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.

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
A place-based approach

Future skills. Future workforce.
Place-based approaches to create a skills driven economy

Purpose
- Attract investment and new opportunities
- Increase productivity and outputs
- Identify new and emerging markets in collaboration with industry
- Maintain skill currency for individuals and local economy

Regional focus
- New job creation and growth
- Boost local economies
- Increase social inclusiveness and liveability

Collaborative thinking
- Building the skills market
- Shifting static business models
- Sustainability of major projects
- Encouraging innovation (skills utilisation)
Queensland Tourism Workforce Plan

Tourism

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

- The Plan maps out the Tourism industry’s needs to ensure it has the skilled-up workforce required to meet future demand and to provide Queenslanders with the jobs of the future.
Tourism Industry Advisory Group
Queensland Tourism Workforce Plan

Key Themes

1. Build the tourism industry and attractiveness - careers
2. Build a sustainable labour pool - local workforce
3. Build the industry’s capacity to grow and flourish - skills
4. Build the industry’s capacity to address local issues and develop innovative solutions - collaboration
Queensland Tourism Workforce Plan 2017–2020

1. careers
2. local workforce
3. skills
4. collaboration

Gold Coast Regional Tourism Workforce Plan 2018-2020

1. Build the tourism industry and attractiveness - careers
2. Build a sustainable labour pool - local workforce
3. Build the industry’s capacity to grow and flourish - skills
4. Build the industry’s capacity to address local issues and develop innovative solutions - collaboration

GOAL
Build the industry’s capacity to address local issues and develop innovative solutions

RECOMMENDATION: Build connections between government, tourism operators, Indigenous communities and local education providers to identify, develop, mentor and promote Indigenous tourism businesses and business opportunities.

Future opportunity

9. Provide opportunities for tourism organisations to participate in Indigenous culture programs such as Bamaam.
1. careers
2. local workforce
3. skills
4. collaboration

1. Build the tourism industry and attractiveness - careers
2. Build a sustainable labour pool - local workforce
3. Build the industry’s capacity to grow and flourish - skills
4. Build the industry's capacity to address local issues and develop innovative solutions - collaboration

RECOMMENDATION: Collaborate across government, industry bodies and local employers to develop and promote a “hub” where they can easily access information on existing resources and targeted support which would enhance their ability to take up existing opportunities to build business capabilities.

Future opportunity

11. Establish a regional mechanism to provide readily accessible information for local businesses.

<table>
<thead>
<tr>
<th>Local actions</th>
<th>Existing resources include:</th>
</tr>
</thead>
<tbody>
<tr>
<td>12. Collaborate locally to support the development and growth of local employers.</td>
<td>QTIC Indigenous peer mentoring programs and Indigenous champions’ network. DATSIP website.</td>
</tr>
</tbody>
</table>
Queensland Government’s response to

Jobs Queensland’s Tourism Workforce Plan

www.training.qld.gov.au
Our other work

www.jobsqueensland.qld.gov.au
Anticipating Future Skills

• Jobs Queensland, in consultation with industry and key stakeholders, developed a new approach to examine future skills needs across industries and regions.

• Encompassing economic modelling informed by scenario planning.

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

• Results and findings are now available on the JQ website
Employment is projected to increase by 2022

Between 180,000 and 220,000 additional workers needed
Industry and regional snapshots

Health Care and Social Assistance

Projected change in industry employment, all scenarios, 2017-2022

<table>
<thead>
<tr>
<th>2017 Baseline</th>
<th>2022 Projections</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Employed:</td>
<td>309,440</td>
</tr>
<tr>
<td>Baseline</td>
<td>370,834</td>
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<tr>
<td>Scenario 1</td>
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<tr>
<td>Scenario 2</td>
<td></td>
</tr>
<tr>
<td>Scenario 3</td>
<td></td>
</tr>
</tbody>
</table>

Profile: The Health Care and Social Assistance industry is mainly engaged in providing human health care and social assistance. It includes hospitals, medical and other care services (including allied health, ambulances and pathology), residential care services and social assistance services, such as child care, disabilities assistance, and welfare counselling services.

Outlook: This is the largest employing industry in Queensland and under the baseline scenario it is expected to grow by almost 20 per cent by 2022. The fall in household consumption which occurs under Scenario One has a negative effect on this industry and there are almost 450 fewer workers compared with the baseline. The economic effect of Scenario Three also affects the Health Care and Social Assistance industry negatively, with around 2100 fewer workers employed in this scenario compared with the baseline. The demographic changes in Scenario Two increases employment in this industry at twice the state average, with an additional 8318 workers projected to be needed by 2022.

Projected change in regional employment, all scenarios, 2017-2022

<table>
<thead>
<tr>
<th>2017 Baseline</th>
<th>2022 Projections</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Employed:</td>
<td>685,212</td>
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<tr>
<td>Baseline</td>
<td>734,952</td>
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<tr>
<td>Scenario 1</td>
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<tr>
<td>Scenario 2</td>
<td></td>
</tr>
<tr>
<td>Scenario 3</td>
<td></td>
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</tbody>
</table>

Profile: The Brisbane region is comprised of five SDA regions: Brisbane - East, Brisbane - North, Brisbane - South, Brisbane - West and Brisbane Inner City. It covers an area from Brighton in the north and Redland Bay to the east, the Brisbane CBD, Sunnybank Hills to the south, and an area west to Upper Brookfield and Anstead.

It represents the primary employment hub for many industries in Queensland, including Health Care and Social Assistance, due to a number of prominent hospitals, and Education and Training, comprised of the many schools, universities and TAFE campuses in the region. It is also the location of many prominent business and state government department operations, resulting in strong employment within the Professional, Scientific and Technical Services and Public Administration and Safety sectors.

Outlook: Employment in the Brisbane region is forecast to grow by 7.3 per cent (approximately 49,700 people) by 2022 and it increases under all other scenarios. Under Scenario One, it is projected that employment increases by an extra 434 people (with around half of this increase attributable to the Professional sector). Scenario Three sees employment increase by a similar amount but in this case, Manufacturing also contributes to this additional employment. With the region being one of the main landing spots for additional interstate migration, employment grows by 8.2 per cent (or almost 56,000 additional workers) under Scenario Two.
Workforce Planning Connect

- Jobs Queensland is establishing Workforce Planning Connect to build the capacity of enterprises, industries and regions in relation to workforce planning and development.
- Phase 1 will provide online information on workforce planning good practice for Queensland small businesses to help them grow, thrive and succeed.
- Further phases of the project will develop tools for regions and industries.
Place-based approach

To anticipate skills needs and better match supply and demand for skills.

Fraser Coast
Ipswich
Townsville
Fraser Coast project

• Builds on the work done by CSIRO for TAFE Queensland in The VET Era report, and CSIRO’s Tomorrow’s Digitally Enabled Workforce report.

• First component was the release of research conducted by CSIRO in September 2017.

• Second component, a Workforce Development Plan for the Fraser Coast was launched on the Fraser Coast in October 2018 and is available on the Jobs Queensland website.
Townsville Workforce Plan

- Future opportunity under Townsville City Deal.
- Initiatives include:
  - industry engagement workshop
  - partnering to deliver a Small Business Expo
  - industry breakfast hosted by the Jobs Queensland Board
  - development of a data profile.
- An environmental scan incorporating the Townsville City Deal and Townsville City Council economic development priorities has commenced.
For more information
Future skills.
Future workforce.

www.jobsqueensland.qld.gov.au