
- Construction
- Engineering/Manufacturing
- Jobs Queensland
- TAFE
- Schools
- Local Government
- State Government
- RTOs



# STAGE 1

## EMPLOYMENT & TRAINING SUPPORT

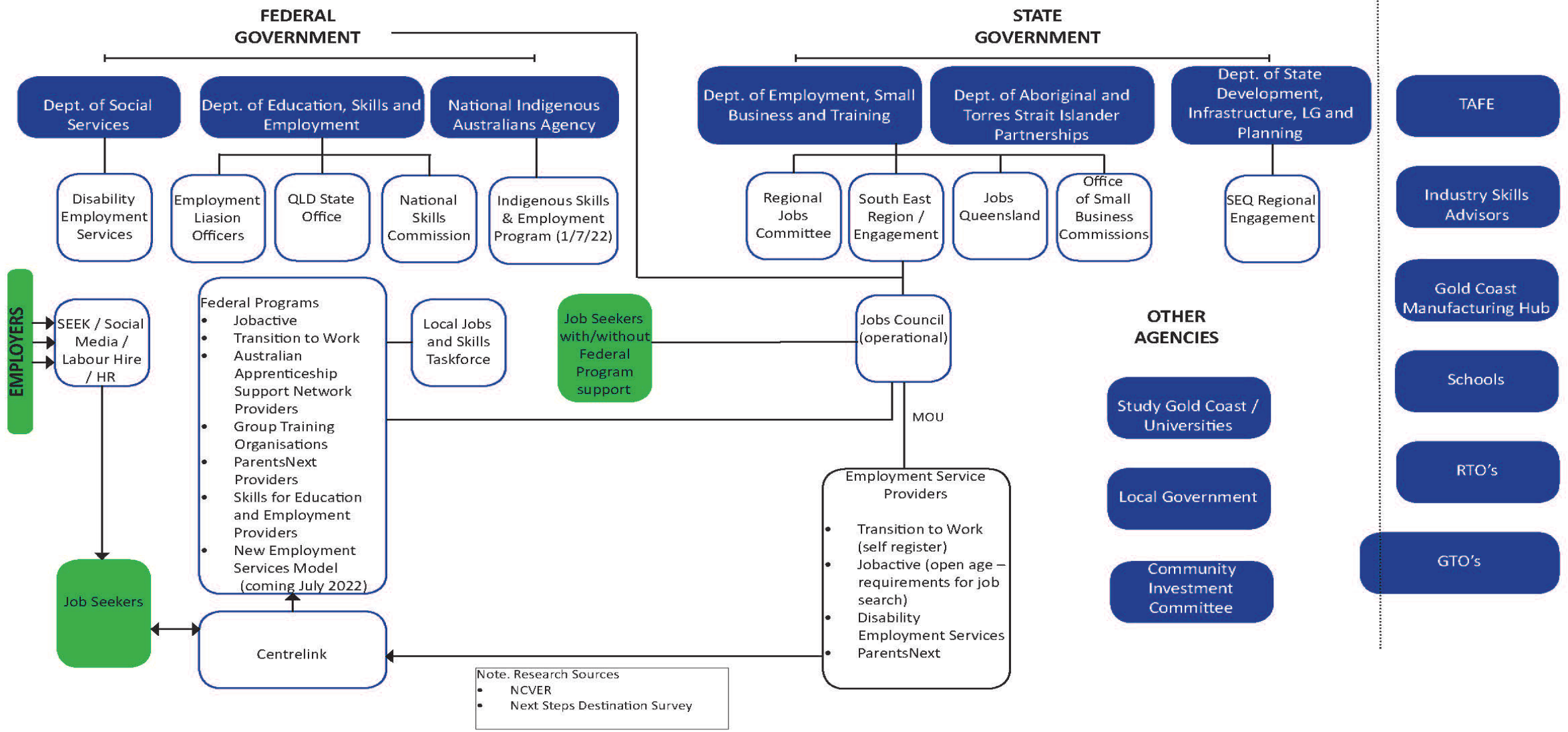
### Context Analysis:

Identify, map and drive linkages between relevant training delivery funding and initiatives across all levels of Government and private enterprise to leverage investment, minimise duplication and maximise outcomes.





# GOLD COAST EMPLOYMENT & SKILLS ORGANISATIONAL MODEL



# STAGE 2

## TOURISM & HOSPITALITY

### Jobs for Today:

The development of a collaborative response to address the jobs gaps specifically within tourism and hospitality.

Addressing gaps in local service delivery, and identifying, and presenting recommendations on emerging opportunities and trends.



# TOURISM & HOSPITALITY



GOLD COAST REGIONAL JOBS COMMITTEE  
STAGE 2: JOBS OF TODAY

A REVIEW OF THE GOLD COAST  
TOURISM AND HOSPITALITY  
WORKFORCE CONTEXT  
DECEMBER 2021 (DRAFT)

The traditional economic strengths of tourism and hospitality will continue to be a mainstay for the Gold Coast economy.

This industry has been severely impacted by the challenging environment due to COVID-19.

Pre COVID sector accounted for:

- Over 40,000 jobs
- Sales approaching \$10 Billion
- Value add contribution to the GC economy of \$5 Billion
- Contributes 15% of the Gold Coast economy
- Accounts for approximately 30% of the Queensland tourism and hospitality sector

The sector is vital for the Gold Coast and Queensland economy.

**In relation to other industries, the Gold Coast visitor and hospitality sector PUNCHES WELL ABOVE ITS WEIGHT.**

# TOURISM & HOSPITALITY

**1 in 3**

Tourism staff  
let go during  
pandemic

**54%**

Decline in  
Gold Coast  
tourism  
expenditure

**1000's**

Thousands of  
unfilled  
tourism &  
hospitality jobs

## SUMMARY

Along with COVID, there has been a loss of workforce from the sector as migrants and international students have left the country.

Local workforce have sought increased job security in other sectors.



Tourism contributes

**15%**

to the Gold Coast economy

# TOURISM & HOSPITALITY

## GC RJC RECOMMENDATIONS:

1. Targeted marketing campaigns such as 'Work In Paradise' to attract more residents Australia wide, to the sector
2. To enable migrants to work more hours or be incentivised to work in the sector
3. Changes to tax laws to encourage second jobs without penalty
4. Changes to tax implications regarding raising earning potential for those on pensions
5. Encourage mature aged people to re-enter the workforce
6. Employers to actively engage and market to mature aged employees
7. Provide incentives to employees such as light rail passes, and/or free parking for work.

# STAGE 3

## JOBS OF TOMORROW

The Gold Coast is moving towards more knowledge-based jobs in high-tech industries. This project is tailor-made to help get local people skilled up and ready to take these jobs, right now and into the future.

The GC RJC will be developing, and then supercharging, partnerships and collaborations between employers, schools, training institutions and government, to build an 'workforce pipeline' for local business and industry.



# JOBS OF TOMORROW

Industry engagement over the past six months has included targeted roundtables with Gold Coast business leaders in:

- Advanced Manufacturing
- BioMedical Industry
- Industry 4.0 and ICT
- Space, Aerospace and Defence
- Marine

These roundtables were invaluable in identifying the unique problems and commonalities facing our Gold Coast industries.

Discussion was centred around their current and future requirements:

- Access to staff and types of worker shortfalls?
- Staff required in the short, medium and long term?
- Skills requirements now, medium and long term to grow?
- Ability to locate staff locally, nationally or overseas?



# INDUSTRY 4.0 & ICT

- The Gold Coast has Industry 4.0 capability and sector leading organisations
- Experiencing rapid growth with 126,000 workers
- By 2025, 1 in 4 jobs will be digital and IT
- COVID-19 has fast tracked technology adoption, hybrid sector partnership and a push for a “sovereign” supply chain
- The conventional supply chain has been joined by the “digital” supply chain which presents further opportunity
- The City has a strong digital platform to move forward
- Skills and workforce for Industry 4.0 are a constraint however, present an opportunity for the City and its training sector.



Source: <https://industry4.0.rdagoldcoast.org.au/>



# INDUSTRY 4.0 & ICT

## KEY ISSUES

- Lack of awareness of GC Capability
- Reverse brain drain
- Hard to get software developers
- Big push into the Gold Coast
- Commercialisation of ideas
- Personnel gaps

## POTENTIAL SOLUTIONS

- Marketing campaign of GC Industry 4.0 Industry and ICT advantages
- Advance Qld Knowledge Transfer Partnership
- Further innovation on work integrated learning
- Incentivise graduates to work and live locally
- Reduced barriers for Working Holiday Makers
- Partnerships with:
  - Microsoft
  - Australian Industry Trade College
  - Griffith University
  - Tech Girls,
  - Coder Dojo,
  - Makers Empire
  - Awesome Women in Construction.

## Sample Vacancies

- Low code developers (bubble/template style)
- VX/CX designers
- Blockchain
- Wordpress
- Computer science
- Java script
- Engineering designers
- Biomedical engineers
- Software developers
- Product designers

# BIOMEDICAL TECHNOLOGIES

An emerging Gold Coast Industry

The Gold Coast has experienced exponential growth in Emerging Industries.  
One of the fastest growing emerging industries on the Gold Coast is the Biomedical Technology Industry.

There are two major segments to the Gold Coast's emerging Biomedical Technology Industry

## PHARMACEUTICALS & BIOTECHNOLOGY

- Therapeutics
- Vaccines
- Nutraceuticals

Technology segment enablers:

- Clinical trials
- Advanced manufacturing
- Artificial Intelligence
- Etc.

## MEDICAL TECHNOLOGIES

- Medical devices
- In vitro diagnostics
- Digital health

Technology segment enablers:

- Artificial Intelligence
- Clinical trials
- Advanced manufacturing
- Etc.

The exponential growth of one technology segment enabler that couldn't have been anticipated just 5 years ago is, clinical trials.

# BIOMEDICAL TECHNOLOGIES

Gold Coast is the largest regional city in the country for the delivery of clinical trials experiencing 32% growth

The rate of growth over the next 5 years will far exceed national average in line with it being an emerging industry

The direct jobs created are typically high value, knowledge-based jobs that contribute substantially to the economy

Each direct job generates a value add to the Gold Coast economy of over \$150,000

By 2029, the employment in clinical trials is expected to generate \$33.1m per year to the Gold Coast economy.



# BIOMEDICAL TECHNOLOGIES

## KEY ISSUES

- A gap in available expertise – for example product developers and deal makers – due to the rate of growth of this emerging industry
- A gap in local capability and infrastructure to move from research to commercialisation.

## POTENTIAL SOLUTIONS

- Consider supply chain growth opportunities such as medical manufacturing capability and pre-clinical development capability
- Develop a whole of government long term (10 years +) regional biomedical strategy to support sector capability, investment attraction and talents development
- Foster engagement and mentorships with C-suite professionals domestically and globally and begin to build a 'Talent Network'
- Grow Integrated Work Learning Opportunities.

## Sample Vacancies

- C-suite professionals (CEO, COO etc)
- Product Developers
- Specialised Staff (manufacturing etc)
- Qualified Researchers

# ADVANCED MANUFACTURING

- Manufacturing is the 3<sup>rd</sup> largest sector on the Gold Coast, which has grown 22 % over the past 5 years and is growing at a rate of 24% pa
- Gold Coast manufacturing had a total output of \$8.3 billion.
- In 20-21 the Gold Coast had 2,860 businesses in manufacturing and 22,880 people employed
- Subsectors that have grown significantly include:
  - Textiles, leather, clothing and footwear
  - Chemical products
  - Metal Products

## Manufacturing contributes:



Source. Manufacturing Insights December 2021, City of Gold Coast

# ADVANCED MANUFACTURING

## KEY ISSUES

- 20% shortfall in skilled and unskilled workers
- Increasing requirement for unskilled labourers
- Custom manufacturing requires staffing, mass manufacturing more automated
- Staff headhunting
- AM not seen as a pathway to a career

## POTENTIAL SOLUTIONS

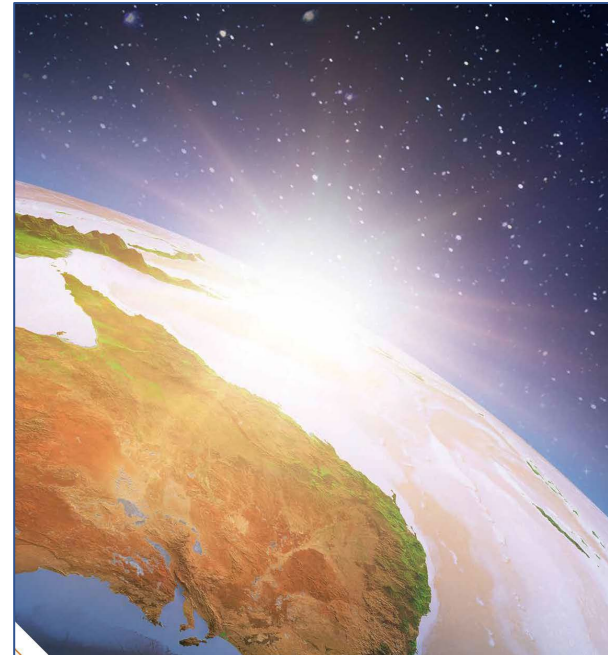
- Tripartite relationships between the education sector, manufacturing and students
- Internal upskilling - Grow your own
- Skilled migrants and student visas (40 hours well received)
- Integrated Work Learning (Sandwich)
- Micro credentials
- Market AM as a clean, exciting career pathway.

## Sample Vacancies:

- Lead Project Engineers
- Structural Engineers
- Mechanical Engineers
- SMP designers
- Logistics Workers
- Laminators
- Boilermakers
- Skilled fabricators
- Aluminium Fabricators
- TIG Welders
- Fitter and Turners

# SPACE, AEROSPACE & DEFENCE

- Our state's space industry already employs more than 3000 full-time equivalent positions
- Generates \$760 million per year through core industry services like satellite communications
- Queensland has the capability and location to develop a space industry with the potential to contribute between \$3.5 to \$6 billion to the economy by 2036.



## QUEENSLAND SPACE INDUSTRY STRATEGY

2020-2025

February 2020



## Gilmour secures federal funding for \$157m space facilities

By Joseph Brookes, [Joseph.Brookes@innovation.com.au](mailto:Joseph.Brookes@innovation.com.au), Senior Reporter

© 23 March 2022

A consortium of known as the Australian Space Manufacturing Network and led by Gilmour Space Technologies has secured \$52 million in federal funding to manufacture launch vehicles and satellites and send them to space from North Queensland.

On Friday the federal government announced it will fund nearly a third of a \$157 million Australian Space Manufacturing Network through the Modern Manufacturing Initiative.



The Adam Gilmour led space manufacturing consortium has secured federal funding for its \$157 space project

The money comes from the co-investment grant program's largest collaboration stream, with industry and other governments to make up the remainder.

Plans for the Australian Space Manufacturing Network were unveiled last year, with the initiative aiming to build "space heritage" among dozens of local space companies. The network had already secured commitments from the Queensland government and hinged on the federal government's support.

With the money secured, the Gilmour Space led network will create a manufacturing and test hub and an advanced manufacturing facility to produce launch vehicles and satellites.

Funds will also go to the Bowen Orbital Spaceport in North Queensland, which has received initial approvals from traditional owners and the local council. Gilmour is hoping to launch the first rocket from the facility in October this year after successful tests in January (<https://www.innovationaus.com/gilmour-space-tech-looks-to-launch-australian-rocket-this-year/>).

Source. Queensland Space Industry Strategy, Qld Government 2020

# SPACE, AEROSPACE & DEFENCE

- \$15 million investment in new military space capabilities with Gilmore Space Technologies
- Australian Space Agency and industries to develop and supply sovereign space surveillance and mission system
- Conservatively, Queensland's defence industries employ more than 6500 people
- Generated an estimated \$6.3 billion in revenue in 2015-16
- Secured \$4.3 billion in Australian defence contract payments in 2016-17.



Source. Queensland Defence Industries 10 Year Roadmap and Action Plan, Qld Government 2018



# SPACE, AEROSPACE & DEFENCE

## KEY ISSUES

- Significant growth and impact on other sectors
- Disconnect between what people are taught and industry needs
- In excess of 20% + shortage
- GC is becoming the national hub for space manufacturing

## POTENTIAL SOLUTIONS

- Bespoke TAFE/university program to support emerging s
- Look at New Zealand workforce
- Skilled migrants and DAMA
- Integrated Work Learning

## Sample Vacancies

- Mechanical Engineers
- Electrical Engineers
- Propulsion Engineer
- Structural welders,
- CAD Operators
- Manual Machinist
- Electrical Technician
- Guidance, Navigation and Control Engineer
- Head of Production
- Buyers
- Construction project manager

# MARINE INDUSTRY

- The GC boat building industry GRP is currently \$164.2 million and expected to double by 2030.
- \$11 million is being invested into the city's marine trades campus
- GC is headquarters to over 450 marine companies
- Employment is expected to be 3,380 by 2025.
- Worldwide this Gold Coast industry is punching above its weight.



Source. <https://www.wearegoldcoast.com.au/business-invest/key-industry-sectors/marine>

# MARINE INDUSTRY

## KEY ISSUES

- 20-30% shortfall in optimum employment
- This impacts on delivery timeframes and hinders sector growth
- Very low female representation
- Supply chain disruption

## POTENTIAL SOLUTIONS

- Skilled migrants & DAMA
- Cert II in Marine Craft for school leavers availability
- Encourage female participation into Marine sector
- Micro credentials
- School - Industry mentoring

## Sample Vacancies

- Boilermakers
- Designers
- Cabinetmakers
- Engineers
- Upholsterers
- Electricians
- Shipwrights
- Welders
- Marine Mechanics

**SUMMARY**

**AND**

**KEY FINDINGS**



## KEY ISSUES

Recruitment market has shifted and evolved, candidates have become more empowered due to the wider range of opportunities available to them.

- Competition is placing more pressure to increase efficiencies/remuneration.
- 20%+ shortfall in skilled and unskilled workers
- Increasing requirement for unskilled labourers
- Staff headhunting- looking internally and reskilling inside the business
- Advanced Manufacturing and Marine are not seen as “Career Pathways”
- There is a need to market AM as a clean, interesting, and exciting career, with career being the operative word
- Disconnect between current curriculum and industry needs.
- Women are underrepresented in key industries



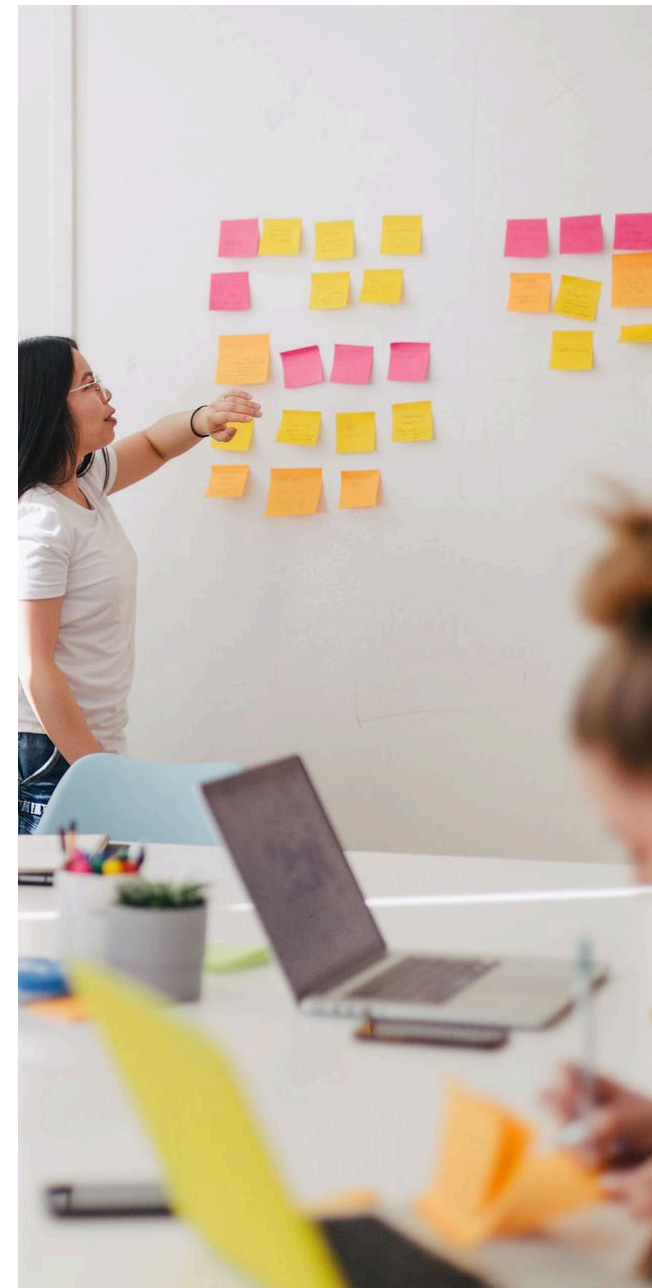
# POTENTIAL SOLUTIONS

- Tripartite relationships between the education sector, manufacturing and students.
  - Internal upskilling / Grow your own
  - Skilled migrants and student visas (40 hours well received)
  - Integrated Work Learning (Sandwich)
  - Micro credentials
  - Careers & Pathways – Gateway to Industry Schools Program
  - School- industry mentoring
  - Market Manufacturing and Marine as an exciting career pathways
- DAMA & migration
  - Responding to increasing women in non-traditional industries –
    - Awesome Women in Construction,
    - Tech Girls, Coder Dojo,
    - Makers Empire,
    - Microsoft Internships,
    - Australian Industry Trade College



# FUTURE PRIORITIES

- **ATTRACTIION – RETENTION – GROW OUR OWN**
- Market the Gold Coast as a **SMART CITY**
- Build stronger links between Industry and VET sector including highlighting and articulating career pathways
- Encourage increased female participation in key sectors and respond to underemployment
- Support Gold Coast sectors such as Manufacturing, Space, Aerospace & Defence, Industry 4.0 & ICT, Marine and Biomedical Technologies
- Advocate for increased migration.



WEBSITE:

**[www.goldcoastrjc.org.au](http://www.goldcoastrjc.org.au)**

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