

pointer

REMOTE WORK

CAPACITY BUILDING
PROGRAMS

PROGRAM OVERVIEW



LEVERAGING REMOTE WORK

PROPOSED BY
POINTER REMOTE

The way we work has changed and the global uptake of remote work has levelled the playing field for the regions.

As 'work from anywhere' becomes mainstream, the successful transition to remote or flexible work for businesses and individuals requires support.

These Programs take a number of approaches to foster job generation, economic development and engagement across the regions.

> Supporting rural communities to become 'Remote Ready' to attract and retain rural populations and drive economic growth.

> Building capacity in business owners to look to remote work as an option to engage skills remotely (that are not accessible in their community) into their organisation to in turn grow and engage more employees 'on the ground'; and

> Building confidence and capacity in individuals to look to remote work as a means of engaging with the workforce

WORK IS WHAT
WE DO,
NOT WHERE
WE GO

WHY?

Created by Pointer Remote, an organisation that builds capacity in communities, business and individuals to leverage remote work through training and recruitment services, the Remote Work Capacity Building Programs were born out of the need of both businesses and individuals connecting via Pointer Remote's platform.

Many organisations were looking to hire remotely as a 'last resort' as they could not find the skills they needed to grow in their local area. Individuals were also applying for positions that they had previously conducted in an office or workplace environment and assumed that the work would be exactly the same.

What both parties underestimated was that 'going remote' required strategy, training and implementation that was different to 'business as usual'. The Programs provide the opportunity for communities, businesses and individuals to upskill in remote and leverage the concept to grow!

BENEFITS TO THE REGIONS

Rural communities are amazing places to live, run businesses and raise children but the attraction and retention of population is a long term challenge in the regions. Restricted access to skills can hinder business growth and reduced job openings in positions which individuals are skilled and experienced in reduces workforce participation, particularly in women.

The uptake of remote work opens new opportunities for the regions. For current residents, businesses can be supported to access skills remotely and for individuals to access remote work, they can stay living in the rural communities they love. Supported communities can leverage remote work to bring new populations to their town. Previously, metropolitan-based professionals often saw a tree/sea change as career hindering, placing a ceiling on promotions and pay grades. With the transformation of the workforce to a more mobile model, people can now relocate to the regions and not only keep their job, but their city salary as well.

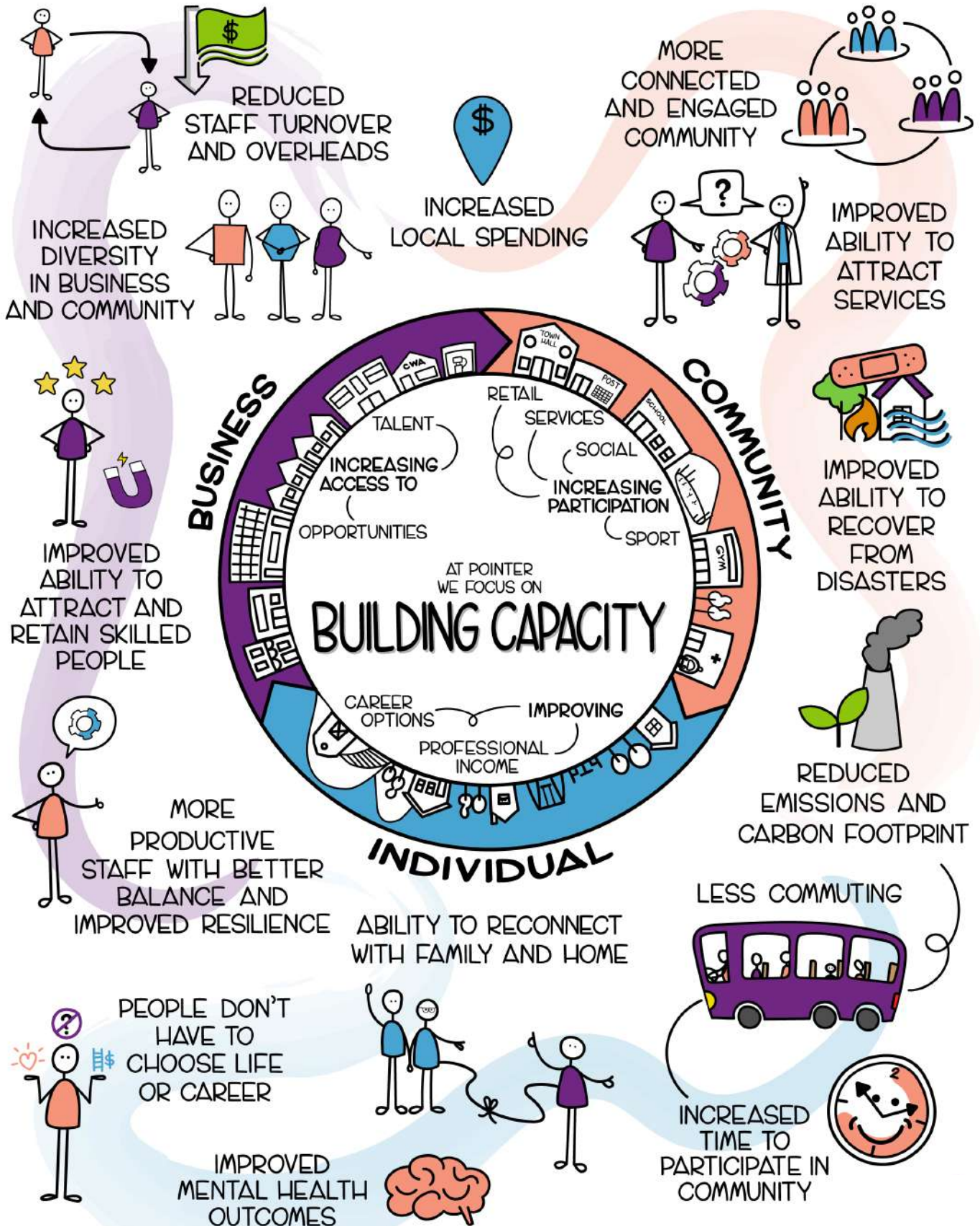
With population growth comes the addition of services to rural communities; more people shopping locally spurs the opening of new shops in main streets; new families in a community increases in the student population in rural schools and with more people accessing remote jobs, the trailing spouse of a doctor, physiotherapist or a psychologist will be more likely to consider supporting a rural posting.

With increased economic development and stimulation, businesses and services grow, mental health outcomes are improved and rural communities can help to drought and disaster-proof themselves into the future.





LEVERAGING REMOTE WORK FOR THRIVING RURAL COMMUNITIES



PROGRAM AIMS

Remote Work Capacity Building Programs support communities, businesses and individuals to grow and be sustainable. They assist in attracting and retaining populations but supporting locals to stay and encouraging others to bring a remote job with them to the regions.

These Programs build capacity in business owners to create employment and to realise greater economic activity in the regions by capturing underutilised potential in their businesses.

They also build the skills of underemployed, unemployed or displaced professional workers who live in the regions and are seeking work within remote based workplaces.

PROGRAM DELIVERY

The Programs can be delivered virtually or as a combination of in-person and online.

A Remote Work Forum is held with community stakeholders including local government, the business chamber, community groups, local businesses and individuals to introduce Pointer Remote's 'Remote Ready Community Framework' to generate discussion around services and infrastructure that enable remote work.

The Capacity Building Programs are delivered virtually for business owners/ leaders and individuals. The Programs include; weekly live workshops, self paced e-Learning, DiSC assessments, resume reviews and interactive presentations with specialists in technology, change management, wellbeing, networking and human resources.

Businesses can advertise open positions on the Pointer Remote jobs platform and individuals can register to look for remote work opportunities.

BUILDING CAPACITY TO GROW,
REMOTELY

CONTENT OVERVIEW



Business Managers and Leaders

Module One - Time Management and Organisation Strategies

Module Two - Change Management

Module Three - DiSC Profile Assessment and Workshop

Module Four - Growing Your Remote Team

Module Five - Managing the Wellbeing of Your Remote Team

Module Six - Company Culture and Career Progression

Module Seven - Remote Technology Must Haves

Module Eight - Remote Recruitment 101



Individuals

Module One - Time Management and Organisation Strategies

Module Two - Change Management

Module Three - DiSC Profile Assessment and Workshop

Module Four - Career Skills and Resume Building

Module Five - Remote Work and Wellbeing

Module Six - Career Growth and Networking, Remotely

Module Seven - Remote Work in Action

Module Eight - Communication and 'Managing Up', Remotely

OPPORTUNITIES FOR RURAL COMMUNITIES

"The Remote Work Capacity Building Program was an incredibly valuable resource for our community. Off the back of devastating bushfires and the continuing COVID-19 pandemic, the Program gave participants access to invaluable strategies, tools and resources.

Many of the concepts of a 'Remote Ready Community' will be included in our economic and strategic planning moving forward as we see huge opportunities for our community as we use remote work as means of attraction and retention of our population as well as supporting local business.

We look forward to working with Pointer in the future to continue building capacity in our local businesses and people looking to leverage remote work."

Sigrid Cottam

Economic Development Officer, Snowy Valleys Council

For further information, head to our website

<https://www.pointerremoteroles.com.au/capacity-building>

Or contact Jo Palmer, Managing Director at Pointer Remote - jo@pointerremote.com.au or 0481 160 915