

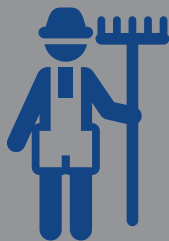
CHARTERS TOWERS, QLD | CASE STUDY

Is your community ready for the future of work? To answer this question we need to explore the opportunities and challenges in your local community, how the local job market stacks up and the predicted changes in employment in the next 15 years.

Understanding the skills required to succeed and preparing the next generation for the future of work has never been more important. It's time to get ready – visit www.thefutureofwork.net.au to access the *Future of Work* online toolkit and join the conversation.

39%

of current jobs are predicted to be **at risk** from digital disruption in the future

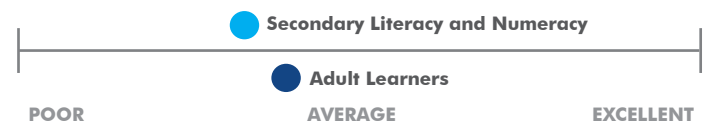


With strong links to mining and agricultural industries, Charters Towers is home to a number of occupations likely to be at risk over the next 15 years. However, its high proportion of jobs in education and healthcare industries will grow into the future.

Future of Work Scorecard

Learning Ready

Charters Towers has below average outcomes for both secondary literacy and numeracy as well as adult learning.



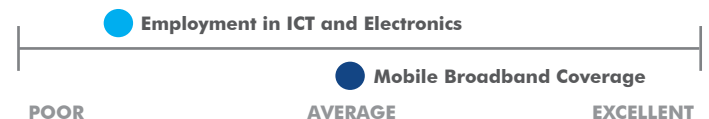
Innovation Ready

Charters Towers has a good foundation for innovation with strong performance in measures such as business entries, but with a below average skills mix (more people with lower level skills than higher level skills) more could be done to increase the innovative capacity of the region.



Digital Ready

Tech infrastructure access and use will likely increase with the completion of the **nbn**™ network rollout in Charters Towers in December 2016, this will push up mobile broadband coverage and provide more opportunities for employment in Information and Communications Technology (ICT) and electronics.



Jobs at Risk

The types of jobs currently available in Charters Towers are likely to change significantly in the near future.



REGIONAL AUSTRALIA INSTITUTE



Australia's broadband network



**CHARTERS
TOWERS**

The future of jobs in Charters Towers

Charters Towers is a small Heartland Region www.regionalaustralia.org.au/home/the-future-of-work/ in northern Queensland, roughly 140kms west of Townsville. The town has a rich history as a gold mining area. To this day, mining is still an important industry of the local economy, along with education and training, retail, agriculture, health care and social assistance.

Although these industries are expected to remain the core drivers of Charters Towers' economy, the types of jobs available are likely to change. Our kids will need different skills and experience to take on these new jobs.

The challenge for Charters Towers will be supporting local kids to make the most of local educational facilities to develop the hard and soft skills needed for these jobs of the future.



**SOFT
SKILLS**

**collaboration
problem solving
critical thinking
communication
creativity
embrace culture
utilise connectivity**



**HARD
SKILLS**

**science
technology
engineering
maths
design
programming
entrepreneurialism**

Upskilling the Next Generation

Despite being a small town, Charters Towers enjoys a variety of education and training facilities and is a hub for regional communities with a number of well-established boarding schools. However, education and training outcomes in Charters Towers are in general below the national average.

This trend of poorer educational outcomes appears in primary school and continues into high school and through to higher education (both university and technical qualifications). Improving outcomes in education needs to be a priority for Charters Towers.

In its quest to improve outcomes, Charters Towers needs to ensure that education is focused on the skills and subject areas that are going to be most important for the future. Research is showing kids will need a mix of both hard specialised skills like; Science, Technology, Engineering and Maths, Entrepreneurship, Art and Design, plus soft personal skills including critical thinking, communication and collaboration. The 'Certificate 1' (below) offered by the Charters Towers School of Distance Education is an example of how critical skills can be taught to students as part of their day to day learning.



In Focus: Charters Towers School of Distance Education

As the first in Queensland, Charters Towers School of Distance Education has lived through rapid changes in technology.

When the school first opened in 1987 students communicated with teachers via radio. With the internet, teachers can now create a classroom experience where students can read what teachers put up on the board and break out into group work with fellow students.

School principal, John Clark, identifies that the tech skills students learn are critical. To build these skills, and to ensure they are recognised in the workforce, all year 10 students at Charters Towers School of Distance Education need to complete a Certificate I in Information, Digital Media and Technology.

This qualification gives students a variety of digital skills including data analysis, critical thinking and experience using a variety of different devices. This is a great example of how education facilities can provide their students with the critical soft and hard skills they will need to thrive in the future workforce.

The Future of Work

With 39 per cent of the current jobs in Charters Towers at risk of technological change, the types of jobs available are likely to shift significantly over the next 15 years.

Low skill jobs based on routine tasks are the most at risk of disruption from technological change. On the other side, jobs based on high level technical knowledge, or on strong interpersonal contact, or involving individualised care activities, are the least likely to be at risk. The strongest future employment growth areas place more reliance on the right mix of technical and personal (hard and soft) skills.

Charters Towers' occupation growth projections suggest that the region is expected to increase its higher skill occupations in the near future. If Charters Towers meets national trends it could see 244 new positions within professional occupations and 89 new managers across several industries in the next five years.

Greater access to technology will impact on availability of new jobs in Charters Towers and the way people work within existing jobs. Good career prospects will rely on people having the necessary skills to match future needs and make the most of more flexible working arrangements.

Government investment in telecommunications infrastructure via the **nbn**[™] network and the Mobile Black Spot Program will likely increase access to quality telecommunications in Charters Towers in the near future. The **nbn**[™] network is expected to be completed by the end of 2016.



In Focus: Tutor in the Cloud

Tutor in the Cloud is an online tutoring company providing students with access to high quality tutors no matter where they live. The company was established in 2015 by two local teachers in Charters Towers after they were awarded first place at the inaugural Townsville Start-Up Weekend in 2014.

A key focus of the business is being able to provide a product with low bandwidth options to ensure all regional students can make use of the services. Students in smaller towns are less likely to have access to a range of services to support their education. Technology is increasingly enabling students in smaller and more remote areas like Charters Towers to bridge this divide.

There is a growing demand for online educational resources with the proliferation of learning games such as Minecraft, and websites sites like Khan Academy. Businesses like Tutor in the Cloud will become more important for improving education outcomes in regional areas as better access to technology continues to drive this trend.

Looking Ahead

Charters Towers is in transition. Developments in a number of key industries are likely to create growth and the potential for new investment. This is the ideal time for Charters Towers to find new ways to engage kids as they create skills and pathways into the future of work.

The variety of education and training facilities in Charters Towers and the surrounding area will be a significant advantage if they can translate into increased education outcomes.

Is Charters Towers ready?

As Charters Towers prepares for the future of work, think about these questions:

- With access to a range of education facilities, Charters Towers is well placed to provide kids with a good education – but are kids given the opportunity to develop their hard and soft skills?
- Do teachers in Charters Towers have access to the skills and tools they need to use digital technology to help students build essential skills?
- Do students and parents have access to practical information about the expected changes to jobs and industries in Charters Towers? Are they using this information to inform their choices about their future careers?
- Are there clear pathways from education and training to work for young workers?

To find out more about tools and resources to help your kids develop the right mix of skills, visit the Future of Work Toolkit at www.thefutureofwork.net.au.

For more information on the Future of Work visit
www.regionalaustralia.org.au/home/the-future-of-work/

