

Jobs Queensland in collaboration with Employ Toowoomba (Regional Jobs Committee) is gaining insights on the future workforce direction of the Toowoomba Region to develop a strategic pathway forward to secure a skilled workforce for the region.

The Toowoomba Labour Market profile provides a snapshot of the region and includes key indicators such as workforce composition, employment and unemployment, business figures, education and training pathways and anticipated future jobs for the region.

Who is Jobs Queensland?

Jobs Queensland provides strategic advice to the Queensland Government on future workforce planning and development.

Our future-focused and place-based work and engagement brings together industry, regions, employers and the community to identify and address future workforce demands.

What are the industries of focus?



The Construction, Agriculture, Forestry and Fishing, Health Care and Social Assistance and Education and Training Industries have been identified as industries of importance to both the local economy and Queensland.

The Toowoomba labour market profile will:

- Provide projected growth of key industries in the region to assist with future planning activities.
- Breakdown of education pathways and journey to work data.
- Support the implementation of place-based decision-making frameworks.

For more information on Jobs Queensland's work, visit www.jobsqueensland.qld.gov.au/regional-workforce-planning/rjc-support

Why we need your input

It is important to develop a Labour Market Profile which is reflective of the needs of your region and it is important we tap into industry knowledge and experience to gain the input of key employers and industry representatives.

We would like to hear first-hand your insights into the workforce and skills priorities for your organisation and your industry more broadly before we finalise the report.

What will be discussed?

Employ Toowoomba has undertaken previous consultation and hosted numerous forums and activities throughout 2021-2024.

The draft report provides a summary of research and consultation and is centred around four key themes:



Build workforce capability



Enhance pathways for work readiness



Promote workplace diversity



Support region and industry transition

Questions that may be explored during this forum include:

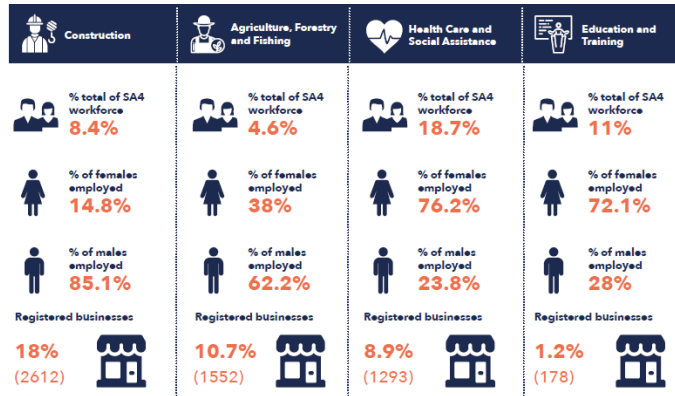
1. How does the region improve the attraction and retention of a diverse workforce?
2. What local strategies have achieved employment of under-represented people and why?
3. How do we improve the skills of our region?
4. What are the unique advantages of the region that can support future jobs?

We look forward to meeting you at the forum and hearing your views.



Toowoomba workforce trends

Industries of focus



Employment trends

The Toowoomba workforce saw an increase of 10.4 per cent to 84,800 in August 2024 with a decrease in the unemployment rate to 3.8 per cent and a participation rate of 63.3 per cent.

It is of note that youth unemployment has significantly increased to 11.1 per cent since 2021 figures.

Toowoomba SA4 by 2027-2028



Employment in the region is expected to grow by 4.7 per cent to 2027-28.¹ The Health Care and Social Assistance sector is projected to experience the most growth (9 per cent).

Workforce composition

The Health Care and Social Assistance industry is female dominated with males comprising less than 25 per cent of the workforce. In comparison, the Construction industry is made up of more than 85 per cent males.

Employment growth in the region in relevant occupations is projected to be in Health Care and Social Assistance (9 per cent), Education and

Training (6 per cent) and Agriculture, Forestry and Fishing (4.5 per cent).

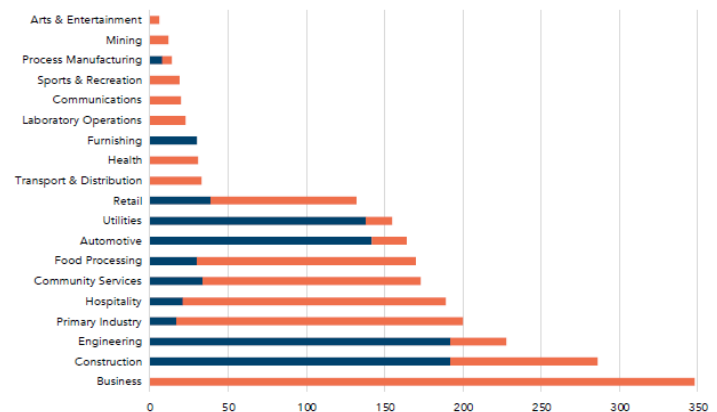
Education and training profile

In the Toowoomba SA4 region:

- Year 11 or 12 or equivalent attainment (59.2 per cent) is lower than the state (63.6 per cent)
- As of 2024, the largest non-school qualification fields of study were management and commerce at 16.6 per cent, Engineering and related technologies 14.4 per cent and Health 13 per cent.

Apprenticeships and traineeships

Apprenticeship and traineeship completions by industry, Darling Downs South West (which includes the Toowoomba SA4) increased by 10 per cent between 2022-2023.



During the same time period, commencements decreased by 37.8 per cent. Further exploration into the challenges to engaging apprentices and trainees would be beneficial.

To find a copy of the Draft Toowoomba Labour Market Profile and Jobs Queensland's work, visit www.jobsqueensland.qld.gov.au/regional-workforce-planning/rjc-support.

We look forward to seeing you at the consultation session.

¹ Jobs Queensland, 2024, *Anticipating Future Skills*