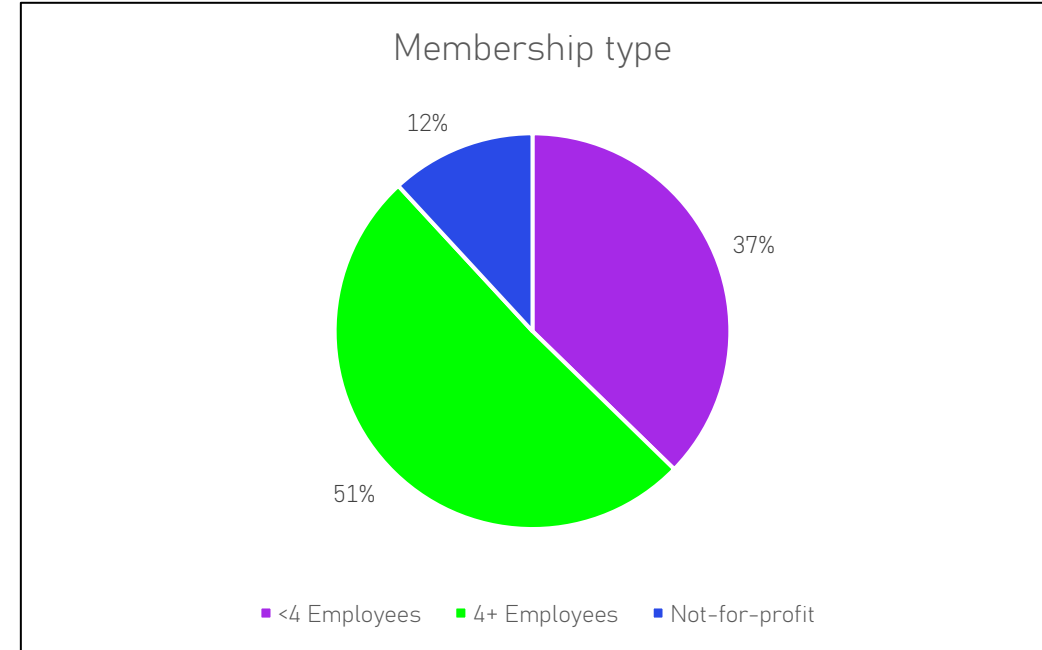
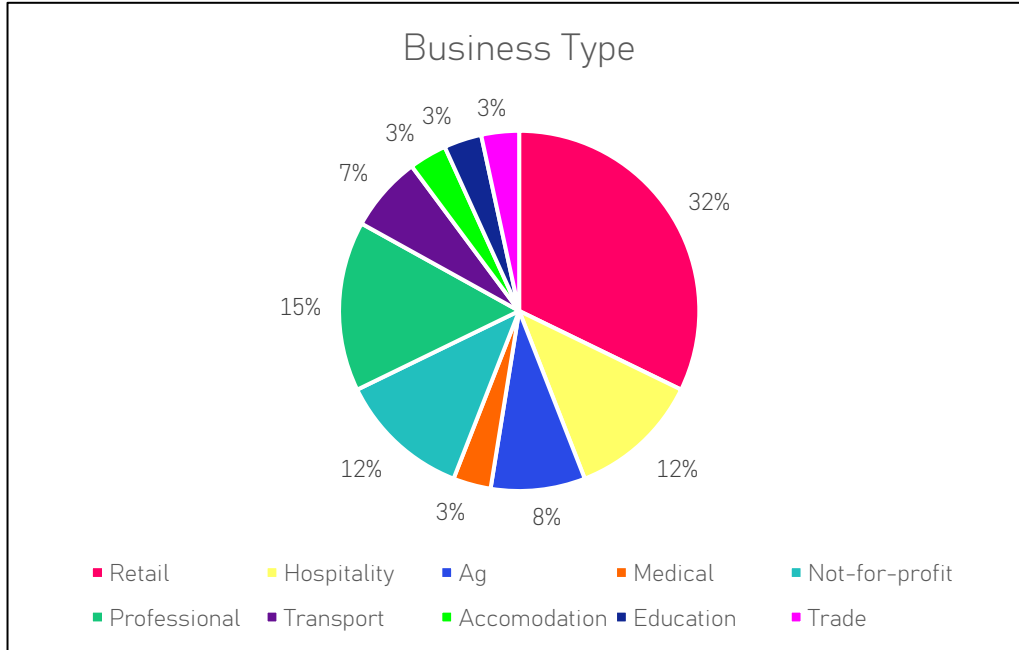


The background of the slide is a vibrant blue watercolor wash. The colors range from deep, dark blues on the left to lighter, almost white blues on the right, creating a sense of movement and depth. The texture is soft and organic, with irregular, feathered edges.

TEMORA BUSINESS ENTERPRISE GROUP

2024 STRATEGY

Nicola Curry, Chair & Lauren Carr, Executive Officer



OUR MEMBERS

Membership is based on FTE

Action: LC to promote \$42 tax deduction for businesses (i.e. membership for medium/large businesses is \$158 and \$58 for small business)

Action: LC to extend business' that are <4 FTE staff and have already renewed membership for another year.

FINANCIALS – JANUARY 2024

- Christmas Street Fair cost approximately \$2k after funding
- \$8,000 incoming grant expected to be received in coming days
- \$2,000 incoming from Temora Shire Council for Executive Officer wages
- **Current financial balance: \$10,370.72**

OUR BENEFITS -

BRAINSTORM

Business NSW membership (see next slide)

Events, and activities (discounted or free)

Exclusive and free workshop invites

T-Bucks

Social media promotions (new member and long-term members)

Grant application support letters

Advisory to Local and State Government

Action: LC to promote on socials and in media release the benefits of TBEG.

Action: LC to revamp 1-pager doc to help support conversations with members and potential members

BUSINESS NSW – BENEFITS*

Entitlement	Overview	TBEG membership inclusions (FREE)
Business Hotline 13 26 96	Connected to the right info, support and advice for all your business questions	Yes, unlimited
Advice line calls 13 29 59 for workplace (IR/HR)	Professional advice on your legal and Industrial relations issues. Simple queries answered in one call . (i.e. wage rates, penalties, how to calculate long service leave), or for more complex – an outline of how best to proceed.	Yes, 3 calls per annum
Savings with your Energy	Energy comparison tool – free service allowing business and staff to compare current energy deals to other offerings. If you choose to switch – Business NSW handles the paperwork	Yes
HR & business support	Delivered by My Business; Unlimited Award servicing (all 123 Awards in Australia), a range of templates and tools online to help you grow your business.	Yes
Events & Webinars	Access to regular events and webinars on a variety of business topics	Yes
E-newsletters	Receive weekly e-news to your inbox	Yes
Apprenticeship Support Australia	Schedule a free chat with our team and we can show you how to sign up an apprentice or trainee, we can also help access funding and incentives from federal and state government that your business may be eligible for	Yes

* As of October 2023

OUR PROGRAMS

T-BUCKS – Why leave town

HR Assessment Needs (grant submitted for Set up one-stop-shop Action (c) – Outcome available early March)

Webpage directing to TBEG members online shops

Set up cloud storage for Exec committee

Action: Bev to find contract end date with Why leave town.

Action: Lauren to contact Ruth S to set up first lunchbox session



T-BUCKS – WHY LEAVE TOWN?

2023*

485

Cards loaded

792

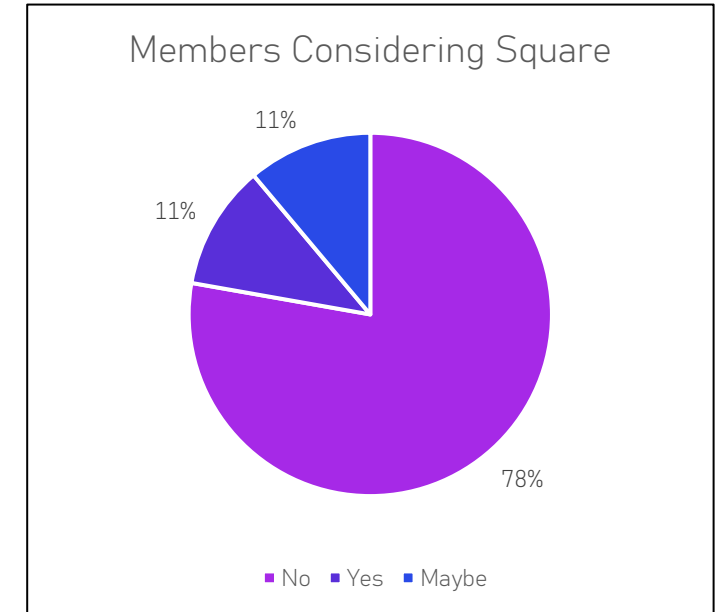
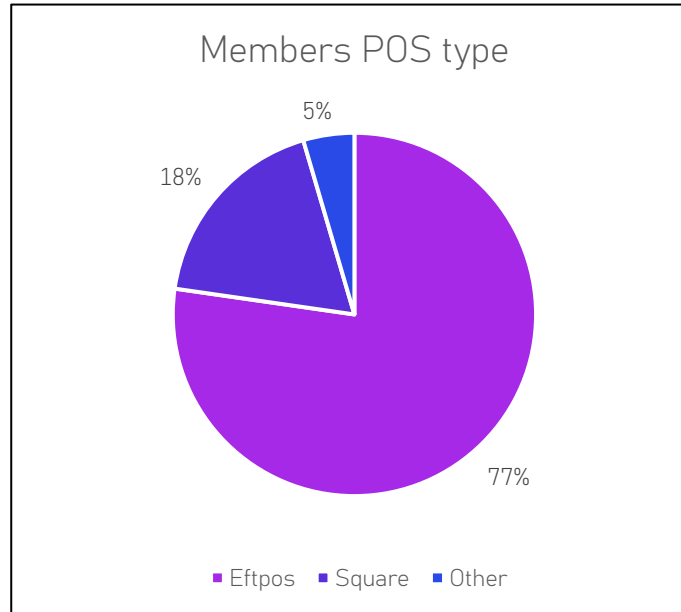
Redemptions

\$19k

Loaded

\$31.5k

Redeemed



*As of 5 November

HR ASSESSMENT – NEXT STEPS



Get Connected

Action

a) Research, recommend and implement a practical solution so that Temora businesses can access comprehensive HR compliance support services as soon as possible

Comments

HR compliance includes (but is not limited to):

- Mandatory HR policies, templates, handbooks, and inductions
- Mandatory HR compliance training
- Hands on implementation support
- Workplace relations guidance and advice on a case-by-case basis
- Employment contracts
- Onboarding, induction, employee handbooks
- Online resources including templates and videos
- Workforce planning and succession planning support
- Updates on legislation and compliance requirements
- Diversity and Inclusion training, education and support
- Employee Assistance Program (EAP)

Consider the best options for providing HR compliance support including:

- Funding models and consortium options
- A co-operative approach enabling businesses to share HR resources
- HR fundamentals education and training for managers / owners

It is unlikely (although not impossible) that one provider will be able to provide all required HR expertise. The EAP for example would be from a specialist provider. However companies that can be canvassed include for example (there may be others):

- Industry bodies
- Business NSW
- Australian Industries Group (AIG)

Preliminary exploratory conversations were held with AIG prior to the review.

It highly unlikely that any company will provide hands on implementation support. This is a glaring need and service gap. **Government and industry bodies have a plethora of online support options but few people to support or 'do' the hands-on implementation work in businesses. This is an area suitable for urgent discussion, reform, funding and resourcing.**

HR ASSESSMENT – NEXT STEPS



Get Connected

Action

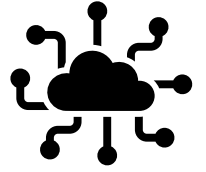
b) Establish local special interest forums for interested businesses to learn, network, share best practices and seek support

Comments

Consider:

- Forum interests –eg compliance, business development, innovation, carbon neutrality, hydrogen, attraction and retention strategies, engaging younger generations, chat GPT, master classes, specialist training and special events
- Meeting frequency –monthly, quarterly, 6 monthly, other
- Formal chairing / facilitation
- Establishing a program of compliance topics / training / guest speakers / etc for each 12 months
- Include opportunities to share best practice and implementation experiences
- Special interest topics eg seasonal staffing, employer of choice, council and community updates etc
- How the provider of HR services a) might support these forums with training, topics, speakers etc

HR ASSESSMENT – NEXT STEPS



Set up
one stop shop

Action

a) Research the feasibility of establishing a fee for service Temora and district membership based and consortium-styled solution for securing baseline HR services and support for interested businesses in a centralised, cost effective and practical way

b) Review and consider the most effective communication channel/s for 'all of village communication' across the range of council, community, job vacancy and cultural activities, as well as the HR consortium group

Comments

Consider establishing a centralised administration, coordination, research, communication, liaison and project management and promotion point for the one stop shop including for example:

1. Establishing HR Services and support for Temora businesses. See 11.1.
2. Seeking/advising of grant fund opportunities for Temora businesses and community
3. Seeking/advising of combined training opportunities
4. Establishing, promoting and administering a central Temora job vacancy and training board for advertising recruitment, training and grant opportunities
5. Convening special interest forums for Temora businesses including but not limited to HR topics of interest, senior management and CEO forums, guest speakers, innovation and synergy opportunities (see 11.1 b))
6. Liaising with business, community, industry, education, government and other stakeholders, identifying and catalysing support needs and opportunities
7. Establishing and actively cultivating a thriving Temora alumni network
8. Actively supporting implementation of all recommendations
9. Effectively communicating with business and all stakeholders
10. Highlighting opportunities to leverage synergies and integrate recommendations with other local initiatives eg drought resilience, and taking appropriate action in that direction

Consider:

- Communication arising from a) above as well as other 'what's on in Temora' opportunities – eg programs, sporting groups, council initiatives, school events
- How the Temora Independent could be revitalised to play an innovative and as yet unimagined role in hard copy and/or online forms of central community communication in the spirit of community renewal

HR ASSESSMENT – NEXT STEPS



Set up
one stop shop

Action

c) Seek funding to support the establishment of this centralised service / role

Comments

The role will need to be adequately independent and supported. If business support is part of the Temora Shire Council remit, a position could for example, be an adjunct within Community Development, Events and Communication.

The role of Temora Shire Council and TBEG in supporting business in Temora will need to be considered.

HR ASSESSMENT – NEXT STEPS



Grow your own

Action

a) Consult broadly, identify opportunities, and collaborate across community, government, education and businesses to map, communicate and implement integrated pathways for development, education and employment, linked to available recruitment opportunities

Comments

Consider:

- collaboration with schools, career advisors, community groups, education providers and local businesses to form and implement a clear, widely supported and effective visual 'pathways map' connecting (at least) the following areas:
- current and planned high school education, career and employment pathways
- career advice, work experience placements and career/employment related events -for example career days
- opportunities for vocational training during high school
- any locally provided courses, modules and certifications through TAFE or other suitable education provider
- current and forecast business employment vacancies including apprenticeships and traineeships
- programs and support for young people at risk of disengaging from school and part-taking in behaviours that jeopardise their wellbeing and employment opportunities
- youth leadership programs and other relevant community youth support services programs
- business placement opportunities including holiday employment, volunteering, work experience
- University placement opportunities for students in health, agribusiness, accounting etc
- recognition of internationally acquired skills and qualifications
- researching the feasibility of curating a shared university graduate program between businesses in the same industry
- cultivating the pipeline from schools to agricultural colleges, universities and graduate program possibilities and experiences
- connecting with city and larger regional centre students keen to live regionally

HR ASSESSMENT – NEXT STEPS



Grow your own

Action

b) Collaborate with TAFE and other education providers to ensure accessible local courses, modules and certifications across identified skill-shortage areas

Comments

Identified skill shortage areas are listed in 8.10, 8.11 and 8.12. It is not an exhaustive list, nor will it be static, however it is a decent baseline starting point.

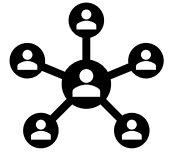
Access to local, relevant skills (and other) training is important for:

- employers
- school students
- people seeking employment
- employed people seeking new skills
- people moving to Temora and seeking a learning community
- people from diverse backgrounds seeing new skills
- re-engaging older people
- additional life-long learning and community social benefits

Consider:

- maximising the range and reach of Temora TAFE courses and campus facilities
- providing support for positive behavioural, self confidence, emotional intelligence, team work, cooperation and work ethic development

HR ASSESSMENT – NEXT STEPS



Invite others

Action

a) Work with GROW program hub to better target work ready, appropriately skilled and culturally competent program participants; and to ensure effective pre-and-post-placement cultural training and support

b) Identify relevant government agencies, and specialist businesses and work together to innovatively design, resource, fund and support solutions for identified needs and recommendations

Comments

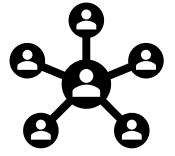
Strengthened partnership with the GROW Employment Hub in Western Sydney would be welcomed to broker suitable training, skills, cultural fluency, language, and qualification recognition for people from diverse backgrounds prior to (or alongside) placement in Temora and district, and case management support for a period following placement.

For specific consideration:

- Recognition and accreditation of internationally acquired skills and qualifications
- Thoughtful matching of participants with available employment opportunities in line with skill and cultural fluency ability
- Family / group relocations with relation to available opportunities and realistic consideration of limited cultural and medical support –language, food, worship, community, government services –and accommodation
- Adopting a case management approach to provide participant/s with consistent GROW hub support before, during and after placement alongside a close cooperative relationship with placement stakeholders and participants in Temora
- Develop and implement an holistic and consistent induction experience for all newcomers to Temora through the GROW program

For example identifying potential funding bodies, working more closely with Business NSW, finding current opportunities, projects and programs to strengthen business capability and making them available to the Temora business community

HR ASSESSMENT – NEXT STEPS



Invite others

Action

c) Explore, lobby and invite industry group participation

d) Connect across traditional boundaries and co-design pathways together with Temora businesses, high schools, agricultural community, community groups, Council, services and others, ensuring effective consultation with young people and other stakeholders

Comments

Industry groups are strong existing supporters for many local businesses, providing various levels of HR support, training options and broader industry development initiatives.

Consider how to influence industry bodies (and local businesses) to advocate for their industries in terms of training, accreditation and professional recognition including:

- provision and accreditation of training (including recognition of prior learning) to industry standards (or lobbying education / govt for that)
- improved HR compliance and support services (in some not all cases)
- liaison between education bodies and business for graduate job opportunities
- a louder voice when lobbying government for industry workforce needs

It takes a village. Bringing together the stakeholders and voices, listening, understanding, identifying opportunities and working collaboratively to meet existing and emerging needs.

Consider:

- Identifying potential partners within industry, government, education, policymaking and the community regarding provision of services and co-development of solutions
- A stakeholder engagement and communication plan to support consultation, planning and implementation
- Integrating with the drought resilience project approach where relevant and feasible
- Linking into the HR Project business participants as stakeholders and keen participants in solution finding

HR ASSESSMENT – NEXT STEPS



Make short term
decisions with the
long term in mind

Action

a) Strengthen business and broader community cultural and diversity readiness; and

b) address factors relating to Temora being a sustainably attractive place to work and live

Comments

Consider strategies for integrated town planning including:

- Business and community cultural and diversity readiness
- Tree changers with families
- Culturally diverse food and services business opportunities
- Innovative accommodation strategies and solutions
- Necessary support services
- Community Inclusion and consultation
- Think tanking and innovation across normal community boundaries
- Community and economic development strategy and opportunities including drought proofing project and manufacturing opportunities
- Community-wide visioning and community development strategies

HR ASSESSMENT – NEXT STEPS



Think and
work collectively

Action

- a) Integrate the findings and recommendations of this report with broader Temora Shire Council initiatives and strategies
- b) Share findings and recommendations with stakeholder groups as a basis for increased understanding, co-design and potentially innovative solutions

Comments

Consider (not exhaustive):

- Drought Resilience Program
- Youth Programs
- Events, programs, communication planning

Consider(not exhaustive):

- HR Business Needs Project participants
- TAFE
- Temora High School
- Business NSW
- Service Clubs
- Community Groups
- Youth in Temora
- Industry Groups

OUR MAJOR EVENTS – SAVE THE DATES

Careers & Volunteers Expo – 16 May 2024 (TAFE, TBEG and Council have committed)

T-Light Festival – 31 August 2024

Small Business Month (subject to funding) – October 2024 (Date and speakers TBC, Venue at Gidgee Estate.)

Christmas Street Fair – 13 December 2024

Action: Nicola and Lauren to visit businesses in Hoskins Street to discuss Christmas Street Fair and their TBEG expectations

Action: Executive research funding opportunities for T-Light Festival

Action: Lauren to schedule debrief for Christmas Street Fair

OUR PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Beers 'n' Business

Mayor reception at Council Chambers

Action: Nicola to reach out to Mayor to discuss outcomes, dates and invites

Action: Dave to organise Beers 'n' Business at Temora Ex-services Club to host first on 28 March (coincides with Drench Festival)

Speaker ideas:

- Business data & analytics (Power BI)
- Grants & funding / writing applications
- The latest in ChatGPT and AI
- Comms & Marketing – Canva, Social media
- Balance & self-care

OUR RETAIL PROMOTIONS

#ShopLocalTemora

New bi-monthly newsletter (grants, webinars, events, article)

International Women's Day

Mother's Day – April for May 2024

Father's Day – August for Sept 2024

Black Friday – November for 29 Nov 2024

Christmas Gift Guide? – November 2024

Webpage direct to online stores

Action: Establish a retail subcommittee to discuss above suggestions

OUR GOALS - DRAFT

Increase membership, particularly in not-for-profits

Promote and support Shop Local initiatives

Introduce monthly newsletter

Bring back Beers 'n' Business

Introduce Annual Strategy (Jan) and EOFY and AGM report

Action: Schedule a webinar to take members (and potential members) through 2024 Strategy