Planning your workforce

Workforce planning can be successful without being complicated
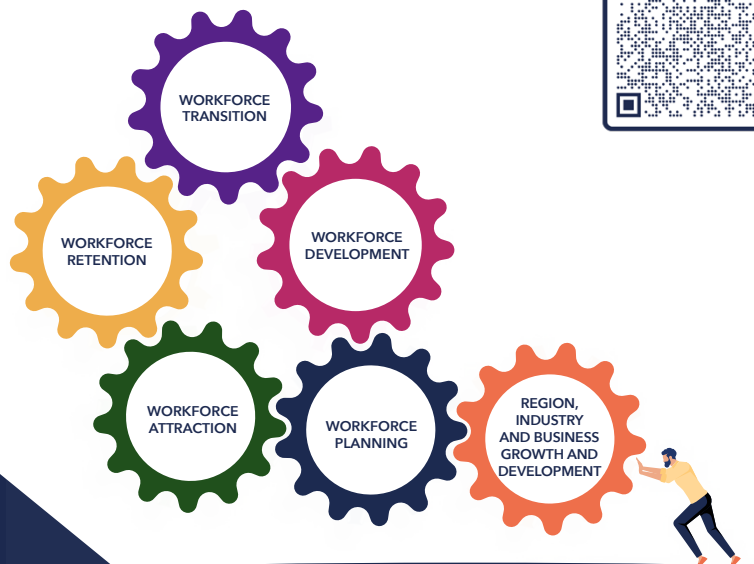
The diversity of the Southern Downs Regional Council's industries and businesses require tailored approaches to address local workforce challenges and to grow, skill and retain our workforces.

Jobs Queensland has partnered with the Southern Downs Regional Council to provide a range of workforce planning data and resources available to help you develop workforce planning strategies and actions to access the skills and workforce you need.

These resources are guided by the four stages of workforce planning.

STAGE 1 Get started → **STAGE 2** Gather information → **STAGE 3** Identify issues and find solutions → **STAGE 4** Develop, implement and monitor

Workforce Planning Connect

Workforce Planning Connect provides a suite of user-friendly resources designed to support small and medium-sized businesses to undertake workforce planning, regardless of their knowledge and experience of the process.

WORKFORCE TRANSITION

WORKFORCE RETENTION

WORKFORCE DEVELOPMENT

WORKFORCE ATTRACTION

WORKFORCE PLANNING

REGION, INDUSTRY AND BUSINESS GROWTH AND DEVELOPMENT

Region workforce planning guide

This guide is designed to help you develop a region workforce plan to achieve successful and sustainable outcomes for local communities and the region more broadly. Workforce planning and development is critical in shaping the future of a region's unique local workforce, and business and industry composition.

Industry workforce planning guide

This guide is designed to help you develop an industry workforce plan that will provide an understanding of the current workforce, and what is required to be able to respond quickly and adapt to changes in economic conditions, disruption across supply chains and technological advances. An industry focused workforce plan can create a clear pathway forward to address longstanding challenges and leverage emerging opportunities.

Anticipating Future Skills

The Anticipating Future Skills Series provides customised employment projections at region, industry, occupation and qualification levels to help you understand Queensland's future skills needs. The data for the Southern Downs Regional Council is captured in the Darling Downs - Maranoa region profile.

The Anticipating Future Skills data is unique in its level of detail, containing projections for :

The Agriculture, Forestry and Fishing will continue to be the largest industry in the region with over 12,500 employees.

Darling Downs - Maranoa region

The Professional, Scientific and Technical Services is projected to be the fastest growing industry, at 12 per cent.

By 2025-26, it is projected that there will be **70,207** people employed in this region.
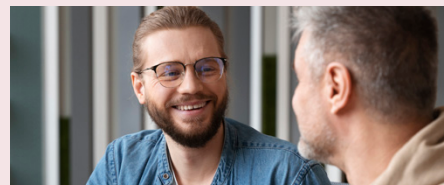
Jobs Queensland also has regional, industry and occupational data tools available for those wishing to explore the data in more detail.

Workforce Planning microcredential

Workforce Planning Course
A partnership between
UniSC
Jobs Queensland

Jobs Queensland has partnered with the University of the Sunshine Coast (UniSC) to provide Queensland business owners and managers with a free Workforce Planning Course.

Based on Jobs Queensland's Workforce Planning Connect tools and resources, the 7-week short course is designed to help businesses fully understand their workforce and develop an agile, flexible workforce plan to respond to changes in the business environment.
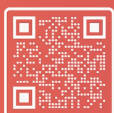
Industry Workforce Advisors

An Industry Workforce Advisor can work with you to help you plan your workforce, find solutions to employment challenges, and connect with programs, incentives and funding opportunities.

Industry Workforce Advisors work directly with individual employers to identify workforce challenges, develop a workforce plan and suggest options to address the challenges. They can also connect them with available programs, including grants and initiatives.

The Southern Downs Regional Council is one of 48 organisations who have joined the Small Business Friendly (SBF) Program to enhance the operating environment for small businesses. The program provides a framework, support and tools to help large organisations to realise their role in supporting small business.

The program has initiated Jobs Queensland's partnership with the Southern Downs Regional Council and aims to enhance the operating environment for small businesses, and provide the opportunities they need to thrive.

Small Business Friendly

Southern Downs REGIONAL COUNCIL

Connect with your local council

Jobs Queensland

Connect with Jobs Queensland