

# Regional Skills Adjustment Strategy

## What is the strategy?

The Regional Skills Adjustment Strategy (RSAS) is a \$10 million two-year initiative that will target specific regions facing economic uncertainty, and support individuals to gain the foundation, employability and technical skills needed to transition to the jobs of the future.

Current research suggests that individuals will be required to navigate greater, faster and different workforce transitions in the future due to changes in the economic, social and environmental landscape.

Governments will require different approaches in terms of planning for the workforce of the future. This may include renewed support for lifelong learning, improved digital literacy, and flexible working arrangements and retirement pathways.

## What regions will be targeted?

Economic and labour market changes are not being experienced consistently across Queensland, and many regions are facing periods of unprecedented change or transition to their economies and therefore to the profile of their labour market.

RSAS will seek to target those regions that are currently experiencing significant economic changes, particularly to their traditional industry base, to support workers to gain new skills required by their current employers, or to develop skills to support a transition to new job opportunities.

## Who will be eligible?

RSAS will support workers that are at risk of being displaced from traditional industries, and will provide a regional response to workers retrenched as a result of significant company closures.

RSAS will also provide proactive support to employers in the resources, manufacturing, infrastructure, food processing and agriculture sectors, to build workforce resilience and address skills or labour shortages.

## What assistance will be available?

The assistance provided through RSAS will be tailored to suit the needs of each region based on community and industry consultation, and the population groups to be targeted.

The toolbox of assistance measures that will be available in each region will include:

- career planning and other assessments
- employability skills (may include literacy and numeracy, digital and specific vocational skills)
- training (may include nationally recognised, industry recognised or non-accredited training)
- other individual support.

A key element of the RSAS will be the involvement of local employers, to provide work experience and job opportunities for participants.

## Who will deliver the assistance?

RSAS will be delivered by TAFE Queensland, and will complement existing programs under the Queensland Government's Back to Work initiative and Annual VET Investment Plan.



## What assistance will be available to retrenched workers?

In the event of a significant company closure, TAFE Queensland will participate in workplace briefings, and utilise RSAS funding to provide direct support for workers displaced by the closure.

The package of assistance available will be based on the needs of individual workers, and influenced by advice from workers about career aspirations.

Career and foundation skills assessments will be available to all workers, and TAFE Queensland will design the appropriate response from the range of assistance outlined above.

## What other regional support will be available?

RSAS will enable TAFE Queensland to remain responsive to emerging issues in each region, while also coordinating statewide responses for workers impacted by whole-of-industry adjustment.

RSAS will specifically target industries that are facing economic challenges in regional areas.

TAFE Queensland will assist employers in the resources, manufacturing, infrastructure, food processing and agriculture sectors, and support workers in these industries to gain the skills necessary to adjust to new and emerging roles with their employer or in the same industry.

Training and support programs will be tailored to the needs of each industry, employer and worker, and may include individual assessments and the delivery of nationally recognised, industry recognised or non-accredited training.

## How will training be funded?

Where training is nationally recognised, TAFE Queensland will access subsidies available under the Annual VET Investment Plan.

If this training is not currently subsidised under the plan, the department will consider introducing funding for the qualification or skill set.

If training is industry recognised or non-accredited, TAFE Queensland will access funding for the training under RSAS at a level to be negotiated with the department.

## What fees will apply?

It is anticipated that a co-contribution fee would apply for RSAS-funded training, similar to other Queensland Government subsidised training under the Annual VET Investment Plan (e.g. Certificate 3 Guarantee).

The level of fees payable may be reduced based on individual circumstances, or be contributed by a third party (e.g. employer).

## More information

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