

Jobs Queensland

8th Annual QTIC Tourism Indigenous
Employment Forum
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Jobs
Queensland

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



**Jobs Queensland strives
to shape a better future for
the social and economic
prosperity of Queensland**

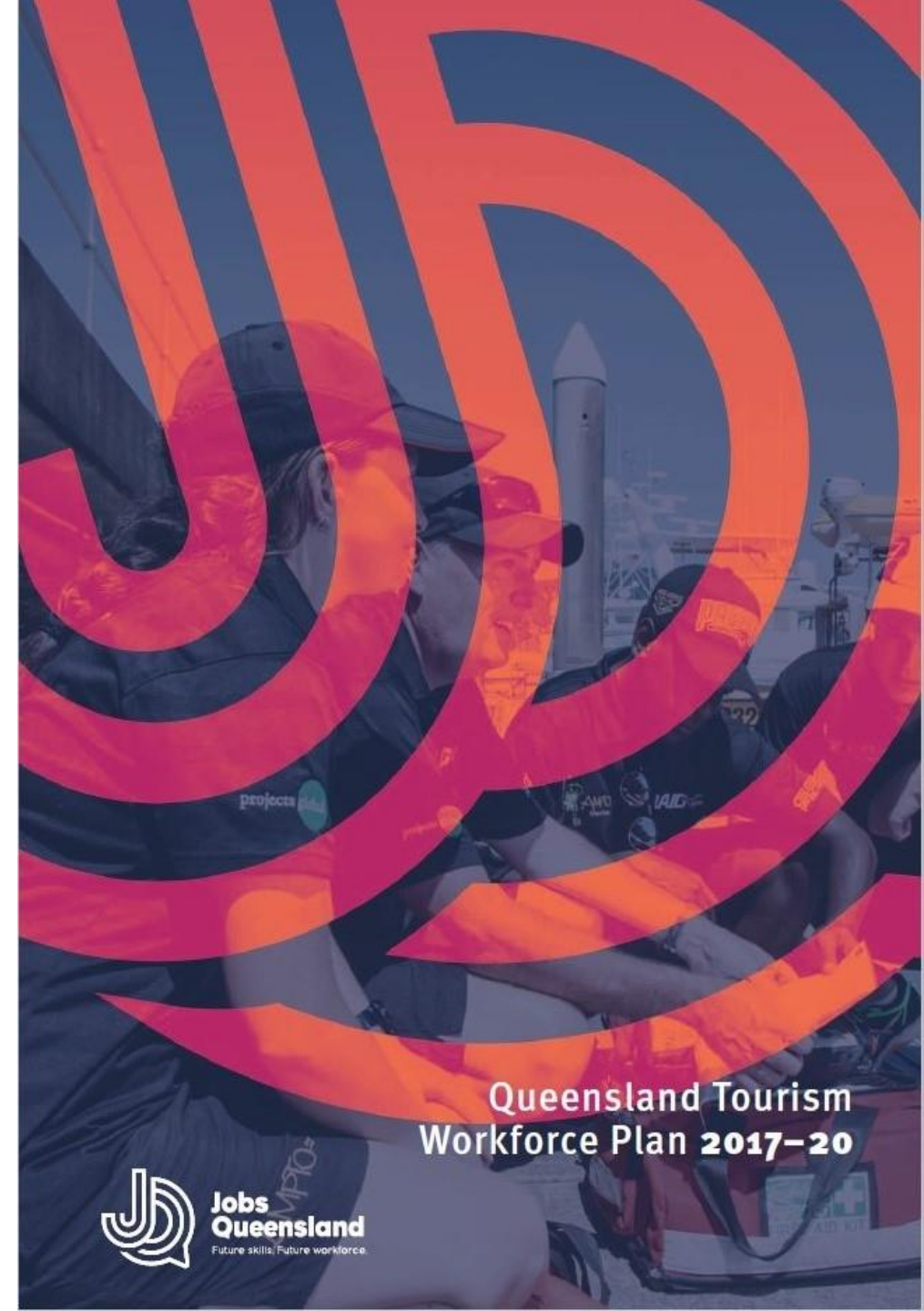
A place-based approach



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.



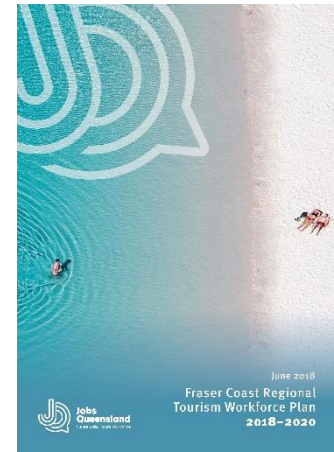
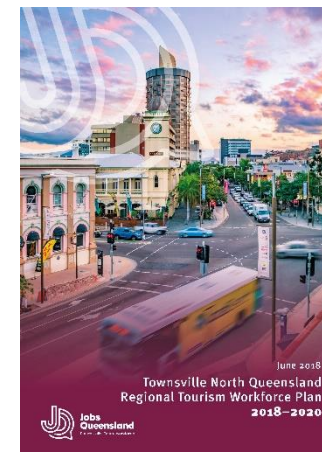
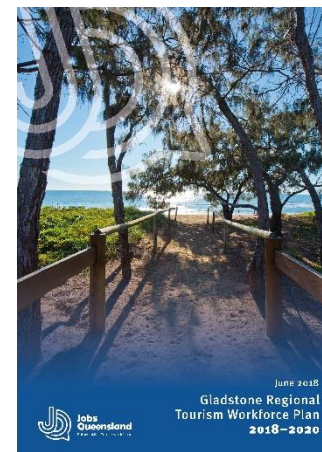
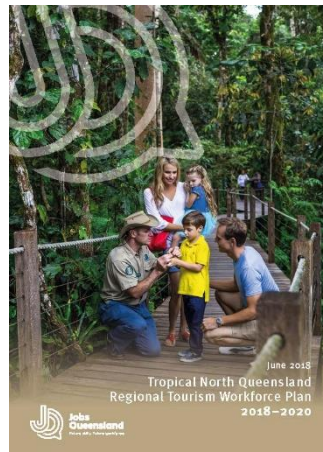
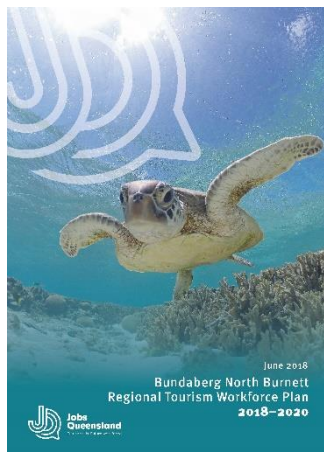
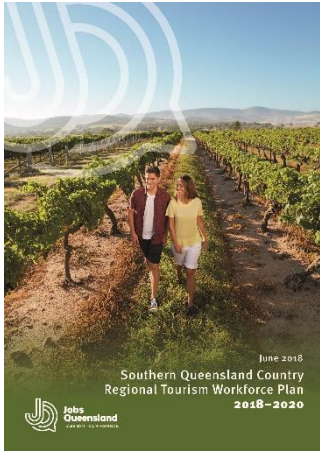
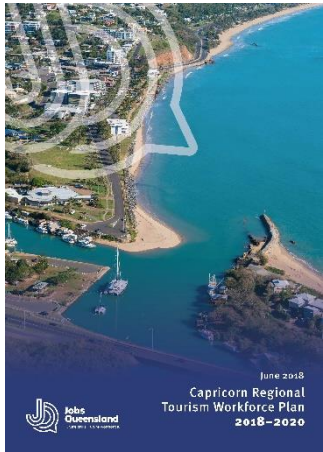
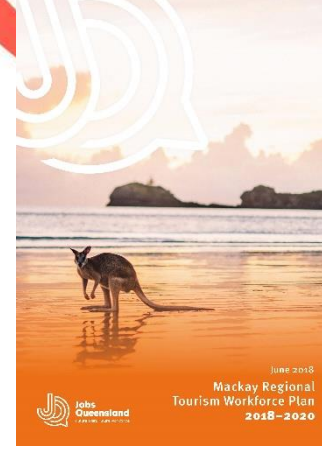
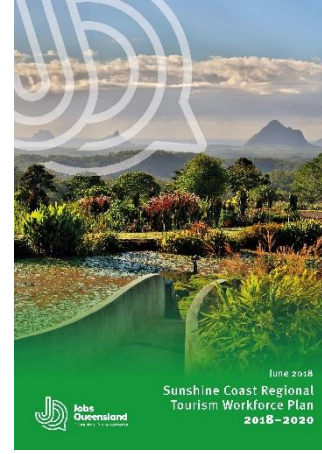
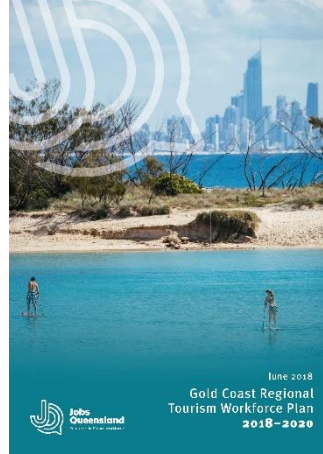
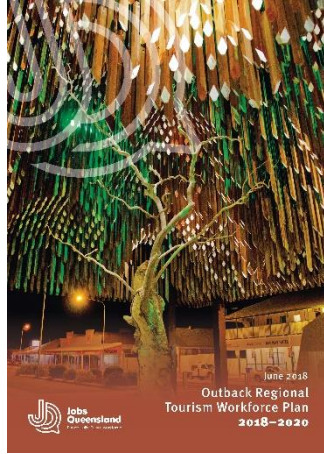
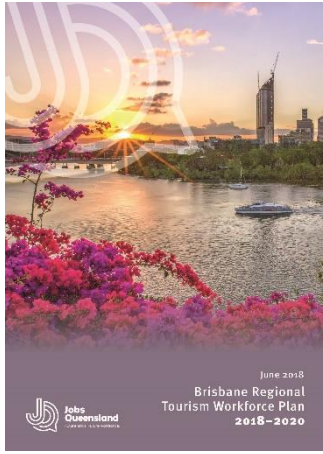
Tourism Industry Advisory Group



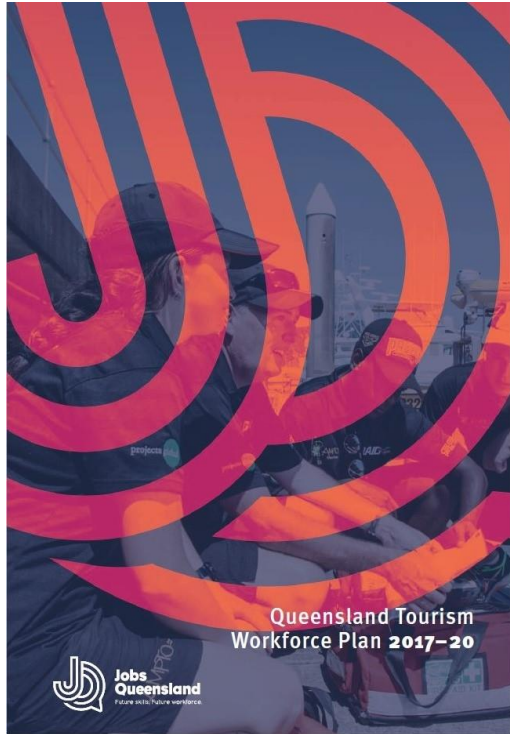
Queensland Tourism Workforce Plan

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**



PRIORITY
Collaboration



GOAL

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

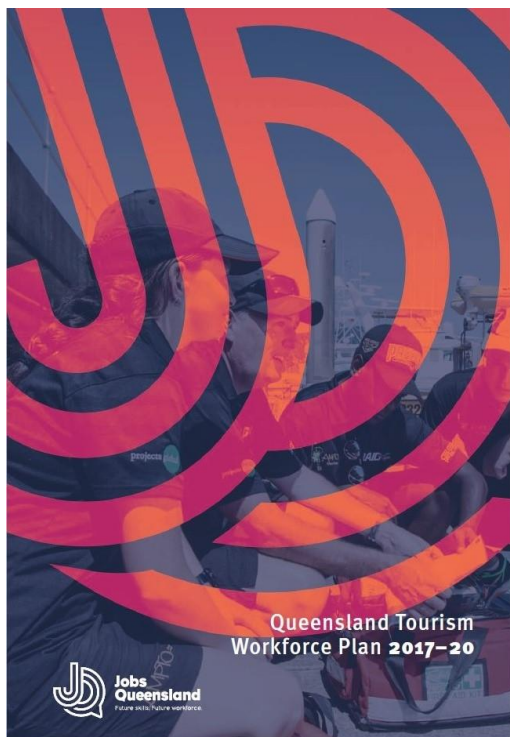
RECOMMENDATION: Build connections between government, tourism operators, Indigenous communities and local education providers to identify, develop, mentor and promote Indigenous tourism businesses and business opportunities.

Future opportunity

8. Increase promotion of available Indigenous Business Support Programs.

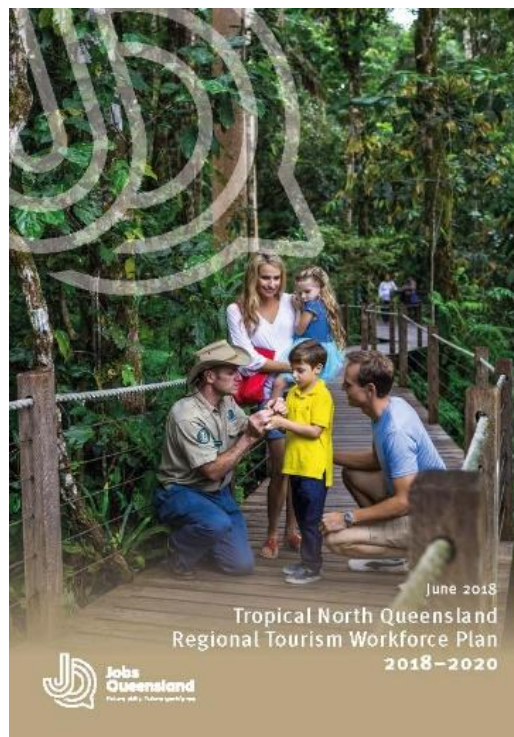
9. Provide opportunities for tourism organisations to participate in Indigenous culture programs such as Banaam.

Queensland Tourism Workforce Plan 2017- 2020



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

Tropical North Queensland 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**



PRIORITY
Collaboration



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

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.

| Local actions | Existing resources include: |
|---|---|
| 12. Collaborate locally to support the development and growth of local employers. | QTIC Indigenous peer mentoring programs and Indigenous champions' network. DATSIP website. |



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

Anticipating Future Skills:

Jobs growth and alternative futures
for Queensland to 2022



Employment
is projected
to increase
by 2022

Between
180,000 and
220,000
additional
workers
needed

Anticipating Future Skills:

Jobs growth and alternative futures
for Queensland to 2022

Industry and regional snapshots



Health Care and Social Assistance

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

2017 Baseline



Number Employed:

309,440

2022 Projections

Baseline



+61,394

370,834

Scenario 1



+60,950

370,390

Scenario 2



+69,712

379,150

Scenario 3



+59,274

368,715

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.

Brisbane

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

2017 Baseline



Number Employed:

685,212

2022 Projections

Baseline



+49,740

734,952

Scenario 1



+50,194

735,406

Scenario 2



+55,949

741,161

Scenario 3



+50,202

735,414

Profile: The Brisbane region is comprised of five SA4 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 454 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.



The Fraser Coast Workforce Blueprint 2018

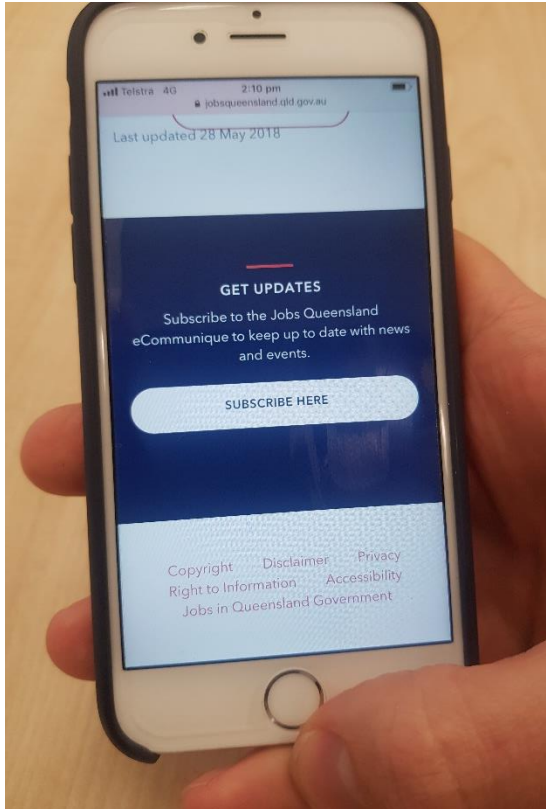
Building capabilities to meet future demand



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