

Building future skills

A tafe infrastructure plan for the Wide Bay Region



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Minister's message



A key strength of Queensland's vocational education and training system is its commitment to giving students practical, hands-on skills developed in part, in purpose-built training facilities that mirror real world workplaces.

Investing in the delivery of high-quality training supported by a network of fit-for-purpose training infrastructure is essential to ensure Queenslanders have the skills they need to secure a job and progress their careers in our state's growing industries.

For our students, having access to state-of-the-art training facilities and equipment will ensure they are job ready. For our teachers and trainers, it will provide them with contemporary training spaces to ensure training delivery meets industry needs.

Across Queensland there are currently 77 sites owned or leased by the state government and the public training providers for the delivery of vocational education and training.

This includes the network of TAFE Queensland and Central Queensland University campuses as well as sites utilised by the state's other public providers of training.

The Queensland Government has released the *Skills for Queensland – Great training for quality jobs* plan to secure our future prosperity through a skilled and adaptive workforce. More innovative and flexible training opportunities will give Queenslanders better access to skilling, reskilling and upskilling pathways to remain agile as jobs evolve.

The Government will invest more than \$105 million during 2019-20, in projects across Queensland as part of the long-term plan to revitalise the state's training portfolio. To complement this program, over the next few years we have significant investments planned for the modernisation of Pimlico, Cairns, Mount Gravatt, Toowoomba, Alexandra Hills and the Ashmore and Southport sites at the Gold Coast.

As we deliver on this investment, we also need to plan for the training needs of all Queensland communities to ensure our investment in training facilities is going where it is needed and we are ready to support training delivery into the future.

This has led to the development of 14 regional plans that outline the Queensland Government's proposed investment in training infrastructure as well as strategies to provide access to relevant training spaces to meet local industry and community needs.

For the Wide Bay region, this plan outlines the future for seven TAFE Queensland sites, to meet the future training needs of the local community.

Central to this planning, is ensuring our training infrastructure can readily adapt to changing technology and industry advancements and complement a range of delivery options such as online learning and workplace-based training.

This plan outlines how we intend to provide the Wide Bay region with the training infrastructure it needs to skill its workforce for the future.

The Honourable Shannon Fentiman MP

Minister for Employment and Small Business

Minister for Training and Skills Development

Advancing Queensland's training infrastructure

Our current training footprint

Across the state, training is currently delivered from a range of training spaces including:

- state-owned training infrastructure
- leased, purpose-built training facilities workplaces
- trade training centres and other facilities shared with state and non-state secondary schools
- shared facilities with universities (such as QUT Caboolture or University of the Sunshine Coast)
- shared facilities with industry (such as Queensland Rail's training facility at Acacia Ridge).

TAFE Queensland and Central Queensland University are the primary users of the state's training infrastructure alongside Queensland's other public training providers Aviation Australia, the Aboriginal Centre for the Performing Arts and the Queensland Agricultural Training Colleges (QATC).

Within the 77 training sites owned or leased by the Queensland Government, there are four types of training facilities:

- a full campus: may offer trade and/or nontrade training and provides a full range of services including a customer services centre, library and canteen.
- training centre: may offer trade and/or nontrade training as well some services such as a customer service centre.
- specialised training centre: offers training for a specific industry or skill area (i.e. trades) from a full campus or training centre.
- learning hubs: a small training space generally co-located with other services (i.e. high school) or on leased premises.

Planning for the future

In 2019-20, the Government is committed to investing over \$105 million in infrastructure projects across Queensland as part of the long-term plan to revitalise the state's training portfolio.

From 2018 to 2021, significant investments will be made to modernise the Pimlico, Cairns, Mount Gravatt and Toowoomba training sites, and training infrastructure within the regions of the Gold Coast and Redlands.

While there have been periods of significant investment in the state's training infrastructure over the years, the majority of the state-owned facilities are decades old and were designed to meet the training needs at the time of construction. For some facilities, their age, location and changes in industry skills needs, have meant that they are no longer fit-for-purpose.

This regional infrastructure planning process is working to prepare the state's training facilities for future training needs, particularly in areas of projected population or employment growth and to respond to changing skills needs of industry. This includes ensuring infrastructure upgrades incorporate projected climate change data and take into account the skills and training needs as a result of global trends such as digital innovation, shifting markets, and the transition to a low carbon economy, which will significantly impact Queensland industries and employment.

TAFE Queensland currently occupy forty of the forty-seven state-owned sites. A number of these are earmarked to undergo master planning in the next few years to determine investment opportunities.

Wide Bay regional overview

The Wide Bay region encompasses the local government areas of Gympie, South Burnett, Cherbourg Aboriginal Shire, North Burnett, Fraser Coast and Bundaberg¹.

Between 2016 and 2026², population and employment in the Wide Bay region is projected to grow³.

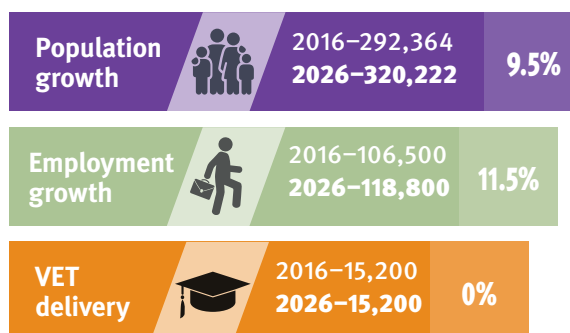
The population in the Hervey Bay area is projected to grow more than any other in the region, and Bundaberg and Gympie–Cooloola populations will remain the most populated areas in the region over the next 10–20 years.

The Jobs Queensland Anticipating Future Skills⁴ project forecasts that the largest employment changes to occur in the Wide Bay region by the year 2022 will be in the following industries:

- health care and social assistance
- agriculture, forestry and fishing
- manufacturing
- Transport, postal and warehousing
- professional, scientific and technical services.

Agriculture, forestry and fishing and manufacturing have historically employed significant numbers of people, but service industries such as health and retail have grown to become major employers in the area.⁵

The impact of digital technologies and involvement in global value chains are driving changes in workforce composition and skills throughout Queensland, triggering a transition to a knowledge and services based economy. While mining remains one of the biggest economic contributors in the state in terms of output, service industries such as construction, health care and social assistance now contribute almost as much – and the workforce of the future will require higher levels of skills and different skill sets.⁶



Sources: QGSO population projections 2018 edition (medium series); Queensland Treasury employment projections 2016 (medium series) place of work – data sets adjusted to align with this region; State Training Agency Clearinghouse (STAC) Database 2017

Significant projects⁷ likely to affect the region's short to medium term economic outlook and job opportunities include:

- hospital and health service upgrades – \$14.9 million
- additional classrooms and new multi-purpose halls across the region – \$14.5 million
- Hervey Bay ambulance station – \$4.6 million
- Hervey Bay Hospital emergency department expansion – \$42.5 million
- Howard police, fire and emergency services facility – \$8.7 million
- Kingaroy Hospital redevelopment – \$62 million
- Mon Repos Conservation Park – \$17.4 million.

1 Reporting within this document for the Wide Bay region is based on the Statistical Area 4 Wide Bay SA4 region.

2 QGSO population projections 2018 edition (medium series), Queensland Treasury employment projections 2016 (medium series) place of work – data sets adjusted to align with this region

3 Employment projections are based on the 2015 edition; the data set has been adjusted to 2016.

4 Jobs Queensland reporting for this project is based on the Wide Bay SA4 region.

5 Jobs Queensland: Anticipating Future Skills: Jobs growth and alternative futures for Queensland to 2022.

6 Jobs Queensland: The Future of Work in Queensland to 2030 Discussion Paper – 2019.

7 Sourced from Regional Action Plans (Queensland Budget 2018-19) and State Infrastructure Plan (Part B: Program – 2018 update).

Training infrastructure in Wide Bay region

The Wide Bay region encompasses six TAFE Queensland campuses at Bundaberg, Hervey Bay, Maryborough CBD, Gympie, Nurunderi and Kingaroy, and a former site at Maryborough (Nagel Street).

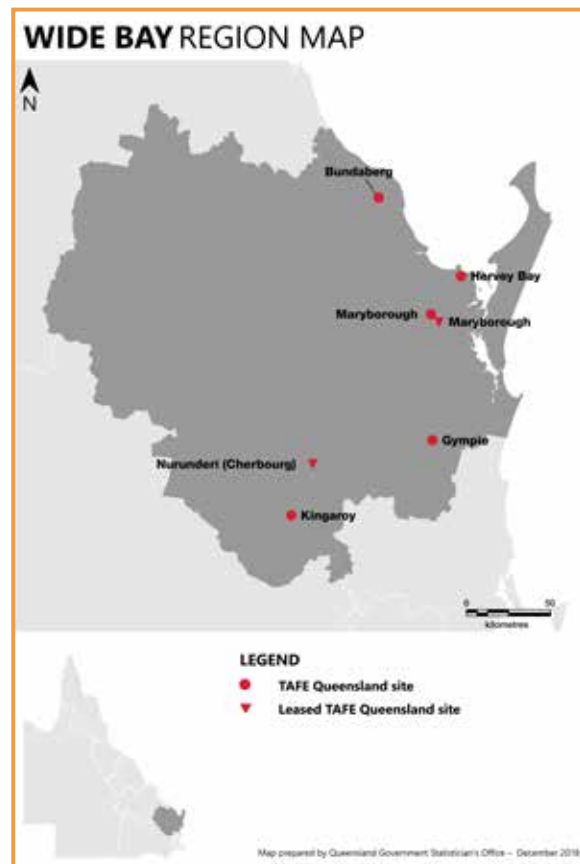
Queensland Agricultural Training Colleges (QATC) also provide training in this region, specialising in agricultural related studies.

Bundaberg is a full campus that offers specialised training facilities for both trade and non-trade training including beauty and hairdressing, nursing, a training restaurant, as well as construction, engineering and mechanical workshops.

Hervey Bay is a full campus delivering tourism, business and trade training.

Maryborough CBD is a leased site that focuses on health, community services, and foundation skills.

Gympie training centre has a current emphasis on business, community services, fashion, hairdressing, retail and trades.



This map is intended for general reference use only



Kingaroy is a training centre that offers specialised training facilities for aged care, automotive, construction, engineering, hair and beauty, hospitality, and nursing courses. Additional study areas include agriculture, business, childcare and English language courses.

Nurunderi (Cherbourg) is a learning hub with a current emphasis on Aboriginal and Torres Strait Islander programs, aged care, agriculture, business, customer service skills, first aid, mental health, and spoken and written English.

Student enrolments across the six campuses has seen general education and training in the region remain high between 2015-16 and 2017-18 with increases in automotive and community services across most campuses. Enrolments are projected to remain static over the 10 years to 2027.

Bundaberg

Bundaberg TAFE is the second largest TAFE Queensland campus in Wide Bay and is centrally located, within 1km to the Bundaberg CBD and riverfront.

The campus is well positioned to meet current training needs, offering courses across a range of program areas including community services, hair and beauty, nursing, hospitality and tourism, retail and trades. Study areas of communications and primary industry have experienced growth.

Over the last two years, approximately \$3.6 million has been invested into the campus for general maintenance, and capital projects which included internal and external painting works and significant building systems upgrades.



Future outlook

Investment is needed to modernise both trade and non-trade training facilities to ensure they meet future skills demand and provide modern flexible learning facilities. Detailed planning of the campus will occur in 2020 to determine where to target future investment.

There is an opportunity to develop additional partnerships with external groups and industry to support the expected growth in the region and campus.

Infrastructure plan: Bundaberg

- Over \$1.3 million is budgeted for capital and maintenance works over the next two years for modernisation works and upgrades.
- Detailed planning of the campus will occur in 2020 to determine future investment needs at the campus.



Hervey Bay

The Hervey Bay TAFE campus is the largest TAFE Queensland campus in Wide Bay and focuses on both trade and non-trade training. It is located approximately 2km from the Hervey Bay town centre and adjoins retirement villages to the north and west.

Enrolment at this campus has stayed steady over the last three years, however there was an increase in enrolments between 2015-16 and 2017-18 in automotive, construction, health and general education and training.

Approximately \$750,000 was invested in the site over the last two years for capital and maintenance programs which included upgrades to the car park and a new interactive student common area, and \$250,000 was invested in a purpose-built Health Industry Training Centre. While the site is in fair condition, it is somewhat misaligned with training needs, including scale and fitness for purpose, which creates an opportunity for further planning to improve the long term outlook of the site.



Future outlook

TAFE Queensland requires a presence within Hervey Bay to service the demand for training and employment across tourism, commercial, community services and general services sectors. There are possible long-term regional growth opportunities associated with health care and social services.

The site remains a suitable location for the health industry, considering it adjoins St Stephens Private Hospital and the Hervey Bay Hospital. Improved collaboration with local health and aged care facilities should be investigated, as these are identified growth areas, especially in considering the region's popularity for retirement living.



Infrastructure plan:

Hervey Bay

- Almost \$1.4 million is budgeted for standard maintenance programs and capital projects over the next two years.
- Detailed planning will be undertaken in 2020 to determine future targeted investment at the site, as enrolments are expected to increase in the long-term.

Maryborough (CBD)

The Maryborough TAFE campus operates from leased premises in the CBD, with the highest enrolments in general education and training.

The campus opened in 2016 and provides non-trade training to the local community, offering courses in aged care, health and disability practices, along with foundation skills including numeracy, literacy, and skills for employment.

There are no associated maintenance or capital costs for the state government as TAFE Queensland leases the site.



Future outlook

Expansion of study areas offered to students in Maryborough should be investigated, which will determine if the site will remain fit-for-purpose.

There is an opportunity to develop additional partnerships with industry and external groups to support the continuation of the campus. As the Maryborough site is leased, there are no associated maintenance or capital costs, however continued investment will be needed for modernisation of equipment and facilities.

Infrastructure plan: Maryborough (CBD)

- TAFE Queensland leases the site and investment in the modernisation of equipment and facilities is proposed.

Maryborough (Nagel Street)

The state-owned site is no longer used by TAFE Queensland and is not required for training purposes, as training is now offered in a more accessible site located in the CBD.

It was closed in 2015, with non-trade training relocated to the newer CBD site and trades training to the Hervey Bay campus.

Approximately \$525,000 is budgeted for site maintenance and holding costs over the next two years.



Future outlook

The Nagel Street site could be transferred for other government use. Any funds realised from a transfer would be reinvested back into the training portfolio.

Infrastructure plan: Maryborough (Nagel Street)

- The site is not required for training delivery in the region.

Gympie

The Gympie TAFE facility is a major TAFE Queensland regional campus with high enrolments in community services and general education and training.

The Gympie TAFE site is located adjacent to the University of the Sunshine Coast and offers a range of practical courses in purpose-built facilities. In March 2019, the State Government and the University of the Sunshine Coast agreed on the expansion of the university's base at the Gympie campus with a 10 year lease. The shared campus will ensure students are prepared for a range of future local jobs as well as increase the usage of the site.

The campus also incorporates a small business hub – called the Gympie Fish Tank – a shared space for start-up entrepreneurs, employees, freelancers, and those who work from home.

Approximately \$35,000 was invested in maintenance over the last two years, which included repairs to external shade structures, internal painting, backlog maintenance, and statutory and unplanned maintenance.



Future outlook

The campus is of a size and scale that is sufficient to meet training demand projections. The campus is also flexible enough to provide course options in response to community need.

An investment of approximately \$500,000 is budgeted for at this site over the next two years for general maintenance, and capital works for the refurbishment to modernise existing facilities to provide flexible and collaborative learning hubs across all industry sectors. Investment is likely to be targeted at general modernisation of the facility, as well as specifically for training delivery for health-related studies.

In considering its proximity to the University of the Sunshine Coast and James Nash State High School, opportunities to improve public transport should be investigated to allow for equitable and easy access to the campus.

Infrastructure plan: Gympie

- \$500,000 is budgeted this site over the next two years for general maintenance and capital works to modernise existing facilities to provide flexible and collaborative learning hubs across all industry sectors.

Kingaroy

The Kingaroy TAFE facility is a major TAFE Queensland regional campus with high enrolments in community services, general education and training, primary industry and utilities. The campus offers flexible arrangements to be able to provide courses that respond to community need.

Located on a large farm lot, the campus is positioned well out of Kingaroy town centre and is not accessible by public or active transport. This does not provide equitable access to public training as the site must be accessed via private vehicle. The campus is within an active agricultural precinct, is not appropriately zoned for non-agricultural uses, and is affected by land constraints such as mapped environmental areas and flooding.

Approximately \$300,000 was invested in standard general maintenance over the last two years for building systems and facilities upgrades.



Future outlook

The Kingaroy TAFE site is an important regional facility, which provides an array of appropriate industry areas for study. The site has seen an increase in enrolments in primary industry, which indicates that the site will remain useful for training delivery, particularly for practical agricultural studies and related trades.

In the short term, the facility will be maintained to continue training delivery. However, it is recommended that the farm lot section of the site could be better used by the training facility for cropping or agistment, possibly in partnership with a third party.

There is possible long-term regional growth opportunities associated with health care and social services and primary industry given the employment and aging population in this region. Detailed planning of the campus will occur in 2020 to determine future investment needs.

Over the next two years approximately \$420,000 is budgeted for ongoing maintenance and internal painting of facilities. An additional \$387,000 is budgeted for capital works in the next two years for the general refurbishment of the facility, in order to provide a collaborative learning environment for the community.

Infrastructure plan:

Kingaroy

- Approximately \$420,000 is budgeted for ongoing maintenance and internal painting of facilities over the next two financial years.
- \$387,000 is budgeted for capital works over the next two financial years for the general refurbishment of the facility in order to provide collaborative learning environments.
- Detailed planning of the campus will occur in 2020 to determine future investment needs.

Nurunderi (Cherbourg)

The Nurunderi TAFE site is located in the predominately Aboriginal and Torres Strait Islander community of Cherbourg. The campus buildings are maintained by the state government but are located on land held in trust by the Cherbourg Aboriginal Shire Council.

The campus is located on a property shared with other community-related facilities. It offers specialised Aboriginal and Torres Strait Islander training programs as well as traditional courses including aged care, agriculture, business, customer service skills, first aid, mental health, and spoken and written English.

In the last three years, the campus experienced an increase in student numbers, with increased enrolments in areas of automotive, transport and distribution, community services and general education and training. The increase in enrolments at this site correlates with the growth in the 0–15 year old age group, and is a positive sign for the growth in training and employment in Cherbourg.

Approximately \$50,000 was invested in standard general maintenance over the last two years.



Future outlook

The campus has a good overall alignment with community needs – scale, location, condition, flexibility – and is valuable in providing training to Aboriginal and Torres Strait Islander students. However, the facility is under used and could benefit from increased use through additional community activities.

Partnerships with local industry and other state agencies should also be investigated to ensure the success of students in finding employment upon graduation of their studies.

Over the next two financial years more than \$220,000 is budgeted for ongoing maintenance upgrades and capital works for the refurbishment of the facility. This will result in the provision of an updated collaborative learning hub which addresses local training demand and the particular needs of the Cherbourg community.

Infrastructure plan: Nurunderi (Cherbourg)

- Over \$220,000 budgeted for ongoing maintenance and capital works over the next two years for the general refurbishment of the facility to provide a collaborative learning hub to address local training needs of the Cherbourg community.



Wide Bay region training infrastructure plan

While the current regional infrastructure footprint is well placed to service demand in the Wide Bay region, there are significant opportunities to better meet the region's training needs and modernise existing training facilities as well as determine the highest and best use of the current site locations.

The regional infrastructure planning identified that further planning and investment analysis should be undertaken for Bundaberg, Hervey Bay and Kingaroy.

The Hervey Bay TAFE site may be appropriately located for an Urban Education Village given its location and the availability of developable land on site; this will be investigated in future master planning processes.

As a key regional site, the Bundaberg TAFE site is well placed to deliver training to a growing population. It will be retained to meet projected training demand within the region. There are significant opportunities to renew and promote the site simultaneously within the region.

The Kingaroy TAFE campus has seen an increase in primary industries enrolments and will continue to be valuable for training uses, particularly practical agricultural studies and related trades.

Across the region, growth in renewable energy industries warrants further investigation.

Summary of planned actions

Training infrastructure in the region will be subject to further planning, with a focus on the Bundaberg, Hervey Bay and Kingaroy TAFE sites.

All TAFE Queensland campuses, with the exception of the Maryborough (Nagel Street) site, will be maintained with their current training emphasis.

Bundaberg

- \$1.3 million is proposed for capital and maintenance works over the next two years.
- Detailed planning of the campus will occur in 2020 to determine future investment needs for both trade and non-trade training.

Hervey Bay

- Almost \$1.4 million is proposed for standard maintenance programs and capital works for the modernisation of the campus over the next two years.
- Detailed planning will be undertaken in 2020 to determine future investment needs with opportunities for growth associated with health care and social services.

Maryborough

- The leased CBD site will continue to provide non-trade training.
- The former site at Nagel Street is not required for training delivery in the region.

Gympie

- The campus is of a size and scale that is sufficient to meet training demand projections, with \$500,000 proposed for investment at this site over the next two years for general maintenance and refurbishment projects.

Kingaroy

- \$420,000 is proposed for ongoing maintenance and internal painting of facilities over the next two financial years.
- \$387,000 is proposed for capital works in the next two financial years for the general refurbishment of the facility in order to provide collaborative learning environments.
- There are possible long-term regional growth opportunities associated with health care and social services and primary industry given the employment and aging population in this region.
- Detailed planning of the campus will occur in 2020 to determine future investment needs.

Nurunderi (Cherbourg)

- The campus has a good overall alignment and is valuable in providing training to Aboriginal and Torres Strait Islander students.
- \$220,000 is proposed for investment at this site over the next two years for general maintenance and refurbishment projects.

desbt.qld.gov.au

Department of Employment, Small Business and Training

PO Box 15033

City East, Brisbane QLD 4002

Telephone: 13 QGOV (13 74 68)

Email: info@desbt.qld.gov.au