

Wide Bay Burnett

A centre for sustainable workforce recruitment



**Workforce
Mobility Hub**

Capability
Statement

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Regional Development Australia

Regional Development Australia (RDA), an initiative of the Australian Government, is a national network of committees of regional leaders which foster regional economic development. RDAs work with all three levels of government, business and community sectors to boost the economic capability and performance of their regions.

RDAs facilitate policies, programs and projects designed to strengthen human capital, productivity, infrastructure, access to markets, regional comparative advantage and business competitiveness, leading to increased economic activity and employment.

There are 55 RDA Committees across Australia, including 12 in Queensland, each made up of committed local volunteers with a strong grass roots understanding of their regions. RDA Committees work with their communities to identify opportunities, challenges and priorities for action.

Executive Summary

This Capability Statement has been developed to inform Resource Sector and Construction Companies of the Wide Bay Burnett's (WBB) ability and desire to meet key industry requirements in the sourcing, recruiting and mobilising of a Fly-In, Fly-Out (FIFO) workforce.

The Wide Bay Burnett boasts the largest population outside South East Queensland and is strategically located in close proximity to the major resource basins in Queensland. First rate, high-capacity airports in Bundaberg and Hervey Bay enable the region to support workforce requirements of projects anywhere in Australia.

Regional Development Australia (RDA) WBB has led the development of this capability statement through significant investment in resources and research to understand and facilitate industry requirements and regional capacity. The region boasts a pool of more than 28,000 skilled workers whose qualifications are desired by resource sector proponents. Previous studies show that 2,500 of this labour pool are existing resource sector workers. Through RDA WBB's IM4FIFO campaign more than 1,000 existing resource sector workers currently residing in the region provided detailed information of their skills and capabilities and current travel arrangements. More than 85% of those employees and contractors currently travel by road up to 10hrs+ each way to site. Furthermore, 88% of the respondents stated they were willing to change employers to access a FIFO opportunity from their home base. RDA WBB has developed a database of FIFO ready-skilled workers to assist industry meet their workforce requirements. RDA WBB will continue to grow and communicate with this database of ready and willing workers providing an ongoing pool of skilled labour.

RDA WBB's desire is to:

- Decrease recruitment and mobilisation time and cost by assisting industry access a skilled and ready workforce sourced from one geographic location;
- Establish direct flight access to work sites supporting the health and safety of employees, particularly in relation to fatigue management, safely returning employees to their families within hours of their shift finishing, improving work/life balance and overall health;
- Enable the workforce to feel socially connected, not only at work, but to remain socially connected with their colleagues within the community in which they live;
- Foster a stable environment for the families of members of the workforce; and
- To reduce employee turnover by developing a stable and loyal workforce.

This capability statement proposes a new model of industry engagement that will deliver industry workforce requirements in a managed and efficient manner while strengthening a region's economy.

In preparing this capability statement, the following matters were considered:

- Assess the planning environment in which the strategy is developed by identifying demand for resource sector projects across Australia
- Assess the context of the region's current social and economic situation;
- Consider a region's Strengths, Weakness, Opportunities and Threats in establishing a region as a Mobile Workforce Hub;
- Identify opportunities to maximise a region's natural competitive advantages whilst minimising socio-economic disadvantages;
- Identify potential opportunities in resource sector construction over the next 5 years to target interventions to advance the strategy;
- Reflect key stakeholder requirements from an employer's perspective whilst engaging with state and local government interests;
- Conduct an employer needs analysis to identify what employers would want of a regional FIFO Hub solution and to inform strategy development options;
- Consider community impacts that may result from increasing numbers of FIFO workers and their families residing in the region as a result of a FIFO Hub;
- Assess the region's airport and aircraft capability to leverage the region's advantage;
- Undertake a risk assessment and develop implementation plans to be integrated into the FIFO Hub strategies;
- Identify commercialisation strategies to leverage a region's capability to meet identified employer needs.

Developing an effective workforce development solution requires a partnership between Industry and the workforce community. Early engagement with project proponents is essential for the development of an effective labour supply arrangement. Regional partnerships with Bundaberg and Fraser Coast Regional Councils underpin the region's service offering and provide the confidence necessary for industry to source skilled labour.

This WBB Fly-In, Fly-Out (FIFO) Workforce Hub Capability Statement provides the platform to deliver a managed workforce solution reducing recruitment and mobilisation costs and increasing the efficiency of workforce mobility.

Regional background

The Wide Bay Burnett region comprises the six Local Government Areas of:

- Bundaberg
- Cherbourg
- Fraser Coast
- Gympie
- North Burnett
- South Burnett

The WBB region is located north of Brisbane with the cities of Bundaberg and Fraser Coast the principal urban centres. There are fourteen smaller urban centres across the region including Gayndah, Gympie, Kingaroy, Maryborough and Mundubbera.

The WBB region is strategically located in close proximity to the major resource sector areas of Bowen Basin, Galilee Basin and Surat Basin.

The regional workforce capacity and capability represents a significant opportunity for proponents and contractors to partner with the WBB region as a source of well trained, productive and safe labour for projects and operations.

Airports at Hervey Bay and Bundaberg have capacity to accept charter services of aircraft up to E190/A320/B737.

RDA WBB previous studies and research in FIFO Hub in WBB region included:

- Resource Sector Opportunities Study:** built upon preliminary work already being undertaken in the WBB bringing together regional stakeholders and industry. Consultations through this and other initiatives helped identify industry requirements and regional opportunities for the WBB.
- Workforce Development Jobs and Skills matching study 2013:** was developed based on information provided by nearly 1000 WBB registered job seekers and identifies key barriers and opportunities for the Region's unemployed labour force.
- Workforce Mobility Study:** was developed based on information provided by over 700 Resource Sector workers and identifies the key barriers and opportunities for the regions skilled mobile workforce.

- d. **FIFO Hub Community Impact Study:** This report identifies and outlines the potential community impacts of a regional FIFO workforce hub. This report identified excess housing capacity in the region with capacity to absorb increased demand from FIFO Hub demands.
- e. **Resource Sector Workforce Economic Impact Study:** This study was commissioned to determine the total direct and indirect economic benefit to the WBB economy of both the current and potential future resource sector workforce whose place of residence was within the region.
- f. **FIFO Strategy and Implementation Plan:** This strategy and implementation plan develops an integrated strategy for the establishment of a FIFO Hub in WBB region for resource sector employers. A key outcome of the FIFO Hub Strategy and implementation plan was the development of a regional capability statement to present to industry the regions workforce and workforce related capabilities.

Capability Framework - *Regional Capability*

The Bundaberg and Fraser Coast Councils have collaborated with Regional Development Australia WBB to prepare this capability statement.

The WBB points of difference to achieve superior workforce mobilisation include:

- The region is strategically positioned in close geographic proximity to major resource basins in Queensland.
- boasts first rate High Capacity regional jet airports at both Bundaberg and Hervey Bay with Hervey Bay Airport equipped with a dedicated terminal for workforce mobilisation.
- has an existing pool of over 2,500 resource sector workers who live in WBB and currently commute for their work rosters. The vast majority of those have indicated they would change to an employer who established a FIFO hub in the WBB region.
- has a potential pool of 28,000+ workers in the region whose classifications of work are aligned to the requirements of jobs in the construction and resource sectors.
- already has a well-established DIDO/BIBO/FIFO population who are working in various sites across Queensland and interstate.
- has very well established and credentialed capacity and capability to source, recruit, induct, mobilise and support FIFO workers.

- enjoys the support of the Federal and State Governments to establish WBB as a FIFO Hub.

Regional Workforce, Skills and Demographic profile

The WBB has a stable, well trained mobile workforce who chooses to make their home in the attractive WBB region. The region employs approximately 100,000 people. The analysis of Australian Bureau of Statistics 2011 census data reveals that the region has in excess of 28,000 workers whose classifications can be matched to classifications in construction and resource sector roles. Of that population, it is estimated more than 3,000 workers are currently engaged in the resource sector. In a recent RDA WBB survey, over 1000 resource sector workers who live in the region responded with the individual details.

The region presents a significant opportunity for proponents and contractors to target labour sourcing from the WBB region. A summary of the workforce composition by Local Government Area are summarised as follows:

Table 1: WBB Workforce composition

Occupation	Bundaberg	Cherbourg	Fraser Coast	Gympie	North Burnett	South Burnett	WBB Total
Total Managers	639	3	632	319	63	196	1,852
Professionals							
Accounting & HR	387	-	366	169	24	123	1,069
Engineers	100	-	115	56	7	39	317
OHSE	132	3	157	88	24	50	454
Civil, Mechanical & Electrical Technicians & Drafting	309	-	370	168	29	95	971
Automotive & Diesel Trades	348	-	380	257	50	144	1,179
Mechanical & Metal Trades	885	-	642	424	80	338	2,369
Building Trades	477	3	548	278	54	151	1,511
Electrical & Telecommunications Trades	647	-	698	347	51	211	1,954
Administration	3,104	24	3,057	1,498	287	900	8,870
Fixed Plant Operators	688	-	487	304	132	314	1,925
Mobile Plant Operators	1,141	13	1,075	726	208	510	3,673
Semi Skilled	689	15	669	390	82	260	2,105
Total	9,546	61	9,196	5,024	1,091	3,331	28,249

(ABS, 2011)

A detailed assessment of the region's occupation classifications by Local Government Area is contained in Appendix A. There is no valid, reliable evidence of any material change in the regional workforce composition since 2011 Census. For planning purposes, the 2011 Census data is taken as reliable and valid. The next valid ANZSCO

Workforce Composition by LGA and WBB dataset will be available after the 2016 Census and is completed.

RDA Jobs Initiative

RDA WBB has pioneered an online job matching and profiling service to assist the resource sector secure a skilled and experience workforce.

With a current database of 2,000, RDA Jobs provides resource sector employers with an immediate, up-to-date candidate base matched on skills, qualifications and experience.

The service is fast, free and efficient and allows the Wide Bay Burnett region to specifically cater for large scale labour force recruitment and mobilisation.

It ensures that the best quality candidates are suited for the roles and is tailored to resource sector employment.

WBB is the only region in Australia currently offering this service and is prepared to conduct pre-eligibility meetings on behalf of proponents willing to source labour from the WBB.

More information on RDA Jobs can be found at www.rdajobs.com.au

Training & Development

Wide Bay Burnett boasts a well-developed and integrated training and development capacity and capability. In summary there are a number of long established Registered Training Organisations which have a demonstrated capacity and capability to deliver vocational training and Verification of Competency in resource and construction sector related national competencies.

If required RDA WBB will partner with the appropriate people and organisations to fill any current gaps or voids in required training capacity to deliver what is required by industry and ensure a seamless transition for the employer.

Appendix B details the current scope of the regional RTO capability.

Recruitment Services

The region has a number of recruitment service providers and group training providers capable of providing employers with an integrated suite of services from candidate sourcing, recruitment, pre-employment testing, medicals and screening.

Within the region there are a number of facilities available for employers to undertake interviews, assessment centres and all other means of recruitment

services. RDA WBB is capable to providing a coordination service if so required by employers to assist them in their recruitment and selection processes.

Infrastructure Services

Bundaberg and Hervey Bay are designated High Capacity Regular Passenger Transport (RPT) airports with the full range of services required by the Civil Aviation Safety Authority (CASA).

Airport capacity and capability at Bundaberg and Hervey Bay are summarised as follows:

Table 2: Airport Capacity and Capability

Airport Capacity	Bundaberg	Hervey Bay
Airport Performance Data	Capable of up to E190/A320/B737	Capable of up to E190/A320/B737
Navigation aids	Yes	Yes
Aerodrome review	Yes	Yes
Meteorological Services	Yes	Yes
Lighting	Yes Pilot Activated	Yes Pilot Activated
Catering	Yes as required	Yes as required
Tarmac safety aspects	CASA Compliant	CASA Compliant
Ground Services	Yes	Yes
Maintenance facilities	Yes as required	Yes as required
Ground Handling	Yes as required	Yes as required
Security	Yes if required	Yes if required
Check in facilities	Yes	Yes
Refuelling	24/7	24/7
Carparking	Yes	Yes
Taxes and charges	Market competitive & negotiable	Market competitive & negotiable
Expansion plans	2010 - completed	Dedicated FIFO Hub terminal facilities completed June 2016

Both airports have regular daily RPT commercial services utilising the airports. Commercial operators Virgin and Qantaslink operate these RPT services and are interested in offering dedicated FIFO charter flights from either destination to the Galilee Basin.

There are also a number of smaller airline charter services based in the region that are interested in dedicated FIFO operations.

Community Services

WBB region is a highly attractive location for FIFO workers and their families. The region has enjoyed strong population growth over the past 10 years and supports a range of key major industries in manufacturing and engineering, agriculture, forestry & fishing, medical & health services, education & training and tourism.

Bundaberg is the gateway to the Southern Great Barrier Reef while Hervey Bay is home to Fraser Island and is the whale watching capital of the world.

The region boasts unique natural assets and a stable economy and has long been the sea change choice for southerners.

Housing affordability and availability in the region represents an opportunity for FIFO workers and their families to enjoy a quality lifestyle at substantially less than median prices of housing in the south east corner of Queensland.

The region has the ability to accommodate international workers on their rest and relaxation break rather than return to country of origin.

The councils in the region are fully supportive of the FIFO Hub and are keen to facilitate the implementation of an integrated FIFO Hub and associated support services.

The region is sensitive to the needs and issues associated with FIFO Families. Regional leaders recognise the critical importance of a safe, supportive culture within communities where FIFO families choose to live. Councils have developed a range of initiatives and plans such as FIFO Families as support mechanisms for FIFO workers and their families. Details of support services can be integrated into existing employer EAP and other support programs to optimise the supportive outcomes for FIFO workers and their families.

Project Partners

RDA WBB has identified that one of the issues for employers who are attracted to employ from the region is the facilitation of services to streamline the effectiveness of outcomes for employers.

To that end, RDA WBB have identified a number of Project Partners whose service offerings can be integrated to provide a “one stop shop” if required by employers.

Potential employer support service requirements can be developed to achieve cost competitive, timely and integrated services such as labour sourcing, recruitment and pre-employment services, training, verification of competency, FIFO logistics, mobilisation and coordination services all designed to enable employers to focus on their objectives.

If the services required by employers are not available within the region RDA WBB shall provide a sourcing service to enable the services required by employers to be provided with in the region.

Regional Capability

WBB region has an established track record with employers in the resource and construction sectors.

There are 28,000 workers in the region who have the classifications of work required in the resource and construction sectors. ABS data demonstrates that at present, at least 2,500 resource sector workers choose to reside in the region and commute to their respective worksite locations.

The region has a well developed understanding of employer needs verified through employer stakeholder groups which indicate that employers require:

- ensuring that the employer is adequately resourced with personnel in a timely manner so that there is no schedule delay due to insufficient personnel;
- supporting the management plans and objectives of the project through the recruitment and selection of the best possible employees;
- ensuring that only those people who are employed demonstrate:
 - the required technical competencies
 - the required behavioural competencies including safe working focus
 - attributes to succeed;
- establishing a clear understanding amongst applicants of the working conditions, key objectives and performance expectations ;
- ensuring that through a rigorous recruitment and on boarding process the project can minimise labour turnover;
- engaging employees for the projects in order to build an in-house capacity for future projects in the resources and energy sector;
- Ensuring that only those people who are employed demonstrate:
 - The required technical competencies i.e. Labour that is ‘fit for work’ including fully skilled, semi-skilled and professional labour that is easily transferred to the work site;
 - The required behavioural competencies including safe working focus;
 - Attributes to succeed i.e. A strong work ethos, good behaviours with flexible attitudes, are responsive and possess basic life skills to enhance their potential and situation;

- transportation options to and from the FIFO hub to work site;
- access to training and development that is ready made;
- labour with an understanding/appreciation of FIFO lifestyles;
- labour with a cultural understanding of the employer; and
- a FIFO solution mitigates the concerns employers have when employees are driving long distances to undertake remote area work.

The RDA WBB FIFO Workforce Hub capability is framed to respond to employer needs with support service requirements that can be implemented to achieve cost competitive, timely and integrated services such as labour sourcing, recruitment, mobilisation and FIFO logistics.

Further details of Fraser Coast and Bundaberg Regional Councils capability statement are provided in Appendixes C and D respectively.

Engagement - RDA WBB;

1. has developed a rigorous business development strategy supported by dedicated resources to raise awareness of the regions capability to provide skill labour.
2. aims to enter into a Memorandum of Understanding with proponents who are in the regulatory and other approval processes.
3. aims to use the MOU's to enable open and frank discussions to understand proponent's needs and introduce the region's labour supply capability to principal contractors and other key project partners for specific evaluation of project requirements.
4. will present the specific capabilities required to meet proponent and prime contractor needs.
5. will prepare and execute Service Agreements between the Proponent/Principal Contractor or relevant service provider detailing commercial arrangements.

Regional Development Australia WBB commends this FIFO Hub capability statement for your consideration as an integrated, cost-effective, well advanced solution to labour sourcing and retention in the construction and resources sector.

Appendix A: Wide Bay Burnett ABS Classification of Workers by Local Government Area

Occupation	Bundaberg (R)	Cherbourg (S)	Fraser Coast (R)	Gympie (R)	North Burnett (R)	South Burnett (R)	Wide Bay Burnett Total
100000 Managers, nfd	75	0	80	33	14	25	227
111000 Chief Executives, General Managers and Legislators, nfd	0	0	0	4	0	0	4
111111 Chief Executive or Managing Director	68	3	67	29	7	18	192
111200 General Managers, nfd	0	0	0	0	0	0	0
111211 Corporate General Manager	90	0	79	37	7	8	221
132000 Business Administration Managers, nfd	0	0	9	4	0	0	13
132111 Corporate Services Manager	18	0	25	9	5	8	65
132211 Finance Manager	50	0	52	25	0	16	143
132311 Human Resource Manager	48	0	44	17	4	13	126
133000 Construction, Distribution and Production Managers, nfd	0	0	7	4	0	3	14
133100 Construction Managers, nfd	0	0	0	0	0	0	0
133111 Construction Project Manager	45	0	50	24	0	9	128
133112 Project Builder	164	0	139	94	14	57	468
133211 Engineering Manager	22	0	18	14	3	7	64
133500 Production Managers, nfd	12	0	8	3	3	0	26
133513 Production Manager (Mining)	11	0	19	12	3	12	57
139912 Environmental Manager	4	0	11	3	0	0	18
139913 Laboratory Manager	4	0	0	0	0	3	7
139914 Quality Assurance Manager	28	0	24	7	3	17	79
Total Managers	639	3	632	319	63	196	1852
200000 Professionals, nfd	17	0	25	9	0	6	57
220000 Business, Human Resource and Marketing Professionals, nfd	4	0	0	0	0	3	7
221000 Accountants, Auditors and Company Secretaries, nfd	0	0	0	3	0	0	3
221100 Accountants, nfd	0	0	0	0	0	0	0
221111 Accountant (General)	165	0	143	86	14	48	456
221112 Management Accountant	0	0	3	0	0	3	6
221113 Taxation Accountant	19	0	19	11	3	6	58
223000 Human Resource and Training Professionals, nfd	9	0	3	0	0	0	12
223100 Human Resource Professionals, nfd	0	0	4	0	0	0	4
223111 Human Resource Adviser	28	0	39	9	0	10	86
223112 Recruitment Consultant	87	0	74	40	3	29	233
223211 ICT Trainer	0	0	5	0	0	4	9
223311 Training and Development Professional	58	0	51	11	4	14	138
Professionals Accounting & HR	387	0	366	169	24	123	1069
233000 Engineering Professionals, nfd	22	0	18	8	0	4	52
233100 Chemical and Materials Engineers, nfd	0	0	0	0	0	0	0
233111 Chemical Engineer	5	0	0	0	0	0	5
233112 Materials Engineer	0	0	0	0	0	0	0
233200 Civil Engineering Professionals, nfd	0	0	0	0	0	0	0
233211 Civil Engineer	29	0	22	18	3	6	78
233212 Geotechnical Engineer	0	0	0	0	0	0	0
233213 Quantity Surveyor	0	0	4	0	0	5	9
233214 Structural Engineer	0	0	9	0	0	0	9
233215 Transport Engineer	10	0	5	10	0	0	25
233311 Electrical Engineer	5	0	20	4	0	11	40
233411 Electronics Engineer	4	0	5	0	0	0	9
233500 Industrial, Mechanical and Production Engineers, nfd	0	0	0	0	0	0	0
233511 Industrial Engineer	3	0	0	4	0	0	7
233512 Mechanical Engineer	9	0	23	3	0	7	42
233513 Production or Plant Engineer	3	0	3	3	0	3	12
233600 Mining Engineers, nfd	4	0	0	0	0	0	4
233611 Mining Engineer (excluding Petroleum)	3	0	3	6	4	3	19

233612 Petroleum Engineer	3	0	3	0	0	0	6
233900 Other Engineering Professionals, nfd	0	0	0	0	0	0	0
Engineers	100	0	115	56	7	39	317
234300 Environmental Scientists, nfd	0	0	0	0	0	0	0
234311 Conservation Officer	5	0	19	14	3	0	41
234312 Environmental Consultant	7	0	3	0	0	3	13
234313 Environmental Research Scientist	10	0	7	0	3	3	23
234314 Park Ranger	18	0	41	30	11	11	111
234399 Environmental Scientists, nec	6	0	5	4	0	3	18
234400 Geologists and Geophysicists, nfd	0	0	0	0	0	0	0
234411 Geologist	7	0	0	9	0	0	16
234412 Geophysicist	0	0	0	0	0	0	0
251300 Occupational and Environmental Health Professionals, nfd	0	0	3	0	0	0	3
251311 Environmental Health Officer	19	0	12	6	3	6	46
251312 Occupational Health and Safety Adviser	60	3	67	25	4	24	183
OHSE	132	3	157	88	24	50	454
312000 Building and Engineering Technicians, nfd	20	0	37	7	3	0	67
312100 Architectural, Building and Surveying Technicians, nfd	0	0	0	3	0	3	6
312111 Architectural Draftsperson	19	0	22	10	0	0	51
312112 Building Associate	83	0	105	45	8	17	258
312113 Building Inspector	25	0	18	12	3	4	62
312114 Construction Estimator	7	0	9	4	0	0	20
312115 Plumbing Inspector	3	0	3	4	0	0	10
312116 Surveying or Spatial Science Technician	4	0	7	3	0	0	14
312199 Architectural, Building and Surveying Technicians, nec	0	0	0	4	3	3	10
312200 Civil Engineering Draftspersons and Technicians, nfd	0	0	0	0	0	0	0
312211 Civil Engineering Draftsperson	27	0	32	18	0	0	77
312212 Civil Engineering Technician	22	0	15	16	0	8	61
312300 Electrical Engineering Draftspersons and Technicians, nfd	0	0	0	0	0	0	0
312311 Electrical Engineering Draftsperson	9	0	20	5	0	3	37
312312 Electrical Engineering Technician	11	0	19	4	0	13	47
312400 Electronic Engineering Draftspersons and Technicians, nfd	0	0	0	0	0	0	0
312411 Electronic Engineering Draftsperson	0	0	0	0	0	0	0
312412 Electronic Engineering Technician	5	0	6	0	0	0	11
312500 Mechanical Engineering Draftspersons and Technicians, nfd	0	0	0	0	0	0	0
312511 Mechanical Engineering Draftsperson	5	0	19	4	0	0	28
312512 Mechanical Engineering Technician	3	0	3	0	0	0	6
312611 Safety Inspector	7	0	11	5	0	7	30
312900 Other Building and Engineering Technicians, nfd	0	0	0	0	0	0	0
312911 Maintenance Planner	24	0	15	5	0	19	63
312912 Metallurgical or Materials Technician	3	0	7	6	3	0	19
312913 Mine Deputy	32	0	22	13	9	18	94
Civil, Mechanical & Electrical Technicians & Drafting	309	0	370	168	29	95	971
320000 Automotive and Engineering Trades Workers, nfd	16	0	16	17	4	5	58
321000 Automotive Electricians and Mechanics, nfd	0	0	3	0	0	0	3
321111 Automotive Electrician	36	0	33	13	3	4	89
321200 Motor Mechanics, nfd	0	0	0	0	0	0	0
321211 Motor Mechanic (General)	266	0	297	206	35	122	926
321212 Diesel Motor Mechanic	23	0	22	18	4	6	73
321213 Motorcycle Mechanic	7	0	9	3	4	7	30
Automotive & Diesel Trades	348	0	380	257	50	144	1179
322000 Fabrication Engineering Trades Workers, nfd	3	0	4	0	0	0	7
322211 Sheetmetal Trades Worker	25	0	37	13	3	3	81
322300 Structural Steel and Welding Trades Workers, nfd	5	0	4	3	0	0	12
322311 Metal Fabricator	296	0	216	128	23	89	752
322312 Pressure Welder	0	0	3	0	0	0	3
322313 Welder (First Class)	63	0	47	34	7	24	175
323000 Mechanical Engineering Trades Workers, nfd	0	0	3	0	0	0	3
323200 Metal Fitters and Machinists, nfd	3	0	3	0	0	0	6
323211 Fitter (General)	329	0	213	168	40	163	913
323212 Fitter and Turner	108	0	84	62	3	53	310

323213 Fitter-Welder	6	0	6	3	0	0	15
323214 Metal Machinist (First Class)	18	0	15	4	0	0	37
323299 Metal Fitters and Machinists, nec	29	0	7	9	4	6	55
Mechanical & Metal Trades	885	0	642	424	80	338	2369
330000 Construction Trades Workers, nfd	4	0	5	5	0	0	14
331000 Bricklayers, and Carpenters and Joiners, nfd	6	0	0	4	0	0	10
331100 Bricklayers and Stonemasons, nfd	0	0	0	0	0	0	0
331111 Bricklayer	49	0	57	29	0	11	146
331112 Stonemason	4	0	6	5	0	0	15
331211 Carpenter and Joiner	0	0	12	3	0	3	18
331212 Carpenter	260	3	333	159	34	82	871
331213 Joiner	5	0	10	5	0	4	24
334100 Plumbers, nfd	3	0	3	0	0	0	6
334111 Plumber (General)	138	0	136	76	17	52	419
334112 Airconditioning and Mechanical Services Plumber	0	0	0	0	0	0	0
334113 Drainer	37	0	33	16	0	9	95
334114 Gasfitter	20	0	22	8	3	4	57
Building Trades	477	3	548	278	54	151	1511
340000 Electrotechnology and Telecommunications Trades Workers, nfd	15	0	18	7	3	6	49
341100 Electricians, nfd	0	0	0	0	0	0	0
341111 Electrician (General)	381	0	422	224	26	139	1192
341112 Electrician (Special Class)	0	0	0	0	0	0	0
342000 Electronics and Telecommunications Trades Workers, nfd	0	0	6	0	0	0	6
342111 Airconditioning and Refrigeration Mechanic	61	0	46	18	0	11	136
342200 Electrical Distribution Trades Workers, nfd	0	0	9	0	3	3	15
342211 Electrical Linesworker	48	0	61	31	14	20	174
342212 Technical Cable Jointer	3	0	0	0	0	0	3
342300 Electronics Trades Workers, nfd	0	0	5	6	0	0	11
342313 Electronic Equipment Trades Worker	68	0	59	21	5	15	168
342314 Electronic Instrument Trades Worker (General)	0	0	3	0	0	3	6
342315 Electronic Instrument Trades Worker (Special Class)	0	0	0	0	0	0	0
342400 Telecommunications Trades Workers, nfd	0	0	3	0	0	0	3
342411 Cabler (Data and Telecommunications)	16	0	20	14	0	0	50
342412 Telecommunications Cable Jointer	3	0	3	3	0	0	9
342413 Telecommunications Linesworker	10	0	3	8	0	5	26
342414 Telecommunications Technician	42	0	40	15	0	9	106
Electrical & Telecommunications Trades	647	0	698	347	51	211	1954
442217 Security Officer	84	0	90	46	0	26	246
500000 Clerical and Administrative Workers, nfd	19	0	21	14	4	0	58
510000 Office Managers and Program Administrators, nfd	0	0	0	3	0	0	3
511100 Contract, Program and Project Administrators, nfd	0	0	3	0	0	0	3
511111 Contract Administrator	13	0	30	11	0	6	60
511112 Program or Project Administrator	263	3	297	127	32	91	813
512000 Office and Practice Managers, nfd	3	0	0	0	0	0	3
512111 Office Manager	371	0	338	178	28	90	1005
512200 Practice Managers, nfd	0	0	0	0	0	0	0
512211 Health Practice Manager	45	0	31	19	3	7	105
512299 Practice Managers, nec	12	0	10	4	0	0	26
521000 Personal Assistants and Secretaries, nfd	0	0	3	0	0	0	3
521111 Personal Assistant	71	0	45	33	3	18	170
521200 Secretaries, nfd	0	0	0	0	0	0	0
521211 Secretary (General)	178	0	187	79	34	53	531
521212 Legal Secretary	25	0	28	12	0	8	73
530000 General Clerical Workers, nfd	0	0	0	0	3	0	3
531111 General Clerk	834	8	769	391	81	226	2309
532100 Keyboard Operators, nfd	11	0	11	3	0	3	28
532111 Data Entry Operator	83	0	81	36	8	32	240
532112 Machine Shorthand Reporter	3	0	0	0	0	0	3
532113 Word Processing Operator	43	0	22	8	3	3	79
542111 Receptionist (General)	283	3	279	132	10	72	779
542112 Admissions Clerk	20	0	18	6	3	3	50
542113 Hotel or Motel Receptionist	15	0	27	0	0	0	42
542114 Medical Receptionist	170	4	165	64	13	43	459

550000 Numerical Clerks, nfd	0	0	3	0	0	0	3
551000 Accounting Clerks and Bookkeepers, nfd	3	0	3	0	0	3	9
551100 Accounting Clerks, nfd	7	0	7	8	3	3	28
551111 Accounts Clerk	205	0	222	102	13	66	608
551112 Cost Clerk	16	0	22	5	0	0	43
551211 Bookkeeper	286	0	292	211	38	110	937
551311 Payroll Clerk	69	3	86	25	4	25	212
561999 Clerical and Office Support Workers, nec	85	0	96	46	9	35	271
590000 Other Clerical and Administrative Workers, nfd	0	0	0	0	0	0	0
591000 Logistics Clerks, nfd	5	0	0	7	0	0	12
591100 Purchasing and Supply Logistics Clerks, nfd	0	0	0	3	0	0	3
591112 Production Clerk	3	0	7	3	3	3	19
591113 Purchasing Officer	40	0	45	10	0	19	114
591115 Stock Clerk	42	0	40	25	5	16	128
591116 Warehouse Administrator	21	0	20	8	0	5	54
591117 Order Clerk	25	0	27	11	0	17	80
599411 Human Resource Clerk	21	0	22	11	0	9	63
599999 Clerical and Administrative Workers, nec	22	3	29	8	3	3	68
Administration	3104	24	3057	1498	287	900	8870
700000 Machinery Operators and Drivers, nfd	52	0	44	36	14	22	168
710000 Machine and Stationary Plant Operators, nfd	6	0	4	5	0	0	15
711000 Machine Operators, nfd	56	0	50	43	14	30	193
711112 Concrete Products Machine Operator	0	0	0	0	0	0	0
711913 Sand Blaster	7	0	4	3	0	3	17
711914 Sterilisation Technician	12	0	6	0	0	0	18
711999 Machine Operators, nec	9	0	7	0	0	3	19
712000 Stationary Plant Operators, nfd	3	0	0	3	0	0	6
712111 Crane, Hoist or Lift Operator	48	0	42	20	4	24	138
712200 Drillers, Miners and Shot Firers, nfd	0	0	0	0	0	4	4
712211 Driller	112	0	64	48	10	24	258
712212 Miner	261	0	184	93	63	167	768
712213 Shot Firer	11	0	6	3	9	4	33
712311 Engineering Production Worker	46	0	30	6	4	8	94
712912 Bulk Materials Handling Plant Operator	15	0	4	0	7	4	30
712913 Cement Production Plant Operator	0	0	3	5	0	4	12
712914 Concrete Batching Plant Operator	8	0	8	3	0	4	23
712915 Concrete Pump Operator	7	0	4	7	0	3	21
712917 Railway Signal Operator	11	0	7	10	0	0	28
712918 Train Controller	3	0	0	0	0	0	3
712999 Stationary Plant Operators, nec	21	0	20	19	7	10	77
Fixed Plant Operators	688	0	487	304	132	314	1925
721000 Mobile Plant Operators, nfd	50	0	47	24	18	14	153
721112 Logging Plant Operator	3	0	13	41	3	9	69
721200 Earthmoving Plant Operators, nfd	41	0	52	49	14	33	189
721211 Earthmoving Plant Operator (General)	57	0	53	30	16	26	182
721212 Backhoe Operator	16	0	11	0	0	7	34
721213 Bulldozer Operator	17	0	18	7	13	20	75
721214 Excavator Operator	43	0	49	44	3	17	156
721215 Grader Operator	18	0	14	7	14	20	73
721216 Loader Operator	35	3	36	33	13	20	140
721311 Forklift Driver	90	0	74	58	10	38	270
721900 Other Mobile Plant Operators, nfd	0	0	0	0	0	0	0
721914 Railway Track Plant Operator	0	0	8	0	0	0	8
721915 Road Roller Operator	7	0	10	3	3	4	27
721999 Mobile Plant Operators, nec	3	0	0	0	0	3	6
730000 Road and Rail Drivers, nfd	23	3	33	7	0	9	75
733100 Truck Drivers, nfd	0	0	0	4	0	0	4
733111 Truck Driver (General)	738	7	657	419	101	290	2212
Mobile Plant Operators	1141	13	1075	726	208	510	3673
741111 Storeperson	156	0	149	84	4	75	468
800000 Labourers, nfd	125	10	102	71	28	51	387
821000 Construction and Mining Labourers, nfd	4	0	6	3	4	0	17
821100 Building and Plumbing Labourers, nfd	0	0	0	0	0	3	3
821111 Builder's Labourer	129	5	102	79	6	27	348

821112 Drainage, Sewerage and Stormwater Labourer	19	0	23	11	6	13	72
821113 Earthmoving Labourer	10	0	8	3	4	4	29
821114 Plumber's Assistant	12	0	12	10	0	5	39
821211 Concreter	111	0	152	64	4	33	364
821611 Railway Track Worker	30	0	21	16	10	3	80
821700 Structural Steel Construction Workers, nfd	3	0	0	0	0	8	11
821711 Construction Rigger	27	0	15	5	3	21	71
821712 Scaffolder	17	0	22	6	0	0	45
821713 Steel Fixer	5	0	3	8	0	3	19
821714 Structural Steel Erector	0	0	3	0	0	0	3
821900 Other Construction and Mining Labourers, nfd	0	0	0	0	0	0	0
821911 Crane Chaser	8	0	0	0	3	0	11
821912 Driller's Assistant	35	0	36	24	3	9	107
821913 Lagger	0	0	0	0	0	3	3
821914 Mining Support Worker	4	0	14	4	4	4	30
821915 Surveyor's Assistant	6	0	13	12	3	3	37
Semi Skilled	689	15	669	390	82	260	2105

Appendix B: Wide Bay Burnett Registered Training Organisations – National Competency Capability

National Competency Code	Qualification Description
RIIOHS205A	Control Traffic with a Stop Slow Bat
RIIWHS302D	Implement Traffic Guidance Schemes (MUTCD Level 2) replaces 30864QLD Implement Traffic Guidance Schemes
	1 Day Confined Space
	Asbestos Awareness
	Authorised Persons Electrical (Safe Work Near Exposed Live Parts - SWNELP)
CPCUDE3014A	Remove non-friable Asbestos
CPCCLDG3001A	Licence to perform Dogging - Formal course work
CPCCLDG3001A	Licence to perform Dogging - Theory and Practical Assessment
CPCCOHS1001A	Work Safely in the Construction Industry (WHITE CARD)
	Electrical Test & Tag - Queensland Non Commercial Basis
	Elevating Work Platform Association "Yellow Cards"
	Fire Safety Adviser - Queensland
	Fire Safety Adviser - Refresher
	Fire Wardens
HLTAID001	Perform CPR
HLTAID002	Provide Basic Emergency Life Support
HLTAID003	Apply First Aid
	Mine Supervisors Course G1, G8, G9 (Formerly S1, S2, S3)
	Queensland Health & Safety Representatives
	Queensland Health and Safety Representatives Refresher
RIIHAN305A	Operate a gantry or overhead crane
RIIMPO301C	Conduct hydraulic excavator operations
RIIMPO304B	Conduct wheel loader operations
RIIMPO308B	Conduct tracked dozer operations
RIIMPO310A	Conduct grader operations
RIIMPO317A	Conduct roller operations

RIIMPO318B	Conduct civil construction skid steer loader operations
RIIMPO319A	Conduct backhoe/loader operations
RIIOHS204A	Work at Heights
RIIOHS205A	Control Traffic with a Stop Slow Bat Refresher
RIIWS302D	Implement Traffic Guidance Schemes Refresher (MUTCD Level 2) replaces 30864QLD Implement Traffic Guidance Schemes
	RISA Standard 11 Induction - Surface
	RISA Standard 11 Induction - Upgrade (Challenge Test)
	Safe Working In Confined Spaces (Skills Set)
	Safe Working In Confined Spaces Refresher Course (Includes BA)
	Safety In Trenching & Excavation
TLILIC2001A	Licence to operate a Forklift Truck - Formal course work
TLILIC2001A	Licence to operate a Forklift Truck - Theory and Practical Assessment
TLILIC2005A	Licence to operate a Boom-type Elevating Work Platform - Formal course work
TLILIC2005A	Licence to operate a Boom-type Elevating Work Platform - Theory and Practical Assessment
TLILIC3006A	Licence to operate a Non-slewing Mobile Crane (grater than 3 tonnes capacity) - Formal course work
TLILIC3006A	Licence to operate a Non-slewing Mobile Crane (grater than 3 tonnes capacity) - Theory and Practical Assessment
UETDRRF06B -	Perform rescue from a live LV panel
UETDRRF06B -	Perform rescue from a live LV panel & HLTAID001 Perform CPR
	Site Supervisors Course (S123)
	Supervisors Course (G2)
	Supervisors Course (G3)
	Supervisors Course (G7)
	Certificate II in Surface Extraction Operations
	Certificate III in Surface Extraction Operations
	Certificate II in Drilling Operations
	Certificate II in Drilling Oil/Gas (On shore)
	Certificate III in Drilling Operations
	Certificate III in Drilling Oil/Gas (On shore)

	Certificate IV in Drilling Operations
	Certificate IV in Drilling Oil/Gas (On shore)
	Diploma of Drilling Operations
	Certificate II in Process Plant Operations
	Certificate III in Process Plant Operations
	Certificate III in Mine Emergency Response and Rescue
CPCCLDG3001A	Licence to Perform Dogging
CPCCLTC4001A	Licence to Operate a Tower Crane
CPCCLTC4002A	Licence to Operate a Self-Erecting Tower Crane
TLILIC0012A	Licence to Operate a Vehicle Loading Crane (10 metres/tonnes and above)
TLILIC2001A	Licence to Operate a Forklift Truck
TLILIC2005A	Licence to Operate a Boom-Type Elevating Work Platform (Boom Length 11 metres or more)
TLILIC3006A	Licence to Operate a Non-Slewing Mobile Crane (Greater than 3 Tonnes Capacity)
TLILIC2005A	Licence to Operate a Boom-Type Elevating Work Platform (Boom Length 11 metres or more)
TLILIC3006A	Licence to Operate a Non-Slewing Mobile Crane (Greater than 3 Tonnes Capacity)
TLILIC3003A	Licence to Operate a Bridge and Gantry Crane
TLILIC2001A	Licence to Operate a Forklift Truck
TLILIC3003A	Licence to Operate a Bridge and Gantry Crane
	Supervisors (S1, S2, S3) & G2
	Safely Working at Heights
	Enter & Work in Confined Spaces
	Machinery Operations (load-shifting)
	Elevated Working Platform
	Forklift
	Dogging
	Rigging
	Resources & Infrastructure
	Civil Construction
	Surface Extraction
	Drilling Operations
	Transport & Logistics
	Coal Board Medicals
RII3080	9 Certificate III in Civil Construction Plant Operations
RII2071	2 Certificate II in Civil Construction

RII20109	Certificate II in Resources & Infrastructure in Work Preparation
CPCCLDG3001A	Licence to Perform Dogging
CPCCLTC4002A	Licence to Operate a Self-Erecting Tower Crane
TLILIC2001A	Licence to Operate a Forklift Truck
CPCCLTC4001A	Licence to Operate a Tower Crane
TLILIC0012A	Licence to Operate a Vehicle Loading Crane (10 meters/tonnes and above)
TLILIC2005A	Licence to Operate a Boom-Type Elevating Work Platform (Boom Length 11 meters or more)
CPCCLDG3001A	Licence to Perform Dogging
CPCCLTC4001A	Licence to Operate a Tower Crane
CPCCLTC4002A	Licence to Operate a Self-Erecting Tower Crane
TLILIC0012A	Licence to Operate a Vehicle Loading Crane (10 meters/tonnes and above)
TLILIC2001A	Licence to Operate a Forklift Truck
TLILIC2005A	Licence to Operate a Boom-Type Elevating Work Platform (Boom Length 11 meters or more)
TLILIC3003A	Licence to Operate a Bridge and Gantry Crane
TLILIC3006A	Licence to Operate a Non-Slewing Mobile Crane (Greater than 3 Tonnes Capacity)
	Introduction to Coal Mining
	Certificate III in Mine Emergency Response and Rescue
	Certificate II in Metalliferous Mining Operations (Open Cut)
	Certificate II in Surface Coal Operations
	Cert II in Drilling Operations
	Cert III in Drilling Operations
	Cert IV in Drilling Operations
	Diploma of Drilling Operations
	RRTO Standard 11
	S1,S2,S3
	Drug & Alcohol Screener
	Apply First Aid
	Perform CPR
	Supervise work in a confined space
	White Card
	Working safely at heights
	Confined space entry
	Manual Handling and Ergonomics

	Basic fire safety training
	Low Voltage switchboard rescue
	OHS coaching and mentoring
	Heavy vehicle driver training (MR, HR, HC & MC)
	GIQ Coal & Metalliferous Generic Induction
	Construction White Card
	Supervisors (S1, S2, S3 & G2)
	Safety Working at Heights
	Enter & Work in Confined Spaces
	Machinery Operations (loadshifting)
	Elevated Working Platform
	Forklift
	Dogging
	Rigging
	Resources & Infrastructure
	Civil Construction
	Surface Extraction
	Drilling Operations
	Transport & Logistics
RII30809	Certificate III in Civil Construction Plant Operations
RII20109	Certificate II in Resources & Infrastructure in Work Preparation
RII20712	Certificate II in Civil Construction
CPCCLDG3001A	Licence to Perform Dogging
CPCCLTC4002A	Licence to Operate a Self-Erecting Tower Crane
TLILIC2001	Licence to Operate a Forklift Truck
TLILIC3003A	Licence to Operate a Bridge and Gantry Crane
TLILIC3008A	Licence to Operate a Slewing Mobile Crane (up to 20 tonnes)
TLILIC4010A	Licence to Operate a Slewing Mobile Crane (up to 100 tonnes)
CPCCLTC4001A	Licence to Operate a Tower Crane
TLILIC0012A	Licence to Operate a Vehicle Loading Crane (10 meters/tonnes and above)
TLILIC2005A	Licence to Operate a Boom-Type Elevating Work Platform (Boom Length 11 meters or more)
TLILIC3006A	Licence to Operate a Non-Slewing Mobile Crane (Greater than 3 Tonnes Capacity)
TLILIC4009A	Licence to Operate a Slewing Mobile Crane (up to 60 tonnes)

TLILIC4011A	Licence to Operate a Slewing Mobile Crane (over 100 tonnes)
30864	Qld Implement Traffic Guidance Schemes Level II
AHCARB205A & AHCARB202A	Operate & Maintain Chainsaws & Fell Small Trees
CPCCOHS1001A	Work Safely In The Construction Industry (White Card)
HLTCPR211A	Perform CPR
HLTFA2	Provide Basic Emergency Life Support
HLTFA301B	Apply First Aid
RIIOHS202A	Enter & Work in Confined Space
RIIOHS204A	Work Safely at Heights
RIIOHS205A	Traffic Control with Stop/Slow Bat (Refresher) ONLY
	Level 1 Traffic Management - Signage Awareness
	Load Restraint
	Low Voltage Rescue
	Manual Handling
	Safe Operations of a Quad Bike (ATV)
	Safe Operations of Landscaping & Gardening Equipment
	Safe Operations of Small Power Tools
	Safe Working Near Exposed Live Parts (SWNELP)
	Various Farm & Rural Equipment Courses
	Verification of Competencies (VOC)
	Water Jet Pressure Cleaner
	Work Health & Safety Representative - 1 Day Refresher Course
	Work Health & Safety Representative - 5 Day Course
RIIHAN309A	Telescopic Materials Handler Operations
RIIMPO315A	Tractor Operations
RIIMPO318B	Skid Steer Loader Operations
RIIMPO320B	Excavator Operations
RIIMPO322A	Tracked Front End Loader Operations
RIIMPO324A	Grader Operations
RIIMPO326A	Water Cart Operations
TLID3033A	Operate a Vehicle-Mounted Loading Crane
RIIHAN301	Operate Elevated Work Platform < 11 meters
RIIMPO311A	Haul Truck Operations
RIIMPO317A	Roller Operations

RIIMPO319A	Backhoe Loader Operations
RIIMPO321B	Wheeled Front End Loader Operations
RIIMPO323A	Dozer Operations
RIIMPO325A	Scraper Operations
RIIVEH304A	Tip Truck Operations
	Various Machine Attachments (VOC)
RII10109	Certificate I in Resources and Infrastructure Operations - RPL
RII20109	Certificate II in Resources and Infrastructure Work Preparation - RPL.
RII20712	Certificate II in Civil Construction - RPL / Traineeship
RII30809	Certificate III in Civil Construction (Plant Operator) - RPL / Apprenticeship
RII30812	Certificate III in Civil Construction (Road Construction and Maintenance) - RPL / Traineeship

If necessary RDA WBB will partner with the appropriate people and organisations to fill any current gaps or voids in required training capacity to deliver what is required by industry and ensure a seamless transition for the employer.

Appendix C: Fraser Coast Regional Council Capability Statement

Statement from Fraser Coast Mayor

The story of the Fraser Coast now and in future is one of change and adaptation, of opportunity and growth. Our economic growth is driven by demand, especially in investment in health, education and services.

The Fraser Coast aims to improve the lifestyles of FIFO workers by developing more co-ordinated travel schedules and greater opportunities for direct flights to mining worksites. A reduction in travel pressures should foster more stable family environments, in turn reducing the social impacts of family breakdowns and improving the lifestyles of FIFO workers.

The Fraser Coast is in a prime position to attract both existing and the first new wave of FIFO workers, demonstrating innovation and leadership in growing the region's economy and improving the Fraser Coast region's way of life.

The Fraser Coast Regional Council recently completed construction of a dedicated FIFO Lounge at Hervey Bay Airport. This facility is tailored to the specific needs of the resource sector and include dedicated express check in and handling facilities for charters and baggage, facilities for pre-boarding tests and staff briefings, an onsite 'FIFO Family' Community Hub and Service Centre and secure car parking with fencing, CCTV and lighting. This facility was funded through a \$525,000 Royalties for the Region state government grant.

Attracting FIFO employees and partnering with resource sector proponents is a high priority for our region and this commitment is underwritten in our economic development strategy.

The Fraser Coast region is perfectly positioned as a FIFO aviation hub with a ready workforce, affordability, superior lifestyle opportunities and a jet airport capable of accommodating fly-in, fly-out charters at short notice.

The Fraser Coast is a desirable alternative to the escalating land costs, house prices and rents of South-East Queensland and the population pressures of other major urban and regional areas.

As Mayor, with responsibility for Aviation and Economic Development, I am fully committed to ensuring the development of our FIFO capabilities.

Cr Chris Loft
Mayor
Fraser Coast Regional Council



Fraser Coast Capability - Why Fraser Coast?

Only 250km north of Brisbane and just on 90 minutes in the air to Sydney, the Fraser Coast has direct road, rail and air access to major domestic centres including resource sectors to the west and north.

The future is strong for the Fraser Coast, based on its low housing prices, strong rental returns, diverse economic base and potential for growth.

Established and emerging businesses have access to prime, fully-serviced industrial land at significantly lower rates than Brisbane, a skilled industrial workforce and an enviable lifestyle.

With available industrial land in short supply within South East Queensland, the Fraser Coast offers a cost-effective, attractive alternative.

Strong population growth will in turn attract and foster new and emerging business opportunities, capitalising on the region's competitive strengths

Advantages

- Main thoroughfare for South East Queensland
- Central to gas and energy corridors to the west and north
- Located on the Bruce Highway and the Queensland Rail network
- Fast efficient transport corridors, including jet services to Sydney
- Easy access to major Australian centres
- Catchment of approximately 300,000 people within a two hour drive/ 200km radius

Live here, work there

The Fraser Coast is the perfect "live here, work there" destination, ideally located in the midst of the mining regions to the west and north with access to fast, efficient transport corridors tailored made for Fly-In-Fly-Out and Drive-In-Drive-Out services.

With the modern miner demanding a choice to live locally or away from mining areas, the Fraser Coast offers mining families an idyllic, affordable base within easy access to the major mining regions.

The region has a real sense of community, space to move, kilometres of bikeways and walkways, over 80 parks and playgrounds, a vibrant arts and events scene, and bustling outdoor culture built around a stunning natural environment.

As the gateway to Queensland's famous sub-tropics it hosts some of the world's most

sought-after natural experiences including Fraser Island, the start of the Great Barrier Reef and incredible encounters with Humpback Whales.

Stretches of pristine beachfront and the protection of Fraser Island provide the opportunity for year-round swimming, diving, fishing, sailing and canoeing in calm, stinger-free waters.

This lifestyle is supported by quality infrastructure and essential services: around 40 private and public schools; two TAFE colleges; a University of Southern Queensland campus; private and public health services; and first-class sporting, recreational and cultural facilities.

The Fraser Coast is continually working with the aviation industry and key stakeholders to further develop access routes to support the needs of its residents working in the resource sector.

Housing and accommodation

The Fraser Coast has some of the finest and most affordable housing in Queensland, offering the chance of a priceless lifestyle at an affordable price.

The quality and affordability of housing and accommodation - combined with the region's enviable lifestyle, location and real sense of community - is a windfall for those looking for their dream home and investors seeking strong returns.

The Fraser Coast offers a desirable alternative to the escalating land costs, house prices and rents of South-East Queensland and the population pressures of other major urban and regional areas.

Education and training options

Fraser Coast Regional Council area boasts a variety of registered training organisations with the capability and capacity to train for the resource industry. Three particular organisations specialise in training for the heavy construction, mining and transport industries, offering a range of courses for school based trainees/apprentices, pre-apprenticeships, apprenticeships, recognition of prior learning, plant operator tickets and verification of competency.

The Fraser Coast has initiated discussions with state government and private education and training providers to fill any current gaps or voids in required training capacity.

We will partner with the appropriate people and organisations to deliver what is required by industry and ensure a seamless transition for the employer.

The Fraser Coast offers a seamless transition from early childcare through to university with a range of quality education and training services.

Tertiary education is delivered through the University of Southern Queensland, Wide Bay Institute of TAFE and accredited training organisations providing a range of certificate, undergraduate, and graduate opportunities.

The Fraser Coast is also an exceptional destination for international students with modern educational facilities, dedicated professional staff and state-of-the-art technology creating an excellent learning environment.

FIFO part of local government's economic development strategy

The Fraser Coast has aggressively pursued the FIFO opportunity through its new entity, Fraser Coast Opportunities, which has embraced Aviation, as one of its greatest economic opportunities.

Working with Queensland's resource sector provides an opportunity to improve the lifestyle and economic prosperity of the Fraser Coast Region.

The Fraser Coast Regional Council wishes to work with resource sector and construction companies to help spread the benefits of the resource sector across Queensland regions.

This Project is not merely about economic benefits. The Project aims to improve the lifestyles of fly-in fly-out (FIFO) workers by developing more co-ordinated travel schedules and greater opportunities for direct flights to mining worksites.

A reduction in travel pressures should foster more stable family environments, in turn reducing the social impacts of family breakdowns and improving the lifestyles of FIFO workers.

The benefit of this approach is that in creating an optimal travel schedule and the lifestyle that comes with it, the Fraser Coast region can position the region as an ideal location for new and existing FIFO workers to live. In turn driving economic growth.

Fraser Coast FIFO Hub Investment Strategy

The Fraser Coast Regional Council is committed to enhancing its FIFO capability and recently upgraded the Fraser Coast Airport. The project has delivered customised FIFO facilities tailored to the specific needs of the resource sector and will include dedicated express check in and handling facilities for charters and baggage, facilities for pre-boarding tests (drug and alcohol) and staff briefings, an onsite 'FIFO Family' Community Hub and service centre and secure car parking with fencing, CCTV and lighting.

The project supports the aims of Regional Development Australia WBB to establish the region as a primary labour source point and has been developed in conjunction with key resource sector companies identifying minimum industry FIFO requirements

to provide commercially efficient and safe transport services to workers.

This infrastructure is critical to support the regions FIFO Hub strategy and is a catalyst to addressing fatigue and safety management of workers and the wellbeing of their families. This project addresses future demand for resource sector workers; maintenance of a work/life balance and access to affordable housing; mitigation of the region’s high unemployment and low workforce participation rates; and stimulation of the regional economy.

Fraser Coast region is perfectly positioned as a FIFO aviation hub with a ready workforce, affordability, superior lifestyle opportunities and an underutilised jet airport capable of introducing fly-in, fly out charters at short notice. Establishing effective long-term transport solutions for Fraser Coast’s existing workforce will provide resource industry with a better work / life balance allowing them to spend more time with family and friends.

From an employer’s perspective, adopting more sustainable workforce transport solutions will ensure that companies in the Resource Sector have a well-rested, loyal, content and productive workforce whilst addressing the key issues of safety, fatigue management and staff turnover.

Major centres such as the Fraser Coast, Gympie & Bundaberg currently have almost 9,000 houses/apartments/units available for sale. In addition to housing, the region has the industrial capacity to deal with a greater demand created for goods and services.

Workforce, skills, & demographics profile

The Australian Bureau of Statistics 2011 census employed labour profile data reveals that the Fraser Coast region has almost 32,000 workers of whom 9,200 workers classifications can be matched to classifications in Construction and resource sector roles as follows:

Table 4: Fraser Coast Regional Council Workforce Composition (ABS, 2011)

Occupation	Fraser Coast
Total Managers	632
Professionals Accounting & HR	366
Engineers	115
OHSE	157
Civil, Mechanical & Electrical Technicians & Drafting	370
Automotive & Diesel Trades	380
Mechanical & Metal Trades	642
Building Trades	548
Electrical & Telecommunications Trades	698

Administration	3057
Fixed Plant Operators	487
Mobile Plant Operators	1075
Semi Skilled	669
Total matched to construction & resource Sector Roles	9196

Further details of the region's labour classifications are detailed in Appendix A.

Training & Development

Fraser Coast Regional Council area has a variety of registered training organisations with the capability and capacity to train for the resource industry. Three organisations specialise in training for the heavy construction, mining and transport industries, offering a range of courses for school based trainees/apprentices, pre-apprenticeships, apprenticeships, recognition of prior learning, plant operator tickets and verification of competency.

Details of RTO National Competency and other training services are provided in Appendix B.

Recruitment Services

Fraser Coast Regional Council Area has two agency offices dedicated to resource labour recruitments.

Group Training Organisations

Three group training organisations service the Fraser Coast Regional Council area:

- Wide Bay Apprentices
- MEGT Recruitment and Training
- MRAEL

Pre-employment medicals and drug screening

The Fraser Coast region has established specialised industrial and occupational health services provider. Provide a dedicated team of experienced medical practitioners, physiotherapists, seasoned educators and trainers to deliver health and well-being solutions to government, business & industry. Widely recognised as a quality provider of tailored health solutions, including:

- Coal board medicals
- Functional capacity evaluations
- Injury management

- Wellness programs
- Workers compensation
- Occupational medicine
- Executive health programmes
- Travel medicine
- Immunisation and vaccination programmes
- Skin checks
- Drug screening
- Heavy metal screening
- Health promotion
- Nominated Medical Advisor – Coal Board

Infrastructure Services

Fraser Coast Regional Council has two airports at Maryborough and Hervey Bay. Each has substantial infrastructure and has significant capacity for increased utilisation.

Hervey Bay Airport

Hervey Bay Airport is a regional airport equipped for Regular Public Transport services. It is equipped to Code 3C standards although aircraft at higher categories are operated under a current dispensation from CASA. The main operations are a daily Virgin E-190 (98 pax capacity) rotation from/to Sydney and a 3-4 Qantaslink rotation to Brisbane using Dash8 300-or 400 series aircraft (50-74 seats) and a weekly Saturday rotation from/to Sydney using a Boeing 717 (approx. 135 pax). The airport is extensively used by the RFDS and other charter operations including RAAF with executive and military aircraft. There are approximately 14 hangars for aviation use and limited development for non-aviation use.

Maryborough Airport

Maryborough airport's current standard is 3C and the airport has a GNSS-RNAV approach, an NDB and had a PAPI system recently installed. The runway is 3C capable at least and the apron is marked for 3C operations. No fuel is currently available.

Fraser Coast Regional Council is currently negotiating a joint venture partnership for the development of Maryborough airport as a residential air-park.

Airport Expansion and future plans

The aviation industry is a major contributor towards growing prosperity, expanding opportunity and building communities.

The industry supports business, tourism, exporters and creates jobs, reduces the cost of trade and opens up new market opportunities.

The existing aviation industry also provides the foundation for and access to a skilled workforce who greatly enhances the potential for the industry's expansion and future employment growth in coming years.

Council has identified aviation as one of its economic pillars and will embrace opportunities as they arise, including consideration of expanding existing services to cater for demand.

This commitment reaffirms that the FIFO Workforce Hub opportunity is firmly in the sights of the Fraser Coast Regional Council.

Community Support Networks

Fraser Coast has already taken the initiative to establish working relations with leading FIFO family support network **FIFO Families**.

FIFO Families is a social network created by a FIFO partner with a view to providing support and networking opportunities to families living the FIFO/ DIDO lifestyle. Members have access to group meetings, forums, job search support and resources, with an optional buy in for membership discounts to various service providers and retailers around the country.

Fraser Coast also has an industry partner program for both economic development and tourism pillars and would create a tailored partnership program specifically for FIFO Families once demand is created. This program would make specific deals and discounts available exclusively to FIFO families in the region and would be available year round. This partnership would consist of schools, motor dealers, pubs, clubs and restaurants, health and fitness centres, holiday and tourism providers, entertainment and access to events and airline partner services.

Appendix D: Bundaberg Regional Council Capability Statement

Statement from Bundaberg Mayor

Bundaberg Regional Council is excited to be part of a potential FIFO Workforce Hub in the Wide Bay Burnett Region. The Bundaberg Region is 'FIFO Ready' with a skilled and available workforce and could also be the source of key products and services required by the resource sector.

Bundaberg city acts as the main commercial hub servicing a regional population of 95,000 with this number expected to grow to 130,000 by 2031. The Bundaberg Region has over 100Km of pristine coastline and comprises an area of 6,500 Sq. km. With an average housing price of \$280,000, the region offers a wide variety of affordable living options.

The region has a highly diversified economy, with major industry sectors including manufacturing, agriculture, horticulture, forestry, fishing and retail. In fact in the 2012/13 year Bundaberg had a Gross Regional Product (GRP) at \$4.4 billion which equates to a real growth rate of 8.3% compared to 3.6% for Queensland.

The Bundaberg Region has a long and proud history in manufacturing which has matured alongside the sugar industry. The iconic Toft and Bonel families pioneered manufacturing in the region and their legacy has seen new businesses continue to develop a broad range of innovative and quality products including heavy machinery, specialized engineering equipment, avionics, beverages, and software. Superior Pak, Azmeb Global Trailers, Bundaberg Rum; Bundaberg Sugar, Bundaberg Brewed Drinks, Walkers Engineering and Tasman Warajay are just a few examples of companies that call Bundaberg "home".

Given our strategic location outside the crowded South East Corner, yet adjacent to the booming mining and resource areas of the Surat, Galilee and Bowen Basins and Gladstone; the Bundaberg Region offers an attractive option to base families and businesses. A FIFO Hub from Bundaberg Airport would provide a much safer and quicker form of transport for existing and potentially new resource workers travelling to and from their workplace.

Bundaberg Regional Council are pleased to partner with Regional Development Australia Wide Bay Burnett to promote the region as a highly viable and attractive region in which to establish a FIFO workforce hub and we look forward to working closely with you in the future.

Cr Jack Dempsey
Mayor
Bundaberg Regional Council



Bundaberg workforce, skills, & demographics profile

The Bundaberg Region has a long history of innovation in manufacturing and engineering with some of the world's first mechanical Sugar Cane harvesting and planting machinery being designed and built in the area to current manufacturing of mining transport vehicles, mining conveyers and shutes, waste collection vehicles, aircraft, aircraft and stationary engines, composite chassis and aircraft composites, poly vessels as well as many marine manufacturing applications.

With this manufacturing diversity and associated industry has come a skilled and flexible workforce. In addition to this labour base is a highly mobilised itinerant workforce which has historically provided a very efficient labour market to the region. Training and development are also key attributes to the Regions diverse economy with many institutions and organisations participating in the skilling of labour.

The Australian Bureau of Statistics 2011 census employed labour profile data reveals that the Bundaberg region has almost 34,000 workers of whom 9,500 workers classifications can be matched to classifications in Construction and resource sector roles as follows:

Table 5: Bundaberg Regional Council Workforce Composition

Occupation	Bundaberg
Total Managers	639
Professionals Accounting & HR	387
Engineers	100
OHSE	132
Civil, Mechanical & Electrical Technicians & Drafting	309
Automotive & Diesel Trades	348
Mechanical & Metal Trades	885
Building Trades	477
Electrical & Telecommunications Trades	647
Administration	3,104
Fixed Plant Operators	688
Mobile Plant Operators	1,141
Semi Skilled	689
Total matched to construction & resource Sector Roles	9,546

Source: ABC 2011 Census ANZCO Level 6 by LGA

Further details of the region's labour classifications are detailed in Appendix A.

Education, Training & Development

Educational infrastructure for training

The Bundaberg region is well serviced with first class education, training and development capacity with;

- 23 public primary schools
- 5 public high schools
- Over 13 private primary and high schools

Bundaberg Region Trade Training Centre

The \$11.8m centre (the largest centre in Queensland) is spread over 9 sites including outer region secondary schools which are all Engineering and Manufacturing Gateway schools. It proves the integrated model of school – TAFE – University and enriches pathways into industry. It has state of the art equipment installed with many significant upgrades in equipment, machinery and tools in all schools and focuses on engineering and manufacturing. Industry has been key stakeholders in the development of the centre. The hub is based at the Bundaberg TAFE campus

Central Qld University

The CQ University has a regional campus located adjacent to the Bundaberg Regional Airport. The University offers a range of programs including: Business, Accounting and Law; Education; Health and Medical Sciences; Humanities Psychology and Social Work; Multi-Media and Information Technology; Science and Environment; Built Environment and Design; Engineering, Mining and Technology and Music and Theatre. CQ University is a leading distance education provider in Queensland and is a pioneer in the field as one of the first Australian universities to offer flexible, mixed-mode study.

Australian Industry Engineering Manufacturing Network (AIEMNET)

AIEMnet commenced the very successful Trade and Leadership Engaging National Training Program (TALENT) in 2005. This program is designed to connect our youth during their senior schooling to the trades in the local engineering and manufacturing sectors. During years 11 and 12, successful applicants of the TALENT program undertake a School Based Traineeship through MRAEL plus work placement and training towards a Certificate II in Engineering while continuing in their schooling to achieve their Queensland Certificate of Education at end year 12.

East Coast TAFE - Bundaberg Campus

The Bundaberg campus houses many facilities including trade workshops, a hairdressing training facility, retail training facilities, comprehensive research and information centre and a nursing ward used as a training facility for students.

The Engineering and Manufacturing trade courses being offered include Certificate III in Engineering Fabrication Trade, CNC Machine Operator to Programmer, Certificate IV in Engineering, Welding (Intermediate Level) and MIG, TIG, Stick, Oxy Acetylene or Bronze Welding.

Bundaberg Region Training Providers

Bundaberg region boasts a number of well-established and credentialed Registered Training Organisations. They provide a range of training and competency assessment in national competencies particularly focussed in the resource and construction sector requirements. Details of the various training packages are provided in Appendix C.

Infrastructure Services

Bundaberg Regional Airport

Bundaberg Regional Airport is a rapidly growing Regional airport located approximately 5km west of the Bundaberg CBD on the Coral Coast of Queensland. The Bundaberg Region has a population of nearly 100,000, and the Bundaberg Regional Airport is one of the most significant transit and light industry hubs for residents of, and visitors to, the Bundaberg region.

The airport is currently served by up to 6 Qantas Link and Virgin Australia flights to Brisbane per day and passenger movements in 2013 totalled 152,000. The airport is owned, operated and managed by Bundaberg Regional Council ("Council").

The Airport and Region, is a centre for aerospace activities and there is a faculty of aviation at the adjacent Central Queensland University. The Airport currently hosts a base for the Royal Flying Doctor Service, emergency service helicopter operator, and a mix of aviation businesses including aircraft construction, engineering, avionics, support and maintenance businesses, flying training, air charter operators and private operations.

The Bundaberg Regional Airport underwent a \$27 million redevelopment completed in March 2010. This project and subsequent advocacy by the Bundaberg Regional Council has been successful in attracting a second airline - Virgin Australia which commenced operations in May 2013. The passenger numbers for the financial year 2012-2013 was 134,313 - a new annual record and up 7% on 2011-2012.

Forecast

On current trends with current airline schedules is for 155,000 pax in 2013-2014. The Bundaberg Regional Airport is open to air operations seven (7) days per week, and has a 'fly neighbourly' and Conditions of Use policies in place.

Today, the Bundaberg Regional Airport services a significant influx of air traffic from all phases of commercial, public and private enterprises. Adequate facilities are provided at the airport. Itinerant as well as permanent parking bays are provided with a minimum charge. All the pavements for parking, apron and taxiways are bitumen sealed and clearly marked. Other services such as refuelling, inspection and hangar and maintenance facilities are catered for by the commercial enterprises.

Facilities

- Passenger Terminal
- Public Telephone adjacent to the terminal building
- Public Toilet Amenities and
- Vending Machines

Level of Service

- Qantas Link provides passenger transport services into airport using Dash 8 aircraft
- Light aircraft charter operations
- General aviation
- Flight training Schools

Emergency Services

- The Royal Flying Doctor Service
- AGL emergency helicopter

Airport redevelopment

The Bundaberg Regional Council is proactively redeveloping the Airport to accommodate expansionary demand and to accommodate new jet services and/or additional RPT services to the region.

The development included:

- A newly redeveloped and refurbished terminal
- Public carpark expansion with designated onsite rental car facilities
- RPT Apron extension/lighting/linemarking
- Lengthening, strengthening and widening of the runway with further planning underway
- baggage screening system
- baggage reclaim system.

With the increasing number of passengers, both tourists and business-related, to Bundaberg and the growth of the tourism industry has created the demand for the redevelopment.

Technical Specifications and details of the airport is contained in Appendix E.

Community Support Networks

Quality of life, civic amenities within the region

The Bundaberg region is nestled amongst unspoilt stinger free beaches and endless places to relax and enjoy life. The area lays claim to the internationally renowned Southern Great Barrier Reef, Mon Repos Turtle Rookery, Bundaberg Rum and the famous aviator Bert Hinkler. The region is also one of Australia's great food bowls and whether at farm gate, off the trawler or at one of our great restaurants, there's plenty of regional flavour.

Connecting with the wider community

Below is a link to a range of community directories for the Bundaberg Region, including Youth Services, Disability Services, Seniors and Sports and Recreation.

- General community Directory
- Youth Services Directory
- Disability Services Directory
- Sports and Recreation Directory
- Crisis and Emergency Support Directory
- Seniors Directory
- Arts and Culture Directory
- Family and Baby Directory
- Mental Health Services Directory

Welcome Kit for New Residents

A Welcome Kit has been prepared and is issued to all new arrivals in our city. It is distributed through our regional networks which include real estate agents, community associations, and council service centres

Housing Affordability

Housing in the Bundaberg region is substantially cheaper than Brisbane thereby enabling FIFO workers to opportunity to enjoy all of the benefits of living in the region at substantially cheaper rates for housing than Brisbane prices. Median house prices in Bundaberg region are less than 60% compared to Brisbane. Rental housing costs are approximately 50% of Brisbane rental costs.

Relocation

The Bundaberg region has an extensive network of agents to assist in relocating to the area. Local real estate agents have detailed information relating to property availability for residential, commercial and industrial purposes. Knowledge of the local market enables them to provide advice on location, price, style and other issues to be considered when relocating

For further information, please contact:
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