



Capricornia
Training
Company
Ltd.



So who is

Capricornia Training Company Ltd ?



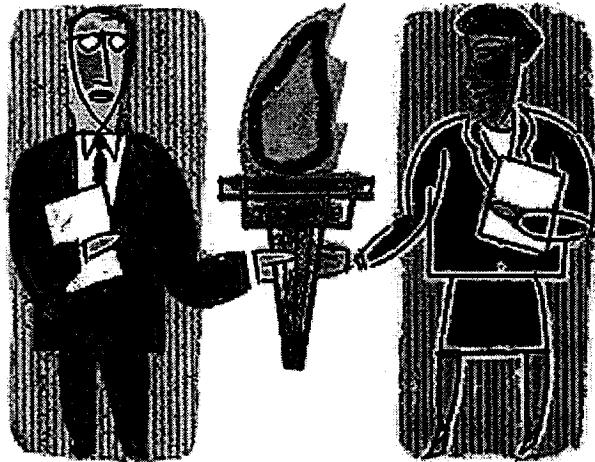
the company structure



- C.T.C. Ltd is an incorporated company, limited by guarantee, and registered as a not-for-profit organisation
- administered by a voluntary board of directors
- operates from an office in Rockhampton and supports the Central Highlands through an office located in Emerald
- average annual turnover in excess of seven million dollars
- annual wages in excess of five million dollars
- net company assets in excess of 1.2 million dollars



C.T.C. Ltd began...

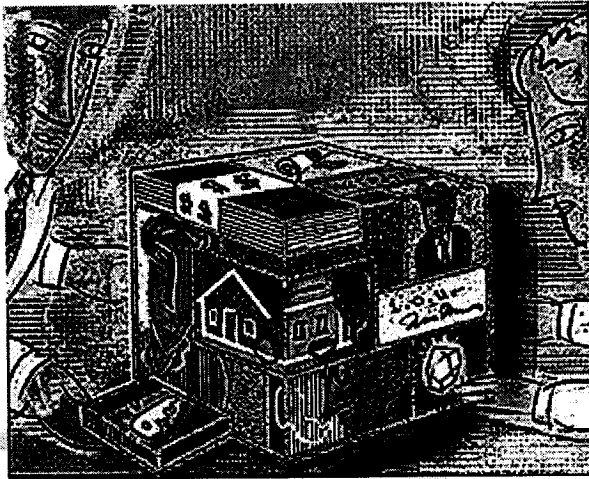


- **commenced operations in September, 1986**
 - ◆ *partnership with business, unions, and all levels of governments*
- **operated from a store room in our Council's City Hall from 1986 to 1990**
- **moved to rented premises in the city from 1990 to 1995**
- **purchased current facilities from State Government in 1995 for nominal funds**
- **achieved 400% growth per annum for the first five years of operation**
- **in excess of 1200 apprentices/trainees have completed with C.T.C. Ltd since commencement**



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How C.T.C. Ltd works



- C.T.C. Ltd is the legal employer of the apprentices/trainees
- the apprentices/trainees are placed with host businesses for an agreed period, and then may be 'rotated' to another host business
- host businesses decide whether they want trainees, or 1st, 2nd, 3rd or 4th year apprentices
- C.T.C. Ltd undertakes all administration for it's employees including training, wages, tax and group certificates. Host businesses are simply billed for their share of the costs.



Community services provided by C.T.C. Ltd

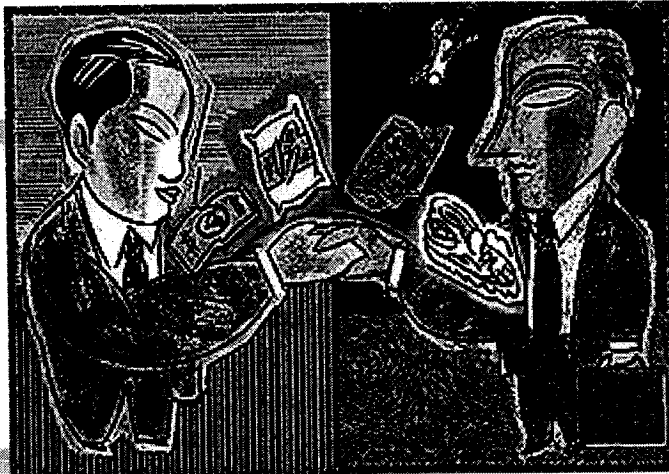


- Core business currently employing 244 apprentices and trainees - plus 18 full time administration staff - across Central Queensland from Great! Keppel Island to Winton in the west and from north of Gladstone to south of Mackay
- vocational skills centre delivering nationally accredited training across a wide range of qualifications and subjects
- “new apprenticeship centre” under contract to D.E.E.T.Y.A.
- registered private employment agency
- “L.E.A.D.” construction training program specialising in building disabled public housing
- computer services division



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Benefits to the community of Central Queensland



- C.T.C. Ltd provides employment flexibility to quickly respond to industry fluctuations - e.g.
 - ♦ *specific contracts in the building industry*
 - ♦ *peak tourist season in hospitality industry*
- injects in excess of \$7M annually into the regions economy
- the unemployment rate for the region is 10.9% (May, 97) - this would increase to 11.05% if C.T.C. Ltd did not exist (Source ABS Statistics)
- results: employers able to contribute to the employment of young people when the opportunity arises -
 - ♦ (*by using C.T.C. Ltd collectively: long term careers.*)



Demographics of the Central Queensland region ...

- ◆ **area** (total: 563,729 sq klms)
 - ◆ *fitzroy:* 123,654 sq klms
 - ◆ *central west:* 371,064 sq klms
 - ◆ *mackay:* 69,011 sq klms
- ◆ **population** (total: 501,436)
 - ◆ *fitzroy:* 178,035
(1.8% annual growth)
 - ◆ *central west:* 12,521
(- 0.7% annual growth)
 - ◆ *mackay:* 310,880
(1.9% annual growth)
- ◆ **labour force** (mackay/fitzroy/central west - May, 97)
 - ◆ *employed:* 132,800
 - ◆ *unemployed:* 16,200
 - ◆ *unemployment rate:* 10.9%
 - ◆ *participation rate:* 59.7%
- ◆ region consists of 31 local government authorities
- ◆ the region is serviced by a total of 246 schools / 4 TAFE colleges / 2 agricultural colleges / 1 university
- ◆ a total of 86 registered training providers
- ◆ largest employment sector is wholesale/retail with 26,700 employees
- ◆ next largest sector is education, health and community services with 21,300 employees
- ◆ the region supports 3,332 apprentices and 1,474 trainees
- ◆ a total of \$250B investment planned for the region outside of Rockhampton for major committed projects



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Factors impacting on the regions employment levels ...

- ◆ **reduced sustainable workforce due to:**
 - ◆ reduced labour requirements of two major meat processors (in excess of 1500 down to 550 approx.)
 - ◆ reduced employment in Qld Rail's major workshops (halved)
 - ◆ reduced employment with Capelec supply authority (halved)
 - ◆ closure/reduction of government services both State and Federal eg: taxation office closed and the region now serviced from Townsville

NOTE: *the speed at which each of the above has been implemented has prevented the region adapting/developing alternate sustainable employment*





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Factors impacting on the regions employment levels ...

- ◆ Indiscriminate and ill-informed application of the “national competition policy”
- ◆ Competition does not necessarily result in efficiency gains - more frequently results in reduction in quality and increases in “re-work” or repair/maintenance costs.
- ◆ “People industries” at risk under competition policy.
- ◆ international economic downturn
 - ◆ Rockhampton is the supply centre for the region which has principal exports of *coal, processed meat and sugar*
 - ◆ *coal* exports in 1996 was \$4,481M
(major customer was Japan with \$1,580M)
 - ◆ *meat* exports in 1996 totaled \$1,399M
 - ◆ *sugar* exports in 1996 totaled \$1,628M





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Possible remedial strategies ..

- ◆ ***the return of the regions sustainable workforce could be assisted by:***
 - ◆ identifying developing alternative markets for processed meat products
 - ◆ ***capitalising on the regions military potential by:***
 - ◆ re-locating the enoggerra military barracks to Rockhampton / Shoalwater bay
 - ◆ re-locating the Sydney (port wilson) military armory to Port Alma
 - ◆ establish a military technology and research facility as a joint-venture with Central Queensland University - this could be linked to other sectors such as health and incorporated into the "smart city project"
 - ◆ ***upgrade Rockhampton airport to international capacity to service:***
 - ◆ international defence training exercises at Shoalwater bay
 - ◆ minerals and mining sector
 - ◆ major projects in the region (\$25B)
 - ◆ emerging fresh flower, citrus, and live seafood export industries
 - ◆ ***establishment of a major aircraft maintenance facility at Rockhampton airport***
 - ◆ ***develop the international educational and vocational training markets***
- "Private investment will follow from Government regional investment"*



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*skills,
jobs,
futures*

A member of

GTA
