



**Jobs
Queensland**
Future skills. Future workforce.

Jobs Queensland Annual Report

2021-2022



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More information

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CHAIR'S MESSAGE

As Board Chair, I am pleased to present Jobs Queensland's Annual Report for 2021-22.

Jobs Queensland's purpose is to provide independent expert advice to the Minister for Employment and Small Business and Minister for Training and Skills Development on future skills needs, workforce planning and development, and the apprenticeship and traineeship system.

Now, more than ever, Queenslanders need a reliable source of information to make the best decisions for their future. Jobs Queensland is at the forefront, providing the evidence and intelligence our state needs to shape a better future for Queensland.

Our flagship project - the *Anticipating Future Skills* (AFS) series - is an authoritative and interactive data set, that combines economic modelling and scenario planning to identify Queensland's future skills needs.

More than 240 hours of industry feedback gathered from 60 industry champions across 13 testing and validation workshops in September 2021 helped ensure the relevance, reliability and robustness of the AFS data. The feedback from stakeholders informed further work on the data and modelling.

The AFS employment projections for 2020-21 to 2024-25 provided the central evidence base for the Queensland Workforce Summit held on 11 March 2022 and the Queensland Workforce Strategy.

During 2021-22, Jobs Queensland also released several resources to support and inform policy makers, regions and industry to address current and future workforce challenges and help them plan for the future of work in Queensland.

Tailored workforce planning tools for small and medium sized enterprises were delivered in collaboration with the Chamber of Commerce and Industry Queensland (CCIQ). This included a new workbook for micro-businesses which was released and supported by a series of Jobs Queensland hosted webinars in May during Queensland Small Business Month 2022.

This work supported the development of specific AgWorkforce planning resources to build capacity across the Agriculture sector -

delivered in partnership with the Queensland Farmers' Federation (QFF).

Jobs Queensland also partnered with WorkAbility Queensland to develop an industry-led response to the workforce challenges and opportunities associated with the operation of the National Disability Insurance Scheme (NDIS) in Queensland.

In 2021-22, the Regional Jobs Committees were provided with individual regional labour market profiles, online training and tailored advice help them plan and develop their workforce to meet current and future needs.

Our expertise has also been called upon to support discrete pieces of work across government.

Apprenticeship, women and workplace culture: A literature review looked at the impact of bullying and harassment on women in traditional trades. This work informed the Queensland Training Ombudsman's systemic review of support provided to Queensland apprentices and trainees, with a focus on female apprentices in male dominated occupations.

Jobs Queensland's *Hydrogen Industry Workforce Foundational Scan* provided an informed overview of the hydrogen industry and identified skills and workforce initiatives that could support a skilled workforce and thriving domestic green hydrogen industry. This work supported the development of the *Hydrogen Industry Workforce Development Roadmap 2022-2032* released on 20 July 2022.

Jobs Queensland is proud to be a trusted, independent advisor to the Queensland Government. By partnering with key stakeholders, our data and analytic expertise also helps deliver actionable relevant advice to industry, regions and organisations across Queensland.

In 2022-23, Jobs Queensland will continue to take a strategic approach to identifying future skills needs and opportunities to improve workforce planning and development, and the apprenticeship and traineeship system.

Donna Bonney

Jobs Queensland Chair

CONTENTS

01 ABOUT JOBS QUEENSLAND	5
Legislation	5
Jobs Queensland Board	5
Board as at 30 June 2022	5
Previous members.....	5
Jobs Queensland Secretariat.....	5
02 OUR WORK IN 2021-22	6
Future work, future skills projects	6
Workforce planning projects.....	7
Apprenticeships and traineeships projects.....	8
Strategic advice	8
03 LOOKING AHEAD	9

01 ABOUT JOBS QUEENSLAND

LEGISLATION

Jobs Queensland is a statutory entity, established under the *Jobs Queensland Act 2015* (the Act), that is committed to:

- fostering a skilled and productive workforce for the changing economy
- enabling Queensland industries and communities to strengthen skills, capabilities and resilience
- supporting a strong Vocational Education and Training (VET) system.

OUR PURPOSE

The Act establishes Jobs Queensland to provide strategic advice to government on future skills needs, workforce planning and development, and apprenticeships and traineeships. Together with its partners, Jobs Queensland works to shape a prosperous future for Queensland's economy and society.

Jobs Queensland's advice to government is provided to the Minister for Employment and Small Business and Minister for Training and Skills Development (the Minister).

Jobs Queensland undertakes research to support its work and consults with industry, regional, community and government stakeholders to inform the advice delivered to the Minister and to increase awareness of its work among Queenslanders.

JOBS QUEENSLAND BOARD

Section 10 of the Act details the composition of Jobs Queensland, to consist of at least seven but not more than 12 members appointed by the Governor in Council. The Board met eight times throughout 2021-22.

The Board has a broad mix of skills, experience and capabilities, and comprises employer and employee representatives and experience in the education, training or employment sectors.

For more information on the composition of Jobs Queensland, visit jobsqueensland.qld.gov.au/about-us.

BOARD AS AT 30 JUNE 2022

- Donna Bonney, Chair
- Tamilyn Brennan, Board Member
- Heidi Cooper, Board Member
- Daniel Gschwind, Board Member
- Peter Henneken AM, Board Member
- Cathy Janetzki, Board Member
- Brett Schimming, Board Member
- Jennifer Thomas, Board Member.

PREVIOUS MEMBERS

Other members of the Jobs Queensland Board during 2021-22 were:

- Kristine Skippington - resigned 16 August 2021
- Rohan Webb - resigned 15 June 2022.

In accordance with the remuneration procedures for part-time Chairs and members of Queensland Government Bodies (Remuneration Procedures), the Governor in Council approved remuneration arrangements for the Chairperson and eligible members of Jobs Queensland, being an annual fee of \$10,000 for the Chairperson and annual fees of \$7,500 for eligible members. Some members have declined receipt of fees.

Full details about Board remuneration are available in the Department of Employment, Small Business and Training (DESBT) annual report.

JOBS QUEENSLAND SECRETARIAT

The Jobs Queensland Secretariat is staffed by DESBT officers who deliver on the projects and priorities set by the Jobs Queensland Board.

DESBT provides centralised budget, financial management and business support to Jobs Queensland. Information about finance, risk management, human resources, audit and governance functions are part of DESBT's reporting processes.

Jobs Queensland supports the Queensland Government's commitment to human rights by considering the requirements of the *Human Rights Act 2019* in its planning, activities and recommendations. No human rights complaints were received in 2021-22.

02 JOBS QUEENSLAND'S WORK IN 2021-22

Jobs Queensland's research and projects provide objective, evidence-based research and advice for industry, region and government decision-making.

FUTURE WORK, FUTURE SKILLS PROJECTS

ANTICIPATING FUTURE SKILLS (AFS) SERIES

Jobs Queensland released AFS employment projections (2020-21 to 2024-25) at the Queensland Workforce Summit in March 2022.

Updated regional, occupational and industry projections were, for the first time, supplemented with replacement demand projections to identify total job openings related to both growth and replacement demand. The AFS series also contains qualification projections for the workforce of the future.

The employment projections are available through two new dashboards and state overview. Industry and regional snapshots are also available, providing users with deeper analysis and more granular data.

Jobs Queensland updates the *Anticipating Future Skills* series projections annually to retain ongoing currency and relevance.

Impact:

- Central evidence base for the Queensland Workforce Summit 2022 and Queensland Workforce Strategy.
- Robust source of data for policy and decision making across Government, regional and industry bodies, registered training organisations including TAFE Queensland, community organisations and educators across the State.

jobsqueensland.qld.gov.au/afs

FUTURE WORK RESEARCH

Lifelong learning: The foundation of future work examined the importance of an individual's learning mindset and the role workplaces, communities and government can play to encourage and enable individuals to learn in Queensland workplaces.

This work built on from Jobs Queensland's *Future work, future jobs* (2019) research which highlighted the impact of rapid change. Ongoing investment in skills development will be needed to drive economic development and to ensure meaningful employment opportunities across Queensland.

Impact: Encouraging and enabling a lifelong learning mindset by promoting the importance of suitable and targeted education, training and career advice.

jobsqueensland.qld.gov.au/lifelonglearning

WORKFORCE PLANNING PROJECTS

SECURITY INDUSTRY WORKFORCE DEVELOPMENT PLAN

The *Queensland Security Industry Workforce Development Plan 2020-2025* was developed in close consultation with the security industry.

The plan presented 17 recommendations to drive positive, practical change and help the sector manage a changing operating environment, increased demand for services and ways to meet the skills development needs of their current and future workforce.

These focused on strategies to increase attraction to the industry, improve retention, build workforce capability through professional development and enhance collaboration.

This work resulted from a recommendation from the Queensland Training Ombudsman's review of security training.

Impact: Supported the Queensland security industry's workforce development evolution and future growth.

jobsqueensland.qld.gov.au/security/

WORKFORCE PLANNING PROJECTS

WORKFORCE PLANNING CONNECT

Queensland Small Business resources

During Queensland Small Business Month 2022, Jobs Queensland, in collaboration with Chamber of the Commerce and Industry Queensland (CCIQ), launched a refresh of *Workforce Planning Connect* - a suite of tools designed to guide micro, small and medium-sized businesses to plan for and access the skills and workforce they need.

The workbook was designed for micro and small businesses, while the toolkit and templates were designed for small to medium-sized enterprises (SMEs).

Impact: Enabling of workforce planning through a series of tailored advice, resources and tools for all Queensland businesses.

Agriculture industry resources

In collaboration with the Queensland Farmers' Federation (QFF), a suite of free workforce planning resources tailored for micro and SMEs in the Queensland Agriculture Industry were developed.

The toolkit, workbook and guide were designed to help Queensland agriculture SMEs to understand the benefits and advantages of workforce planning, build knowledge and understanding of workforce planning, and grow capability and skills in workforce planning.

Impact: Workforce planning support and capability development for the Queensland Agricultural sector.

Disability sector resources

Based on the Workforce Planning Connect suite of resources, Jobs Queensland partnered with WorkAbility to develop a tailored toolkit and workbook for the disability sector.

These resources have been designed specifically for organisations delivering services under the NDIS and to meet the needs of the disability sector workforce.

Impact: An industry-led response to the workforce challenges and opportunities associated with the operation of the NDIS in Queensland.

jobsqueensland.qld.gov.au/wpc

NDIS WORKFORCE NEEDS

Jobs Queensland continued to work with key National Disability Insurance Scheme (NDIS) and community services stakeholders to implement a multi-year workforce skills research project.

Strengthening Queensland's NDIS Workforce 2021, the second of three state-wide reports, was released in May 2022. It presented data sets, trends, projections and information on the growth of the NDIS and its workforce, and highlighted opportunities to upskill, train and find employment in the disability sector. The report included industry recommendations and actions to continue to grow a skilled workforce.

Impact: Supporting a strategic industry-led approach to the development of the NDIS workforce to align to job opportunities.

The third, and final, statewide NDIS Workforce report will be released in late 2022.

jobsqueensland.qld.gov.au/ndisworkforce

HYDROGEN INDUSTRY WORKFORCE FOUNDATIONAL SCAN

Jobs Queensland developed a Hydrogen Industry Workforce Foundational Scan to support the work of the Ministerial Hydrogen Sub-Committee. This work has informed the development the *Hydrogen Industry Workforce Development Roadmap 2022-2032*.

Impact: Evidence base for the Ministerial Hydrogen Sub-Committee and the Queensland Hydrogen Industry Workforce Development Roadmap 2022-2032.

APPRENTICESHIPS AND TRAINEESHIPS PROJECTS

APPRENTICESHIP, WOMEN AND WORKPLACE CULTURE: A LITERATURE REVIEW

Apprenticeship, women and workplace culture: A literature review informed the Queensland Training Ombudsman's (QTO) *Review of support provided to Queensland Apprentices and Trainees, with a focus on female apprentices in male dominated occupations*.

The review was based on current Australian and international literature on bullying and harassment in traditional apprenticeships. It also specifically focused on women in trade apprenticeships; workplace culture (bullying and harassment) and support mechanisms; and future apprenticeship models.

There was also a Queensland Government response to this review which accepted all 12 recommendations outlined in the Training Ombudsman's systemic review.

Impact: Resulting from a request from the QTO, the literature review has underpinned a systemic review for the QTO as well as the Queensland Government response to the review.

jobsqueensland.qld.gov.au/projects/women-in-trades

STRATEGIC ADVICE

Jobs Queensland continued to provide strategic advice to the Queensland Government in 2021-22 around vocational education and training (VET) policies and programs and other government priorities.

REGIONAL JOBS COMMITTEES

As part of the Queensland Government's *Skills for Queensland - Great training for quality jobs* strategy, Regional Jobs Committees (RJC) were established across the state in late 2019.

Jobs Queensland continues to provide tailored wraparound services for each RJC, including their ability to draw upon Jobs Queensland's research, expertise and resources to help identify the region's workforce and skills needs to inform training and investment.

A half-yearly RJC report is developed by Jobs Queensland and provided to the Minister to provide analysis on the common themes across the RJC's and recommendations on further activities for consideration.

During 2021-22, all RJC's were provided with regional labour market profiles. These were delivered to support the development and delivery of the RJC's action plans to DESBT, incorporating project activities, key objectives, and scope of work for the 2022-23 delivery period.

In addition, Jobs Queensland delivered a range of online training via webinars to RJC's to support increased data and workforce planning capability.

Impact: Increased capability of community leaders and consolidated Ministerial advice.

ADVICE ON SKILLS INVESTMENT

Jobs Queensland's research and stakeholder engagement informs advice about future skills investment priorities.

Jobs Queensland's research, including its flagship project - the *Anticipating Future Skills Series* - provided the central evidence base of the Queensland Workforce Summit held in March 2022.

The Summit brought together more than 350 international and Queensland community, industry and economic experts, all levels of government, thought leaders and change makers to address current and future workforce challenges, and plan for the future of work in Queensland.

03 LOOKING AHEAD

Jobs Queensland has an extensive program of work scheduled for 2022-23. This includes a number of ongoing projects, as well as new projects. Activities include supporting workforce planning and skills development activities across the state; research on industry skills demand, workforce diversity and digital skills; and informing VET investment in Queensland taking into consideration, emerging industries, the changing nature of work and economic priorities.

ANTICIPATING FUTURE SKILLS SERIES UPDATE

Jobs Queensland will continue to update the *Anticipating Future Skills* series projections to retain ongoing currency and relevance. This includes reviewing existing scenarios and investigating additional applications of the projections.

Work will also continue to improve upon the tools currently available, including the interactive data portal and data explorer.

jobsqueensland.qld.gov.au/afs

FUTURE WORK, FUTURE SKILLS PROJECTS

Jobs Queensland will deliver a number of projects that relate to its work in the future work, future skills space.

Research will be undertaken to assess how the apprenticeship and traineeship system, alongside the vocational education and training system, can support individuals to transition to future work, enhance workforce participation and diversity, and what digital skills are required to respond to changing workplace environments.

jobsqueensland.qld.gov.au/future-skills-needs

REGION AND INDUSTRY WORKFORCE PLANNING CAPABILITY BUILDING

Jobs Queensland will work collaboratively with its partners, including RJC's, to increase the workforce planning skills and capability of regions and industry across Queensland.

In 2022-23, Jobs Queensland's existing suite of region and industry workforce planning tools and resources will be expanded. A series of webinars and workshops will also be held to further enable and build workforce planning capability for regions, industry and organisations.

jobsqueensland.qld.gov.au/projects/region-industry-guide/

NDIS WORKFORCE SKILLS

The group training model for traineeships in the disability sector looks to offer many solutions to the challenges of building a skilled workforce.

Working closely with WorkAbility members, research will be delivered to provide insights into the barriers and enablers to the use of group training by the disability sector and identify whether there is potential for the model to be used more widely.

jobsqueensland.qld.gov.au/ndisworkforce

AGRICULTURE WORKFORCE PLANNING AND DEVELOPMENT

Jobs Queensland is collaborating with the Queensland Farmers' Federation (QFF) to deliver a workforce plan for Queensland's agriculture industry.

The workforce plan will identify strategies to respond to skills needs and shortages which impact the ability of the industry to respond to future opportunities and challenges.

This partnership will also see the delivery of a Queensland Agworkforce Summit on 3-5 August 2022. The Summit will be an opportunity for Agribusiness professionals to collaborate, learn and share experiences that will help agribusiness acquire and retain the workforce that they need to grow.

jobsqueensland.qld.gov.au/projects/agriculture-workforce/

SMALL BUSINESS AND DIGITAL SKILLS NEEDS

To support the digital readiness of Queensland's small business community, Jobs Queensland will partner with CCIQ to explore if the Queensland VET sector meets the digital skills needs of SMEs, especially in light of COVID-19 impacts.

jobsqueensland.qld.gov.au/supporting-small-business/

ADVANCING MANUFACTURING

Jobs Queensland will work with industry partners to undertake research focused on the implementation of Collaborative Robotics (cobotics) within the manufacturing industry, and the impact on workforce skills and training needs.

This research will aim to address both the technological advances and the human and design factors that need to be considered with implementing new technology.

Jobs Queensland will continue to provide support in the establishment of Manufacturing Skills Queensland. This will include a review and update of our 2018 *Advancing Manufacturing Skills* strategy, to include post-COVID-19 considerations, to inform the work of Manufacturing Skills Queensland once established.

jobsqueensland.qld.gov.au/projects/advancing-manufacturing/

QUEENSLAND WORKFORCE STRATEGY

Jobs Queensland will support the delivery of actions as part of the Queensland Workforce Strategy.

Jobs Queensland is well-placed to help build the workforce that the state needs, with its knowledge in region and industry-based workforce planning and development.