



# Showcase Forum

26 November 2008

*Promoting Sustainable Workforce Development  
& Innovative Solutions to Regional Skill Shortages*



**Australian Government**  
**Department of Education, Employment  
and Workplace Relations**





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# CENTRAL HIGHLANDS REGION





**REAP**

Regional Employer Alliance Project (REAP) Central Highlands, Queensland

A Project to Develop Alliances with Employers within the Agriculture, Infrastructure, Local Government and Resource Industry Sectors

*Seasonal Workforce Attraction: Matching local skill needs to the skill sets of a travelling population*

# What Did We Do?



**Local Stakeholder Group**



**LGMA, DEEWR & Central Highlands Regional Council representatives**





**Local Tourism Industry Businesses Help Collect Traveler Surveys**



**2PH Farm Staff assisting surveying at AgGrow Field Days, 3-5 July**



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# Local Government Sector

**CHRC**

central highlands  
regional council





**Benching Footings**



**Laying Asphalt at Vince Lester Bridge, Emerald**



## Do you have what it takes???

The Central Highlands Regional Council currently has the following opportunities available. Our working conditions are rewarding and flexible, plus generous benefits that allow you to enjoy life in the beautiful Central Highlands region.

### ***Environment & Planning Department***

Building Administration Officer - Emerald

### ***Commercial Services Department***

Quarry Supervisor - Capella  
Senior Treatment Plant Operator - Blackwater  
Quarry Operator - Capella  
Treatment Plant Operator - Emerald

### ***Civil Operations Department***

Road Train Operator x 2 - Emerald  
Construction Labourer x 2 - Emerald  
Labourer/Plant Operator - Capella  
B Double Operator - Capella  
Grader Operator - Capella  
Parks & Gardens Labourer x 2 - Blackwater  
Supervisors - Springsure  
Truck Driver - Springsure  
Roller Operator - Springsure  
Labourer/Plant Operator - Springsure

Further details can be obtained by contacting

**Tanya Rouse,**  
Personnel Officer on 4982 8309.

*Applications containing relevant work history and contact details of at least 2 referees (preferably most recent supervisor) will be received until 12pm on Friday 21st November and shall be addressed to*

Attn:  
Application - Position  
Central Highlands Regional Council  
PO Box 21,  
Emerald QLD 4720  
Or email  
[recruitment@chrc.qld.gov.au](mailto:recruitment@chrc.qld.gov.au)

Central Highlands Regional Council is an Equal Opportunity Employer and offers a smoke free work environment.

**CQ News 21/11/08**



**Placing a Grid**



- **14% vacancies across all operations, but 46% vacancies in Civil Operations (15 May 2008)**
- **218 (49%) of Council employees work within Civil Operations; these are mainly 'outside' or state award wage jobs**
- **Average length of employment in these roles was just under 6 months**
- **Ages 20s and 50+s**
- **Council paying 25% above award wage**
- **Overburdened from amalgamations March 2008**
- **System of mentoring & support vs. trust and familiarity issues with outside contractors**



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# **Agricultural Sector**



**Wheat Harvest, Gindie**



**Planting Wind Breaks, 2PH Farms**

12 1253



**Sunflowers, Orion**

**Moving Cattle, AA Company, Glentana vi  
Springsure**





**Irrigated Chickpeas, Emerald**



- **107 businesses, & > 1,000,000 ha (1/5<sup>th</sup> all agricultural land use in Central Highlands surveyed): AgGrow 10-12 July**
- **64% businesses operating with current vacancies**
- **Farmhands highest demand**
- **Average length unfilled 9.9 months**
- **87% employ skilled labour on a short-term contract**
- **68% on a job share basis**
- **86% can offer accommodation, including van sites**
- **Many tasks match visitor peak season**
- **85% (91) interested in being involved in REAP**



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# Earthmoving Sector

**Building Recreational Lakes, Riverview Estate,  
Emerald**





**Laser Levelling Fields for Irrigation, Emerald**

## Civil Works, Riverview Estate, Emerald





**Shayne Shepherd, Shepherd Diesel**

## Dam Construction, via Capella







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- **85% (52) of civil contracting businesses in Central Highlands surveyed**
- **Widely ranging sized workforce, 539 – 1075 between August 2007 – 2008: most employed as plant operators (46% total, 71.5% of casual)**
- **72.5% businesses operating with current vacancies**
- **Plant operators highest demand**
- **Average length unfilled 6 months**
- **78% employ skilled labour on a short-term contract**
- **44% on a job share basis**
- **72% of employers + two owner operators interested in being involved in REAP**



# Mining Sector



**BMA Crinum Mine**

**Operating the Longwall, BMA Crinum Mine**





**Dragline Operation, BMA Gregory Mine**



**Ensham Resources, via Comet**





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- **7 of 11 mines representing 71% of total coal production in Central Highlands surveyed**
- **73% of workforce employed in production, development or other machinery operation**
- **66% of total production etc workforce contractors**
- **Vacancy rates as low as 1.5% to 15%**
- **Many mines now employing up to 50% 'green skins'**
- **Qld Coal Mining Safety & Health Regulation (2001) largely excludes mines from using transient workers**
- **5 mines already committed to REAP 2009**

**Ensham Resources, January 2008**





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# Traveler Surveys

**\$70 Fuel Given Away Each Month to Survey Respondents**





**Visitor Information Centre Volunteers at  
Information Morning Tea**

**Visitors Fill Out a Survey, VIC**





**Tourist Highlights: Carnarvon Gorge, Salvator  
Rosa National Parks**



**Tourist Highlights: Aboriginal Heritage**



**Tourist Highlights: Fairbairn Dam, Emerald**

**Tourist Highlights: Sifting for Precious Gems**





- **194 surveys representing 494 individuals surveyed from 1 May – 30 October 2008 (2.5% of CHVIC recorded 19,540)**
- **40% interested in paid work**
- **Little to no interest above 65 years**
- **Most from regional Qld, NSW, Vic and Asia**
- **2/3<sup>rd</sup> Adult couples employed or itinerant travelling by car or caravan; 1/3<sup>rd</sup> single Asian backpackers**
- **Highly skilled; more than 1/3<sup>rd</sup> hold light rigid or heavier licenses, followed by machinery/plant tickets**
- **3/4 prepared to work for 3 months or more**



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