



# Jobs Queensland Annual Report

---

**2022-2023**



## **Copyright**

This publication is protected by the *Copyright Act 1968*.

© State of Queensland (Jobs Queensland) September 2023.

Excerpts may be reproduced with acknowledgement of the State of Queensland (Jobs Queensland).

## **Licence**

This annual report is licensed by the State of Queensland (Jobs Queensland) under a Creative Commons Attribution (CC BY) 4.0 International licence.

In essence, you are free to copy, communicate and adapt this annual report, as long as you attribute the work to the State of Queensland (Jobs Queensland).

To view a copy of this licence, visit <http://creativecommons.org/licenses/by/4.0/>.

## **Attribution**

Content from this annual report should be attributed as: The State of Queensland (Jobs Queensland) Annual Report 2022-2023.

## **Other languages and formats**

Jobs Queensland welcomes calls through the National Relay Service (NRS) if you are deaf, hard of hearing and/or have a speech communication difficulty. Choose your access option and provide our phone number (07 3294 4706) when asked by the relay officer.

For more information, visit the NRS website ([www.accesshub.gov.au/about-the-nrs](http://www.accesshub.gov.au/about-the-nrs)) to choose your preferred access point, or call the NRS Helpdesk on 1800 555 660 or text 0416 001 350 for assistance.

The Queensland Government is committed to providing accessible services to Queenslanders of all cultural and linguistic backgrounds. If you have difficulty understanding this annual report, you can contact us on telephone (07) 3294 4706 and we will arrange an interpreter to effectively communicate the report to you.

Alternative formats (including large print) are available on request. If you would like this in another format, please contact us (calls from mobile phones are charged at applicable rates).

## **Disclaimer**

While every care has been taken in preparing this publication, the State of Queensland accepts no responsibility for decisions or actions taken as a result of any data, information, statement or advice, expressed or implied, contained within. To the best of our knowledge, the content was correct at the time of publishing.

## **More information**

For enquiries or more information about this report, contact Jobs Queensland:

**Telephone:** 07 3294 4706

**Email:** [info@jobsqueensland.qld.gov.au](mailto:info@jobsqueensland.qld.gov.au)

## CHAIR'S MESSAGE

Jobs Queensland (JQ) provides independent strategic advice on future skills needs, workforce development and planning and the apprenticeship and traineeship system in Queensland.

Our work is firmly future focused. Our data, intelligence and advice help government, regions, industry and community make decisions that shape a better future for all Queenslanders.

Each year, JQ's Anticipating Future Skills Series combines economic modelling with scenarios to provide Queensland-specific employment projections.

In 2022, the Anticipating Future Skills projections showed that 2.8 million workers would be employed in Queensland by June 2025.

Our insights informed the development of the *Good people. Good jobs: Queensland Workforce Strategy 2022-2032 (QWS)* which was released in August 2022.

JQ has remained a critical partner of the QWS and we are leading three of the 33 QWS *Action Plan 2022-2025* initiatives.

Ten new research reports and resources were published in 2022-23 to support policy makers, regions and industry plan for the future of work in Queensland. Key areas of impact included:

- reviewed the Advancing Manufacturing Skills Strategy and highlighted the opportunities and challenges facing Queensland manufacturers as they progress towards Industry 4.0
- shared strategies and best practice examples of how small to medium-sized enterprises can build digital skills - responding to a need identified at the Queensland Workforce Summit 2022
- researched the demand for higher-level apprenticeships and traineeships
- supported industry-led workforce development solutions for the Health and Community Services sector

- partnered with the Queensland Farmers' Federation to deliver a Queensland Agriculture Industry workforce plan to address current and emerging workforce issues
- completed a multi-year study into trends and strategies to strengthen Queensland's National Disability Insurance Scheme (NDIS) workforce with the Community Services Industry Alliance (CSIA)
- co-designed and funded the delivery of Queensland's first workforce planning micro-credential in partnership with UniSC
- published updated workforce planning guides for industry and regions
- provided strategic support to the Regional Jobs Committees and Queensland's new Industry Workforce Advisor network.

JQ actively engages with industry, regions and communities to ensure their voice is reflected in the advice we provide on skills, training and workforce development priorities.

In 2022-23, the Jobs Queensland website attracted more than 16,000 visitors- a 33% increase compared to last year. JQ also hosted 28 events and engagements, compared to four last year, and increased our social media followers by 53%.

This commitment to proactive stakeholder engagement, effective consultation and collaboration will be further enhanced in 2023-24, supported by the JQ Board.

JQ will continue to be a leading source of evidence-based, outcomes-driven and forward-looking advice on Queensland's skills and workforce issues at a regional, state and national level.

As Chair, I extend my sincere thanks to the members of the JQ Board and the exceptional staff of the JQ Secretariat.



**Donna Bonney**  
**Jobs Queensland Chair**

# CONTENTS

<b>01 ABOUT JOBS QUEENSLAND .....</b>	<b>5</b>
Legislation .....	5
Our purpose.....	5
Jobs Queensland Board .....	5
Board as at 30 June 2023 .....	5
Previous members.....	5
Jobs Queensland Secretariat.....	5
<b>02 OUR WORK IN 2022-23 .....</b>	<b>6</b>
Future work, future skills projects.....	6
Workforce planning and development projects.....	7
Supporting the delivery of the Queensland Workforce Strategy 2022-2032.....	9
Strategic advice .....	10
<b>03 LOOKING AHEAD .....</b>	<b>11</b>

# 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, inclusive growth and jobs of the future
- strengthening Queensland's vocational education and training (VET) system
- enabling Queensland industries and communities to strengthen skills, capabilities and resilience.

## OUR PURPOSE

The Act establishes Jobs Queensland to provide strategic advice to government about:

- the skills it anticipates will be needed for particular industries and regional areas
- future workforce development and planning
- the apprenticeship and traineeship system in Queensland.

Jobs Queensland's advice to government is provided to the Minister for Employment and Small Business, Minister for Training and Skills Development and Minister for Youth Justice (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, with all members appointed by the Governor in Council. The Board met seven times throughout 2022-23.

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](https://jobsqueensland.qld.gov.au/about-us).

## BOARD AS AT 30 JUNE 2023

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

## PREVIOUS MEMBERS

Other members of the Jobs Queensland Board during 2022-23 were:

- Cathy Janetzki - resigned 10 October 2022
- Brett Schimming - appointment ended 31 October 2022

In accordance with the Remuneration Procedures for part-time Chairs and members of Queensland Government Bodies, 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.

Full details about Board remuneration are available in the Department of Youth Justice, Employment, Small Business and Training (DYJESBT) Annual Report.

## JOBS QUEENSLAND SECRETARIAT

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

DYJESBT 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 DYJESBT'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 undertaking its projects and activities, Jobs Queensland considers the implications of its work and ensures it is compliant with the requirements of the *Human Rights Act 2019*. No human rights complaints were received in 2022-23.

## 02 JOBS QUEENSLAND'S WORK IN 2022-23

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 SERIES

Jobs Queensland's Anticipating Future Skills (AFS) Series provides detailed employment projections to help Queenslanders understand the future labour market. AFS Series 3 (2020-21 to 2024-25) projections were released in March 2022.

In 2022-23, baseline projections for AFS Series 4 (2021-22 to 2025-26) were developed. This included the consideration of three new scenarios - digitisation post-COVID, changing skills profile, and global headwinds.

Industry and government stakeholders from across 19 different industries provided invaluable insights in the 13 testing and validation workshops held in April 2023. AFS Series 4 is due for release in 2023.

#### Impact:

Informed the development of the *Good people. Good jobs: Queensland Workforce Strategy 2022-2032*.

Increased evidence base for policy and decision making across government, regions, industry, business and community.

[jobsqueensland.qld.gov.au/afs](https://jobsqueensland.qld.gov.au/afs)

#### DIGITAL SKILLS TO RESPOND TO CHANGING WORKPLACE ENVIRONMENTS

The COVID-19 pandemic accelerated digital transformation in business, including a rapid rise in distributed and hybrid workforces. This increased the digital skill shortages of workers across industries and exposed the need for increased digital skills development across Queensland businesses.

Jobs Queensland undertook a literature review in 2022-23 to help identify strategies and activities undertaken by businesses to address digital skills issues. *The Digital Literacies Imperative for Queensland Businesses: A scan of contemporary Australian literature* was published on 26 May 2023.

Work has commenced to validate the findings to provide contextualised advice on skills development, opportunities and challenges for a number of industries across Queensland.

#### Impact:

Responded to a need identified at the Queensland Workforce Summit 2022.

Increased workforce planning capability for Queensland.

[jobsqueensland.qld.gov.au/projects/digital-skills-changing-workplace-environments/](https://jobsqueensland.qld.gov.au/projects/digital-skills-changing-workplace-environments/)

#### ADVANCING MANUFACTURING

Jobs Queensland released the *Advancing Manufacturing Skills: A Skills, Training and Workforce Development Strategy for the Manufacturing Industry in Queensland* in 2018.

Working with industry partners, a review the 2018 Strategy was undertaken to explore how Queensland manufacturers have progressed against the key priority action areas, including post-COVID-19 considerations.

The *Advancing Manufacturing Skills Strategy Review* was published 30 November 2022. This supported the establishment of Manufacturing Skills Queensland (MSQ) by providing an evidence base for future advice.

The Australian Cobotics Centre was engaged to develop case studies and a key findings report to complement this work. Their report illustrated the opportunities and challenges faced by manufacturing organisations in Queensland as they progressed toward Industry 4.0, with a focus on the people in the frontline of changes.

The *Advancing manufacturing: Exploring the human element of the journey* key findings report and case studies were released on 7 February 2023.

#### Impact:

Evaluated the relevance of the *Advancing Manufacturing Skills Strategy* in today's economic climate.

Supported the establishment of Manufacturing Skills Queensland (MSQ).

[jobsqueensland.qld.gov.au/projects/advancing-manufacturing/](https://jobsqueensland.qld.gov.au/projects/advancing-manufacturing/)

## WORKFORCE PLANNING AND DEVELOPMENT PROJECTS

### QUEENSLAND AGRICULTURE INDUSTRY WORKFORCE PLAN 2022-2027

In partnership with the Queensland Farmers' Federation (QFF) and in collaboration with the Rural Jobs and Skills Alliance (RJSA), Jobs Queensland developed the *Queensland Agriculture Industry Workforce Plan 2022-2027*.

Released on 7 July 2022, the industry-led strategic five-year plan looks to address current and emerging workforce challenges experienced across the agriculture sector, including skills needs and shortages.

The Agriculture Workforce Plan also formed the foundation of the Queensland Agworkforce Summit, hosted by QFF and RJSA in August 2022.

Jobs Queensland was proud to also be a partner of this event which provided the opportunity for agribusiness to learn about workforce planning and building the workforce they need to grow.

#### Impact:

Developed in collaboration with industry to drive action for building the capability of agriculture businesses and their workforce for a contemporary, competitive and adaptable industry.

Supported industry to strategically respond to the many workforce challenges highlighted by the agriculture industry.

[jobsqueensland.qld.gov.au/projects/agriculture-workforce/](https://jobsqueensland.qld.gov.au/projects/agriculture-workforce/)

### REGION AND INDUSTRY WORKFORCE PLANNING CAPABILITY BUILDING

One of Jobs Queensland's goals is to increase the workforce planning skills and capability of regions and industry across Queensland.

Effective workforce planning at a region or industry level assists in aligning the unique and natural advantages of a region or industry and looks to build the skills and workforce it needs to grow.

In May 2023, Jobs Queensland published two guides to promote workforce planning for regions and industry - *Workforce planning for regions: A guide for regions, economic development bodies and government* and

*Workforce planning for industry: A guide for industry, economic development bodies and government*.

Although similar in the four-stage approach to developing a region or industry workforce plan, each guide recognises the need to rethink and reconfigure the workforce to build the highly skilled workforce required.

#### Impact:

Increased workforce planning capability for regions and industries across Queensland.

[jobsqueensland.qld.gov.au/workforce-planning-and-development/](https://jobsqueensland.qld.gov.au/workforce-planning-and-development/)

Jobs Queensland also partnered with University of the Sunshine Coast (UniSC) to design a free workforce planning micro-credential course to help business owners and managers to fully understand their workforce and respond to changes in the business environment.

Based on Jobs Queensland's *Workforce Planning Connect* tools and resources, two courses were delivered in 2022-23. The first commencing on 28 April and the other on 23 June. More than 200 enrolments were received.

The Workforce Planning Course also provided an avenue to upskill Queensland's new Industry Workforce Advisors, boosting their ability to support Queensland employers to build effective workforce plans.

#### Impact:

Developed Queensland's first workforce planning micro-credential in collaboration with UniSC.

Supported increased workforce planning capability for Queensland business.

[jobsqueensland.qld.gov.au/current-partnerships/unisc-working-planning-course/](https://jobsqueensland.qld.gov.au/current-partnerships/unisc-working-planning-course/)

## NDIS WORKFORCE NEEDS

Jobs Queensland, in partnership with industry partners and key stakeholders, completed the multi-year project examining the workforce skills demand and supply needs to meet the rollout of the National Disability Insurance Scheme (NDIS) in Queensland.

The final report in a series of three research reports, *Strengthening Queensland's NDIS Workforce 2022* was released on 25 May 2023 in partnership with the CSIA.

The report describes the research outcomes of the multi-year investigation of the workforce challenge and opportunities associated with the operation for the NDIS in Queensland.

It also presents an overview of the key changes, impacts and challenges experienced with the rollout of the NDIS in Queensland over the 2019-2022 period.

Opportunities for industry and government to work together for a skilled NDIS workforce in the years ahead have been identified, along with suggested actions for industry to undertake for the upskilling, training and employment opportunities arising from NDIS funding.

Another proposed solution to the challenges of building a skilled NDIS workforce is through the use of the group training model for traineeships in the disability sector.

*A guide to NDIS traineeships using group training* was published on 9 September 2022, in partnership with WorkAbility. This is a practical resource for NDIS organisations to learn more about the group training model, costs involved and the benefits when using a Group Training Organisation (GTO) for NDIS traineeships.

### **Impact:**

Supported an industry-led response to the workforce challenges and opportunities associated with the operation of the NDIS in Queensland.

Assisted the development of a practical resource to help NDIS organisations to learn about the group training model and the benefits of NDIS traineeships.

[jobsqueensland.qld.gov.au/projects/strengthening-ndis-workforce/](https://jobsqueensland.qld.gov.au/projects/strengthening-ndis-workforce/)

## QUEENSLAND RESOURCES INDUSTRY WORKFORCE DEVELOPMENT PLAN

Jobs Queensland is supporting the development of a Queensland Resources Industry Workforce Plan, in partnership with the Department of Youth Justice, Employment, Small Business and Training (DYESBT) and the Department of Resources.

A draft was developed by Jobs Queensland and was provided to DYESBT to inform a stakeholder consultation process, in collaboration with the Department of Resources.

Once completed, a consultation report will be provided to Jobs Queensland to inform the finalisation of the Queensland Resources Industry Workforce Plan.

### **Impact:**

Increased workforce planning capability for Queensland's Resources sector.



## SUPPORTING THE DELIVERY OF THE *GOOD PEOPLE. GOOD JOBS:* QUEENSLAND WORKFORCE STRATEGY 2022-2032

Jobs Queensland's insights informed the development of the *Good people. Good jobs: Queensland Workforce Strategy 2022-2032* (QWS) which was released in August 2022.

JQ has remained a critical partner of the QWS and we are leading three of the 33 QWS *Action Plan 2022-2025* initiatives. Achievements against each these deliverables are outlined below:

### **GROWING YOUR OWN REGIONAL WORKFORCE**

Jobs Queensland is partnering with regions to develop workforce plans and initiatives to support 'grow your own' regional workforce and cross-sector skills development activities.

This will assist in implementing locally focused and led workforce planning and initiatives, and coordinate efforts across industry, the community and government at all levels to focus on local and regional workforce priorities.

Under this program, there will be up to 20 place-based and locally led workforce plans and/or initiatives completed.

The first four projects, as part of round one, were identified in 2022-23. Work is underway to establish project champion groups to support the implementation of each project at the region and/or industry level.

#### **Impact:**

Increased workforce planning capability across Queensland's regions and industries.

[jobsqueensland.qld.gov.au/projects/grow-your-own-regional-workforce/](https://jobsqueensland.qld.gov.au/projects/grow-your-own-regional-workforce/)

### **HEALTH AND COMMUNITY SERVICES WORKFORCE DEVELOPMENT**

Jobs Queensland is partnering with the Health and Community Services sectors to create and implement sector-led workforce development, attraction and retention strategies.

Part of this activity was the formation of the Queensland Care Consortium (QCC).

This is a partnership between:

- Jobs Queensland
- CheckUP Australia
- Community Services Industry Alliance (CSIA)
- Queensland Council of Social Service (QCOSS)
- The Services Union.

In 2022-23, the first round of QCC funding was made available to support Health and Community Services sector stakeholders to design and implement sustainable place-based attraction, development and retention activities.

Implementation of these projects are designed to meet gaps in the sectors' local workforce planning and development efforts.

#### **Impact:**

Increased workforce planning capability for Queensland.

Supporting industry to plan, develop and deliver practical workforce solutions.

[jobsqueensland.qld.gov.au/projects/health-and-community-services-sector-workforce-development/](https://jobsqueensland.qld.gov.au/projects/health-and-community-services-sector-workforce-development/)

### **INCREASE UPTAKE OF HIGHER-LEVEL APPRENTICESHIPS AND TRAINEESHIPS**

Jobs Queensland is partnering with industry to increase the uptake of higher-level apprenticeships and traineeships in industries where strong demand exists.

In 2023-23, Jobs Queensland undertook research and engagement activities to determine the demand for higher-level apprenticeships and traineeships, if they are meeting industry demand, and if there is potential scope to continue current or development new industry partnerships that drive greater uptake.

#### **Impact:**

Increased evidence base for decision makers in Queensland Government.

Supported the exploration of practical solutions for removing barriers, where strong industry demand exists.

[jobsqueensland.qld.gov.au/projects/higher-level-apprenticeships-traineeships/](https://jobsqueensland.qld.gov.au/projects/higher-level-apprenticeships-traineeships/)

## STRATEGIC ADVICE

Jobs Queensland continued to provide strategic advice to the Queensland Government in 2022-23 around vocational education and training (VET) policies and programs, and other government priorities.

Jobs Queensland is a leading source of evidence based, outcomes driven and forward-looking advice on Queensland's skills and workforce issues at a regional, state and national level. It has a particular focus on:

- delivering priorities of the Queensland Government's the *Good people. Good jobs. Queensland Workforce Strategy 2022-2023* (QWS)
- Queensland Vocational and Education Training (VET) Strategy
- other commitments, such as the Queensland Energy and Jobs Plan, and the Brisbane 2032 Olympic and Paralympic Games.

Specific examples from work undertaken in 2022-23 is noted below.

### ADVICE ON SKILLS INVESTMENT

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

Launched at the Queensland Workforce Summit in 2022, the VET Emerging Industries (VEI) initiative is part of the \$200 million Queensland Government Future Skills Fund to ensure Queensland has the skilled workers it needs.

The VEI initiative is helping develop flexible industry strategies for the state's agribusiness, energy, manufacturing, and screen and digital sectors.

This is an industry-led initiative, with Jobs Queensland as a key stakeholder in the working group to provide advice about:

- the future skills requirements of selected target industry sectors, including short, medium and long-term prospects
- how skills can be developed and delivered to meet anticipated needs
- priorities for subsidies.

In 2023-24, Jobs Queensland will continue to engage with industry stakeholders and provide advice to support the development of industry-led responses funded from the Future Skills Fund.

**Impact:**

Increased evidence base for decision makers in Queensland Government.

### REGIONAL JOBS COMMITTEES

Jobs Queensland has supported each of the nine Regional Jobs Committees (RJC) across the state since their establishment.

This has included providing tailored research, regional labour market profiles and support to develop strategies that address current and identified future workforce and skills issues in each region.

Jobs Queensland also provides a half-yearly RJC report to the Minister to provide analysis on the common themes across the RJC and recommendations on further activities for consideration.

**Impact:**

Increased capability of community leaders and consolidated Ministerial advice.

[jobsqueensland.qld.gov.au/regional-workforce-planning/rjc-support/](https://jobsqueensland.qld.gov.au/regional-workforce-planning/rjc-support/)

## 03 LOOKING AHEAD

Jobs Queensland has an extensive program of work scheduled for 2023-24. This includes a number of ongoing multi-year projects aligned to the *Good people. Good jobs. Queensland Workforce Strategy 2022-2023*, as well as new initiatives developed to meet the priorities set by the Jobs Queensland Board and the Minister.

Activities include:

- supporting workforce planning and skills development activities across the state
- undertaking research on industry skills demand, workforce diversity and digital skills
- informing VET investment in Queensland - taking into consideration, emerging industries, the changing nature of work and economic priorities.

### ANTICIPATING FUTURE SKILLS SERIES

Jobs Queensland will deliver the *Anticipating Future Skills Series 4* employment projections to 2025-26. The refreshed data will reflect changes in economic and labour market shifts.

A strategic review of the series will be undertaken prior to research commencing on Series 5 projections, to 2026-27. This work will go beyond continuous improvement and review the value, use and potential enhancements to the series.

[jobsqueensland.qld.gov.au/afs](https://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.

Our work will also explore digital skills development to adapt to changing workplace environments, challenges and opportunities to boost workforce participation the impact of skills attainment on productivity.

[jobsqueensland.qld.gov.au/future-skills-needs/](https://jobsqueensland.qld.gov.au/future-skills-needs/)

### STRENGTHENING QUEENSLAND'S VET SYSTEM

Jobs Queensland will continue to provide strategic advice about the future skills requirements of selected target industry sectors. This includes short, medium and long-term prospects and how skills can be developed and delivered to meet anticipated needs and identifies priorities for subsidies.

### WORKFORCE PLANNING AND DEVELOPMENT

Jobs Queensland will continue to support regions, industries and organisations to build workforce planning capability.

This includes leveraging the Workforce Planning Connect resources, the Region Workforce Planning guide, and the Industry Workforce Planning guide to drive greater uptake of workforce planning activities.

The Workforce Planning micro-credential course, developed in partnership with UniSC, will be further explored with state-wide offerings. Course content and associated resources will be translated into Mandarin and Vietnamese to make them more accessible to broader Queensland audiences.

[jobsqueensland.qld.gov.au/workforce-planning-and-development/](https://jobsqueensland.qld.gov.au/workforce-planning-and-development/)

### QUEENSLAND WORKFORCE STRATEGY

Jobs Queensland will continue to support the delivery of actions as part of the *Good people. Good jobs: Queensland Workforce Strategy 2022-2032*.

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.

[jobsqueensland.qld.gov.au/projects/good-people-good-jobs/](https://jobsqueensland.qld.gov.au/projects/good-people-good-jobs/)

## **QUEENSLAND WORKFORCE STRATEGY**

### **Workforce attraction and retention**

#### ***Health and Community Services Sectors Workforce Development Project***

Jobs Queensland continues to support the Health and Community Services sectors through the Queensland Care Consortium (QCC).

Jobs Queensland will deliver funding opportunities to organisations in the health and community services sectors. The funding will be for action-based workforce development, attraction, and retention projects.

[jobsqueensland.qld.gov.au/projects/health-and-community-services-sector-workforce-development/](https://jobsqueensland.qld.gov.au/projects/health-and-community-services-sector-workforce-development/)

#### ***Queensland Resources Industry Workforce Plan***

Jobs Queensland is supporting the development of a Queensland Resources Industry Workforce Plan to meet the changing skills of the industry and ensure workers have access to the right skilling opportunities.

Through industry partnerships and stakeholder consultation, Jobs Queensland will provide support to the Resources industry to help the industry grow and diversify their workforce using attraction and retention strategies.

### **Local solutions**

#### ***Grow your Own Regional Workforce Program***

Partnerships will be established with regions and local industries to develop workforce plans and/or initiatives to support a range of sectors to grow their workforce and build cross-sector skills. Initiatives will focus on attraction, retention and workforce development.

Support will be provided through a combination of targeted workforce planning advice and capability development, place-based workforce data and targeted funding, where relevant. Initial partnerships are currently being scoped and finalised for commencement.

[jobsqueensland.qld.gov.au/projects/grow-your-own-regional-workforce/](https://jobsqueensland.qld.gov.au/projects/grow-your-own-regional-workforce/)

### **Skilling Queenslanders now and into the future**

Jobs Queensland is developing industry partnerships to support the increased uptake of higher-level apprenticeships and traineeships and explore practical solutions for removing barriers where strong industry demand exists.

These partnerships will explore what industries and student cohorts could benefit from connecting workplace learning with higher level qualifications, such as diplomas, where vocational learning is the preferred pathway.

The approach will offer on-the-job training experience at a higher level of skill and expertise by combining specialised skills and knowledge with the traditional apprenticeship model.

[jobsqueensland.qld.gov.au/projects/higher-level-apprenticeships-traineeships/](https://jobsqueensland.qld.gov.au/projects/higher-level-apprenticeships-traineeships/)