Jobs Queensland

NCVER ‘No Frills’ Conference 2018
15–17 August 2018
Jobs Queensland

A voice for industry and the regions

• anticipate future skill needs
• dedicated engagement, research and analytics capability
• workforce development and planning
• apprenticeships and traineeships.

Our work brings together industry, regions, employers and the community to advise Government on the skills that will be needed into the future.
Jobs Queensland Board

- Independent advice
- Drawn from employer and employee representatives and experts in VET and labour markets
- Members have a broad mix of skills, experience and capabilities
- Informing Government
Positive Futures Report

• Based on research and significant consultation with industry, employers, apprentices and providers across Queensland’s regions.

• Illustrates the strong support for apprenticeships and traineeships, and focuses on the importance of the skills needed for the future.

• 22 recommendations which include the need for:
  ▪ the strengthening of training and assessment provided to apprentices and trainees
  ▪ ensuring apprentices can access training on appropriate technology
  ▪ the introduction of systems that enhance the quality of training and assessment to lift employer and apprentice satisfaction.
Workforce planning & development

Advancing Manufacturing

- Jobs Queensland has worked with industry to develop Advancing Manufacturing Skills: A Skills, Training and Workforce Development Strategy for the Manufacturing Industry in Queensland for the manufacturing industry.

- It supports the Department of State Development, Manufacturing, Infrastructure and Planning’s Advanced Manufacturing 10-Year Roadmap and Action Plan.

- 10 key priority action areas were identified for action.
Workforce planning & development

Tourism

• The Queensland Tourism Workforce Plan 2017–20 was released in July 2017.

• The Plan maps the tourism industry’s needs to ensure it has the skilled-up workforce required to meet future demand to provide Queenslanders with the jobs of the future.

• Jobs Queensland has developed a suite of 13 place-based Regional Tourism Workforce Plans in consultation with tourism stakeholders around the state.

• Provide more specific advice and actions at a regional level, ensuring differences are reflected and that actions provide practical solutions to local issues.
A place-based approach

Place-based projects include:

- Fraser Coast
- Ipswich
- Townsville
Learnings from projects and engagement

• Industries are changing - some are shrinking and morphing into new industries or business models, some are growing and some are emerging.

• As a result, skills needed both now and in the future are changing.

• Transitions are not just from education to work but also throughout life and need ongoing skill development for success.
Key learnings for education & training

- Collaboration is key – between all stakeholders (education, industry, individuals, communities and government).

- Greater engagement between the education and training sector and industry is needed to support transitions.

- Local responses and stakeholder ownership of solutions.

- Flexibility in approach and willingness to listen.
Projected employment growth to 2022

Queensland

<table>
<thead>
<tr>
<th>Industry</th>
<th>Projected Employment Growth ('000)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care and Social Assistance</td>
<td>48.7</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>25.6</td>
</tr>
<tr>
<td>Education and Training</td>
<td>21.8</td>
</tr>
<tr>
<td>Construction</td>
<td>20.2</td>
</tr>
<tr>
<td>Professional, Scientific and Technical Services</td>
<td>18.3</td>
</tr>
<tr>
<td>Public Administration and Safety</td>
<td>18.3</td>
</tr>
<tr>
<td>Transport, Postal and Warehousing</td>
<td>12.0</td>
</tr>
<tr>
<td>Other Services</td>
<td>6.1</td>
</tr>
<tr>
<td>Arts and Recreation Services</td>
<td>3.7</td>
</tr>
<tr>
<td>Financial and Insurance Services</td>
<td>3.5</td>
</tr>
<tr>
<td>Administrative and Support Services</td>
<td>2.9</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>2.6</td>
</tr>
<tr>
<td>Information Media and Telecommunications</td>
<td>1.9</td>
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<tr>
<td>Rental, Hiring and Real Estate Services</td>
<td>1.9</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>0.8</td>
</tr>
<tr>
<td>Mining</td>
<td>0.1</td>
</tr>
<tr>
<td>Agriculture, Forestry and Fishing</td>
<td>-1.4</td>
</tr>
<tr>
<td>Electricity, Gas, Water and Waste Services</td>
<td>-2.3</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>-3.3</td>
</tr>
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Source: Department of Employment, Labour Market Information Portal, Employment projections for the five years to May 2022.
Anticipating Future Skills

• In consultation with industry and key stakeholders, Jobs Queensland is developing new ways to examine future skills needs across industries and regions.

• One approach encompasses economic modelling informed by scenario planning.

• Three scenarios developed after statewide consultation:
  1. Technological change.
  2. Changing workforce.
  3. External impact.

• Modelling outputs will be available in the coming months.
Anticipating Future Skills

Major findings

• Employment is projected to increase in Queensland to 2022 regardless of the scenario.

• The rate of projected growth is not uniform across industries, occupations and regions.

• More than 50% of all new workers are projected to be employed in just three industries: Health Care and Social Assistance, Professional, Scientific and Technical Services, and Education and Training.

• Under every scenario the workforce becomes more educated and the highest growth is projected in tertiary level qualifications.

• The VET sector maintains its importance – around one quarter of the population is projected to hold Certificate qualifications (as their highest qualification) across all scenarios.
Future of Work

Source: World Economic Forum, 2018
Future of Work

Background

• What Jobs Queensland heard from stakeholders:
  ▪ Work is changing.
  ▪ Industries are changing.
  ▪ Skills are changing.
  ▪ Need for an adaptable workforce.

• Constant media chatter.
• Opposing views – ‘technology will solve all our problems’ vs ‘we’re all going to be replaced by robots’.
• No consensus on what the future of work will look like.
• A more nuanced conversation is required.
**Future of Work**

**Some key research reports over the last five years:**

- Frey and Osborne, 2013, The Future of Employment
- Autor, 2015, Why are there still so many jobs?
- CEDA, 2015, Australia’s future workforce?
- Foundation for Young Australians, 2015-2018, The New Work Order reports
- Data 61, 2016, Tomorrow’s digitally enabled workforce/The VET Era
- AlphaBeta, 2017, The Automation Advantage
- DET NSW, 2017, 2018, Education: Future Frontiers reports
- OECD, 2018, Automation, skills use and training
How can you get involved?

To find out more about Jobs Queensland:

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Future skills.
Future workforce.

www.jobsqueensland.qld.gov.au