

# Future work, future jobs

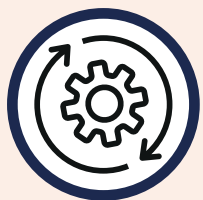
## Preparing Queensland for the evolution of work



## Summary of key findings and recommendations

Jobs Queensland is exploring the future of work in Queensland and what this means for skills and employment policy. A number of key findings and recommendations have emerged. These are summarised below. The full report is available for download, along with an extensive literature review and the discussion paper and social research used to inform the report.

Five themes emerged from the consultations and research for the report. These themes have shaped 18 recommendations for the Queensland Government to support a positive future to 2030. Shared priority, purpose and responsibility towards a positive vision for skills and employment will underpin our future prosperity.



## Change is inevitable, however we can manage transitions

### 2030 vision

Transitions in the Queensland economy provide a more prosperous and sustainable future for all Queenslanders.



The overall outlook for employment in Queensland is strong.



Work is changing in Queensland and opportunities for new or different work are emerging. When, how and to what extent change will occur is not always clear.



All Queenslanders need to adequately prepare for and respond to change. The time for action is now.



Collaboration and planning are essential.

## Recommendations

1. Collaborate with industries, regions, communities and unions to proactively plan for and collectively respond to work and workplace change and significant transitions in the economy.
2. Implement strategies that build and enhance industry leadership and workforce planning capability to support transitions in Queensland.
3. Implement an information campaign that provides an objective and realistic view of future work in Queensland in partnership with industries, communities, employers and unions.



# Skills drive economic and social prosperity

## 2030 vision

Effective skills policy supports the objective of inclusive growth within Queensland, underpinning economic and social prosperity.



Skills development underpins both economic and social prosperity and enables inclusive growth.



A skilled workforce is essential for capitalising on Queensland's future competitive advantages and economic opportunities.



Vocational education and Queensland's vocational education and training (VET) system are critical to shaping our future workforce.



The development of English language, literacy, numeracy and digital literacy (LLND) skills, complemented by employability skills, underpins meaningful contributions to workplaces and society.

## Recommendations

4. Drive enhanced linkages between economic development and workforce development policy and programs across the Queensland Government to promote inclusive economic growth and employment opportunities for Queenslanders.
5. Identify opportunities for enhanced measurement of outcomes and impacts in policy and programs that have complementary economic and workforce development objectives.
6. Collaborate with industry to pilot new approaches for building business skills and capabilities including management and leadership skills in Queensland.
7. Develop a comprehensive English language, literacy and numeracy, and digital literacy (LLND) strategy that complements technical skills and capability development and career progression.





# Access to quality work is essential

## 2030 vision

Queenslanders have access to quality work that meets their financial, social and welfare needs.



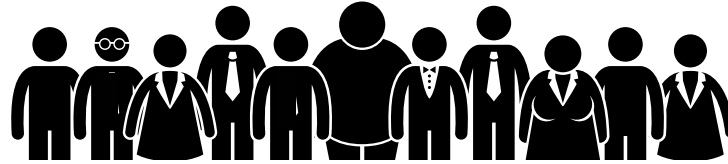
The prosperity and social cohesion of regions and communities is dependent on access to quality work for all who seek it.



Use of alternative work arrangements is increasing and the reasons why individuals and enterprises engage in these forms of work are varied.



Maintaining access to sufficient quality work that supports financial wellbeing and the ability to invest in long-term assets is crucial.



## Recommendations

- Through skills investment and employment policies and programs, prioritise the development of industry and regional partnerships that promote workforce participation in quality work for young people and other cohorts experiencing difficulty in the labour market.
- Investigate options to obtain reliable, timely and granular workforce data to support policy making and industry-wide and local workforce planning.
- Lead by example through the development of a framework that sets out the principles that underpin quality work and alternative work arrangements for the Queensland public service, and promote the framework and benefits to industry leaders.



# Place-based leadership creates stronger regions

## 2030 vision

Queensland's uniquely regional nature is characterised by economic diversity, resilience, liveability and highly skilled workforces.



The future economic opportunities of Queensland's regions will vary.



Community leaders want to drive regional economic and social development. Government's role is to support and facilitate regional communities to strengthen and diversify their local economies.



Workforce development is an essential part of regional economic development.



For regions to capitalise on future economic opportunities, quality skills development for individuals is critical.

## Recommendations

- Empower and support local leaders to lead localised and collaborative responses to workforce opportunities and challenges in regional economies in accordance with local priorities.
- Develop and make available an economic and social wellbeing dashboard for each Queensland region comprising economic, workforce and social measures to inform regional planning efforts.
- Tailor skills investment approaches to enable variation that responds to skills development needs within specific regions, empowers local leadership and decision-making and improves access to vocational education opportunities within thin markets.



# Lifelong learning and skills attainment underpin Queensland's future

## 2030 vision

Lifelong learning and skills attainment for all Queenslanders underpins our prosperity.



Individuals require support to acquire the skills and knowledge they need to participate in lifelong learning.



Access to quality information and targeted assistance around skills development, career options and support programs are essential in planning for change.



Individuals, employers, unions, industry and government all have a role to play in sharing the costs and benefits of vocational education.



Skills investment policies and programs need to evolve and adapt to the pace and extent of change.

## Recommendations

14. Collaborate with industry to ensure that skills investment policy and program settings are responsive to the extent and pace of change being experienced in some industry sectors and some regions.
15. Collaborate with industry and other relevant stakeholders to make available accurate information and advice that assists individuals to make positive career pathway decisions within school and throughout their working lives.
16. Establish conditions for a Queensland Government subsidy for non-accredited vocational education.
17. Promote vocational education as a valued pathway to quality work for school-leavers and existing workers.
18. Reposition the current entry-level, single entitlement skills investment model to support iterative lifelong skills investment.

### Download the report

To download the full report *Future work, future jobs: Preparing Queensland for the evolution of work* and other key publications related to this project, visit [www.jobsqueensland.qld.gov.au/futurework](http://www.jobsqueensland.qld.gov.au/futurework)

