Supporting workforces during industry transition

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Brett Hall
Acting Executive Director
Jobs Queensland
A voice for industry and the regions

- anticipate future skill needs
- dedicated engagement, research and analytics capability
- workforce development and planning
- a conduit between industry, Government and training
- independent industry and expert Board.
Key initiatives
Supporting workforces during industry transition

Jobs Queensland undertook research to better understand the impacts of, and strategies needed to support, the workforce in industries undergoing transition.
Is there a ‘Best Practice’ Industry Transitional Assistance model?

• Do industry transition or structural adjustment assistance programs ‘work’?

• Is defining a ‘best practice’ model to respond to such events an effective exercise?

• These exercises can mask the complexities associated with the implementation of strategies.
Supporting workforces during industry transition report

- Every transition event is unique – there is ultimately no set framework for success

- Eight key elements that support success in responding to industry transition are highlighted

- Considerations for the development of a tailored, individualised response.
THE EIGHT KEY ELEMENTS FOR SUCCESS

- **Time**
- **Anticipatory Planning**
- **Governance and Information Dissemination**
- **Focus on the Affected Region**
- **Human Capital**
- **Economic Diversification**
- **Local Coordination and Case Management**
- **Evaluation**
Key elements for success

- Long lead time to prepare all parties impacted
- Long lag time with programs to help all parties impacted accept and adjust

- Understand the landscape; know the market
- Socially responsible restructuring
Key elements for success

- Dedicated and disciplined coordination, management and leadership
- Broad consultation

- Localise recruitment and procurement initiatives
- Focus transitional support on jobs in the region
Key elements for success

**HUMAN CAPITAL**
- Skill, reskill, upskill - but it must be aligned with a job outcome/career
- Greater focus on transferable skills

**ECONOMIC DIVERSIFICATION**
- Diversifying products, crops and services to remain viable
- Building upon existing regional capacities
Key elements for success

LOCAL COORDINATION AND CASE MANAGEMENT

- Understanding local needs are key to effective program implementation
- No ‘one size fits all’ approach

EVALUATION

- Monitor, adapt and adjust
- Make recommendations for the future
Overarching mechanisms for effective industry transition assistance strategies

- Understanding and assessing the risks and opportunities of industry transition
- Making decisions based on objective information
- Establishing and resourcing clear and measurable objectives and action plans
- Ensuring access to relevant training and skills development
- Implementing a framework for evaluation
- Tracking the destinations of displaced workers
Future of work project stages

**Phase 1**
- Literature review
- Discussion paper

December 2018

**Phase 2**
- Stakeholder consultation
- Social research
- Report to government

June 2019

**Phase 3**
- Deeper research into specific issues
- Final report

December 2019
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